

Participatory grantmaking readiness self-assessment matrix

How to use this assessment tool

- Rate your organisation on each question using a 1-4 scale.
- Identify areas for improvement by noting lower-scored responses.
- Use this to track progress over time and plan actions to build readiness.

Is your Board ready for participatory grantmaking?

> Key questions to consider					
Board commitment and power sharing		Not yet	Exploring	In progress	Embedded
1	Is the Board willing to shift decision making power to communities, recognising that they are not always the best people to make funding decisions. If not, what's preventing them?				
2	Are the Board comfortable with uncertainty and change and the challenges of participatory grantmaking compared to traditional governance and risk management approaches?				
3	Have you considered how to sustain participatory grantmaking beyond changes in leadership or Board membership?				
Organisational readiness and capacity		Not yet	Exploring	In progress	Embedded
1	Do your funding mechanisms already include some form of community participation?				
2	Do you have the resources to invest in building capacity and capability to ensure communities are empowered and equipped to engage in participatory grantmaking?				
3	Are you committed to valuing and compensating community members for their time and contribution?				
Recognising community expertise and impact		Not yet	Exploring	In progress	Embedded
1	Do you believe that communities and people with lived experience should have greater control over decisions that impact them?				
2	If so, are you prepared to invest in participatory grantmaking that reflect community priorities and expertise?				

Is your management ready for participatory grantmaking?

> Key questions to consider					
Commitment to participation and community orientation		Not yet	Exploring	In progress	Embedded
1	Is there a strong commitment to participatory grantmaking, letting go of preconceived ideas and working in deep partnership with communities?				
2	Are staff prepared to listen and take on feedback from communities with lived experience and adapt their approach based on feedback?				
3	Does the organisation value relationship building, ensuring staff can nurture long-term connections with communities and co-funders?				
Adaptability and learning mindset		Not yet	Exploring	In progress	Embedded
1	Can staff work in an emergent way? Will they be able to change parts of the process to ensure ongoing adaption and fit between practise and vision?				
2	Are staff supported to take risks, learn from failure, and refine approaches based on real-time insights?				
Flexibility in process and timeframes		Not yet	Exploring	In progress	Embedded
1	Participatory grantmaking can take longer than expected and may evolve as it gets underway. Can the organisation accommodate shifting timeframes and evolving deliverables?				
2	Are you willing to work in a collaborative, iterative and process-orientated way with communities and co-funders?				
Resourcing and capacity building		Not yet	Exploring	In progress	Embedded
1	Do you have the resources and time to build internal capacity for participatory grantmaking?				
2	Is there flexibility to integrate new approaches that may emerge?				
3	Are there clear roles and expectations when working with co-funders, and is the organisation prepared to support them if necessary?				