

EVALUATION FRAMEWORK
FUND FOR TRANSGENERATIONS
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Prepared by UBUNTU Research and Evaluation, January 2025

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VISION NARRATIVE FOR FTG'S EVALUATION FRAMEWORK

The Fund for Trans Generations (FTG) envisions a world where trans individuals thrive in communities that provide not only safety and support for basic needs but also foster collective actualization. In this world, trans individuals experience affirmation, love, and the opportunity to contribute to broader cultural and societal progress. This vision recognizes that thriving is more than survival—it is the ability to live with dignity, agency, and fulfillment in all aspects of life.

Despite this aspiration, trans individuals face significant systemic barriers that limit their potential and the collective progress of their communities. Violence, discrimination, and inadequate access to essential services such as housing, healthcare, and emotional support remain persistent challenges. These obstacles prevent trans individuals from achieving their full potential, contributing to inequities that ripple through society as a whole. Addressing these issues requires intentional and layered strategies that respond to both individual and communal needs.

FTG's approach to change is inspired by the Blackfoot and Maslow models, centering on a hierarchical framework for transformation that recognizes the interdependence of individual and community well-being. At the foundation lies the fulfillment of **Basic Needs and Safety**—access to housing, food, medical care, and emotional support, which are prerequisites for further progress. Building upon this, the framework emphasizes **Security and Stability**, fostering emotional, physical, and social security within communities to reduce vulnerability to systemic discrimination and violence.

As individuals and communities move toward higher levels of well-being, FTG prioritizes fostering **Belonging and Love** through relationships and networks that affirm trans identities and nurture resilience. Public campaigns, peer support networks, and mentorship opportunities ensure trans individuals feel connected and celebrated within their communities. The framework continues with **Esteem and Validation**, creating spaces for trans individuals to be recognized, celebrated, and empowered to lead. Media representation, leadership opportunities, and affirming educational resources elevate the visibility and self-worth of trans individuals.

Finally, the framework culminates in **Self-Actualization and Community Actualization**, where trans individuals and their communities thrive culturally, socially, and economically. At this stage, systemic inequities are replaced by inclusive policies and sustainable advocacy, ensuring a legacy of trans leadership, cultural enrichment, and collective resilience. Investments in trans-led cultural, artistic, and community-building initiatives further this vision, embedding trans voices and experiences into the broader societal landscape.

FTG's theory of change lays the foundation for an evaluation framework rooted in these layered strategies, guiding the organization in measuring progress, identifying gaps, and amplifying successes. The evaluation framework will assess the achievement of **short-term outcomes**, such as improved safety and visibility; **medium-term outcomes**, such as cultural



shifts and strengthened networks of allies; and **long-term outcomes**, including systemic change, community actualization, and cultural perpetuity.

Through this evaluation framework, FTG reaffirms its commitment to advancing trans inclusion, equity, and liberation. The data and insights generated will not only demonstrate the impact of FTG's work but will also inform strategies for continuous improvement, ensuring that trans individuals and communities are positioned to thrive and lead for generations to come. This framework transforms FTG's vision into a measurable, actionable reality, creating pathways to a future where trans communities are celebrated as essential contributors to a more equitable and inclusive world.

PURPOSE AND SCOPE

This evaluation framework aims to assess the transformative impact of the Fund for Trans Generations' (FTG) strategies and funding in fostering Black Trans aliveness. This includes examining how FTG's approaches promote trans-centered evaluation framework practices and advance racial equity within the philanthropic sector. By centering the lived experiences and material realities of Black trans individuals, the evaluation framework seeks to illuminate how FTG's efforts challenge systemic oppression and create pathways for liberation.

The scope of the evaluation framework encompasses FTG's grantmaking processes, mainly focusing on the effectiveness of funded projects in addressing the needs of Black trans individuals. It will examine how FTG's funding supports long-term sustainability and resilience among its partner organizations, measuring immediate outcomes and the capacity to sustain impactful work over time. The evaluation framework aims to capture the nuances of how these processes translate into tangible support for Black trans communities and strengthen organizational ecosystems.

Grounded in a commitment to equity and justice, this evaluation framework is positioned to assess the tangible and intangible outcomes of FTG's work. Beyond measuring quantitative impacts, such as organizational growth and expanded access to resources, it will delve into qualitative aspects, such as community well-being and empowerment cultivated through FTG's initiatives. At its core, the evaluation framework seeks to understand how FTG's funding and strategies dismantle oppressive systems, uplift Black trans aliveness, and reshape philanthropy to center the voices and needs of those most impacted by systemic inequities.

EVALUATION FRAMEWORK QUESTIONS

An evaluation question is a specific inquiry that guides the focus of an evaluation. These questions are designed to clarify what the evaluation seeks to understand or assess. They help determine a program, project, or initiative's effectiveness, efficiency, relevance, impact, or sustainability. Evaluation questions are the foundation for selecting appropriate methods, data collection tools, and analysis approaches, ensuring the evaluation aligns with its purpose.



Evaluation questions are critical to shaping the overall direction of the evaluation. They ensure that the evaluation remains focused on key areas of interest and aligns with the beneficiaries' goals. These questions provide a roadmap for gathering evidence, deciding which methods to use, and framing how findings will be interpreted and communicated. By addressing the most pressing concerns of beneficiaries, evaluation questions ensure that the evaluation process is relevant, actionable, and capable of driving meaningful change.

The evaluation framework for the Fund for Trans Generations (FTG) is built around three categories of evaluation questions—**Impact and Outcomes**, **Grantee Experience and Support**, and **Sustainability and Long Term Impact**—each of which serves a unique function in understanding FTG's purpose and effectiveness.

Impact and Outcomes

The questions in this category are designed to explore the **core purpose of FTG's work**: advancing racial and trans equity while fostering Black trans aliveness. By examining the effectiveness of FTG's funding in achieving these goals, the evaluation aims to measure progress toward transformational change. These questions also focus on uncovering specific shifts within grantee organizations and their communities, such as increased safety, representation, or advocacy for Black trans individuals. Additionally, they probe for **unintended consequences**, whether positive or negative, to provide a comprehensive view of FTG's influence. This allows the evaluation to highlight successes and identify areas where adjustments may be needed to mitigate challenges or amplify unexpected benefits.

Grantee Experience and Support

Understanding the experiences of grantee organizations is vital to assessing FTG's role as a funder and capacitybuilder. The questions in this category explore how supported and empowered grantees feel in their partnership with FTG. By examining grantee feedback, the evaluation seeks to identify strengths in FTG's funding and capacitybuilding approaches, as well as opportunities for improvement. Additionally, these questions assess how FTG's **evaluation framework** influences grantee cultures and practices, particularly in adopting transcentered and equitydriven evaluation methods. This insight helps ensure FTG's strategies align with its values of care, justice, and shared learning.

Sustainability and Long Term Impact

These questions focus on the **longterm resilience and transformative impact** of FTG's work. Evaluating the capacity of grantee organizations to sustain their efforts beyond the grant period is essential to understanding how FTG contributes to lasting change. By investigating the broader impacts of FTG's funding, such as community transformation, policy shifts, and strengthened capacity, these questions capture the ripple effects of FTG's investment. This category ensures that the evaluation not only looks at immediate outcomes but also considers how FTG's efforts lay the groundwork for sustained progress in advancing equity and Black trans aliveness.



Table 1. Evaluation Questions

Category	Evaluation Questions
Impact and Outcomes	<p>How effective has FTG’s funding been in advancing racial and trans equity within its grantee organizations and communities?</p> <p>What specific changes have occurred within the organizations and communities FTG supports, particularly in terms of Black trans wellbeing and aliveness?</p> <p>What unintended consequences, both positive and negative, have emerged as a result of FTG's strategies?</p>
Grantee Experience and Support	<p>To what extent do grantees feel supported and empowered by FTG’s funding and capacitybuilding efforts?</p> <p>How do FTG’s approaches to evaluation influence the culture and practices of grantee organizations?</p>
Sustainability and LongTerm Impact	<p>How resilient are FTGsupported organizations in continuing their work beyond the grant period?</p> <p>What longterm impacts can be identified in terms of community transformation, policy influence, and capacity building?</p>

THEORY OF CHANGE

A theory of change comprehensively explains how and why a desired change is expected to happen within a specific context. It is both a roadmap and a vision, outlining the steps, conditions, and relationships necessary to achieve long-term goals. A theory of change identifies the inputs, activities, outputs, outcomes, and impacts that contribute to creating meaningful and sustainable change. At its core, it connects the dots between what an initiative does, the results it aims to achieve, and the larger societal shifts it envisions.

A well-developed theory of change begins with a deep understanding of the issue at hand, the systemic barriers that perpetuate it, and the opportunities for transformation. It then articulates the interventions or strategies to address these barriers—whether through



capacity-building, advocacy, resource allocation, education, or policy change. By defining clear short-term and intermediate outcomes, the theory of change explains how these efforts will build momentum toward long-term impact.

Theories of change evolve in response to changing conditions, emerging evidence, and ongoing learning. Grounded in logic but informed by values, it also reflects a commitment to equity, inclusivity, and accountability, ensuring that the voices and needs of affected communities are at the center of the process. In essence, a theory of change is both a practical guide and an aspirational vision, showing not only how change happens but also what is required to make it sustainable and just.

The Fund for Trans Generations (FTG) is committed to fostering Black trans leadership, advancing racial and trans equity, and empowering organizations to resist systemic oppression. FTG provides critical inputs such as funding, technical assistance, capacity-building support, partnerships, and strategic guidance through its holistic approach. These resources are designed to fuel various impactful activities, including grantee workshops, mentorship programs, funding cycles, policy advocacy efforts, and community engagement initiatives.

As a result of these activities, FTG’s work generates significant outputs such as enhanced organizational capacity, expanded services for Black trans individuals, policy changes, and the growth of critical networks within communities. These outputs lead to transformative outcomes, including increased representation and participation of Black trans individuals in decision-making, greater community stability and safety, improved access to essential resources, and stronger organizational resilience.

Ultimately, the impact of FTG’s efforts manifests in broader societal shifts. By challenging antitrans and anti-black systems, FTG fosters a culture of care and aliveness for Black trans communities, advancing a vision of equity and justice that transforms lives and reimagines possibilities.

Table 2. FTG Theory of Change

Component	Details
Purpose	Strengthen Black trans leadership, advance racial and trans equity, and support organizations’ capacity to resist systemic oppression.
Inputs	<ul style="list-style-type: none"> ● Funding: Multiyear grants supporting operational and programmatic needs. ● Technical Assistance: Trainings on racial equity, grant management, and advocacy strategies. ● CapacityBuilding: Tools and resources to strengthen leadership and organizational infrastructure.



- **Partnerships:** Collaborations with grassroots organizations, coalitions, and trans-led movements. **Strategic Guidance:** Tailored support for grantees to align strategies with community needs and systemic challenges.

Activities

- **Grantee Workshops:** Sessions on leadership development, equity-focused evaluation, and building sustainable funding models.
- **Mentorship:** Connecting Black trans leaders with experienced advocates for professional and personal growth.
- **Funding Cycles:** Transparent application and reporting processes with accessible guidelines for grassroots organizations.
- **Policy Advocacy:** Supporting campaigns for gender-affirming healthcare and antidiscrimination legislation.
- **Community Engagement Initiatives:** Town halls, storytelling events, and participatory action research led by Black trans communities.

Outputs

- **Enhanced Organizational Capacity:** Grantees report improved governance structures, clearer strategic plans, and increased staff retention.
- **Expanded Services:** New programs offering gender-affirming mental health support, housing assistance, and employment readiness for Black trans individuals.
- **Policy Changes:** Successful advocacy leading to local and state-level policies protecting trans individuals' rights.
- **Network Growth:** Stronger alliances among grantee organizations, leading to collective action and shared resources.

Outcomes

- **Increased Representation:** Black trans individuals serving on nonprofit boards, leading advocacy campaigns, and holding elected offices.
- **Greater Community Stability and Safety:** Reduction in violence against Black trans individuals and the establishment of safe spaces for community support.
- **Improved Access to Resources:** Increased funding, healthcare, and housing availability for marginalized Black trans populations.
- **Stronger Organizational Resilience:** Grantees maintain program continuity and staff well-being even during periods of funding uncertainty.

Impact

- **Broader Societal Shifts:** Public perception and understanding of Black trans experiences improve through increased visibility and advocacy.
- **Challenging Systems:** Local and national systems—education, healthcare, housing—restructured to be more inclusive and equitable.
- **Culture of Care:** Communities adopt practices prioritizing dignity, humanity, and holistic well-being for Black trans individuals, creating environments where they can thrive.



EVALUATION FRAMEWORK CRITERIA

Evaluation framework criteria refer to the dimensions or standards used to assess the performance, effectiveness, and impact of a program, project, or initiative. These criteria provide a structured way to analyze different aspects of the evaluated subject, ensuring that the evaluation is comprehensive and aligned with its purpose. Each criterion focuses on a specific area of interest, guiding the development of evaluation questions, data collection methods, and the interpretation of findings.

Evaluation criteria are essential because they define success and provide a consistent framework for measuring and comparing results. They ensure that the evaluation focuses on the most critical aspects of a program while reflecting the values and priorities of beneficiaries.

Table 3. Evaluation Criteria

Evaluation Criterion	Questions	Alignment
Relevance	<i>Are FTG's efforts aligned with the needs of Black trans communities?</i>	FTG prioritizes addressing the unique and evolving needs of Black trans individuals and communities.
	<i>How responsive is FTG to the evolving needs of these communities?</i>	Regular engagement with stakeholders ensures FTG's strategies remain relevant and community-driven.
Effectiveness	<i>Are the funding and strategies effectively producing intended outcomes for Black trans people and organizations?</i>	FTG assesses how well its grants and programs foster leadership, equity, and access for Black trans individuals.
Efficiency	<i>How efficiently are resources being allocated and utilized across the FTG grantmaking process?</i>	FTG ensures that resources are distributed transparently and equitably to maximize impact.
Sustainability	<i>Will the changes and improvements supported by FTG last beyond the initial grant period?</i>	FTG focuses on building long-term organizational resilience and leadership within Black trans communities.



Equity	<i>How equitable are the outcomes for Black trans people compared to other marginalized groups?</i>	FTG centers Black trans aliveness, ensuring its work prioritizes those most affected by systemic inequities.
Impact	<i>What long-term policy, culture, and power dynamics shifts can be attributed to FTG?</i>	FTG drives systemic change by challenging anti-trans and anti-Black systems and advancing trans-centered equity.

INDICATORS, METRICS, AND TOOLS

Metrics, indicators, and tools are essential components of an evaluation framework for the Fund for Trans Generations (FTG) to ensure its mission and impact are accurately understood, tracked, and communicated. These elements provide a structured way to measure progress toward FTG's goals of advancing Black trans leadership, promoting racial and trans equity, and supporting systemic transformation. Metrics and indicators serve as benchmarks, offering tangible evidence of success across different areas, from grantee capacity-building to policy influence and community well-being. They allow FTG to gauge whether its strategies are meeting the needs of Black trans communities and how effectively its resources are being utilized.

The use of tools for data collection, such as surveys, interviews, and storytelling methodologies, ensures that FTG captures both quantitative and qualitative dimensions of its work. Quantitative tools provide the complex data needed to demonstrate reach, efficiency, and measurable outcomes, such as the number of grantees served or policy shifts. On the other hand, qualitative tools amplify the lived experiences and voices of Black trans individuals, offering insight into the transformative impacts of FTG's efforts that numbers alone cannot convey. These tools foster accountability, enable informed decision-making, and support continuous learning.

Incorporating robust metrics, indicators, and tools into the evaluation framework is not just about measuring success; it reflects FTG's commitment to equity and transparency. These elements ensure that the evaluation process centers the voices of Black trans communities, validates their experiences, and drives improvements that are responsive to their needs. By embedding these components into its evaluation practices, FTG can effectively demonstrate its impact, make strategic adjustments, and sustain its work toward a more equitable and liberated future for Black trans communities.

[Please find a sample of tool administration at the end of this document.](#)

Quantitative Tools



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- **Grantee Reports:** These are periodic reports submitted by grantees detailing the progress of their funded activities, key achievements, and challenges. They provide structured data on how funds are being utilized and the immediate outputs of funded initiatives.
- **Grant Tracking Database:** A centralized system used to record and monitor the details of all grants, including funding amounts, geographic locations, demographics served, and timelines. This tool ensures comprehensive tracking of funding distribution and alignment with strategic goals.
- **Geographic Heat Maps:** Visual representations of data that show the distribution of grantee organizations across regions. They help identify geographic gaps or concentrations in funding to assess coverage and equity.
- **Annual Grantee Surveys:** These surveys gather standardized feedback from grantees on their experiences, outcomes, and challenges. They are useful for assessing trends over time and comparing performance across funding cycles.
- **Pre- and Post-Funding Assessments:** These assessments measure the capacity and outcomes of grantees before and after receiving funding. They help determine the direct impact of FTG's support on organizational growth and development.
- **Beneficiary Surveys:** These are targeted surveys conducted with individuals who directly benefit from grantee services. They collect feedback on the accessibility, quality, and impact of the programs supported by FTG.
- **Partner Organization Data:** Data collected from partner organizations, such as usage statistics for services or demographic profiles of beneficiaries. This provides an external validation of the outcomes reported by grantees.
- **Policy Tracking Tools:** Online databases or internal systems to monitor policy changes, such as the passing of anti-discrimination laws or funding increases for gender-affirming care. These tools help measure the systemic impact of advocacy efforts.
- **Media Scans for Policy Wins:** A systematic review of news outlets, blogs, and other media to track coverage of FTG-funded advocacy successes. This method captures public recognition and visibility of policy achievements.

Qualitative Tools

- **In-Depth Interviews:** One-on-one structured or semi-structured conversations with grantee leaders to explore the nuanced impacts of FTG's support. These interviews provide rich, detailed insights into organizational growth, challenges, and future needs.
- **Focus Groups:** Group discussions involving grantee staff or beneficiaries to gather diverse perspectives on FTG's funding impact. These sessions foster dialogue and collective reflection on shared experiences.
- **Personal Storytelling Sessions:** Organized opportunities for Black trans individuals to share their experiences with FTG-funded programs. These stories capture the lived realities and transformative impacts that data alone cannot reveal.
- **Video or Audio Recordings:** Multimedia tools to document beneficiary narratives, allowing for an engaging and personal way to showcase impact. These recordings can be shared with beneficiaries to amplify voices and highlight successes.



- **Photovoice Methodology:** A participatory research method where individuals use photography to document their experiences and perspectives. This creative approach provides a visual and emotional representation of program impact.
- **Community Surveys:** Surveys distributed to community members to collect feedback on FTG’s perceived effectiveness and alignment with their needs. These tools provide a broader understanding of community-wide impressions of FTG’s work.
- **Open Forums or Listening Sessions:** Interactive events where community members can openly share their thoughts, feedback, and ideas about FTG’s initiatives. These sessions build trust and foster collaborative dialogue between FTG and its beneficiaries.
- **Feedback Cards:** Simple, anonymous cards distributed during events or workshops for attendees to provide quick feedback. This tool encourages candid responses and is particularly useful for capturing immediate impressions or suggestions.

Table 4. Metrics and Tools

Metric	Relevance to FTG	Proposed Data Collection Tools
Number of organizations funded and their geographic and demographic reach.	This metric demonstrates the scope and inclusivity of FTG’s funding, ensuring that support reaches diverse Black trans communities across different regions, addressing geographic inequities in access to resources.	Grantee reports Grant tracking database Geographic heat maps to visualize distribution
Percentage of grantees reporting increased capacity in key areas (e.g., leadership development, community engagement, advocacy).	Measuring capacity growth ensures that FTG’s investments contribute to long-term organizational sustainability, strengthening the ability of Black trans-led groups to advocate, engage, and lead effectively.	Annual grantee surveys Pre- and post-funding assessments Capacity-building evaluation forms
Reduction in barriers to resources and services for Black trans individuals.	This metric captures FTG’s direct impact on improving access to essential resources such as housing, healthcare, and employment, addressing systemic barriers faced by Black trans individuals.	Beneficiary surveys Interviews with Black trans individuals accessing services - Partner organization data



<p>Policy changes or shifts influenced by FTG’s grantees.</p>	<p>This metric tracks the systemic impact of FTG’s support, showing how its grantees influence local, state, or national policies that benefit Black trans communities, advancing equity and social justice.</p>	<p>Policy tracking tools (legislation databases) Grantee advocacy reports Media scans for policy wins</p>
<p>Testimonies from grantee organizations about the impact of FTG’s support.</p>	<p>Grantee testimonials provide rich, narrative evidence of FTG’s effectiveness, revealing how the funding and support have transformed their organizations and communities.</p>	<p>In-depth interviews with grantee leaders Focus groups with organizational staff</p>
<p>Experiences and narratives from Black trans individuals benefiting from the funded programs.</p>	<p>Centering the voices of Black trans individuals ensures that FTG’s impact is measured by the lived experiences of those it serves, highlighting the personal and community-level changes resulting from its work.</p>	<p>Personal storytelling sessions Video or audio recordings of participant experiences Photovoice methodology</p>
<p>Community feedback on FTG’s effectiveness in creating a safe, inclusive, and equitable environment.</p>	<p>Community feedback validates FTG’s strategies and informs future improvements, ensuring that its work aligns with the values and needs of Black trans communities and fosters a sense of trust and partnership.</p>	<p>Community surveys Open forums or listening sessions Feedback cards distributed during events</p>

EVALUATION DESIGN

Evaluation designs are integral components of the Fund for Trans Generations (FTG)’s evaluation framework, ensuring that every stage of its work is systematically assessed to align with its mission and to maximize impact. Each type of evaluation—**formative**, **summative**, and **developmental**—plays a distinct role in capturing different dimensions of FTG’s strategies and their outcomes. Together, they create a comprehensive framework that supports continuous learning, accountability, and the ability to adapt to an ever-changing landscape of racial and trans equity.

Each of these evaluation designs contributes a unique perspective to FTG’s evaluation framework. Formative evaluation ensures that implementation remains effective and aligned



with the needs of grantees and communities. **Summative evaluation** captures the overall impact of FTG's work, showcasing its successes and lessons learned. **Developmental evaluation**, meanwhile, keeps FTG agile and innovative, enabling it to adapt strategies in response to emerging challenges. Together, these approaches provide a multi-dimensional evaluation process that supports FTG's mission of fostering Black trans aliveness, advancing equity, and driving systemic transformation. By integrating these designs, FTG creates a robust framework that balances learning, accountability, and innovation, ensuring that its work is both impactful and sustainable.

Formative Evaluation

The formative evaluation focuses on assessing the ongoing implementation of FTG's strategies. Its primary role is to provide actionable feedback that identifies areas for improvement and informs adjustments during the course of the program or initiative. For FTG, this could involve analyzing how effectively grantees are using funding, identifying barriers to achieving program goals, or evaluating whether technical assistance and capacity-building efforts are meeting the needs of Black trans communities. By addressing challenges in real time, formative evaluation ensures that FTG remains responsive to community needs and strengthens its interventions as they unfold. This approach is particularly critical for maintaining alignment with FTG's mission and fostering trust with grantees.

Summative Evaluation

The summative evaluation is designed to assess the overall impact and effectiveness of FTG's work once strategies and initiatives have been fully implemented. This type of evaluation focuses on answering key questions about whether FTG's funding and strategies have achieved their intended outcomes. For instance, it evaluates the extent to which FTG has advanced racial and trans equity, strengthened Black trans leadership, and influenced systemic change. Summative evaluation also measures the long-term effects on grantees and the broader community, such as shifts in policy, cultural norms, and organizational sustainability. By providing a comprehensive analysis of results, summative evaluation not only demonstrates accountability to beneficiaries but also highlights successes and areas where FTG's strategies can be replicated or scaled.

Developmental Evaluation

The developmental evaluation supports FTG's ability to adapt and learn in a dynamic environment, particularly as new challenges and opportunities arise in the pursuit of racial and trans equity. Unlike formative and summative evaluations, developmental evaluation is iterative and focuses on real-time feedback to navigate complexity and uncertainty. For FTG, this may involve exploring emerging trends, such as shifts in funding landscapes or new threats to Black trans communities, and identifying innovative strategies to address them. Developmental evaluation is particularly aligned with FTG's values of equity and responsiveness, ensuring that its work remains relevant and grounded in the lived realities of



Black trans individuals. It helps FTG refine its long-term vision while maintaining flexibility to adapt to changing conditions.

BENEFICIARIES

The term **beneficiary** is often used in evaluation to refer to individuals, groups, or communities who directly experience the benefits or outcomes of a program, project, or initiative. It emphasizes the recipients of services, resources, or opportunities provided by an organization or intervention. While the term **stakeholder** is broader and includes anyone with an interest in or influence over the program (e.g., funders, partners, staff, policymakers), **beneficiary** narrows the focus to those whose lives are intended to be positively impacted by the work.

In this evaluation for the **Fund for Trans Generations (FTG)**, we are intentionally using **beneficiary** as an alternative term for stakeholders to highlight the experiences, needs, and realities of **Black trans individuals and communities** who are at the center of FTG's mission. This term allows us to distinguish the lived experiences of those most directly affected by FTG's work from the broader group of stakeholders, such as funders or advocacy partners.

Using **beneficiary** in this context affirms that we are:

1. **Centering Black Trans Communities:** This term reinforces the idea that Black trans individuals are not peripheral but central to the evaluation. It acknowledges their position as the ultimate recipients and intended beneficiaries of FTG's funding, strategies, and interventions.
2. **Prioritizing Impact:** The use of "beneficiary" shifts the focus of the evaluation to understanding the tangible and intangible changes that FTG's work creates for those it aims to uplift and empower.
3. **Highlighting Equity:** It ensures that the evaluation reflects FTG's commitment to equity and justice by prioritizing the perspectives of those most marginalized and underserved.

With this distinction, the evaluation ensures that the voices, experiences, and outcomes of Black trans beneficiaries are foregrounded and used as the primary measure of FTG's success. This aligns with FTG's mission to advance Black trans aliveness and disrupt systems of oppression, ensuring that the evaluation remains deeply rooted in the realities of those it seeks to serve.

The evaluation framework for the Fund for Trans Generations (FTG) recognizes the importance of engaging with all those connected to its work, particularly centering the voices and experiences of Black trans community members. **Internal collaborators**—including FTG leadership, staff, and funders—play a critical role in shaping the strategic vision and ensuring



the alignment of evaluation practices with the organization’s mission. External collaborators—such as grantees, Black trans community members, policymakers, and other philanthropies—offer valuable perspectives on how FTG’s strategies are experienced and their broader impact on systems and communities.

To ensure the evaluation framework is participatory and responsive, FTG should prioritize regular engagement with these collaborators through feedback loops, consultations, and the co-creation of evaluation processes. This approach ensures that the framework is grounded in lived experiences, informed by diverse perspectives, and able to adapt to the evolving needs of Black trans individuals and their communities. By fostering these collaborative relationships, FTG underscores its commitment to equity, transparency, and mutual accountability, ensuring that the evaluation reflects the values of care and inclusivity that drive its mission.

ANALYSIS PLAN

The analysis plan for the Fund for Trans Generations (FTG)’s evaluation framework is designed to provide a well-rounded and thorough understanding of the organization’s impact, centering the experiences and needs of Black trans communities while emphasizing equity, learning, and accountability. The plan combines quantitative and qualitative data to capture both measurable outcomes and the lived experiences of those most affected by FTG’s work.

Quantitative data will be analyzed using statistical methods to track pre- and post-program measures, trends, and comparisons across grantees and communities. This approach will allow FTG to assess the tangible impacts of its funding and strategies, such as changes in organizational capacity, geographic reach, and reductions in barriers to resources for Black trans individuals. Quantitative analysis will provide clear metrics to demonstrate the efficiency and effectiveness of FTG’s work, ensuring that its outcomes align with its mission to advance trans and racial equity.

Qualitative data, including interviews, focus group transcripts, storytelling sessions, and community feedback, will be analyzed using thematic coding to identify key themes, patterns, and narratives. This process will highlight the lived realities of Black trans individuals and grantees, uncovering insights into how FTG’s work has influenced their lives and communities. Qualitative analysis ensures that the evaluation captures deeper, transformational impacts and amplifies voices that might otherwise be overlooked in quantitative assessments.

Triangulation of data sources will be employed to enhance the validity and depth of the evaluation. By combining findings from quantitative data, qualitative narratives, and secondary data (such as reports, policy changes, or media coverage), the evaluation will provide a comprehensive understanding of FTG’s impact. This integrated approach allows for cross-validation of findings, ensuring a balanced and accurate portrayal of FTG’s achievements and challenges.



The analysis plan is not just a technical exercise—it is a tool for reflection, learning, and growth. Findings from the analysis will inform FTG’s ongoing strategies, highlighting areas for improvement and adaptation. Additionally, insights will be shared with both internal and external collaborators through accessible formats such as reports, infographics, and community presentations, fostering transparency and dialogue. This approach ensures that the evaluation supports FTG’s commitment to advancing Black trans aliveness, addressing systemic inequities, and sustaining long-term transformative change.

PROPOSED ANNUAL EVALUATION CYCLE FOR FTG

Table 5. Proposed Evaluation Activity Calendar

Phase	Activities	Timeline
Phase 1: Planning	<ul style="list-style-type: none"> - Review and refine evaluation metrics, tools, and indicators for the year. - Engage internal and external collaborators to co-create evaluation priorities. - Develop a detailed work plan and timeline for the evaluation cycle. 	January – February
Phase 2: Data Collection	<ul style="list-style-type: none"> - Begin quantitative data collection (e.g., pre-program surveys, tracking metrics). - Conduct qualitative data collection, including interviews, focus groups, storytelling sessions, and community forums. - Monitor and document grantee activities and ongoing program progress. 	March – July
Phase 3: Analysis	<ul style="list-style-type: none"> - Analyze quantitative data to track trends, pre- and post-program changes, and grantee reach. - Conduct thematic coding of qualitative data to identify key narratives and insights. - Triangulate data sources (quantitative, qualitative, and secondary) to ensure comprehensive findings. 	August – September



Phase 4: Sensemaking	<ul style="list-style-type: none"> - Host sensemaking sessions with internal collaborators (leadership, staff, funders) to interpret findings and identify implications. - Facilitate collaborative sensemaking sessions with external collaborators (grantees, Black trans community members, partners) to co-develop interpretations and recommendations. 	September – October
Phase 5: Reporting	<ul style="list-style-type: none"> - Draft and finalize internal progress reports for leadership and funders, emphasizing lessons learned and actionable recommendations. - Prepare accessible public-facing materials, such as annual impact reports, infographics, and videos, summarizing findings. 	October – November
Phase 6: Dissemination & Engagement	<ul style="list-style-type: none"> - Share findings with the broader community through forums, roundtable discussions, and webinars. - Disseminate multimedia content and public reports via FTG’s digital platforms and direct outreach. - Collect feedback from stakeholders on the reports and engagement events. 	November – December
Phase 7: Reflection & Adaptation	<ul style="list-style-type: none"> - Reflect on the evaluation cycle to identify strengths, challenges, and areas for improvement. - Use stakeholder feedback and sensemaking insights to adjust strategies, tools, and metrics for the next cycle. - Begin planning for the next year’s evaluation. 	December – January

REPORTING AND DISSEMINATION

As part of the Fund for Trans Generations (FTG)’s commitment to transparency, accountability, and community-centered practices, the reporting and dissemination plan within the evaluation framework is designed to ensure that key findings are accessible, actionable, and meaningful to all collaborators. By tailoring reporting methods to the needs of both internal and external audiences, this plan will maximize the utility and impact of the evaluation process.

Internal Reports



FTG will produce regular progress reports tailored for leadership and funders to provide timely updates on evaluation findings, lessons learned, and actionable recommendations. These reports will highlight emerging trends, areas for improvement, and alignment with FTG's mission of advancing Black trans aliveness and racial equity. The goal of internal reporting is to inform decision-making, strengthen strategic planning, and ensure that FTG's funding and initiatives remain effective and responsive.

Public Reports

Annual impact reports will be developed for grantees and the broader community, offering a transparent overview of FTG's work and its outcomes. These reports will celebrate successes, highlight grantee achievements, and identify opportunities for growth. By showcasing both tangible impacts and stories of transformation, FTG will foster trust and engagement with its broader network while emphasizing its accountability to the communities it serves.

Multimedia Content

To reach diverse audiences in an accessible and engaging way, FTG will leverage multimedia tools such as infographics, videos, and social media content. These formats will distill complex findings into digestible, visually compelling narratives, making the evaluation insights more relatable and actionable. This approach ensures that evaluation results are not only informative but also inspire dialogue, advocacy, and collaboration across communities and stakeholders.

Community Engagement

FTG will prioritize sharing evaluation findings directly with Black trans communities and other collaborators through interactive community forums, roundtable discussions, and webinars. These engagements will create spaces for dialogue, reflection, and co-learning, allowing stakeholders to provide feedback on the findings and collaborate on next steps. By centering community voices in the dissemination process, FTG reaffirms its commitment to participatory and equity-driven practices.

UTILIZATION PLAN

The Fund for Trans Generations (FTG) evaluation framework is structured to drive learning, accountability, and systemic change. Evaluation results will directly inform program adjustments, ensuring strategies and resource allocations address the dynamic needs of Black trans communities and grantees. Future grantmaking strategies will incorporate these insights to strengthen the impact of FTG's initiatives.

Key findings will also shape broader efforts in policy and advocacy, influencing systemic changes through targeted engagement with policymakers, advocacy groups, and philanthropic organizations. Evaluation outcomes will further support grantee organizations through constructive feedback designed to enhance their practices, build capacity, and



increase organizational effectiveness. This process reinforces FTG's mission to foster sustainable and transformative leadership within Black trans communities.

ETHICAL CONSIDERATIONS

The evaluation framework reflects FTG's commitment to ethical practices, safeguarding the dignity, privacy, and autonomy of Black trans communities. Confidentiality protocols will protect the identities of individuals and organizations through anonymization of all collected data. This ensures participants feel secure when contributing their experiences to the evaluation process.

Evaluation methods and data collection tools will align with the cultural realities of Black trans communities, maintaining cultural relevance and respect throughout the process. Participants will be fully informed about the purpose of the evaluation, the use of their data, and their rights to decline participation. These principles ensure the framework remains transparent, equitable, and aligned with FTG's core values.

RISK ASSESSMENT

The evaluation process anticipates potential challenges, including difficulties in reaching marginalized groups, ensuring active participation, and addressing resistance to evaluation. Building trust with grantees and communities will be central to overcoming these barriers, with consistent and transparent communication at the heart of this effort.

The inclusion of culturally competent evaluators ensures the process reflects the lived realities of Black trans communities, fostering greater understanding and engagement. These measures strengthen the framework's ability to mitigate risks, enhance inclusivity, and uphold FTG's commitment to advancing equity and justice.



FTG EVALUATION FRAMEWORK IMPLEMENTATION CHECKLIST

1. Planning Phase

- Review the evaluation framework and align it with FTG's mission and priorities.
- Define roles and responsibilities for evaluation staff and collaborators.
- Develop a detailed timeline for the evaluation cycle, including all phases.
- Allocate financial, human, and technological resources for implementation.
- Adapt data collection tools (e.g., surveys, interviews, focus groups) for cultural relevance and accessibility.

2. Data Collection Phase

- Conduct outreach to grantees, community members, and stakeholders to explain the evaluation process.
- Secure informed consent from all participants, ensuring transparency about data use and confidentiality.
- Administer pre- and post-program surveys to measure grantee capacity and program impact.
- Conduct interviews, focus groups, and storytelling sessions to capture qualitative insights.
- Monitor ongoing activities to ensure alignment with the framework's objectives.
- Document field observations, key events, and case studies during the process.

3. Analysis Phase

- Analyze quantitative data to track trends, outcomes, and measurable impacts.
- Thematically code qualitative data from interviews and focus groups to identify patterns and narratives.
- Combine quantitative, qualitative, and secondary data sources to triangulate findings.
- Summarize preliminary findings and insights for internal review.

4. Sensemaking Phase

- Host internal sensemaking sessions with FTG leadership, staff, and funders.
- Facilitate collaborative sensemaking workshops with grantees and community members.
- Discuss findings, identify lessons learned, and co-develop actionable recommendations.
- Refine insights and integrate feedback from sensemaking sessions into final analysis.



5. Reporting Phase

- Prepare detailed internal reports for FTG leadership and funders.
- Draft public-facing impact reports for grantees and the broader community.
- Create multimedia content (e.g., infographics, videos) to make findings accessible to diverse audiences.
- Share draft reports with stakeholders for review and incorporate their feedback.

6. Dissemination and Engagement Phase

- Organize community forums, roundtable discussions, and webinars to share findings.
- Share findings with policymakers, advocacy groups, and philanthropic organizations to drive systemic change.
- Publish reports and multimedia content on FTG's website and social media platforms.
- Collect feedback from stakeholders during engagement events for future improvements.

7. Continuous Improvement Phase

- Conduct a post-evaluation review to assess strengths, challenges, and areas for improvement.
- Update tools, methods, and timelines based on feedback and emerging needs.
- Document lessons learned to guide future evaluation cycles.
- Develop a work plan for the next evaluation cycle, incorporating new strategies.

SAMPLE TOOL PREPARATION AND ADMINISTRATION

Tool	Purpose	Preparation	Administration
Pre- and Post-Program Surveys	Measure grantee capacity, progress, and program impact.	Develop a survey with closed- and open-ended questions on capacity, funding utilization, and outcomes. - Ensure language is accessible and culturally sensitive.	- Distribute surveys electronically using platforms like Google Forms, SurveyMonkey, or Typeform. - Provide detailed instructions on how to complete the survey, including estimated time required. - Send email reminders before the deadline to maximize participation. - Offer technical support for participants who may need assistance accessing or completing the survey. - Conduct analysis of results shortly after collection to feed into progress reporting.
Stakeholder Interviews	Gather in-depth insights from grantees, Black trans individuals, and community leaders.	- Create a semi-structured guide tailored to each stakeholder's role. - Focus questions on lived experiences, impact, and challenges.	- Schedule interviews at times convenient for participants. - Ensure a quiet, private environment for in-person or virtual interviews to allow for open sharing. - Use video conferencing tools (e.g., Zoom) for remote interviews, ensuring participants are comfortable with technology. - Begin with an introduction explaining the purpose and confidentiality of the interview. - Use active listening techniques to build trust and gather richer insights.
Focus Groups	Facilitate group discussions to gather diverse perspectives.	- Prepare a discussion guide with open-ended questions. - Recruit 6-10 participants per group with similar roles for comfort and relevance.	- Welcome participants and explain the purpose of the focus group, along with confidentiality agreements. - Use icebreakers to create a comfortable environment. - Facilitate a structured discussion using prepared questions, but allow for organic conversation to explore unexpected insights. - Use note-takers and/or record the



			session with consent to ensure accurate data capture. - Provide refreshments or honorariums to recognize participants' time and contributions.
Storytelling Sessions	Amplify lived experiences of Black trans individuals affected by FTG programs.	- Develop prompts to guide participants (e.g., "Share a moment when FTG made a difference in your life."). - Offer flexible storytelling formats (written, audio, video).	- Host sessions in a welcoming and supportive space where participants feel safe sharing. - Encourage participants to choose their preferred storytelling medium (e.g., video, audio, written). - Allow participants time to reflect and prepare their stories before sharing. - Record stories (with consent) or collect written submissions. - Provide clear follow-up steps to participants, including how their stories will be used and shared.
Community Surveys	Collect broad feedback from Black trans communities and stakeholders.	- Design surveys with demographic, closed-ended, and open-ended questions. - Focus on safety, belonging, and impact.	- Distribute surveys digitally through email lists, social media platforms, and FTG's website. - Share physical copies at community events or partner organizations for broader reach. - Provide translation or accessibility options (e.g., large print, screen reader compatibility). - Set a clear deadline for submission and send reminders to participants. - Offer incentives, such as gift cards, to increase participation rates.
Policy Tracking Tools	Monitor shifts in policies influenced by FTG's work.	- Develop a tracking database with fields such as policy name, jurisdiction, and grantee involvement. - Create a list of advocacy	- Regularly update the database with information from grantee reports, news articles, and government websites. - Assign specific staff to monitor legislative changes and verify grantee contributions to policy shifts. - Conduct quarterly reviews to ensure the database reflects current advocacy progress. - Use the data to

		milestones to monitor.	generate reports on policy changes and their connection to FTG’s work.
Media Scans	Capture visibility and representation of trans voices in media and public discourse.	- Identify platforms (e.g., news outlets, blogs, social media). - Create a list of keywords (e.g., “Black trans leadership,” “FTG impact”).	- Use media monitoring software (e.g., Meltwater, Mention) to automate data collection, or conduct manual searches using search engines and social media tools. - Log mentions of FTG-related advocacy, noting tone, reach, and key individuals featured. - Schedule monthly reviews to analyze trends and patterns in media coverage. - Compile quarterly summaries highlighting major media milestones or coverage gaps.
Photovoice Methodology	Empower participants to visually document their experiences.	- Provide cameras or smartphones to participants. - Develop prompts such as, “Capture an image that represents community belonging.”	- Train participants on how to use equipment and explain the project’s purpose. - Organize regular check-ins to discuss progress and provide support. - Host group sharing sessions where participants present their photos and explain their significance. - Ensure participants consent to the use of their images in reports or public materials. - Thematically analyze images and accompanying narratives to identify recurring themes and messages.
Feedback Cards	Collect immediate, anonymous feedback during events or workshops.	- Design simple cards with prompts like: “What did you find most valuable today?” and “What could be improved?”	- Distribute cards at the beginning of events and allow participants to fill them out during or after the session. - Provide a designated collection box for completed cards to ensure anonymity. - Review responses immediately after the event to identify quick improvements or major concerns. - Summarize feedback and incorporate it into future events or workshops.



This expanded table provides additional detail to ensure thorough and effective administration of each tool, aligning with FTG's goals of cultural sensitivity, inclusivity, and actionable evaluation. Let me know if you'd like to tailor this further!



Here’s an expanded and more detailed version of the Administration column for each data collection tool in the table:

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