



Community Need: We support organizations that address a significant and authentic need in West Contra Costa and engage the community in determining that need.

BASIC	AVERAGE	GOOD	EXEMPLARY
Organization does not serve a prevailing need of low-income communities in West Contra Costa.	Organization does serve a prevailing need of low-income communities in West Contra Costa, but does not engage community on how they determine that need or how it can be met.	Organization does serve a prevailing need of low-income communities in West Contra Costa and occasionally engages community on how they determine that need and how it can be met.	Organization plays a unique and critical role in meeting a need of low-income communities in West Contra Costa. It actively engages community, on an ongoing basis, on how they determine that need and how it can be met.

Community Impact: We support organizations that have ambitious goals and can demonstrate that they are making measurable progress toward their intended impact.

BASIC	AVERAGE	GOOD	EXEMPLARY
Organization does not have a clear sense of their desired impact and has not identified measurable, ambitious goals.	Organization has a clear desired impact, but only vague, un-measurable goals.	Organization has ambitious goals to make a promising impact and is making progress toward achieving these goals.	Organization has ambitious goals to make a significant impact in the lives of those they serve, and it has made impressive progress on achieving these goals.

Partnerships and Collaboration: We believe that collaboration with others in the West Contra Costa community is essential in order to achieve collective, sustaining impact.

BASIC	AVERAGE	GOOD	EXEMPLARY
Organization is currently engaging in work isolated from other organizations or agencies in the West Contra Costa community.	Organization has one or two relationships with local agencies and organizations in West Contra Costa, but these relationships are fairly transactional.	Organization is known to have collaborative partnerships with other local agencies and organizations in West Contra Costa. They leverage the strengths of these organizations to support their work and vice versa.	Organization is working and invested in deep partnerships with other organizations and leaders in West Contra Costa. They engage in these partnerships to build scale and continuity otherwise unattainable on their own.

Valuing Best Practices: We support organizations that have embraced continuous improvement, actively learning from current research and adopting best practices from experts in the field in order to improve their impact.

BASIC	AVERAGE	GOOD	EXEMPLARY
Organization does not implement any best practices from other organizations or research into their programming/ services.	Organization implements 1 or 2 best practices they have learned from other organizations and/ or research into their programming/ services.	Several best practices are embedded into the foundation of the organization, but they do not make it a consistent practice to learn about new approaches.	The organization is a learning organization. They are committed to finding and incorporating best practices from other organizations and research into every aspect of their programming and services.

Equity & Inclusion in Leadership: We believe in equipping and developing people of color to take leadership roles that shift power dynamics and build a culture of diversity and inclusion.

BASIC	AVERAGE	GOOD	EXEMPLARY
The organization's leadership and staff does not at all reflect the background of the constituents it is serving.	The organization's leadership and staff somewhat reflect the background of the constituents it is serving.	The organization's leadership and staff is clearly made up of a majority of people who identify with the background of the constituents it is serving.	Not only does the organization's leadership and staff strongly reflect the background of the constituents it is serving, but the organization also prioritizes developing and equipping these leaders to shift power dynamics within the organization.