

The Fortitude Fund 2025

Pride Foundation- Grants

Ethics and Values Statement

The Fortitude Fund applications will be carefully reviewed and determined by our small but highly experienced grants team, consisting of the Grants Program Officer and the Director of Programs, with consultation from Pride Foundation's CEO. We acknowledge that placing decision-making in a few hands is a significant responsibility, and we want to affirm that our team brings a wealth of experience, connection, and a strong commitment to equity and justice, honed through years of work within our community.

Our decision-making is guided by the principles of care, trust, and collaboration; growth, learning, and innovation; and integrity, accountability, courage, and transparency.

A fair and inclusive application review process is crucial and we're continually reflecting, evaluating, and adapting our approach to ensure that it meets the needs of our diverse community.

Evaluation Process

Purpose:

- To have a set of guidelines that ensures that all reviewers are evaluating based on the same criteria
- To have quantitative representation to help us narrow down organizations that are clear yeses and clear no's so that we can focus on the maybes
- To have a clear point of reference to show where reviewers' evaluations are similar and different
- To draw out from reviewer's key points for discussion/consideration and any important questions for decision-making.

Process:

- The grant reviewers will individually evaluate each application based on the rubric below
- The grants team then meets to review, discuss, and finalize funding recommendations
- The grants docket is sent to the CEO for final approval
- Organizations are notified of their application status

- Awarded organizations will receive follow-up steps

Scoring Explanation:

While the grants team primarily utilizes quantitative representation to help with evaluation, qualitative and reflective questions and discussion are implemented to help provide a holistic and balanced review. The grants team may contact applicants if more information is required to help with our decisions. The highest score is 19 and the lowest is 0.

Qualitative Questions

1. Is this organization eligible?

Choices

Yes
No

2. Does this organization serve beyond their physical location?

Choices

Yes
No

If yes, where?

Character Limit: 10000

3. Are there any concerns in their local community or on the state and federal levels?

Character Limit: 10000

4. What priority area(s) are they applying for?

Choices

Black and Indigenous Movement Building
Trans, Nonbinary, and Gender Non-Conforming Support
Safety and Security
Mutual Aid Programs
Immigration Support
Housing Assistance
Health and Wellness

5. Is the organization Black-led?

Choices

Yes
No

6. Is the organization Indigenous-led?

Choices

Yes

No

7. Is the organization PoC-led?

Choices

Yes

No

8. Is the organization TGNC-led?

Choices

Yes

No

9. Is the organization LGBTQ2S+ led?

Choices

Yes

No

Quantitative Questions

1. What is happening.

The organization clearly explains what is happening in their world/work that is causing them to need funding and details its impact and urgency.

Choices

Strongly Agree (4)

Agree (3)

Disagree (2)

Strongly Disagree (1)

Explanation (required if 1 or 2)

Character Limit: 10000

2. The organization clearly outlines how they plan to use the money if awarded.

Choices

Strongly Agree (4)

Agree (3)

Disagree (2)

Strongly Disagree (1)

Explanation (required if 1 or 2)

Character Limit: 10000

3. Leadership Roles

How folks most deeply impacted are in leadership roles in their organization is clearly outlined and detailed.

Choices

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

Explanation (required if 1 or 2)

Character Limit: 10000

4. Anti-racism and anti-oppression work.

The applicant explained how their organization is focused on and committed to anti-racism and anti-oppression work both in their internal and external work.

Choices

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

Explanation (required if 1 or 2)

Character Limit: 10000

Total Score

Score range from 4 - 16.

Character Limit: 2

Additional Thoughts?

Is there anything about their work, leadership, urgency and impact of challenges, and/or geopolitical context that is important to consider?

Character Limit: 10000

Do you recommend this organization for funding?

Choices

- Yes (3)
- Leaning Towards Yes (2)
- Leaning Towards No (1)
- No (0)

Final Score (Quantitative Score + Recommendation Score)

- 1-9 No
- 10-14 Needs Further Consideration
- 15-19 Yes