



The Fortitude Fund Grant Review 2025

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 Sr. Grants Program Officers 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.

Review/Rubric:

General Questions:

1. **Is this organization eligible?**
 - Yes
 - No
2. **Is the application aligned with the purpose of the Fortitude Fund? Is the work outlined responsive to this current sociopolitical moment?**
 - Yes
 - No (Explain):
 - Maybe (Explain):
3. **Does this organization serve beyond their physical location?**
 - Yes
 - No
 - If yes, where:
4. **What priority area(s) are they applying for?**
 - Black and Indigenous Movement Building
 - 2STNBI (Two-Spirit, Transgender, Nonbinary, and Intersex) Support
 - Safety and Security
 - Mutual Aid Programs
 - Immigration Support
 - Housing Assistance
 - Health and Wellness
 - Creative Collaborations

Quantitative Questions:

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

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

Explanation (required if 1-2):

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

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

Explanation (required if 1-2):

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

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

Explanation (required if 1-2):

4. **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.**

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

Explanation (required if 1-2):

Total Quantitative Score: ____

Leadership Questions

5. **Is the organization Black-led**

Yes/No

6. **Is the organization Indigenous-led**

Yes/No

7. **Is the organization PoC-led**

Yes/No

8. **Is the organization 2STNBI-led**

Yes/No

9. **Is the organization LGBTQ2S+led**

Yes/No

Additional Comments:

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

Do you recommend this organization for funding?

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

Total Recommendation Score: ____

Final Score: ____

(Quantitative Score + Recommendation Score)

0-10 No

11-15 Needs Further Consideration

16-19 Yes