GOS Evaluation Criteria

Artistic Vibrancy and Relevancy (50 Points): this criterion reflects an organization's ability to meaningfully engage and inspire its community through arts and culture in order to achieve its mission.

An organization demonstrates this by:

- Having a clear relationship between core programming, mission, and organizational community.
- Clearly defining the geographic community and organizational community they engage.
- Demonstrating that the organization understands, works with, and is responsive to its organizational community through its programming.
- Identifying groups in their geographic community who are underrepresented in their organizational community and programming, and showing evidence of proactively working to engage those groups.
- Building meaningful relationships with community partners, within and outside of the arts and culture sector.

Organizational Capacity and Ingenuity (40 Points): this criterion reflects the ability of an organization's board and staff to manage resources, plan, evaluate, and – when necessary - creatively pivot their organization and their programming now and for years to come.

An organization displaying strong organizational capacity and ingenuity will:

- Have a diverse* board and staff that is demographically reflective of the organizational community being engaged by the organization.
- Display processes and strategies for responding to identified financial issues changing financial circumstances.
- Engage in policy-making, planning and evaluation processes – commensurate with the size and capacity of the organizations – that incorporate or respond to their organizational community.
- Take actions based on the result of their policies, and planning and evaluation processes.

Commitment to Diversity, Equity*, Inclusion, and Access* (10 points):

- Exhibit practices that are inclusive and welcoming of all people in their geographic community including those who have been historically and/or continuously marginalized and underrepresented, e.g. immigrant groups, BIPOC communities, rural populations, aging populations, people living in poverty, people experiencing homelessness, people with disabilities, incarcerated populations, communities recovering from trauma or disaster, and military service members and veterans.
- Demonstrate practical application of stated DEIA goals through documented recruitment & selection and work processes.
- Show that staff at a variety of levels, board, volunteers, artists and key collaborators include those in their organizational community who have been historically and/or continuously marginalized and underrepresented in both their public-facing programming and administrative work.