Review Rubric Decision-Making Process

United Way will be using a combination of internal and community reviews to determine our portfolio of grant partners.

**Internal Review:**

United Way will move forward 150 applications to community review.

Only applications that demonstrate the following will be considered for Community Review:

1. Investment in at least one of our 12 geographic focus areas, defined as a majority of the people you support or engage residing in at least one of the 12 communities (Questions #22, #28DS, #29DS)
2. A majority of the people you support identifying as either Black or Latino/a, or demonstration that they experience intersective forms of marginalization. (Questions #28DS, #32DS, #35DS, #36DS)

We will take average scores in each area below, and consider them equally when making final determinations:

1. **Alignment with Economic Justice** (Questions #23, #31DS, #31PP, #35PP)
2. **A History of Collaboration** (Questions #33DS, #37DS, #38DS)
3. **Integration and Amplification of Community Voice** (Questions #22, #23, #24, #25, #28PP, #29PP, #32PP, #35DS, #36DS)

Additionally, the following will be reviewed by staff with subject matter expertise in each impact area:

1. Quality and Implementation of Direct Service and Public Policy Activities
2. How your organization makes services and opportunities more accessible to the people you support (through direct Service and/or Public Policy).

**Community Review:**

There will be two categories of reviewers, Direct service by region, and Public Policy by Impact area.

Geography will be broken down into 5 separate regions for community reviews.

1. Merrimack Valley: Haverhill, Lawrence, Lowell
2. North Shore: Lynn, Salem
3. Metro North: Cambridge, Malden, Revere, Chelsea
4. Boston
5. Metro South: Quincy, Taunton
Note: If you stated multiple locations in your application, you will be placed in the regional group where your organization is physically located.

If there are policy organizations who applied under multiple impact areas in policy, we will have their application reviewed under both impact areas, and their score averaged.

Each Community review group will be led by a community facilitator. Reviewers will score their applications, and then host discussions about their score, where they will have an opportunity to change their scores based on the conversation.

Community Review groups will consider the following:

1. **Alignment with Economic Justice** (Questions #23, #31DS, #31PP, #35PP)
2. **A History of Collaboration** (Questions #33DS, #37DS, #38DS)
3. **Integration and Amplification of Community Voice** (Questions #22, #23, #24, #25, #28PP, #29PP, #32PP, #35DS, #36DS)

Each review group will propose one agency that United Way is guaranteed to partner with.

**Final Decisions:**

Community Reviewer scores will be averaged in each category (Economic Justice, Collaboration, Community Voice), and United Way leadership will review the scores to make final determinations. Reviewer scores will be heavily weighted in decision-making, but United Way will work to balance the portfolio by community and impact area based on the final scores.