

RUBRIC: RECIPIENT SELECTION FOR P-CoC Inc AFFILIATED SUPPORT AND AWARDS

*Description	Beginner	Limited	Moderate	High	Exceed
Academic Standing	<i>weighted points = 10</i>	<i>weighted points = 20</i>	<i>weighted points = 30</i>	<i>weighted points = 40</i>	<i>weighted points = 50</i>
Dedicated to academics and maintains a consistent educational trajectory.	The student's academic standing is significantly below the expected standards, signifying a notable lack of proficiency and achievement in their studies.	The student's academic standing is below average, implying a certain degree of struggle or limitation in demonstrating proficiency in their coursework.	The student exhibits satisfactory academic prowess, meeting the expected standards for their educational level without notable deficiencies or exceptional achievements.	The students' academic standing is notably above average, showcasing a high level of proficiency, understanding, and achievement in their studies.	The student's academic prowess and standing exceed standard expectations, showcasing exceptional achievement, understanding, and mastery of their coursework.
Race/Color Work	<i>weighted points = 0</i>	<i>weighted points = 10</i>	<i>weighted points = 20</i>	<i>weighted points = 30</i>	<i>weighted points = 40</i>
Demonstrates alignment with and commitment to P-CoC Inc.'s mission, vision, and goals regarding race and color work.	The individual shows a significant lack of commitment to race and/or color equity work, with limited engagement or active efforts.	The individual's commitment to race and/or color equity work suggests some engagement, but there's room for improvement in actively addressing and supporting equity initiatives.	The individual demonstrates a satisfactory commitment to race and/or color equity work, collaborating to address issues and promote equity.	The individual's commitment to race and/or color equity work shows active engagement and significant efforts to promote and support equity initiatives.	The individual's commitment to race and/or color equity work demonstrates exceptional dedication, leadership, and proactive involvement in advancing equity.
Financial Need	<i>weighted points = 10</i>	<i>weighted points = 15</i>	<i>weighted points = 20</i>	<i>weighted points = 25</i>	<i>weighted points = 30</i>
Requires financial support for personal use or other needs to alleviate the financial burden while actively in school.	The applicant asserts a clear lack of financial need, possessing the ability to cover educational expenses without external assistance.	The applicant shows limited financial need, indicating that their capacity to fund their education is somewhat sufficient without significant external support.	The applicant demonstrates a moderate level of financial need, suggesting that, although they have some means to cover costs, additional support would significantly alleviate the financial burden.	The applicant shows a high level of financial need, which indicates that meeting education costs could be challenging without substantial external assistance.	The applicant has an exceedingly high financial need, highlighting the necessity of substantial support to pursue their education effectively.
S.A.L.T / Y.A.F.	<i>weighted points = 0</i>	<i>weighted points = 5</i>	<i>weighted points = 10</i>	<i>weighted points = 15</i>	<i>weighted points = 20</i>
If applicable, a prospective or current participant in P-CoC Inc.'s Student Ambassador Leadership Team (S.A.L.T.) for high schoolers or Young Adult Forerunners (Y.A.F.) for college or graduate students.	The student demonstrates a significant lack of interest in participating in student groups (S.A.L.T. or Y.A.F. Teams) and shows minimal engagement or active disinterest as a result.	The student's interest in joining student groups suggests some level of engagement, but there is room for improvement in actively participating or becoming a member.	The student displays a satisfactory level of interest in being part of student groups, expressing a willingness to participate.	The student's participation in the student group is notable, demonstrating active engagement and a significant willingness to participate and contribute.	The student is part of a student group that showcases exceptional enthusiasm, active participation, and a high level of contribution to the group.
Priority Recipient	<i>weighted points = 2</i>	<i>weighted points = 4</i>	<i>weighted points = 6</i>	<i>weighted points = 8</i>	<i>weighted points = 10</i>
Individuals who have not received prior funding from P-CoC Inc.	The individual did not meet the priority criteria for recently receiving a more significant monetary award from P-CoC Inc.	The individual's alignment with the priority criteria for receiving a significant monetary award from P-CoC Inc is limited due to receiving a relatively lesser amount.	The individual moderately met the priority criteria for not recently receiving a significant monetary award from P-CoC Inc.	the individual has significantly met the priority criteria for not receiving a significant monetary award but a lesser amount from P-CoC Inc., and also not in the recent past.	The individual has unequivocally met the priority criteria for not receiving any monetary award from P-CoC Inc.

* Full Disclosure: Not all descriptions may apply to an Award or Support.

RECRUITMENT AND SELECTION PROCESS

The recruitment announcement will be posted on P-CoC's website, distributed by the P-CoC Public Affairs Director, or sent through the Public Relations Committee's mailing list. Board and Advisory participants are encouraged to share Beneficiary Support Initiatives as they become available. While beneficiaries may include P-CoC participants, they typically extend beyond just the P-CoC Advisory Participants. However, these external beneficiaries are also recruited to serve as P-CoC participants, should they be available and willing to do so.

The Impact Evaluation Committee will oversee the selection process, ensuring transparency and adherence to P-CoC's Rubric Criteria for Support and Funding Awards on our website. If selection becomes competitive, follow-up phone calls with applicants or nominees may be conducted to further assess their eligibility based on our rubric, guaranteeing a comprehensive and fair selection process.

More importantly, at P-CoC, we are committed to rejecting harmful systems of shaming and the savior mentality. These outdated approaches can undermine the dignity of those we serve by reducing them to mere cases of "poverty" or "need." We deliberately mix and match our selected beneficiaries to break free from the cycle of the "poor people's club," which often leads to dehumanizing effects and reinforces negative stereotypes. This method allows us to disrupt the stigma that can come with financial need, fostering a more inclusive and respectful environment for all participants. Our methodology in selecting beneficiaries ensures that support and awards are based on potential, strength, and contribution—never just financial need. We do not view our recipients as objects of charity but as empowered individuals whose integrity and dignity are at the forefront of our work. This approach helps to eliminate the harmful effects of systemic inequality and builds a more equitable and respectful community.