

# SHINE General Operating Support Grants

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## *Maryland Humanities*

### *Introduction to Evaluation*

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#### Terms Used in this Evaluation

Please utilize the following definitions when evaluating applications.

#### DEAI

- **Diversity** is all the ways that people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.
- **Equity** is the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.
- **Accessibility** is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.
- **Inclusion** refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community.

#### Communities Underserved By the Humanities

Including, but not limited to:

- Veterans
- Rural Populations
- BIPOC (Black, Indigenous, and People of Color)
- Low-income Individuals
- Currently and Formerly Incarcerated Persons
- LGBTQ+ Individuals
- Currently and/or Formerly Unhoused People
- Disabled People

**Grant Number**

Internal Use Only

*Character Limit: 200****Organizational Culture*****Centrality of the Humanities in Mission and Programming\****How integral are the humanities to the organization's mission? How are the humanities represented within the organization's programming?*Questions to Consider

- Centrality of the Humanities to your Organization
- Mission Statement
- History of Organization's Programming

**Exemplary (9-10 points)**

The humanities is central to the organization's mission and **ALL** of the organization's programming.

**Substantial (7-8 points)**

The humanities is central to the majority of the organization's mission and programming.

**Adequate (5-6 points)**

The humanities are a significant to the organization's mission, and is central to more than half of the organization's programming.

**Limited (3-4 points)**

The organization provides some humanities programming but, the humanities is not central to their mission.

**Minimal (1-2 points)**

There is little connection to the humanities within the organization's programming or mission.

**Scoring Options:** 0 - 10

**DEAI Impact Strategies and Approaches\****How has this organization implemented DEAI (Diversity, Equity, Access and Inclusion) principles in their organizational culture? Does the organization have clear and practical plans to advance DEAI in their organizational culture in the future?*Questions to Consider

- Diversity, Equity, Access and Inclusion in Organizational Culture

**Exemplary (9-10 points)**

The organization has implemented clear, identifiable, and impactful strategies to promote DEAI principles within the organization and the larger community. They have also identified new approaches to advancing DEAI principles in the future.

**Substantial (7-8 points)**

The organization has implemented some strategies to promote DEAI principles within their organization, and the larger community. They have also articulated some approaches to advancing DEAI principles within the organization and its programming in the future.

**Adequate (5-6 points)**

The organization has implemented few strategies to promote DEAI principles within their organization, and the larger community. They have vaguely articulated approaches to advancing DEAI principles within the organization and its programming in the future.

**Limited (3-4 points)**

The organization has implemented no strategies to promote DEAI principles within their organization, and the larger community. They have vaguely articulated approaches to advancing DEAI principles within the organization and its programming in the future.

**Minimal (1-2 points)**

The organization has implemented no strategies to promote racial equity within their organization, and the larger community, and has not articulated approaches to advancing DEAI principles within the organization and its programming in the future.

**Scoring Options:** 0 - 10

**Comments Regarding Organizational Culture**

*Character Limit: 2000*

***Programming*****Impact and Significance of Programming\***

*How impactful and significant is this organization's programming and collaborative practices to the communities it serves?*

**Questions to Consider:**

- History of Organization's Programming
- Examples of Programming
- Organizational Goals

**Exemplary (9-10 points)**

The organization's programming is indispensable to the community it serves.

**Substantial (7-8 points)**

The organization's programming is significantly impactful to the community it serves.

**Adequate (5-6 points)**

The organization's programming is beneficial to the community it serves.

**Limited (3-4 points)**

The organization's programming is somewhat impactful to the community it serves.

**Minimal (1-2 points)**

The organization's programming is inconsequential to the community it serves.

**Scoring Options:** 0 - 10

**Diversity and Equity of Representation in Programming\***

*How are the narratives of diverse communities represented in this organization's programming?*

Questions to Consider:

- Representation of Diverse Narratives in Programming
- Examples of Programming

**Exemplary (9-10 points)**

The organization's programming includes extensive, accurate and valuable representations of the experiences of BIPOC and/or LGBTQ+ communities.

**Substantial (7-8 points)**

The organization's programming includes substantial, accurate and beneficial representations of the experiences of BIPOC and/or LGBTQ+ communities.

**Adequate (5-6 points)**

The organization's programming includes adequate representation of the experiences of BIPOC and/or LGBTQ+ communities.

**Limited (3-4 points)**

The organization's programming includes simplistic representations of the experiences of BIPOC and/or LGBTQ+ communities.

**Minimal (0-2 points)**

The organization's programming includes little to no representations of the experiences of BIPOC and/or LGBTQ+ communities.

**Scoring Options:** 0 - 10

**Comments Regarding Organization's Programming**

*Character Limit: 2000*

## *Audiences and Community Impact*

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### **Impact and Outreach\***

*How significant is the organization's audience relative to the community's size and organizational operational capacity?*

*Does the organization have a clear and practical plan to expand the reach of their organization?*

#### Questions to Consider

- Organization's Audience
- Estimated Annual Audience Size
- Outreach Strategies

#### Exemplary (9-10 points)

The organization serves a significant audience relative to the community's size and the organization's operational capacity. Organization articulates a clear, and practical plan to expand the reach of their organization, and diversify their audience.

#### Substantial (7-8 points)

The organization serves a substantial audience relative to community's size and the organization's operational capacity. Organization has some plans to expand the reach of their organization and diversify their audience.

#### Adequate (5-6 points)

The organization serves an adequate audience relative to the community's size and the organization's operational capacity. The organization articulates some outreach approaches that could be improved with more clarity and actionable goals.

#### Limited (3-4 points)

The organization serves a limited audience relative to the community's size and the organization's operational capacity. The organization articulates some desire to diversify and expand their audience, but lacks any clear plans or approaches to achieving this goal.

#### Minimal (1-2 points)

The organization serves an insufficient audience relative to the community's size and the organization's operational capacity. The organization has little to no goals to expand and diversify their audience.

**Scoring Options:** 0 - 10

### **Representation and Outreach Strategies for Underserved Populations\***

*How are communities underserved by the humanities represented within the organization's audience? What outreach strategies is the organization employing to diversify their audiences?*

Questions to Consider:

- Organization's Audience
- Outreach Strategies

**Exemplary (9-10 points)**

Communities underserved by the humanities are significantly represented in the organization's audience.

**Substantial (7-8 points)**

Communities underserved by the humanities are substantially represented in the organization's audience.

**Adequate (5-6 points)**

Communities underserved by the humanities are present within the organization's audiences.

**Limited (3-4 points)**

Communities underserved by the humanities are underrepresented within the organization's audience.

**Minimal (1-2 points)**

Communities underserved by the humanities are insignificant within the organization's audience.

**Scoring Options:** 0 - 10

## Comments Regarding Audiences and Community Impact

*Character Limit: 2000*

## *Budget and Financial Impact*

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### **Clear Use of Funds\***

*Does the organization have a clear, and practical plan to utilize the funding?*

Questions to Consider

- Intended Use of Funding

**Exemplary (9-10 points)**

The organization articulates a considerably clear, and practical plan to utilize the funding.

**Substantial (7-8 points)**

The organization articulates a fairly clear, and practical plan for the use of funding.

**Adequate (5-6 points)**

The organization has articulated a plan for the funding that could be more impactful with increased clarity.

**Limited (3-4 points)**

The organization articulates a plan for the funds that lacks clarity and practicality.

**Minimal (1-2 points)**

The organization articulates a plan for the funds that contains no clarity or practicality.

**Scoring Options:** 0 - 10

**Impact of Funds on Organization\***

*If received, how impactful will this funding be on this organization's ability to provide programming to Marylanders?*

**Questions to Consider**

- Organizational Goals
- Intended Use of Funding
- Organization's Audience

**Exemplary (9-10 points)**

This grant would have a transformative impact on this organization's ability to provide programming to Marylanders.

**Substantial (7-8 points)**

This grant would make a substantial impact on this organization's ability to provide programming to Marylanders.

**Adequate (5-6 points)**

This grant would have a considerable impact on this organization's ability to provide programming to Marylanders.

**Limited (3-4 points)**

This grant would have some impact on this organization's ability to provide programming to Marylanders.

**Minimal (1-2 points)**

This grant would have limited impact on this organization's ability to provide programming to Marylanders.

**Scoring Options:** 0 - 10

**Comments Regarding Financial Impact and Budget**

*Character Limit: 2000*

***Overall Application***

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**Additional Comments Regarding Application**

*Character Limit: 2000*