

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? | | | | |