



# Evaluation Rubric

**The nomination evaluation is meant to assess the past work and achievements of an individual nominee within one of three categories: Justice, Art, and/or Media & Storytelling.** All nominees have been pre-screened for eligibility. The core expectations of Leaders for a New Chicago focuses on the specific program area and leadership qualities, respectively. The rubric serves as a framework of expectations for the nomination process and as a guide for the Selection Committee. We also understand that there are leadership traits that hard to put into words and will leave room in our discussion to consider and learn about these pieces as our work progresses.

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## SECTION 1

**There are three distinct categories for nomination: Justice, Art, Media & Storytelling.** While we understand that at times there will be overlap between the categories, the area reflected within the nomination will be the area evaluated by the Selection Committee. This section is weighted 50%. Scoring is 1 to 5 with 1 being lowest, 5 being highest. Below are examples of 5, 3, and 1 scores as a guide.

### Justice

If the nominee is working in Justice, they are increasing the visibility of critical issues and impacting root causes of inequity, be it in community environment, health, housing or other issue areas. The nominee's work will have a focus on addressing problems at a systemic and policy level. Nominee is dedicated to developing authentic community relationships and a commitment to developing leadership within community(ies).

#### Criteria

- Has a deep commitment working with community and possesses extensive knowledge of the community and connections to people and issues as they change. Understands and analyzes local issues, including the politics and the history of the community(ies). Knows how to draw attention to the community/cause/issue. Highlights the community and advocacy as "we" not "you"
- Examines root causes
- The ability to build relationships and/or coalitions across personal interests and differences of race or culture. Culturally competent and aware (of race, gender, class, sexuality, ability)
- Builds a base of other leaders. Members of the base engage in the decision making and work of the organization and participate in events and actions
- Advances local policy and advocacy
- Moves the base to action to address the systems and public policies they collectively want to change
- Expresses a commitment to long-term problem solving through community-driven solutions
- Leads community meetings, workshops, trainings, one-on-ones

### Art

If the nominee is working in Art, they are an individual who is deeply entrenched in community and creating art-centric ecologies in specific neighborhoods while advancing the capacity of emerging artists in Chicago. Nominee can be an artist working with their practice.

#### Criteria

- Evidence of deep roots and a history of working in community-based art organizations or non-profit organizations supporting artists from/and/or working primarily within Chicago's South and West sides
- Promoting community-defined forms of art, creative expression, and creative production happening within and in collaboration with non-profit spaces
- Centering ALAANA and heat map community voices in the mission, programs, operations and across the work of the organization.
- Pursuing new and compelling ways to operate, build capacity, and sustain the organization through programs and other initiatives.
- Adapts their organization's mission and operations in response to the needs of the cultural communities it serves.

### Media & Storytelling

If the nominee is working in Media & Storytelling, they will include journalists, storytellers and media makers who tell stories that amplify the voices and interests of ALAANA communities and whose work seeks to create a shared narrative of the city.

#### Criteria

- Engendering deep understanding about current events and the current sociopolitical climate
- Working to lift up under-reported or misunderstood issues
- Including and amplifying diverse perspectives, promote self-reflection, empathy and mutual respect
- Inspiring civic engagement and actionists from/and/or working primarily within Chicago's South and West sides
- Create more just and inclusive narratives about Chicago that foster policy change
- Amplify the voices and impact of ALAANA journalists, media and storytellers in the local media landscape, and support more reporting and storytelling by traditional and alternative journalism platforms about the root causes of the city's inequities.

## SECTION 2

**We are looking for individuals who, based on past work and achievement, demonstrate transformative impact.** Individuals may be affecting change in policy, systems, within communities, organizations or with other individuals. Individuals may be easily recognized for their work in a variety of roles, including artists, journalists, and organizational and/or community leaders. Individuals may also be emerging leaders, or may not have been recognized before and this will create an opportunity to do so. This section is weighted 50%. Scoring is 1 to 5 with 1 being lowest, 5 being highest.

### Leadership

Nominees have had an impact on individuals, systems and policy. Leadership is not about hierarchical positions. It's about the impact a voice can have on Chicago. Nominee vision, approach and their way of being Individuals may be easily recognizable in Director level roles, be emerging leaders, or may not have been recognized before and this will create an opportunity to do so. They can be Artists, Managers, Activists, Community Organizers, Executive Directors, Assistant or Deputy Directors, among others.

### Criteria

- Engaging in civic dialogue or are part of a Chicago conversation around their area.
- Developing partnerships and fostering growth in and across Chicago and with community members or within their affiliated organization
- Engaging their work through the lens of racial equity
- Changing institutional capacity, growth and development
- Organizing to build the capacity of others and/or fostering the growth of organizers
- Recognizably grappling with issues