UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/output	Indicator	Breakdown	Definition and Guidance	How to calculate
All	All	Req.	Output	# of lives impacted	a. location b. gender c. age d. race/ethnicity e. disability f. homelessness g. sexual orientation h. low-to-moderate income underserved/underrepresente	-Lives Impacted: individuals who were touched by the programming funded by TUPSF. Please do not include individuals not directly in contact with the programming. This can be through direct support or possibly other organizations support (ex: Ministry of Health distribution of vaccines). -Impact: intended change based on investment dollars and other activities. -Location: Country, State, City, including a choice for "Not Tracked" -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked - Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+ years, Prefer not to answer, Not tracked -Race and Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked -Sexual Orientation categories: Bisexual, Gay or Lesbian, Straight, Something Else, Prefer not to answer, Not Tracked -Low-to-moderate income (LMI): A household that makes less than 80% of the area median income. - Underserved: refers to communities that face systemic and institutional barriers that prevent them from accessing resources and opportunities and are otherwise historically marginalized. This refers to low funding, limited access to healthcare and other essential services, high rates of poverty, and hard-to-reach geographies.	-Please refer to the parameters below to understand what is included in reporting for this indicator based on your partnership type: a. Scholarships: # of scholarship recipients supported b. Training programs: # of individuals trained as a result of support c. Environmental programming: # of individuals who received environmental funding which directly improved their economic well-being (can include # of jobs provided, receipt of seedling, and environmental training) d. Business training programs: # of individuals who completed online activity and reported a consequent improvement in their lives e. Relief shipments: # of recipients f. Services to underserved: # of individuals whose attendance is tracked as having directly received service (such as mentoring programs) g. Policy support: # individuals directly benefited by support (e.g., advocacy or monetary) h. Road safety: # of individuals directly receiving training, items or other aid to ensure their safety. -Track data on the number of individuals who as a result of TUPSF support have been impacted. If unable to track the number of individuals impacted, please approximate this figure by multiplying the number of households served by the average household size.
All	All	Opt.	Output	Average unit cost (USD) of your support			This value should be provided in $USD per life impacted.
All	All	Req.	Output	Location of individuals supported	-Country -State(Domestic) -Priority Market	-Priority Markets include - Domestic: Atlanta, Louisville, Chicago, New York, Los Angeles, Philadelphia, Dallas, Jacksonville, Seattle, Denver. International: Canada, Germany, Vietnam, United Kingdom, India, Mexico, China, South Africa	-Please report the location (country/state/city) where programs (supported by TUPSF) took place. Begin by selecting the country where support is being provided. If the US is selected, identify the state and city. If you are unsure of this information please contact TUPSF.
All	Endowments for purposes other than Scholarships	Req.	Output	Market value of endowment as of the current year	-Market value of endowment (USD)	-Market value: refers to the price that an asset would trade for in a financial market.	
All	Endowments for purposes other than Scholarships	Req.	Output	Income received on endowment in last fiscal year			

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Pillar	Program Activity	Required v. Optional	Outcome/output	Indicator	Breakdown	Definition and Guidance	How to calculate
All	Endowments for purposes other than Scholarships	Req.	Output	Expenditure for program (s) supported by the endowment in the last fiscal year			
All	Event Sponsorship	Req.	Output	Total # of participants			
Health and Humanitarian Relief & Equity and Economic Empowerment	All	Opt.	Outcome	% change in beneficiaries' well-being score (as measured by WHO-5)		-WHO-5 Well-being Index: a simple 5-question survey that measures mental well-being. Additional guidance can be found: https://snaped.fns.usda.gov/library/materials/who-five-well-being-index-who-5	-Percent change: Take the baseline value subtracted from the endline number. Divide the difference by the baseline value and multiply by 100. -Data on well-being should be collected before the start of the program and after the completion of the program.
Health and Humanitarian Relief	All	Req.	Output	# of deliveries completed		-Deliveries: refers to TUPSF shipments containing important supplies such as food and medicine. -When counting the number of deliveries, please count different delivery sites separately.	
Health and Humanitarian Relief	All	Req.	Output	# of supplies delivered	-Supply type - Medicine type -Number of doses -Vaccine type -Number of doses	-Supply: e.g., food, medicine, medical tools, vaccines, etc.	-If the supply type is medicine, organize by medicine name and the number of doses delivered. -If the supply type is vaccine, organize by vaccine name and the number of doses delivered.
Health and Humanitarian Relief	All	Opt.	Output	# of vaccines and medicines delivered by ministries of health and other organizations due to the logistics or supply chain optimization UPS put in place (by type) (ex: ultra cold freezers)	-Supply type - Medicine type -Number of doses -Vaccine type -Number of doses	-Delivered: refers to the number of doses administered to each individual. -Non-TUPSF funded deliveries: refers to supplies that have been delivered by others using the logistics infrastructure that TUPSF funding established.	
Health and Humanitarian Relief	All	Opt.	Outcome	% change in hunger index score		-Household hunger scale (Fanta-HHS Index): measures household hunger in food-insecure areas. Additional guidance can be found: https://www.fantaproject.org/monitoring-and-evaluation/household-hunger-scale-hhs -Measured by the FANTA HHS index. -Data must be collected from individuals pre and post program intervention.	-Percent change: Take the baseline value subtracted from the endline number. Divide the difference by the baseline value and multiply by 100. -Data on hunger should be collected using the Fanta Index before the start of the program and after completion of the program.
Health and Humanitarian Relief	All	Opt.	Outcome	% change in beneficiaries' self-rated health score		-Data on an individual's health score should be collected before the start of the program and after the completion of the program.	-Beneficiaries' self-rated health scores should be collected before the start of the program and after the completion of the program.

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief & Equity and Economic Empowerment	All	Opt.	Outcome	% change in beneficiaries' resilience score (as measured by the Brief Resilience Scale)		- Resilience: refers to the capacity to withstand or to recover quickly from difficulties; toughness. - Brief Resilience Scale: assesses the perceived ability to bounce back or recover from stress. The scale produces a score of 1 (low resilience) through 5 (high resilience). Additional guidance can be found: https://measure.whatworkswellbeing.org/measures-bank/brief-resilience-scale/	-Percent change: Take the baseline value subtracted from the endline number. Divide the difference by the baseline value and multiply by 100. -Data on resilience should be collected using the Brief Resilience Scale before the start of the program and after the completion of the program.
Health and Humanitarian Relief	Disaster Response	Req.	Output	# of crises supported		-Crises: a time of intense difficulty, trouble, or danger. Refers to natural and manmade disasters.	
Health and Humanitarian Relief	All	Req.	Output	# of recovery shipments		-Recovery shipments: refers to hazardous material that is collected and shipped to TUPSF for proper disposal (e.g. Vaccine Needles)	- Let us know if the shipment helped to rebuild a community in the recovery phase of the disaster.
Health and Humanitarian Relief	Disaster Preparedness	Req.	Output	# of preparedness shipments or prepositioning			
Health and Humanitarian Relief	Disaster Preparedness	Req.	Output	# of preparedness tools developed		-Preparedness tools: a toolkit of approaches and methods to help individuals and communities plan for risks during a natural disaster.	
Health and Humanitarian Relief	Disaster Preparedness	Req.	Output	# preparedness tools accessed			
Health and Humanitarian Relief	Disaster Response	Req.	Output	# of disaster survivors receiving essential services		-Essential services: includes medical care, food, clothing, etc.	-Track data on the number of individuals served. If unable to track the number of individuals served, please approximate this figure by multiplying the number of households served by the average household size.
Health and Humanitarian Relief	Disaster Preparedness	Req.	Outcome	Emergency preparedness plans in place or improved		-Preparedness plans: a plan of action in case of a natural disaster. Describes overall protocol and points of contact. -Improved preparedness plans: refers to disaster readiness protocols that were previously put in place by an organization, which were either updated or made better as a result of TUPSF support. -Briefly describe if preparedness plans have newly been created or improved upon during TUPSF support period. -Please keep your response short and concise. -Utilize bullet points if applicable. -Response limited to 300 words.	
Health and Humanitarian Relief	Disaster Preparedness	Opt.	Outcome	# of individuals/businesses/ communities that report they are prepared for disaster			

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief	Disaster Preparedness	Opt.	Outcome	# of individuals/businesses/ communities that report they adopted disaster readiness practices		-Disaster readiness practices: methods or approaches to better prepare individuals for natural or manmade disasters.	
Health and Humanitarian Relief	Disaster Preparedness	Req.	Outcome	# of agencies/organizations adopting collaborative/integrated protocols.		-Collaborative/integrated protocols: disaster readiness plans created through collaboration between different agencies.	
Health and Humanitarian Relief	Disaster Preparedness	Opt.	Outcome	Results of third-party capacity assessments (e. g., OCHA)		-OCHA: United Nations Office for Coordination of Humanitarian Affairs: a body of the United Nations established to strengthen the international response to complex emergencies and natural disasters.	
Health and Humanitarian Relief	Disaster Preparedness	Opt.	Outcome	% of agencies/organizations with activities/plans to address gender-based violence and trafficking		-Gender-based violence: harmful acts directed at an individual based on their gender. -If no agencies have plans/plans to address gender-based violence please put zero.	
Health and Humanitarian Relief	Disaster Preparedness	Opt.	Outcome	% of agencies/organizations with activities/plans to assist vulnerable migrants		-Vulnerable migrants: migrants who are susceptible to violence, exploitation, or abuse. -If no agencies have plans/plans to assist vulnerable migrants please put zero.	
Health and Humanitarian Relief	Disaster Preparedness	Opt.	Outcome	% of agencies/organizations with rapid response teams organized, trained, and equipped with the multi-hazard approach		-Multi-hazard approach: disaster response framework utilized in locations where two or more natural hazards occur, and in some cases interact to produce complex disasters.	
Health and Humanitarian Relief	Disaster Preparedness and Response (Training Activities)	Req.	Output	# of training sessions conducted			
Health and Humanitarian Relief	Disaster Preparedness and Response (Training Activities)	Req.	Output	# of individuals received training		-Received: those that participated in the training(s). If no individuals completed training, please put 0	
Health and Humanitarian Relief	Disaster Preparedness and Response (Training Activities)	Req.	Output	Completion rate of training (%)		-Completed: Finished all requirements of the course.	-Report the percent of individuals who completed all requirements of the training.
Health and Humanitarian Relief	Disaster Preparedness and Response (Training Activities)	Opt.	Output	Average net Promoter score (NPS) for anti-trafficking training/ workforce readiness training/ restorative services		-Net Promoter Score (NPS): Single question metric [On a scale of 0-to-10, how likely is it that you would recommend [organization, product, or service] to a friend or colleague?] with a response scale rated from 0 (not likely) to 10 (extremely likely).	-Calculate the score by subtracting the percentage of detractors (response score of 0 to 6) from the percentage of promoters (response score of 9 to 10) [total % of promoters – total % of detractors = net promoter score]. Scores of 7 and 8 are passive scores and are not used in calculation.
Health and Humanitarian Relief	Disaster Preparedness and Response (Training Activities)	Req.	Output	Was this training virtual or in-person	[ ] Virtual [ ] In-person [ ] Both/Hybrid		

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief	Disaster Preparedness and Response (Training Activities)	Req.	Output	What is the length of the training provided (in hours)		Please report the total number of hours of all training sessions combined.	
Health and Humanitarian Relief	Research and Innovation	Req.	Outcome	# facilities/clinics providing immunization with functioning cold chain		-Cold chain: low temperature-controlled supply chain network such as those necessary for storage of COVID-19 vaccines.	
Health and Humanitarian Relief	Research and Innovation	Req.	Output	# points of access for better health outcomes that TUPSF support enabled			
Health and Humanitarian Relief	Disaster Response	Opt.	Outcome	Tell us about a business that reopened after a disaster with your support			
Health and Humanitarian Relief	Research and Innovation	Req.	Output	Tell us about the innovation-focused work that TUPSF support enabled		• Please be as concise as possible. • Use bullet points where necessary. • Response limited to 500 words Innovation is the practical implementation of ideas that result in the introduction of new goods or services or improvement in offering goods or services.	
Health and Humanitarian Relief	Research and Innovation	Opt.	Outcome	Please describe the adoption and/or utilization of the TUPSF-supported innovative solutions		• Briefly describe adoption/utilization of innovative solutions driven by TUPSF support. • Please keep your response short and concise. • Utilize bullet points if applicable. • Response limited to 500 words. Innovation is the practical implementation of ideas that result in the introduction of new goods or services or improvement in offering goods or services.	
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Output	Number of anti-trafficking training sessions conducted			
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Output	Was this training virtual or in-person	[ ] Virtual [ ] In-person [ ] Both/Hybrid		
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Output	What is the length of the training provided (in hours)			
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Output	Number of individuals received training due to UPS in-kind transportation		If none were, please put zero.	
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	Number of training sessions conducted			
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	Was this training virtual or in-person	[ ] Virtual [ ] In-person [ ] Both/Hybrid		
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	Length of the training provided (in hours)			
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	Completion rate of training (%)		-Completed: Finished all requirements of the course.	-Report the percent of individuals who completed all requirements of the training.

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Output	Average net promoter score for workforce readiness trainings for survivors of trafficking		-Net Promoter Score (NPS): Single question metric [On a scale of 0-to-10, how likely is it that you would recommend [organization, product, or service] to a friend or colleague?] with a response scale rated from 0 (not likely) to 10 (extremely likely).	-Calculate the score by subtracting the percentage of detractors (response score of 0 to 6) from the percentage of promoters (response score of 9 to 10) [total % of promoters – total % of detractors = net promoter score]. Scores of 7 and 8 are passive scores and are not used in calculation.
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	# of survivors of trafficking participating in TUPSF-supported internships and other hands-on experience		-May include internships, externships, corps experiences, and other hands-on experiences designed to equip individuals with career-oriented skills and build resumes.	
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	# of survivors of trafficking receiving workforce readiness training		-Survivors: human trafficking survivors.	
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	# of trafficking survivors engaged in restorative/support services (e.g. individual counseling and group therapy)		-Restorative/Support services:(e.g. workforce training, supportive housing services, group therapy etc.)	
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Output	Average Net Promoter Score for workforce readiness training for survivors of trafficking		-Net Promoter Score (NPS): Single question metric [On a scale of 0-to-10, how likely is it that you would recommend [organization, product, or service] to a friend or colleague?] with a response scale rated from 0 (not likely) to 10 (extremely likely).	-Calculate the score by subtracting the percentage of detractors (response score of 0 to 6) from the percentage of promoters (response score of 9 to 10) [total % of promoters – total % of detractors = net promoter score]. Scores of 7 and 8 are passive scores and are not used in calculation.
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Output	Average Net Promoter Score for restorative/support services for survivors of trafficking		-Net Promoter Score (NPS): Single question metric [On a scale of 0-to-10, how likely is it that you would recommend [organization, product, or service] to a friend or colleague?] with a response scale rated from 0 (not likely) to 10 (extremely likely).	-Calculate the score by subtracting the percentage of detractors (response score of 0 to 6) from the percentage of promoters (response score of 9 to 10) [total % of promoters – total % of detractors = net promoter score]. Scores of 7 and 8 are passive scores and are not used in calculation.
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Outcome	# of trafficking survivors placed into a job	-Ethnicity(%) -Age(%) -Gender(%) -Location	-Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black(American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked -Location: refers to the location of beneficiary residence, not the location of employement	

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Outcome	% change in career readiness of survivors (as measured by the Career Resources Questionnaire)		-Career Resources Questionnaire: is a scientifically developed self-assessment tool to evaluate critical aspects of employability and resources that promote career success. The questionnaire asks questions pertaining to topics of career readiness such as knowledge, skills and motivation. After completion, the questionnaire will provide results with a score of 1 (very low) to 5 (very high). Additional information can be found at /https://static1.squarespace.com/static/556b5fc5e4b08a6590cd288c/t/5ad9b092aa4a99d7d3b77218/1524215956233/Development+and+Validation+of+the+Career+Resources+Questionnaire.pdf	Data must be collected from individuals pre and post program intervention
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Outcome	# of survivors that transitioned to continuing education			
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Outcome	% of survivor recidivism			
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Outcome	Survivor mental health score post services (mental health index)			To calculate, use the PHQ-4 index
Equity and Economic Empowerment	All	Opt.	Outcome	Average change in financial well-being within 12 mos. of program completion. Based on the CFPB financial well-being score or equivalent		-CFPB Financial Well-being: A survey-based index to measure an individual's financial well-being developed by the Consumer Financial Protection Board. Additional guidance is available at www.consumerfinance.gov/data-research/research-reports/financial-well-being-scale	-Data on the financial well-being should be collected before the start of the program and 12 months after completion of the program.
Equity and Economic Empowerment	All	Opt.	Outcome	% change in beneficiary wages [hourly/monthly/yearly] within 12 months of program completion		- Wages: the total [hourly/monthly/yearly] pay received for employment. -Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black(American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	-Percent change: Take the baseline value subtracted from the endline number. Divide the difference by the baseline value and multiply by 100. -Data on beneficiaries' wages should be collected before the start of the program and 12 months after completion of the program.
Equity and Economic Empowerment	All	Opt.	Outcome	% change in beneficiaries' resilience score (as measured by the Brief Resilience)		- Resilience: refers to the capacity to withstand or to recover quickly from difficulties; toughness. - Brief Resilience Scale: assess the perceived ability to bounce back or recover from stress. Additional guidance can be found at https://measure.whatworkswellbeing.org/measures-bank/brief-resilience-scale/	-Data must be collected from individuals pre and post program intervention

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	All	Opt.	Outcome	% change in beneficiaries' perception of neighborhood safety		-Neighborhood Safety Score: measures perception of neighborhood safety by asking: "do you feel safe in your neighborhood?" with responses (1) "all of the time," (2) "most of the time," (3) "some of the time," and (4) "none of the time." Responses were collapsed to (0) "none/some/most of the time" and (1) "all of the time." Additional guidance can be found: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3326109/	
Equity and Economic Empowerment	All	Req.	Outcome	% of women involved in making major household decisions			
Equity and Economic Empowerment	All	Req.	Outcome	% of women who report confidence in using financial products or services			
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	Was this training virtual or in-person	[ ] Virtual [ ] In-person [ ] Both/Hybrid		
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	Length of the training provided (in hours)			
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Output	Average net promoter score for mentorship		-Net Promoter Score (NPS): Single question metric [On a scale of 0-to-10, how likely is it that you would recommend [organization, product, or service] to a friend or colleague?] with a response scale rated from 0 (not likely) to 10 (extremely likely).	-Calculate the score by subtracting the percentage of detractors (response score of 0 to 6) from the percentage of promoters (response score of 9 to 10) [total % of promoters – total % of detractors = net promoter score]. Scores of 7 and 8 are passive scores and are not used in calculation.
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of workers placed into a job	Demographics	-Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black(American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of individuals placed into a part-time job			
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of individuals placed into a full-time job			
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of individuals placed into a job that provides health insurance benefits			
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of individuals hired that were previously unemployed			
Equity and Economic Empowerment	Workforce and Leadership Development/ Education	Req.	Outcome	# of supported individuals who transition to employment/further education		-Further education: College/University/Trade School.	

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	Describe the creation and implementation of your improved practice (s), why these were necessary, and how they were identified as appropriate solutions.			
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	# of supported individuals who retain their job for 6 months or more after starting			
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	# of supported individuals who advanced their career within 12 months of program completion			
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	# of supported individuals who transitioned from one job to another as a result of program participation			
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	# of supported individuals who report that they are able to cover their rent/mortgage with their current income			
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	# of individuals who report greater confidence in their jobs-related skills or abilities			
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	% change in career readiness score (as measured by the Career Resources Questionnaire)		-Career Resources Questionnaire: is a scientifically developed self-assessment tool to evaluate critical aspects of employability and resources that promote career success. The questionnaire asks questions pertaining to topics of career readiness such as knowledge, skills and motivation. After completion, the questionnaire will provide results with a score of 1 (very low) to 5 (very high). Additional information can be found at /https://static1.squarespace.com/static/556b5fc5e4b08a6590cd288c/t/5ad9b092aa4a99d7d3b77218/1524215956233/Development+and+Validation+of+the+Career+Resources+Questionnaire.pdf	-Data must be collected from individuals pre and post program intervention
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	- Self-efficacy refers to an individuals confidence in their ability to successfully meet challenges, accomplish		-Self efficacy refers to an individuals confidence in their abili	-Data must be collected from individuals pre and post program intervention
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of businesses supported	-Ethnicity(%) of business owners -Age(%) of business owenrs -Gender(%) of business owners	-Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	

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Equity and Economic Empowerment	SMB/SME Support	Req.	Output	Total # of employees of small businesses supported			
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	Average revenue ($ USD) of small businesses supported			
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of small businesses supported with e-commerce business model			
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of businesses supported by industry		Textile/Garmet:_____ Beauty:_____ Transportation:_____ Retail:_____ Construction:_____ Healthcare:_____ Agriculture:_____ Manufacturing:_____ Telecom:_____ Software/IT:_____ Hospitality:_____ Food Services:_____ Financial services:_____ Other: _____	
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of products/services developed/implemented in coordination with government bodies			
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of additional financial services/products developed or new partnerships established to improve resource flows to women entrepreneurs			
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# and dollar value of microloans, small business loans, and seed funding distributed	-Payroll -Inventory/Supplies -Equipment -Operating Costs -Other		
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of recipients of microloans, small business loans, and seed funding by gender	-Payroll -Inventory/Supplies -Equipment -Operating Costs -Other		
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	Number and dollar value of microloans, small business loans, and seed funding distributed to women-owned businesses	-Payroll -Inventory/Supplies -Equipment -Operating Costs -Other		

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of microloans, small business loans, and seed funding by purpose	-Payroll -Inventory/Supplies -Equipment -Operating Costs -Other		
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	# of female small business owners in your program that are connected to the global economy		Connecting women entrepreneurs to the global economy involves initiatives and programs designed to enhance the skills, knowledge, resources, and networks of women entrepreneurs, enabling them to participate more effectively in the global marketplace.	
Equity and Economic Empowerment	SMB/SME Support Training	Req.	Output	What is the length of the training provided (in hours)			
Equity and Economic Empowerment	SMB/SME Support Training	Opt.	Output	Total hrs. of advisory services/training/capacity building activities/technical assistance provided to small businesses			
Equity and Economic Empowerment	SMB/SME Support Training	Req.	Outcome	# of businesses that scaled up as a result of TUPSF support	-Gender (%) of business owner -Age (%) of business owner -Race/ ethnicity (%) of business owner	-Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked - Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+ years, Prefer not to answer, Not tracked -Race and Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked -Scaled up refers to supported businessnes growing their capacity and capabilities to manage increased demand or reach new markets. This can look like purchasing new equipment, implementing new internal systems or softwares, hiring additional personel, etc.	
Equity and Economic Empowerment	SMB/SME Support Training	Opt.	Outcome	# of micro businesses that scaled to small businesses		-Scaled up refers to supported businessnes growing their capacity and capabilities to manage increased demand or re	
Equity and Economic Empowerment	SMB/SME Support Training	Req.	Outcome	# of jobs created			
Equity and Economic Empowerment	SMB/SME Support Training	Req.	Outcome	% change in entrepreneurial self-efficacy		-Self efficacy refers to an individuals confidence in their abili	Data must be collected from individuals pre and post program
Equity and Economic Empowerment	Scholarships	Opt.	Output	# of scholarships that went to an HBCU		-HBCU: Historically Black College/University	

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	Scholarships	Opt.	Output	# of scholarship recipients by major	-Major -Bachelors/4 year degree -Associates/2 year degree -Technical Certificate	-Scholarships by major: Logistics Management: _____ Logistics and Supply Chain Management:_____ Supply Chain Management: _____ Engineering: _____ Marketing/Internainoal Marketing:_____ Business Analytics: _____ Statistics: _____ Computer Science: _____ Economics: _____ Accounting: _____ Communications: _____ Public Administration: _____ Artificial Intelligence: _____ Information Technology: _____ Human Resource Management: _____ Data Analysis:_____ Project Management:_____ Applied Science:_____ Paralegal studies:_____ Automotive:_____ Other: _____	
Equity and Economic Empowerment	Scholarships	Req.	Outcome	# of scholarship recipients that graduated	-Ethnicity(%) -Age(%) -Gender(%) -Low-to-moderate income -1st generation student -Institution type	-Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked -Low-to-moderate income: A household that makes less than 80% of the area median income. -1st generation student: Student who is the first in the family to go to college -Institution type: 2/4-year college or credentialing institutions	
Equity and Economic Empowerment	Scholarships	Req.	Outcome	# of supported youth who transitioned to employment or further education		-Further education: College/University/Trade School.	
Equity and Economic Empowerment	Scholarships	Opt.	Outcome	# of scholarship recipients that have a job 6 months post-graduation	-Ethnicity(%) -Age(%) -Gender(%)	-Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	Scholarships	Opt.	Outcome	% change in career readiness (as measured by the Career Resources Questionnaire)		-Career Resources Questionnaire: is a scientifically developed self-assessment tool to evaluate critical aspects of employability and resources that promote career success. The questionnaire asks questions pertaining to topics of career readiness such as knowledge, skills and motivation. After completion, the questionnaire will provide results with a score of 1 (very low) to 5 (very high). Additional information can be found at /https://static1.squarespace.com/static/556b5fc5e4b08a6590cd288c/t/5ad9b092aa4a99d7d3b77218/1524215956233/Development+and+Validation+of+the+Career+Resources+Questionnaire.pdf	-Data must be collected from individuals pre and post program intervention
Equity and Economic Empowerment	Education	Req.	Output	Total # of participants	-Ethnicity(%) -Age(%) -Gender(%)	-Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	
Equity and Economic Empowerment	Education	Req.	Output	Total # of individuals receiving support services		-support services refers to collaborations between state and local government agencies and organizations that provide behavioral healthcare and management services.	
Equity and Economic Empowerment	Education	Opt.	Output	Average net promoter score (NPS) for educational programming		-Net Promoter Score (NPS): Single question metric [On a scale of 0-to-10, how likely is it that you would recommend [organization, product, or service] to a friend or colleague?] with a response scale rated from 0 (not likely) to 10 (extremely likely).	-Calculate the score by subtracting the percentage of detractors (response score of 0 to 6) from the percentage of promoters (response score of 9 to 10) [total % of promoters – total % of detractors = net promoter score]. Scores of 7 and 8 are passive scores and are not used in calculation.
Equity and Economic Empowerment	Education	Req.	Outcome	Graduation rate for participants			-Graduation rate: number of students who graduate in four years with a regular high school diploma divided by the number of students who form the adjusted cohort for the graduating class.
Equity and Economic Empowerment	Education	Opt.	Outcome	% change in career readiness (as measured by the Career Resources Questionnaire)		-Career Resources Questionnaire: is a scientifically developed self-assessment tool to evaluate critical aspects of employability and resources that promote career success. The questionnaire asks questions pertaining to topics of career readiness such as knowledge, skills and motivation. After completion, the questionnaire will provide results with a score of 1 (very low) to 5 (very high). Additional information can be found at /https://static1.squarespace.com/static/556b5fc5e4b08a6590cd288c/t/5ad9b092aa4a99d7d3b77218/1524215956233/Development+and+Validation+of+the+Career+Resources+Questionnaire.pdf	-Data must be collected from individuals pre and post program intervention
Equity and Economic Empowerment	Advocacy	Req.	Output	Explanation of how key issue area(s) were identified and defined			-Please be as concise as possible -Use bullets where necessary -Reponse limited to 500 words

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	Advocacy	Req.	Output	# of organizations attending meetings/assemblies around issue(s) of focus			
Equity and Economic Empowerment	Advocacy	Req.	Output	# of participants at advocacy events			
Equity and Economic Empowerment	Advocacy	Opt.	Output	# of individuals targeted with information about issue(s) of focus			
Equity and Economic Empowerment	Advocacy	Req.	Outcome	# of organizations actively involved in coalition around issue of focus			
Equity and Economic Empowerment	Advocacy	Req.	Outcome	# of new champions/advocates recruited, including new constituencies represented			
Equity and Economic Empowerment	Advocacy	Req.	Outcome	# of elected officials who publicly support the campaign			
Equity and Economic Empowerment	Advocacy	Req.	Outcome	# of litigation(s) in favor of the program's position			
Equity and Economic Empowerment	Advocacy	Opt.	Outcome	% of target audience who believe that the issue is important to them			
Equity and Economic Empowerment	Advocacy	Opt.	Outcome	# of individuals providing donations to support the initiative			
Equity and Economic Empowerment	Advocacy	Opt.	Outcome	% of desired actions taken by government agency(ies)			
Local Community Engagement	Volunteerism	Req.	Output	# of UPS employee volunteers			
Local Community Engagement	Volunteerism	Req.	Output	# of UPS employee friend/family volunteers			

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Pillar	Program Activity	Required v. Optional	Outcome/output	Indicator	Breakdown	Definition and Guidance	How to calculate
Local Community Engagement	Volunteerism	Req.	Output	The volunteer activities supported a community that was:	[ ] considered underserved [ ] individual residents are predominantly Black (American/Caribbean) or African	- Underserved: refers to communities that face systemic and institutional barriers that prevent them from accessing resources and opportunities and are otherwise historically marginalized. This refers to low funding, limited access to healthcare and other essential services, high rates of poverty, and hard-to-reach geographies.	
Local Community Engagement	Volunteerism	Req.	Outcome	Rate your agreement with the following statement: My organization had a positive experience with the TUPSF volunteer support:		Rating from 1 - Strongly Disagree to 5 - Strongly Agree.	
Local Community Engagement	Volunteerism	Req.	Outcome	Briefly describe your experience with TUPSF volunteer support:		-Please keep your response short and concise. -Utilize bullet points if applicable	Response limited to 500 words
Planet Protection	All	Req.	Outcome	Average survival rate of trees planted			-Survival rate: the number of trees alive at the end of the census period, divided by the number of trees alive at the beginning, multiplied by 100. Please report on the survival of trees from the time they were planted to 6 months later.
Planet Protection	All	Req.	Outcome	Projected # of trees that will reach maturity		-Projected: estimated or forecast on the basis of observations and relevant data. -Maturity: plants that have grown to their full height or fruit that's ripe.	
Planet Protection	All	Req.	Outcome	# of individuals with increased income (self-reported)	-Ethnicity(%) -Age(%) -Gender(%)	-Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	-Report the number of individuals with increased income during the past year. Past year refers to the period of time after the initiatives began. [SB1]
Planet Protection	All	Opt.	Outcome	# acres/hectares preserved or restored (i. e., bio-diversity)		Restored: (Ecological Restoration) is the process of repairing sites in nature whose biological communities (that is, interacting groups of various species in a common location) and ecosystems have been degraded or destroyed.	
Planet Protection	All	Opt.	Outcome	# acres/hectares improved or maintained (i.e., cleaning up trash/weeding)			
Planet Protection	All	Opt.	Outcome	# of farmers implementing land and forest management practices		-Land and forest management practices: e.g., reforestation, arboriculture & inventory, etc. -Farmers: refers only to the farmers participating in TUPSF-funded programs. This does not refer to farmers or the general public.	-Report only on farmers who are participating in TUPSF-funded programs.
Planet Protection	All	Req.	Output	# of trees planted by type, location, and target environment		-Type examples: fruit, lumber, etc. -Target environment examples: schools, watershed, forest fire restoration, urban areas, etc.	

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Planet Protection	Planet Protection Training Activities	Req.	Output	Was this training virtual or in-person	[ ] Virtual [ ] In-person [ ] Both/Hybrid		
Planet Protection	Planet Protection Training Activities	Req.	Output	Length of the training provided (in hours)			
Planet Protection	Planet Protection Training Activities	Req.	Output	# individuals received trainings		-Received: those that participated in the training(s). If no individuals completed training, please put 0	
Planet Protection	Planet Protection Training Activities	Req.	Output	Training completion rate (%)		-Completed: Finished all requirements of the course.	-Report the percent of individuals who completed all requirements of the training.
Planet Protection	Planet Protection Training Activities	Opt.	Output	Average net promoter score (NPS) for training sessions		-Net Promoter Score (NPS): Single question metric [On a scale of 0-to-10, how likely is it that you would recommend [organization, product, or service] to a friend or colleague?] with a response scale rated from 0 (not likely) to 10 (extremely likely).	-Calculate the score by subtracting the percentage of detractors (response score of 0 to 6) from the percentage of promoters (response score of 9 to 10) [total % of promoters – total % of detractors = net promoter score]. Scores of 7 and 8 are passive scores and are not used in calculation.
Planet Protection	Hiring/Job Creation	Req.	Output	# of jobs created/supported for tree planting initiatives		-Number of new permanent wage-paying jobs created due to this partnership, this can be full-time or part-time positions.	
Planet Protection	Hiring/Job Creation	Opt.	Output	# of individuals hired for tree-planting initiatives	-Ethnicity(%) -Age(%) -Gender(%)	-A person that has paid employment. This includes both part-time and full-time jobs. -Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	
Planet Protection	Hiring/Job Creation	Opt.	Output	# of individuals hired for tree planting initiatives who were previously unemployed	-Ethnicity(%) -Age(%) -Gender(%)	-Unemployed: without a paid job but available to work. -Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Planet Protection	Hiring/Job Creation	Opt.	Output	# of individuals hired for tree planting initiatives in long-term positions (without a discrete end date)	-Ethnicity(%) -Age(%) -Gender(%)	-Long-term position: a position held for more than 6 weeks, or if an individual works more than 1000 hours in a 12-month period. -Age Categories: 0-13 years, 14-24 years, 25-64 years, 65+years, Prefer not to answer, Not tracked -Gender Categories: Men, Women, Non-binary, Intersex, Other not listed, Prefer not to answer, Not tracked -Ethnicity Categories: American Indian or Alaska Native, Asian or Asian American, Black (American/Caribbean) or African, Hispanic and Latino/x, Native Hawaiian or other Pacific Islander, White, non-Hispanic, Multiracial, Other not listed, Preferred not to answer, Not tracked	
Planet Protection	Hiring/Job Creation	Req.	Outcome	Average change in financial well-being for beneficiaries within 12 months of program completion		-Financial well-being scale is a tool used to compare financial well-being across people and over time. The scale contains 10 questions to capture how people feel about their financial security and freedom of choice, plus 2 questions to assist with scoring. Responses to the questions can be converted into an overall financial well-being "score" between 0 and 100. Additional information can be found at https://www.consumerfinance.gov/consumer-tools/educator-tools/financial-well-being-resources/measure-and-score/	-Data on the financial well-being should be collected before receiving support and 12 months after support concludes.
Organizational Capacity Building	All	Req.	Outcome	Increased capacity for fundraising and capital development			
Organizational Capacity Building	All	Req.	Outcome	Ability to hire and or retain qualified staff in all positions			
Organizational Capacity Building	All	Req.	Outcome	Ability to provide on-the-job training and learning opportunities to enhance staff's program-related skills			
Organizational Capacity Building	All	Req.	Outcome	Ability to evaluate impact and make data-driven decisions		-Data-driven decisions: organizational decision making based on data rather than intuition or observation alone.	
Organizational Capacity Building	All	Req.	Outcome	Ability to implement new and innovative programs and/or explain existing programs			
Organizational Capacity Building	All	Req.	Outcome	Ability to incorporate principles related to equity in program design and delivery		-Equity: refers to the promotion of justice and the guarantee of fair treatment, access, opportunity, and advancement for all. Additionally, this refers to the ongoing process of identifying and eliminating barriers within the procedures, processes, and distribution of resources by institutions or systems that have prevented the full participation of some groups.	

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
Organizational Capacity Building	All	Req.	Outcome	Ability to create and test more innovative solutions or products		-Innovative solutions and products: a product or solution that increases efficiency, capacity, and productivity	
Organizational Capacity Building	All	Req.	Outcome	Gained the knowledge or ability to carry out more technical or specialized work or to carry that work out more effectively.	Significantly Somewhat Very little Not at all		
All	Systems Change	Req./Opt.	Output	# of exponential lives positively impacted		-Exponential Lives Impacted: individuals who were touched by the programming funded by TUPSF, including those that directly received services from a TUPSF funded initiaitive, as well as those that benefited from the work indirectly. -Required if specific systems change grant, optional if systems change activities are a part of a TUPSF funded project	-Provide your best estimate on the number of individuals directly benefiting from the intitative + those indirectly benefiting from the initiative.
All	Systems Change	Req./ Opt.		Please indicate how much prograss your work, funded by TUPSF, made in: Policies related to better meeting needs within marginalized communities populated by underserved and underrepresented people have been created, adopted, and implemented. Note that this may include legislation as well as administrative/organizational policies and rules.	-Not at all -Very little -Somewhat -Significantly		
All	Systems Change	Req./ Opt.		Please indicate how much prograss your work, funded by TUPSF, made in: Improved practices (including collaboration/coalition building, anti-racist practices, etc.) have been created and implemented by actors within the system your work/program is addressing.	-Not at all -Very little -Somewhat -Significantly		

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
All	Systems Change	Req./ Opt.		Please indicate how much prograss your work, funded by TUPSF, made in: Best practices (including collaboration/coalition building, anti-racist practices, etc.) have been adopted by a broader swath of organizations.	-Not at all -Very little -Somewhat -Significantly		
All	Systems Change	Req./ Opt.		Please indicate how much prograss your work, funded by TUPSF, made in: Organizations have increased access to funding, human capital, information, and other resources	-Not at all -Very little -Somewhat -Significantly		
All	Systems Change	Req./ Opt.		Please indicate how much prograss your work, funded by TUPSF, made in: Actors within the system you're addressing have greater quantity and quality of connections with one another.	-Not at all -Very little -Somewhat -Significantly		
All	Systems Change	Req./ Opt.		Please indicate how much prograss your work, funded by TUPSF, made in: Members of targeted populations/groups have assumed formal and informal leadership and decision-making positions within organizations.	-Not at all -Very little -Somewhat -Significantly		
All	Systems Change	Req./ Opt.		Please indicate how much prograss your work, funded by TUPSF, made in: Attitudes and mental models have been shifted to embrace equity, inclusion, and justice more fully.	-Not at all -Very little -Somewhat -Significantly		
All	Systems Change	Req./ Opt.		# of laws or pieces of legislation adopted, improved, and/or implemented through the contributions of TUPSF support		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses are limited to 300 words -Required if the response to "Policies related to better meeting needs within marginalized communities populated by underserved and underrepresented people have been created, adopted, and implemented" was "somewhat" or "significantly".

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
All	Systems Change	Req./ Opt.		How your work has contributed to or guided the policy change process for key systems change policies		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-This can include steps towards passage/adoption/implementation of policies -Responses are limited to 300 words -Required if the response to "Policies related to better meeting needs within marginalized communities populated by underserved and underrepresented people have been created, adopted, and implemented" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		# of administrative or organizational policies/rules have been adopted that your work contributed to		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-responses are limited to 300 words -Required if the response to "Policies related to better meeting needs within marginalized communities populated by underserved and underrepresented people have been created, adopted, and implemented" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		Actors collaborated with to build momentum for policy reform?		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses are limited to 300 words. -Required if the response to "Policies related to better meeting needs within marginalized communities populated by underserved and underrepresented people have been created, adopted, and implemented" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		How your target populations benefited from the policy changes your work supported		-This can include steps towards passage/adoption/implementation of polices. -Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses are limited to 300 words. -Required if the response to "Policies related to better meeting needs within marginalized communities populated by underserved and underrepresented people have been created, adopted, and implemented" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		Describe the creation and implementation of your improved practice (s), why these were necessary, and how they were identified as appropriate solutions.		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses are limited to 300 words -Required if the response to "Best practices (including collaboration/ coalition building, anti-racist practices, etc.) have been adopted by a broader swath of organizations" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		How your work has contributed to the increased adoption of best practices and encouraged the independent replication of your idea (i.e. How have you shaped or built the field?)		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses are limited to 300 words -Required if the response to "Best practices (including collaboration/ coalition building, anti-racist practices, etc.) have been adopted by a broader swath of organizations" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		How your work has facilitated the distribution of knowledge and information to contribute to the systems change		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses are limited to 300 words -Required if the response to "Organizations have increased access to funding, human capital, information, and other resources" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		How your work has helped the reallocation of resources to support this system's change		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses are limited to 300 words -Required if the response to "Organizations have increased access to funding, human capital, information, and other resources" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		The percent change in funding / staffing/ resources/ knowledge that the your work helped support		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses limited to 300 words -Required if the response to "Organizations have increased access to funding, human capital, information, and other resources" was "somewhat" or "significantly".

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
All	Systems Change	Req./ Opt.		How your work has facilitated connectivity between key actors in the system		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses limited to 300 words -Required if the response to "Actors have greater quantity and quality of connections with one another" was "somewhat" or "significantly"..
All	Systems Change	Req./ Opt.		How your contribution has helped the systems change grow in participation, reach, voice, and platform		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses limited to 300 words -Required if the response to "Actors have greater quantity and quality of connections with one another" was "somewhat" or "significantly"..
All	Systems Change	Req./ Opt.		How connected your organization feels to the other actors working towards this system's change		-Answer choices from 1-5 -Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Required if the response to "Actors have greater quantity and quality of connections with one another" was "somewhat" or "significantly"..
All	Systems Change	Req./ Opt.		Please provide an assessment of the level of participation (participation ladder) in your work by the following groups you serve.		-Members of underserved/underrepresented groups are represented on the staff of our organization.[yes/no] -Members of underserved/underrepresented groups are represented in leadership positions in our organization. [yes/no] -We seek the input of underserved/underrepresented groups when making decisions about programming that may affect them.[yes/no] -We have a formal structure to engage members of underserved/underrepresented groups as partners in decision-making (e.g. committees). [yes/no] -Members of underserved/underrepresented groups make decisions about programming that may affect them. [yes/no] -Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	Required if the response to "Members of underserved / underrepresented groups have assumed formal and informal leadership and decision-making positions within organizations" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		Please rate to what extent members of underserved/underrepresented groups / community members are involved in the following specific tasks:	1.Discussion of problems in the community 2. Assessing potential solutions to problems for project development 3. Project Design 4. Selection of the project site(s) 5. Project scale 6. Timeline decisions 7. Funding decisions 8. Decisions on how the community will contribute to the project 9. Implementation of the project 10. Supervision of work 11. Project modification 12. Project evaluations	-Answer choices from 1 to 5 with definition for scale -Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Response options: no involvement of members of these groups (1) / members of these groups receive information from our organization (2) / members of these groups give feedback to our organization (3) / members of these groups are involved in decision making with our organization (4) / members of these groups initiate these tasks and bring them to the organization (5) -Required if the response to "Members of underserved / underrepresented groups have assumed formal and informal leadership and decision-making positions within organizations" was "somewhat" or "significantly".
All	Systems Change	Req./ Opt.		How is your work including local community members in the decision making?		-Decision-making/leadership can be both formal (e.g. elected positions) and informal (e.g. influence) -Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Responses limited to 300 words. -Required if the response to "Members of underserved / underrepresented groups have assumed formal and informal leadership and decision-making positions within organizations" was "somewhat" or "significantly".

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Pillar	Program Activity	Required v. Optional	Outcome/ output	Indicator	Breakdown	Definition and Guidance	How to calculate
All	Systems Change	Req./ Opt.		How has your work guided shifts in attitudes/mental models/public narratives and why does this matter? i.e. what levers are you pulling to try and influence the conversation more broadly and build demand?		Required if you receive TUPSF support in the form of system change grants or optional reporting if funding was provided to support systems change as a program activity	-Response limited to 300 words -Required if the response to "Attitudes and mental models have been shifted to embrace equity, inclusion, and justice more fully." was "somewhat" or "significantly".