

Operating Grants for Organizations

Scoring Rubric for Narrative Questions

The narrative sections of the Operating Grants for Organizations' application are equally weighted and are founded on the vision and values in Mass Cultural Council's [strategic plan](#).

None of the narrative sections determine eligibility requirements for applying to this program – i.e. applicants can still apply regardless of whether they fulfill these criteria or not. However, the organizations that are most aligned with the Agency's values will score higher on these review criteria.

Each narrative section consists of two questions.

Review Criteria #1 - Equitable Practices

Narrative question	What reviewers are looking for
How does your organization incorporate equitable practices externally?	The organization demonstrates a thorough understanding of diversity, equity, and inclusion and actively incorporates these equitable practices throughout their work and/or programming, commensurate with their staff size and resources.
How does your organization incorporate equitable practices internally?	In its internal practices and policies, the organization demonstrates its commitment to equity by fostering a culture of diversity, equity, and inclusion. This includes ensuring representation of staff, artists, humanists, and/or scientists, and key collaborators from underserved communities at various levels within the organization, as well as taking substantive actions that align with the organization's diversity, equity, inclusion, and accessibility (DEIA) goals or priorities.

Review Criteria #2 - Support Massachusetts' artists, humanists, and scientists

Narrative question	What reviewers are looking for
What does your organization do that intentionally supports Massachusetts' artists, culture bearers, creative practitioners, humanists, and/or scientists?	The organization offers initiatives and/or programs that provide opportunities for creative expression, education, and/or service to the field. Their efforts are impactful, leading to tangible benefits and advancements for artists, humanists, and/or scientists, and contributing significantly to the overall thriving of the creative community in Massachusetts.
What portion of your organization's programming or work intentionally features, presents, showcases or hires Massachusetts' artists, teaching artists, culture bearers, creative practitioners, humanists, and/or scientists? How did you calculate this?	The organization has either specifically identified Massachusetts artists, humanists, and/or scientists as a core constituency to be served in their mission and/or vision, or it is clear from the organization's core programming/work that this is a primary purpose.

Review Criteria #3 (Select one set of questions to answer.)

Advance the cultural sector

Narrative question	What reviewers are looking for
How does your organization's mission, vision, and/or purpose relate to innovating, enhancing and expanding creativity, and/or creating transformational change within the cultural sector?	The organization's mission and/or vision demonstrate a clear commitment to innovating, enhancing, and/or expanding creativity and culture within the local ecosystem or cultural sector, or it is clear that this is their primary purpose. The organization understands their role within various sectors, both arts and non-arts, in relation to this work.

<p>What work and/or programming does your organization do that advances the cultural sector?</p>	<p>The organization demonstrates its commitment to innovating, enhancing, and/or expanding creativity and culture within the community or region through specific initiatives, projects, or practices. They actively engage in activities such as developing new work, advancing the next generation of practitioners, fostering economic development and placemaking, supporting unique forms of expression, and addressing intersections with other issues such as healthcare and social justice, contributing to the overall advancement of the cultural sector.</p>
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OR

Engage the Community Deeply and Authentically

Narrative question	What reviewers are looking for
<p>What community or communities does your organization intentionally serve and engage? Describe the unique characteristics and needs of this community or communities.</p>	<p>The organization's mission and/or vision demonstrates a clear commitment to understanding and engaging with their community deeply and authentically, or it is clear from the organization's core programming/work that this is their primary purpose. The organization demonstrates a deep understanding of the communities it serves and engages, identifying a specific community or communities intentionally targeted for engagement. They articulate the unique characteristics and needs of these communities, informing their approach to community engagement and programming.</p>
<p>How does your organization reflect and incorporate the needs, wants, interests, and identities of the community it serves?</p>	<p>The organization intentionally reflects or incorporates the needs, desires, and identities of the community or communities it serves into its programming and practices. Their artistic and cultural programming directly reflects the needs, desires, and/or identities of their organizational community, demonstrating a responsive approach to meeting community needs and fostering meaningful engagement.</p>