

Application Question	Criteria	Additional Context
<p>1. Tell us about your organization and any values that drive your work.</p>	<p>Alignment (25%): Is the organization’s mission aligned with the values of the community? We’re looking for arts and culture organizations that are in solidarity with the community and work to equitably shift power to enhance community well-being.</p>	<p>For example, is the organization’s mission reflective of and responsive to the cultural environment that it is rooted in?</p>
<p>2. Describe the community you serve (please also include any qualitative and quantitative information that you have readily available). How are you addressing your communities’ needs and interests through your work, and how has community support directly contributed to your organization’s success?</p>	<p>Relationship (25%): Is the organization trusted and led by community voices? We’re looking for organizations that share power within their organizational structures and have the relationship infrastructure to enhance their own well-being and that of the community.</p>	<p>For example, consider any partnerships, projects, or other types of engagement that demonstrate relationship trust and reciprocity. Is your organization considered a safe space for artists/communities of color; are there equitable pathways to committee and/or board service for community members? Are levels of decision-making shared equitably across the organization internally?</p>
<p>3. How will this grant impact your organization’s work and the well-being of the community you serve?</p>	<p>Impact (25%): We’re looking to historically understand the organization’s impact according to the community and are most interested in organizations that take an advocacy approach within their community engagement to enhance well-being. How will grant funds help sustain and/or enhance what the organization is already doing in these areas?</p>	<p>For example, help us understand more specifically how grant funds will be used within your operating budget and in service of community well-being.</p> <p>Further, we understand that there are various levels and types of engagement through advocacy, especially for smaller organizations. We want to hear how organizations have publicly supported and amplified community voice through quality arts/culture and/or other aspects of their work. We encourage any testimonials, letters, survey results, awards, or other reports of community impact in your support materials.</p>
<p>4. a) What could the pilot program and cohort provide you with to support your work, unique expertise, and knowledge? b) In turn, what unique expertise and knowledge can your organization add to the experience?</p>	<p>Cohort Engagement (12.5%): Is the organization ready and willing to engage with their peers in Collaborative Learning Experiences? We’re looking for a unique array of arts and culture organizations that will most benefit from and contribute to the cohort experience.</p>	<p>For example, we understand the time constraints that smaller organizations face; however, we’re looking for organizations where at least one key representative from the organization can participate in the engagement, whether that is a staff person, board member, or volunteer leader.</p>
<p>5. a) Please upload financial statements of your organization’s total operating budget from the last two completed fiscal years. b) Provide a brief budget narrative to help explain any deficits, surplus, or other context you would like us to know about your operating budget.</p>	<p>Financial Stewardship (12.5%): How does the organization manage financial resources? We’re not looking for perfection. We understand the financial strain that organizations rooted in communities of color have faced and how creative they’ve been to sustain their work. Rather, we’re interested to know: is the organization managing resources with transparency and accountability?</p>	<p>For example, if an organization plans to use grant funds to retire debt, is there also a plan in place to demonstrate how the organization plans to stay out of debt?</p>