

## 2020 Full Application – Scoring Rubric

### Impact Areas

- / **Early Childhood Education:** Only 28% of low-income Hispanic children are kindergarten ready. A child who is prepared for kindergarten is four to five times more likely to pass state assessments by the 3<sup>rd</sup> grade. By focusing on the youngest children in our community, we can improve educational outcomes for years to come. **The Hispanic Impact Fund will focus our educational investments in organizations that focus on kindergarten readiness.**
- / **Health and wellness:** 25% of working age Hispanic adults have no primary healthcare provider, leaving Hispanic families one health crisis away from financial ruin. However, when armed with accurate and culturally competent information about healthy habits, Hispanics have significantly improved health outcomes. **The Hispanic Impact Fund will focus our health investments in organizations that focus on health education and access to healthcare.**
- / **Job skills and entrepreneurship:** Nearly 75% of Hispanics are in the paid labor force. However, having such a large part of the population confined to unskilled jobs and minimal incomes reduces the economic growth potential of our community. **The Hispanic Impact Fund will focus our investments in organizations that support small business access to capital and workforce development.**

	<b>0 pts.</b>	<b>5 pt.</b>	<b>10 pts.</b>	<b>TOTAL</b>
<b>1. Staff Diversity</b>	30% or less of the organization’s staff are Hispanic/Latino.	At least 50% of the organization’s staff are Hispanic/Latino.	At least 75% of the organization’s staff are Hispanic/Latino	
<b>2. Leadership Diversity</b>	30% or less of the organization’s executive leadership are Hispanic/Latino.	At least 50% of the organization’s executive leadership are Hispanic/Latino.	At least 75% of the organization’s executive leadership are Hispanic/Latino	
<b>3. Board Diversity</b>	30% or less of the organization’s Board are Hispanic/Latino.	At least 50% of the organization’s Board are Hispanic/Latino.	At least 75% of the organization’s Board are Hispanic/Latino	
<b>4. Fit with HIF Impact Area(s)</b>	Organization activities do not relate to the selected HIF impact area at all.	Organizational activities relate somewhat to the selected HIF impact area.	Organizational activities are directly related to the goals and objectives of the selected HIF impact area.	
<b>5. Statement of Need</b>	Proposal makes a weak case for need in the Latino community.	Proposal makes an adequate case for need in the Latino community.	Proposal makes a strong case for need in the Latino community.	
<b>6. Goals and Outcomes</b>	Goals and/or outcomes are missing, unclear, or irrelevant to the application.	Goals and/or outcomes are included, but they are stated vaguely/inconclusively and/or their correlation is weak.	Goals and/or outcomes are clearly stated, and their correlation is evident/strong.	
<b>7. Measuring Effectiveness</b>	Measures are missing, unclear, or do not currently evaluate the mission-related goals and outcomes.	Measures are collected/included, but they are vaguely matched to goals and outcomes.	Measures are collected/included, and they are strongly stated and matched to goals and outcomes.	
<b>8. Community Partnerships</b>	The organization lacks the community partnerships needed to be a successful grant partner.	The organization has some meaningful community partnerships and the potential to be a successful grant partner	The organization has the strong community partnerships needed to be a successful grant partner.	
<b>GRAND TOTAL</b>				_____/ 80