

## SCORING RUBRIC

### 1. Demonstrated management abilities, financial health, and long-range strategic planning: 3 points

3	2	1
Applicant exhibits sustainable management that advances or meets programmatic needs of the organization's mission and scope. Financial review has identified no potential concerns. Planning for long-term stability is clearly evident and current.	Applicant's management structure falls short of programmatic or operational scope and mission. Financial health is stable with some areas of concern. Planning efforts are minimal or out of date.	Organizational management appears inconsistent or ineffectual for stated scope and mission. Applicant is in poor financial health or financial health cannot be determined. Long-term planning efforts are not evident.

### 2. Demonstrated excellence as an arts and cultural leader through evidence of impacting and expanding cultural equity locally and/or broadly: 3 points

3	2	1
Applicant demonstrates a robust history of offering exceptional mission-driven arts and cultural experiences that maximize its capacity and strategic partnerships to positively impact quality of life and equity indicators for Dubuque residents. Recognition by peer institutions. Broad and diverse community support is evident.	Applicant offers conventional arts and cultural experiences that have a limited impact on the broader community. Applicant demonstrates some recognition by peer institutions. Community support is limited or selective.	Applicant struggles to illustrate its role as a cultural leader. The community impact of the arts and cultural experiences offered by the applicant is ambiguous or nonexistent. Community support outside of the organizational structure is minimal.

### 3. Timeline of activities to occur during the FY24 funding period (July 1, 2023-June 30, 2024), who is involved in developing and carrying out those activities, and how those activities advance organizational goals and meet community needs: 3 points

3	2	1
Applicant has planned for a diverse schedule of activities in the FY24 funding period in line with mission and capacity. Advanced and thorough planning efforts are evident and activities are public-facing. Plans demonstrate clear understanding of mission while actively addressing community needs and interests.	Applicant's planned activities for the FY24 funding period exist but lack in detail or are not connected to mission or community needs. Applicant has identified some programming for the upcoming year but is limited in reach or relevance.	Planning for the FY24 funding period is ambiguous or mismatched to mission and resources. Activities offer limited access for the public.

**4. Incorporation of DEI strategies into organizational learning, operations, programming, and outreach: 3 points**

<b>3</b>	<b>2</b>	<b>1</b>
Applicant actively incorporates DEI learning into the culture and operations of the organization. Applicant provides examples of integrating DEI practices into operations, programming, and outreach, identifying performance metrics and evaluation methods.	Ongoing DEI learning is not prioritized or limited considering the scale of the organization. Applicant offers limited examples of integrating DEI practices into processes and programs and is vague on specific actions being undertaken or performance measures being tracked.	Ongoing DEI learning is non-existent. Applicant fails to provide examples of how DEI practices are integrated into or measured by the organization and its programs.

**5. Evidence of the applicant’s activities advancing the City of Dubuque’s goals, priorities, and plans, specifically, but not limited to, the Arts & Culture Master Plan: 3 points**

<b>3</b>	<b>2</b>	<b>1</b>
Applicant identifies specific activities and clearly describes how they actively advance the City of Dubuque’s Arts & Culture Master Plan. Connection to other City goals, priorities, and plans may be discussed.	Applicant generally identifies and describes how program activities support the City’s Arts & Culture Master Plan. Connection to other City goals, priorities, and plans may be discussed.	Minimal evidence is provided as to how the applicant’s program activities support the Arts & Culture Master Plan.