



RESOURCING RURAL ORGANIZING INFRASTRUCTURE: ASSESSMENT AND TOOLKIT

January 2022



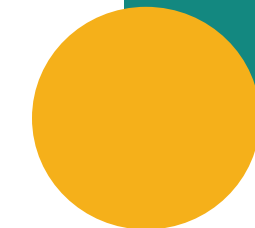
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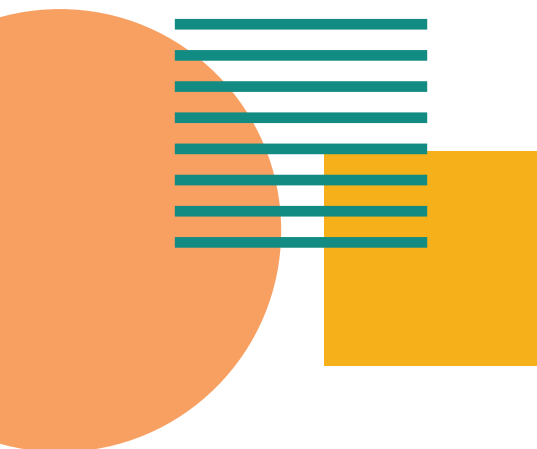
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Photo: Farmworkers and allies gather in Albany for Farmworker Albany Day 2019. Photo provided by Rural & Migrant Ministry.





INTRODUCTION

This Equitable Rural Organizing Infrastructure Assessment was created for funders to assess their current level of engagement with the best practices and grantmaking strategies raised in our companion report *Resourcing Rural Organizing Infrastructure: A New York Case Study*. The case study catalogued funding recommendations and other needs of 26 organizations spanning community organizing and base building organizations, technical assistance and capacity building organizations, and statewide coalitions, campaigns, and tables, all working in or with rural communities.

If you are a funder interested in exploring and actualizing a commitment to fund rural organizing, this Assessment will help you identify your foundation's core competencies and areas for improvement when supporting rural organizers. If you repeat the assessment at a later date you may assess the foundation's improvement over time. Clustering assessment responses by stakeholder group will also help identify areas of organizational alignment or misalignment across the board, staff, and grantees of the foundation. You can expect the assessment to help springboard you into action through its action planning framework which should help measurably improve the foundation's grantmaking in the near and longer term.

INSTRUCTIONS

1. Layout and Organization: Navigating the Assessment

For each of the six categories of organizer feedback documented in the case study there is a corresponding set of assessment questions included in this assessment tool. For example, Section 1 of the case study is entitled *Characteristics of Rural Communities and Rural Organizing* and its corresponding assessment area is Component 1: *Does the foundation contextualize its investments in equitable rural organizing infrastructure?*

To assess the foundation's practices in accordance with each category there are a series of five questions which are answered using a Likert scale¹ of 0 – 5, with 0 representing a grantmaking strategy or practice in which the foundation *never engages* and 5 representing a grantmaking strategy or practice in which the foundation *always engages*. There may be instances in which a foundation never engages in a particular strategy or practice for very deliberate and intentional reasons or because legal or IRS regulatory limitations curtail the ability of a particular funder to engage in that strategy or practice. For those items scoring zero, the assessment provides space at the end of each category for reflection and demonstration of why the foundation has chosen not to engage in this recommended practice.

A Glossary has been included below as a helpful guide to specific words or phrases. If you are unfamiliar with a term or need additional information as to how that term is interpreted for use in this assessment tool, please refer to the glossary.

¹ Likert scale is a continuum point scale which is used to allow the individual to express how much they agree or disagree with a particular statement.

2. Compiling and Analyzing the Results

Once you have completed answering the assessment questions across all six components, you will be able to tabulate your answers and receive your assessment "score" by following the steps in the tabulation and scoring section. While this assessment may be used by a single individual at a foundation, it is also designed to be conducted as a 360-degree feedback survey, in which the assessment can be repeated by several individuals across multiple stakeholder groups (for example: foundation staff, foundation board, and foundation grantees and/or grant seekers). By engaging multiple stakeholder groups, a foundation may uncover areas of strategic and tactical alignment or misalignment across stakeholders as well as uncover potential weaknesses, oversights, or alternative interpretations of the foundation's current work. Instructions for the 360-degree review option are included in the tabulation and scoring section.

3. Developing an Action Plan

Most importantly, the assessment ends with an action planning framework which helps guide decision makers in planning immediate (3-month), near-term (1-year), and medium-term (3-year) actions to implement or enhance the foundation's practices relating to each component of the assessment. To aid you in your action planning work, you'll find a listing of tips, resources, and peer foundation examples for each action planning component, on the NFG website. Additionally, each action planning component specifies the section of the companion case study where you can read additional information and feedback from organizers on what they most need from funders to achieve transformational change.

As your foundation implements the action plan, you may repeat the assessment exercise as a way of confirming if the foundation is making progress. Repeating the 360-degree feedback option by including multiple stakeholder groups can also identify if there is alignment and common understanding of the progress the foundation is making.

GLOSSARY

Note that we have provided our best definitions of the following terms and phrases as applies to this toolkit. These definitions may differ based on their application to other contexts. Sources used in developing these definitions are cited when available.

Capacity Building – whatever is needed to bring an organization to the next level of operational, programmatic, financial or organization maturity, so it may more effectively and efficiently advance its mission into the future. Capacity Building is typically not a one-time effort to improve short-term effectiveness, but more often a continuous improvement strategy toward the creation of a sustainable and effective organization.²

Equitable Rural Organizing Infrastructure – The macro-level systems, processes, tools, training, resources, and relationships needed to support, sustain, grow, and connect organizations engaged in the process of building power in non-urban communities. This infrastructure should be equally accessible to community organizations regardless of their geographic location or their leadership's race or ethnicity.

² For more information on demographic change in New York State please refer to: Karen Scharff and Darren Sandow. *Big Apple Turnover: A Philanthropic Recipe*.

Equitable/Equity – When characteristics such as race, ethnicity, socioeconomic class, gender (including gender identity and expression), sexual orientation, immigration status, or physical ability can no longer be used to predict life outcomes. In the context of this assessment, equity is understood to mean that race, ethnicity, and geography (i.e., location in an urban vs. non-urban/rural setting) can no longer be used to predict an organization's likelihood of receiving a foundation's grant funding. In other words, equity is achieved when a funder's distribution of grant funds among BIPOC-led and white-led organizations as well as between rural and urban-based organizations have some degree of parity.

Infrastructure – The macro-level systems, processes, tools, training, resources, and relationships needed to support, sustain, grow, and connect community organizing work across a given geography

Long-Term View – A 10-year time horizon for grantmaking strategies involving organizing work

Multi-Year Funding – Grant periods of at least 3, but preferably 5 or more years.

Organizing – “the process of building power through involving a constituency in identifying problems they share and the solutions to those problems that they desire; identifying the people and structures that can make those solutions possible; enlisting those targets in the effort through negotiation and using confrontation and pressure when needed, and building an institution that is democratically controlled by that constituency that can develop the capacity to take on further problems and that embodies the will and the power of that constituency.”³

Rural – Defined in the context of this assessment as any area that is not urban.

Technical Assistance – the provision of targeted support, training, or consultancy, often requiring specialized knowledge, to solve a challenge faced by an organization through building the organization's capacity to solve that challenge now and in the future. Technical assistance is a type of capacity building.

Trauma-informed Organizing – An emerging area of community organizing practice that draws from models of trauma-informed healthcare. It acknowledges that many individuals and communities have a history of trauma which may continue to impact them today. As described by the Institute on Trauma and Trauma-Informed Care - University at Buffalo, trauma-informed work “requires a system to make a paradigm shift from asking, ‘What is wrong with this person?’ to ‘What has happened to this person?’”⁴ The models and methodologies for trauma-informed organizing may differ across different communities. Some communities and organizers will turn to Transformative Justice and Restorative Justice practices, other organizers may prefer to experiment with new approaches and emerging practices with the help of capacity building organizations.

³ Dave Beckwith and Cristina Lopez, “Community Organizing: People Power from the Grassroots,” *Introduction to Organizing*, Center for Community Change, 1998, <https://comm-org.wisc.edu/papers97/beckwith.htm#contents>.

⁴ “What Is Trauma-Informed Care?” *University at Buffalo School of Social Work - University at Buffalo*, May 1, 2020, <http://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care/what-is-trauma-informed-care.html>.

Photo: Nobody Leaves Mid-Hudson members registering people to vote



EQUITABLE RURAL ORGANIZING INFRASTRUCTURE ASSESSMENT

I. Does the foundation contextualize its investments in equitable rural organizing infrastructure?

Does the foundation:	Never	Rarely			Almost Always	Always
1. Dedicate sufficient time and effort to develop a deep understanding of the communities it supports?	0	1	2	3	4	5
2. Make space for cultural differences across communities and support the community's culturally preferred organizing methods?	0	1	2	3	4	5
3. Defer to organizers on the strategy and tactics used in their community?	0	1	2	3	4	5
4. Prioritize supporting the leadership development of local activists before considering an outside group?	0	1	2	3	4	5
5. Consider funding hybrid community organizations that combine direct service <i>and</i> organizing in rural communities?	0	1	2	3	4	5

The foundation does not _____

because _____

II. Does the foundation build capacity through its investments in equitable rural organizing infrastructure?

Does the foundation:	Never	Rarely			Almost Always	Always
1. Reduce geographic inequity in funding access by creating funding opportunities for rural organizations, and particularly for BIPOC-led rural organizations?	0	1	2	3	4	5
2. Ask organizing grantees what technical assistance or capacity-building support they need and help facilitate access to those support services?	0	1	2	3	4	5
3. Assist organizers in making connections to peers working on similar issues or addressing similar challenges?	0	1	2	3	4	5
4. Help unincorporated community groups access simple and low-cost fiscal sponsorship services?	0	1	2	3	4	5
5. Support organizers' and movements' emotional health and well-being (for example: support for trauma-informed organizing models)?	0	1	2	3	4	5

The foundation does not _____

because _____

III. Does the foundation fund across the full spectrum of vehicles for advocacy through its investments in equitable rural organizing infrastructure?

Does the foundation:	Never	Rarely			Almost Always	Always
1. Avoid grant agreement clauses restricting use of grant funds for lobbying?	0	1	2	3	4	5
2. Make full use of advocacy funding allowances? (for example: make use of the 501h election, if a public foundation, or if a private foundation, make use of the project grant rule/expenditure responsibility/general operating support?)	0	1	2	3	4	5
3. Support organizers in creating or partnering with 501(c)(4) organizations and/or political action committees (PACs)?	0	1	2	3	4	5
4. Support legal advocacy or other litigation strategies that complement community organizing goals?	0	1	2	3	4	5
5. Provide grants for federal, state, or local government budget advocacy to increase public investment in rural communities' challenges?	0	1	2	3	4	5

The foundation does not _____

because _____

IV. Does the foundation support transformational movements, as opposed to transactional models, through its investments in equitable rural organizing?

Does the foundation:	Never	Rarely			Almost Always	Always
1. Take a long-term view in its strategy and provide multi-year funding for its grantees?	0	1	2	3	4	5
2. Involve impacted and affected individuals in the foundation's decision-making processes?	0	1	2	3	4	5
3. Take proactive and affirmative steps to reduce barriers to funding for rural, BIPOC-led, and newer grassroots organizations?	0	1	2	3	4	5
4. Remain mindful of the funder/grantee power imbalance by building open, trusting, and democratic relationships directly with grantees?	0	1	2	3	4	5
5. Solicit and incorporate feedback from grantees and grant seekers on the foundation's grantmaking process?	0	1	2	3	4	5

The foundation does not _____

because _____

V. Does the foundation advance equitable rural organizing through its investments in coalitions, campaigns, and statewide tables?

Does the foundation:	Never	Rarely			Almost Always	Always
1. Prioritize coalitions, campaigns and statewide tables that set agendas with a bottom-up, participatory process?	0	1	2	3	4	5
2. Prioritize supporting multi-racial and intersectional coalitions, campaigns, and statewide tables that set their agendas with grassroots and BIPOC input at the outset?	0	1	2	3	4	5
3. Support coalitions, campaigns, and tables which include strong representation from rural communities?	0	1	2	3	4	5
4. Help organizers build relationships and power across the urban-rural divide?	0	1	2	3	4	5
5. Discourage the practice of state or federal coalitions, campaigns, and tables “parachuting” into a community before working with local organizers first?	0	1	2	3	4	5

The foundation does not _____
 because _____

VI. Does the foundation amplify the need for equitable rural organizing infrastructure grantmaking through its collaborations with other funders?

Does the foundation:	Never	Rarely			Almost Always	Always
1. Coordinate grantmaking with other funders to ensure all components of rural organizing infrastructure are resourced (such as: 1. grassroots organizing, 2. technical assistance and capacity-building, 3. statewide tables, campaigns, and coalitions)?	0	1	2	3	4	5
2. Encourage other funders to involve impacted and affected individuals from rural communities in their decision-making processes?	0	1	2	3	4	5
3. Expand the available resources for rural organizers by encouraging more funders to support rural community organizing infrastructure in their grantmaking?	0	1	2	3	4	5
4. Encourage other funders to reduce limitations on grantees advocacy work and/or maximize the foundation’s advocacy funding allowance?	0	1	2	3	4	5
5. Seek out new partnerships and collaborations with other equity-focused funders and support them in understanding rural as a critical area to fund as a justice or equity-focused funder?	0	1	2	3	4	5

The foundation does not _____
 because _____

TABULATIONS AND SCORING

Component Scoring

Add the scores for all five questions in each component area and then divide by five for the average score for that component. Repeat the process for each of the six component areas and record your average scores in the table below.

I. Contextualizing Rural Organizing	II. Building Capacity for Rural Organizing	III. Promoting Full Spectrum of Advocacy in Rural Organizing	IV. Building Transformational Movements through Rural Organizing	V. Advancing Equity in Campaigns, Coalitions, and Tables for Rural Organizers	VI. Amplify Support Among Funders for Rural Organizers
Average: _____	Average: _____	Average: _____	Average: _____	Average: _____	Average: _____

Composite Score

Add all six averages from the table above to receive your composite score, with the highest score being 30.

Composite Score: _____	
If you scored:	
6-17	Support for equitable rural organizing infrastructure is new to you. See <i>Resourcing Rural Organizing Infrastructure: A New York Case Study</i> for more ideas and suggestions on how to improve your support for rural community organizers. Complete an Action Plan to identify immediate, near-term, and mid-term steps you can take to initiate your support of rural organizing.
18-24	You're moving in the right direction. Use the Action Plan to reflect on lower scored areas and identify actions you can take to improve in those areas over certain time frames. Connect with peer funders through NFG's Integrated Rural Strategies Group or a statewide funder collaborative such as Engage New York to learn and improve with like-minded funders.
25-30	You're doing great and should consider amplifying your work and catalyzing other funders to take action by sharing your case studies and practices with the philanthropic field. NFG's Integrated Rural Strategies Group is a prime space in which to engage in this peer-to-peer learning and practice.

360-Degree Review Instructions

This assessment can be conducted by multiple individuals within an organization as well as by multiple stakeholder groups (for example: board members, staff, and grantees). Each individual assessor should complete the above tabulations and then input their average score for each component area in the table below.

If including multiple stakeholder groups, then group responses together accordingly (staff with staff, grantees with grantees, et cetera). Once each decision maker's decision maker's average component score has been input, calculate an organizational average can be calculated by adding the average component scores and dividing by the number of respondents. If including multiple stakeholder groups, composite scores of the organizational averages can be calculated for each stakeholder group.

Including multiple individuals can help a foundation gain a more holistic assessment of its practices. Including multiple stakeholder groups can help

uncover differences of opinion, hidden differences of understanding, and new opportunities for improvement.

One process could be to repeat this exercise with three different constituencies of the foundation: board, staff, and grant seekers.⁵ Engaging in this 360-degree view will help identify if there are any blind spots or areas of unalignment. If there are large variations in perceptions of the foundation's work, that suggests more work needs to be done on that component. Additionally, this exercise can be repeated in the future to track improvements over time.

⁵ **Note:** by engaging *grant seekers* of the foundation - those who have applied or could apply for funding - and not simply *grantees* - those who have actually received funding - will allow for a more complete and accurate assessment of the foundation's practices. Please be conscientious of time, expense, and potential burden imposed on groups - whether grantees or grant seekers - in requesting their input via this assessment.

	Stakeholder	Decision Maker	Component 1	Component 2	Component 3	Component 4	Component 5
Board Composite Score: _____	1						
	2						
	3						
	Org Average						
Staff Composite Score: _____	1						
	2						
	3						
	Org Average						
Grantee Composite Score: _____	1						
	2						
	3						
	Org Average						

ACTION PLANNING

With improved insight regarding the foundation’s areas of strength and areas for improvement, complete the following Action Plan to identify actions you can complete in the next three months, next year, and over the next three years. In areas in which the foundation scored lower, focus on how to improve your score in the 3-month, 1-year, and 3-year timeframes. In areas in which the foundation scored higher, focus on how to sustain your score and how you can help other peer funders improve in these areas.

Component 1: Contextualizing Rural Organizing

Q: Does the foundation contextualize its investments in equitable rural organizing infrastructure?			
Foundational Knowledge: <i>Resourcing Rural Organizing Infrastructure: A New York Case Study</i>			
Section 1: Characteristics of Rural Communities and Rural Organizing			
Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
1. Dedicate sufficient time and effort to develop a deep understanding of the communities it supports? Current Score: _____ Target Score: _____			
2. Make space for cultural differences across communities and support the community’s/ies’ culturally preferred organizing methods? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
3. Defer to organizers on the strategy and tactics used in their community? Current Score: _____ Target Score: _____			
4. Prioritize supporting the leadership development of local activists before considering an outside group? Current Score: _____ Target Score: _____			
5. Consider funding hybrid community organizations that combine direct service and organizing in rural communities? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Component 2: Building Capacity for Rural Organizing

Q: Does the foundation build capacity through its investments in equitable rural organizing infrastructure?			
Foundational Knowledge: <i>Resourcing Rural Organizing Infrastructure: A New York Case Study</i>			
Section 3A: Rural Organizer's Technical Assistance and Capacity-Building Needs			
Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
1. Reduce geographic inequity in funding access by creating funding opportunities for rural organizations, and particularly for BIPOC-led rural organizations? Current Score: _____ Target Score: _____			
2. Ask organizing grantees what technical assistance or capacity-building support they need and help facilitate access to those support services? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
3. Assist organizers in making connections to peers working on similar issues or addressing similar challenges? Current Score: _____ Target Score: _____			
4. Help unincorporated community groups access simple and low-cost fiscal sponsorship services? Current Score: _____ Target Score: _____			
5. Support organizers' and movements' emotional health and well-being? (For example: support for trauma-informed organizing models) Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Component 3: Promoting Full Spectrum of Advocacy in Rural Organizing

Q: Does the foundation fund across the full spectrum of vehicles for advocacy through its investments in equitable rural organizing infrastructure?			
Foundational Knowledge: <i>Resourcing Rural Organizing Infrastructure: A New York Case Study</i> Section 3B: Developing, Using and Aligning the Full Range of Vehicles for Advocacy			
Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
1. Avoid grant agreement clauses restricting the use of grant funds for lobbying? Current Score: _____ Target Score: _____			
2. Make full use of advocacy funding allowances? <i>(For example: if a public foundation, make use of the 501h election or, if a private foundation, make use of the project grant rule, expenditure responsibility, and/or general operating support)</i> Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
3. Support organizers in creating or partnering with 501(c)(4) organizations and/or political action committees (PACs)? Current Score: _____ Target Score: _____			
4. Support legal advocacy or other litigation strategies that complement community organizing goals? Current Score: _____ Target Score: _____			
5. Provide grants for federal, state, or local government budget advocacy to increase public investment in rural communities' challenges? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Component 4: Building Transformational Movements through Rural Organizing

Q: Does the Foundation support transformational movements, as opposed to transactional models, through its investments in equitable rural organizing?			
Foundational Knowledge: <i>Resourcing Rural Organizing Infrastructure: A New York Case Study</i> Sections 4 & 4b: Funder Focus: Transformational Movements vs. Transactional Models			
Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
1. Take a long-term view in its strategy and provide multi-year funding for its grantees? Current Score: _____ Target Score: _____			
2. Involve impacted and affected individuals in the foundation's decision-making processes? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
3. Take proactive and affirmative steps to reduce barriers to funding for rural, BIPOC-led, and newer grassroots organizations? Current Score: _____ Target Score: _____			
4. Remain mindful of the funder/grantee power imbalance by building open, trusting, and democratic relationships directly with grantees? Current Score: _____ Target Score: _____			
5. Solicit and incorporate feedback from grantees and grant seekers on the foundation's grantmaking process? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Component 5: Advancing Equity in Campaigns, Coalitions, and Tables for Rural Organizers

Q: Does the foundation advance equitable rural organizing through its investments in coalitions, campaigns, and statewide tables?			
Foundational Knowledge: <i>Resourcing Rural Organizing Infrastructure: A New York Case Study</i> Sections 4 & 4c: Statewide Table Focus: Transformational Movements vs. Transactional Models			
Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
1. Prioritize coalitions, campaigns, and statewide tables that set agendas with a bottom-up, participatory process? Current Score: _____ Target Score: _____			
2. Prioritize supporting multi-racial and intersectional coalitions, campaigns, and statewide tables that set their agendas with grassroots and BIPOC input at the outset? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
3. Support coalitions, campaigns, and tables which include strong representation from rural communities? Current Score: _____ Target Score: _____			
4. Help organizers build relationships and power across the urban-rural divide? Current Score: _____ Target Score: _____			
5. Discourage the practice of state or federal coalitions, campaigns, and tables “parachuting” into a community before working with local organizers first? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Component 6: Amplify Support Among Funders for Rural Organizers

Q: Does the foundation amplify the need for equitable rural organizing infrastructure grantmaking through its collaborations with other funders?			
Foundational Knowledge: <i>Resourcing Rural Organizing Infrastructure: A New York Case Study</i> Section 5: Three Overarching Recommendations for Grantmaking			
Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
1. Coordinate grantmaking with other funders to ensure all components of rural organizing infrastructure are resourced? <i>(The components include:</i> 1. <i>grassroots organizing,</i> 2. <i>technical assistance, and</i> 3. <i>statewide tables, campaigns, and coalitions)</i> Current Score: _____ Target Score: _____			
2. Encourage other funders to involve impacted and affected individuals from rural communities in their decision-making processes? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

Question Area	Action Planning		
	In the next 3 months, I/we will...	In the next year, I/we will...	In the next 3 years, I/we will...
3. Expand the available resources for rural organizers by encouraging more funders to support rural community organizing infrastructure in their grantmaking? Current Score: _____ Target Score: _____			
4. Encourage other funders to reduce limitations on grantees advocacy work and/or maximize the foundation's advocacy funding allowance? Current Score: _____ Target Score: _____			
5. Seek out new partnerships and collaborations with other equity-focused funders and support them in understanding rural as a critical area to fund as a justice or equity-focused funder? Current Score: _____ Target Score: _____			

To aid you in your action planning, refer to the list of tips, resources, and peer foundation examples at [NFG.org/xxxxx/xxxxxx](https://nfg.org/xxxxx/xxxxxx)

