

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 h. low-to-moderate income i. underserved/ underrepresented	-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 -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 only include those directly impacted by the services provided/ intervention conducted. For example, include the number of recipients of vaccines, not the number of vaccines delivered.
All	All	Opt.	Output	Unit cost / average dollar cost of delivering a single unit of your service to an individual		-You will be asked to explain how your unit cost was calculated.	This value should be provided in \$USD per life impacted.
All	Sponsorship	Req.	Output	Total # of event participants			
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: assess the perceived ability to bounce back or recover from stress. Additional guidance can be found at https://ogg.osu.edu/media/documents/MB%20Stream/Brief%20Resilience%20Scale.pdf	-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	Delivery of Supplies with UPS Support	Req.	Output	# of supply shipments delivered with UPS (supplies include medicine, vaccines, food, etc.)		-Shipments: refers to TUPSF shipments containing important supplies such as food and medicine.	-When counting the number of shipments delivered, please count different delivery sites separately.

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief	Delivery of Supplies with UPS Support	Req.	Output	# of supplies delivered with UPS and other organizations due to the logistics or supply chain optimization UPS put in place (ex: ultra cold freezers)	-number of medicine doses -number of vaccine doses -number of meals/packages/units	-Supply: e.g., food, medicine, medical tools, vaccines, etc. -If selected "medicine" or "vaccine", you will be provided with a space to provide additional information on the type and name of the medicine or vaccines delivered.	
Health and Humanitarian Relief	Delivery of Supplies with UPS Support	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		-Preparedness shipments/ prepositioning: shipping essential supplies, equipment, or resources in advance at designated locations to facilitate rapid deployment or distribution during emergencies, crises, or anticipated events	
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Output	# of partnerships formed with organizations, health facilities, or clinics		-Includes formal and informal partnerships	
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Output	# of individuals receiving care		-Care includes treatment of illness, injury, and preventative care (annual physicals, etc.)	
Health and Humanitarian Relief	Health Systems Strengthening	Opt.	Output	# of products/services developed/implemented in coordination with government bodies		-Products/ services include new technologies, protocols, clinical interventions, etc.	
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Output	# of training sessions conducted			
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Output	# of individuals received training		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Health and Humanitarian Relief	Health Systems Strengthening	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	Health Systems Strengthening	Req.	Outcome	% of participants who demonstrate increased knowledge		-Increased knowledge: training participants conclude the training with more knowledge about the specific topic than before	-Can be measured through a post-training assessment
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Output	# of supplies provided	-Medicine -Vaccines -Other	-Supplies include medicine, vaccines, food, school supplies, clothing, etc. -If selected "medicine" or "vaccines", you will be asked to provide the total number of doses and additional information on the type of medicine or vaccines provided	

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Outcome	% reduction in vaccine-preventable disease cases in the target area		-Requires pre-intervention and post-intervention measurement of the prevalence of the targeted vaccine-preventable disease in the target area	-Divide the post-intervention prevalence of the targeted vaccine preventable disease(s) in the target area by the pre-interventional prevalence
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Outcome	% increase in public confidence in vaccine safety and efficacy (if funding any campaigns)		Public confidence: refers to the level of trust that individuals and communities have in the safety, effectiveness, and regulation of vaccines, including their belief that vaccines are properly tested, monitored, and administered to protect public health without causing undue harm	-Can be measured through a post-intervention survey
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Output	# of points of access for better health outcomes that TUPSF support enabled		-Points of access: the various physical or digital locations, services, or channels through which individuals can obtain health information or services. Examples include clinics, hospitals, pharmacies, telemedicine platforms, social health programs, etc.	
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Output	# of facilities/clinics providing immunization with functioning cold chain		-Cold chain: low temperature-controlled supply chain network such as those necessary for storage of certain vaccines.	
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Outcome	% of patients reporting improved access to essential care		-Essential care: includes medicines, tests, and vaccines, etc	-Can be measured through post-intervention survey
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Outcome	% of organizations and/or healthcare providers reporting improved capacity to treat patients			-Can be measured through post-intervention survey
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Outcome	% of organizations and/or healthcare providers reporting that they can deliver on better health outcomes		-Health outcomes: e.g., recovery rates, symptom reduction	-Can be measured through post-intervention survey
Health and Humanitarian Relief	Health Systems Strengthening	Req.	Outcome	# of healthcare facilities that reported a reduction in medicine/ vaccine stockouts		-Stockouts: when a healthcare facility, pharmacy, or distribution point temporarily or permanently has no available supply of a specific medicine/vaccine that is needed to treat patients, due to exhausted inventory	
Health and Humanitarian Relief	Health Systems Strengthening	Opt.	Outcome	Tell us about improvement in health outcomes among beneficiaries		-Health outcomes: e.g., recovery rates, symptom reduction	
Health and Humanitarian Relief	Disaster Preparedness	Req.	Output	# of training sessions conducted			
Health and Humanitarian Relief	Disaster Preparedness	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	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.

UPS Foundation Indicator Glossary

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 participants who demonstrate increased knowledge of disaster preparedness		-Increased knowledge: training participants conclude the training with more knowledge about the specific topic than before	-Can be measured through a post-training assessment
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	# of individuals that have engaged with your preparedness programming		-Preparedness programming: planned activities, strategies, and systems designed to strengthen the capacity of individuals, communities, and institutions to anticipate, respond to, and recover from emergencies or disruptions—before they occur	
Health and Humanitarian Relief	Disaster Preparedness	Req.	Output	# of 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	Req.	Output	# 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.	Output	# of partnerships formed with emergency response organizations, emergency services, local authorities, or community groups		-Includes formal and informal partnerships	
Health and Humanitarian Relief	Disaster Preparedness	Opt.	Outcome	# of individuals/businesses/communities that report they are prepared for disaster			
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	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.	

UPS Foundation Indicator Glossary

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 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	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 Response	Req.	Output	# of disaster or humanitarian crises supported		-Crises: a time of intense difficulty, trouble, or danger. Refers to natural and manmade disasters. -If greater than 0, you will be asked to provide the name of the disaster or humanitarian crises supported	
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	Opt.	Outcome	Tell us about a business that reopened after a disaster with your support		-Response limited to 300 words	
Health and Humanitarian Relief	Disaster Preparedness	Req.	Outcome	% of affected households transitioned from temporary to permanent housing within 6 months		-Within 6 months: households that make the housing transition within 6 months of receiving services	-Can be measured through a post-intervention survey
Health and Humanitarian Relief	Disaster Preparedness	Req.	Outcome	% of homes rebuilt or repaired to resilient standards within 12 months		-Within 12 months: homes rebuilt or repaired within 12 months of intervention	-Can be measured through a post-intervention survey
Health and Humanitarian Relief	Research and Innovation	Req.	Output	Tell us about the innovation-focused work that TUPSF support enabled		<ul style="list-style-type: none"> Please be as concise as possible. Use bullet points where necessary. Response limited to 500 words <p>Innovation is the practical implementation of ideas that result in the introduction of new goods or services or improvement in offering goods or services.</p>	
Health and Humanitarian Relief	Research and Innovation	Opt.	Outcome	Please describe the adoption and/or utilization of the TUPSF-supported innovative solutions		<ul style="list-style-type: none"> 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. <p>Innovation is the practical implementation of ideas that result in the introduction of new goods or services or improvement in offering goods or services.</p>	
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	# of individuals who received anti-trafficking training		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Health and Humanitarian Relief	Anti-trafficking Training	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.

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Health and Humanitarian Relief	Anti-trafficking Training	Opt.	Output	# of individuals who received training due to UPS in-kind transportation		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Health and Humanitarian Relief	Anti-trafficking Training	Opt.	Output	# of UPS drivers who received anti-trafficking training		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Health and Humanitarian Relief	Anti-trafficking Training	Opt.	Output	# of UPS drivers trained as anti-trafficking trainers			
Health and Humanitarian Relief	Anti-trafficking Training	Opt.	Output	# training sessions supported by UPS drivers		-Supported by UPS drivers: UPS drivers helped conduct or in other ways were involved in providing the training sessions	
Health and Humanitarian Relief	Anti-trafficking Training	Opt.	Output	# of individuals who received training supported by UPS drivers		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Outcome	# of individuals who believe they are equipped to take action when they see suspected human trafficking (post-training survey)			- This information should be collected from surveying the individuals post-training
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Outcome	# of individuals who report that they have the situational awareness to identify human trafficking (post-training survey)			- This information should be collected from surveying the individuals post-training
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Outcome	# of individuals who understand the process for reporting suspected human trafficking (post-training survey)			- This information should be collected from surveying the individuals post-training
Health and Humanitarian Relief	Anti-trafficking Training	Req.	Outcome	# of individuals that completed the post-training survey			- This information should be collected from surveying the individuals post-training
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	# of survivors of trafficking receiving essential services		-Essential services: includes medical care, food, clothing, etc.	
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	Number of training sessions conducted			
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Output	# of survivors of trafficking receiving workforce readiness training		-Survivors: Survivors of human trafficking	
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.

UPS Foundation Indicator Glossary

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	Req.	Outcome	% of participants who demonstrate increased knowledge		-Increased knowledge: training participants conclude the training with more knowledge about the specific topic than before	-Can be measured through a post-training assessment
Health and Humanitarian Relief	Services to Survivors of Trafficking	Req.	Outcome	# of survivors of trafficking placed into a job			
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Outcome	# of survivors that transitioned to continuing education		-Continuing education: College/University/Trade School. -Survivors: Survivors of human trafficking	
Health and Humanitarian Relief	Services to Survivors of Trafficking	Opt.	Outcome	% of survivor recidivism		-Survivors recidivism: the situation where individuals who have previously escaped or been rescued from human trafficking become re-trafficked	
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	% 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	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://ogg.osu.edu/media/documents/MB%20Stream/Brief%20Resilience%20Scale.pdf	-Data must be collected from individuals pre and post program intervention
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	# of workforce readiness training sessions conducted		-Workforce readiness training: training designed to equip individuals with the essential skills, knowledge, attitudes, and behaviors needed to successfully enter, adapt to, and thrive in the workplace	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	# of leadership training sessions conducted		-Leadership training: training designed to develop the skills, behaviors, and mindset required to lead individuals, teams, or organizations effectively.	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	# of individuals who received trainings (disaggregated by workforce readiness and leadership)		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	Completion rate of training (%) (disaggregated by workforce readiness and leadership)		-Completed: finished all requirements of the course.	-Report the percent of individuals who completed all requirements of the training.

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Output	# of training materials, toolkits, or resources developed			
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	# of mentorship sessions conducted		-Mentorship: a structured or informal relationship in which a more experienced or knowledgeable person (the mentor) provides guidance, support, and advice to a less experienced individual (the mentee) to help them grow personally or professionally	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	# individuals who participated in mentorship		-Mentorship: a structured or informal relationship in which a more experienced or knowledgeable person (the mentor) provides guidance, support, and advice to a less experienced individual (the mentee) to help them grow personally or professionally	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Output	# of individuals participating in TUPSF-supported internships and other hands-on experiences		-May include internships, externships, corps experiences, and other hands-on experiences designed to equip individuals with career-oriented skills and build resumes.	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	% of individuals who demonstrate increased knowledge		-Increased knowledge: training participants conclude the training with more knowledge about the specific topic than before	-Can be measured through a post-training assessment
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of workers placed into a job			
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of individuals placed into a part-time job		-Part-time: working less than 30–35 hours per week	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of individuals placed into a full-time job		-Full-time: working 30-40 hours per week, often including various benefits like health insurance, paid time off, retirement contributions, and more	
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	# of individuals placed into a job that provides health insurance benefits		- A job that provides health insurance benefits is a form of employment in which the employer offers health coverage as part of the compensation package. This insurance typically helps cover medical expenses such as doctor visits, hospital stays, prescriptions, and preventive care for the employee—and sometimes their dependents	-Include individuals even if they don't opt into the provided insurance
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	Req.	Outcome	# of supported individuals who transition to further education		-Further education: College/University/Trade School	
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	# of supported individuals who retain their job for 6 months or more after starting			-May require post-intervention follow-up with supported individuals

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
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			-May require post-intervention follow-up with supported individuals
Equity and Economic Empowerment	Workforce and Leadership Development	Opt.	Outcome	# of individuals who report greater confidence in their jobs-related skills or abilities			-Can be measured through a post-intervention survey
Equity and Economic Empowerment	Workforce and Leadership Development	Req.	Outcome	% change in leadership self-efficacy (pre-/post program)		-Self efficacy refers to an individual's confidence in their ability to successfully meet challenges, accomplish tasks, and achieve goals	-Data must be collected from individuals pre and post program intervention
Equity and Economic Empowerment	Workforce and Leadership Development & SMB/SME Support	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	Workforce and Leadership Development & SMB/SME Support	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.	-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	SMB/SME Support	Req.	Output	# of businesses supported		-If greater than 0, you will be provided with an optional question to share some key characteristics of the business supported	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	Total # of employees of small businesses supported		-Small business: between 10-50 employees	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	Average revenue (\$ USD) of small businesses supported		-Small business: between 10-50 employees	
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of small businesses supported with e-commerce business model		-Small business: between 10-50 employees	
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of businesses supported by industry		Textile/Garment: _____ Beauty: _____ Transportation: _____ Retail: _____ Construction: _____ Healthcare: _____ Agriculture: _____ Manufacturing: _____ Telecom: _____ Software/IT: _____ Hospitality: _____ Food Services: _____ Financial services: _____ Other: _____	

UPS Foundation Indicator Glossary

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 additional financial services/products developed to improve resource flows to women entrepreneurs		-Financial products/ services: savings accounts, loans, insurance, investment products, financial literacy programs, credit counseling, etc.	
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Number of new partnerships established to improve resource flows to women entrepreneurs		-Includes formal and informal partnerships	
Equity and Economic Empowerment	SMB/SME Support	Opt.	Output	Total hrs. of advisory services/training/ capacity building activities/technical assistance provided to small businesses		-Small business: between 10-50 employees	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# and dollar value of microloans, small business loans, and seed funding distributed		-Small business: between 10-50 employees	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of recipients of microloans, small business loans, and seed funding by gender		-Small business: between 10-50 employees	
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		-Small business: between 10-50 employees	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# training sessions conducted			
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of individuals who received trainings		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	Training completion rate (%)		-Completed: Finished all requirements of the course.	-Report the percent of individuals who completed all requirements of the training.
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	% of individuals who demonstrate increased knowledge		-Increased knowledge: training participants conclude the training with more knowledge about the specific topic than before	-Can be measured through a post-training assessment
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of mentorship sessions conducted		-Mentorship: a structured or informal relationship in which a more experienced or knowledgeable person (the mentor) provides guidance, support, and advice to a less experienced individual (the mentee) to help them grow personally or professionally	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of individuals who participated in mentorship		-Mentorship: a structured or informal relationship in which a more experienced or knowledgeable person (the mentor) provides guidance, support, and advice to a less experienced individual (the mentee) to help them grow personally or professionally	
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of trade fairs and/or business forums held			
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	% of businesses accessing new markets			
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of partnerships or supply chain linkages		-Includes formal and informal partnerships	

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	SMB/SME Support	Req.	Output	# of businesses adopting digital tools or e-commerce platforms for business growth			
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	# of businesses that scaled up		-If greater than 0, you will be provided with an optional question to share some key characteristics of the business that scaled up -Scaled up refers to supported businesses 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 personnel, etc.	
Equity and Economic Empowerment	SMB/SME Support	Opt.	Outcome	# of micro businesses that scaled to small businesses		-Scaled up refers to supported businesses 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 personnel, etc. -Micro business: fewer than 10 employees -Small business: between 10-50 employees	
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	# of businesses that reported increased revenue		-Increased revenue: a rise in the total income generated through the sale of goods, provision of services, or other income-generating activities	-Can be measured through a post-intervention assessment
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	# of businesses that reported improvements in business and financial strategies/ operations			-Can be measured through a post-intervention assessment
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	# of businesses that reported improvement in business confidence and leadership skills			-Can be measured through a post-intervention assessment
Equity and Economic Empowerment	SMB/SME Support	Opt.	Outcome	Value (\$USD) of new business and investment opportunities			-Can be measured through a post-intervention assessment
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	# of jobs created		-Includes part-time and full-time jobs	
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	% change in entrepreneurial self-efficacy		-Self efficacy refers to an individual's confidence in their ability to successfully meet challenges, accomplish tasks, and achieve goals	-Data must be collected from individuals pre and post program
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	# of female small business owners 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	Req.	Outcome	# of female small business owners acquired job readiness skills		-Job readiness skills: the essential competencies, behaviors, and knowledge that individuals need to successfully seek, obtain, and maintain employment. This can include communication skills, professional behavior, time management, job search skills, digital literacy, etc.	
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	% of women involved in making major household decisions		-Major household decisions: significant choices made by individuals or families that impact the household's overall well-being, finances, or long-term stability. This can include decisions on budgeting, healthcare providers, education, housing, employment, etc.	

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	SMB/SME Support	Req.	Outcome	% of women who report confidence in using financial products or services		-Financial products/ services: savings accounts, loans, insurance, investment products, financial literacy programs, credit counseling, etc.	
Equity and Economic Empowerment	Education	Req.	Output	Total # of participants			
Equity and Economic Empowerment	Education	Opt.	Output	# of educators trained in improved teaching methods			
Equity and Economic Empowerment	Education	Req.	Output	# of training sessions conducted			
Equity and Economic Empowerment	Education	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.
Equity and Economic Empowerment	Education	Req.	Output	# of partnerships with schools, educational institutions, or community organizations		-Includes formal and informal partnerships	
Equity and Economic Empowerment	Education	Opt.	Output	# of learning materials provided		-Learning materials include textbooks, digital resources, supplies, etc.	
Equity and Economic Empowerment	Education	Opt.	Output	# of new learning materials created		-Learning materials include textbooks, digital resources, supplies, etc.	
Equity and Economic Empowerment	Education	Req.	Outcome	Graduation rate for participants (%)			-Graduation rate: number of program participants that graduate divided by the total number of program participants
Equity and Economic Empowerment	Education	Req.	Outcome	% of individuals who demonstrate increased knowledge		-Increased knowledge: training participants conclude the training with more knowledge about the specific topic than before	-Can be measured through a post-training assessment
Equity and Economic Empowerment	Education	Req.	Outcome	% of participants who report applying new skills or knowledge		-Applying new skills or knowledge: individuals actively use what they have recently learned in real-world tasks or situations	-Can be measured through a post-training assessment
Equity and Economic Empowerment	Education	Req.	Output	# of individuals provided scholarships	-Low-to-moderate income (for US based scholarships) -1st generation student -Institution type	-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	Education	Opt.	Output	# scholarship recipients in good standing at their educational institution (Minimum 2.5 GPA)			

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Equity and Economic Empowerment	Education	Opt.	Output	# of scholarship recipients by major	For US scholarships only	-Scholarships by major: Logistics Management: _____ Logistics and Supply Chain Management: _____ Supply Chain Management: _____ Engineering: _____ Marketing/Internatinoal 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	Education	Req.	Outcome	# of scholarship recipients that graduated	-Low-to-moderate income (for US based scholarships) -1st generation student	-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	
Equity and Economic Empowerment	Education	Opt.	Outcome	# of scholarship recipients that have a job 6 months post-graduation			-Requires post-intervention follow-up with supported individuals
Equity and Economic Empowerment	Education	Req.	Outcome	# of supported individuals who transition to employment/ further education		-Further education: College/University/Trade School.	
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/1/5ad9b092aa4a99d7d3b77218/1524215956233/Development+and+Validation+of+the+Career+Resources+Questionnaire.pdf	-Data must be collected from individuals pre and post program intervention
Local Community Engagement	Volunteerism	Req.	Output	# of UPS employee volunteers			
Local Community Engagement	Volunteerism	Req.	Output	# of UPS employee friend/family volunteers			

UPS Foundation Indicator Glossary

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:	<input type="checkbox"/> considered underserved <input type="checkbox"/> not considered underserved <input type="checkbox"/> 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.	Output	# of lives impacted through volunteer activities		-This includes individuals on the receiving end of the volunteer activities. For example, those who received goods that were distributed/ packaged by UPS employees.	
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.	Output	# of trees planted by country			
Planet Protection	All	Req.	Output	# of trees planted by target environments		-Target environments include: schools, riparian restoration areas, forest fire restoration areas, urban areas, and communities affected by disasters	
Planet Protection	All	Opt.	Outcome	# of acres or hectares of land preserved/ restored / improved/ maintained		-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. -Improved/ maintained: biodiversity efforts, cleaning up trash, weeding, etc.	
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	Opt.	Outcome	# of metric tons of CO2 sequestered		-Sequestered: CO2 removed from the atmosphere and captured and stored in a natural or artificial system	
Planet Protection	All	Req.	Outcome	# of individuals with increased income (self-reported)			-Report the number of individuals with increased income during the past year. Past year refers to the period of time after the initiatives began.
Planet Protection	Training Activities	Req.	Output	# training sessions conducted			
Planet Protection	Training Activities	Req.	Output	# individuals received trainings		-Received: those that participated in the training(s). If no individuals participated in training, please put 0	
Planet Protection	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.

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
Planet Protection	Training Activities	Req.	Outcome	% of individuals who demonstrate increased knowledge		-Increased knowledge: training participants conclude the training with more knowledge about the specific topic than before	-Can be measured through a post-training assessment
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		-If greater than 0, you will be provided with an optional question to provide some key characteristics of the individuals hired	
Planet Protection	Hiring/Job Creation	Opt.	Output	# of individuals hired for tree planting initiatives who were previously unemployed			
Planet Protection	Hiring/Job Creation	Opt.	Outcome	% 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. -Data must be collected from individuals pre and post program intervention
All	Organizational Capacity Building	Req.	Outcome	Ability to hire and or retain qualified staff in all positions	Significantly Somewhat Very little Not at all		-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Organizational Capacity Building	Req.	Outcome	Ability to provide on-the-job training and learning opportunities to enhance staff's program-related skills	Significantly Somewhat Very little Not at all		-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Organizational Capacity Building	Req.	Outcome	Increased capacity for fundraising and capital development	Significantly Somewhat Very little Not at all		-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Organizational Capacity Building	Req.	Outcome	Ability to evaluate impact and make data-driven decisions	Significantly Somewhat Very little Not at all	-Data-driven decisions: organizational decision making based on data rather than intuition or observation alone.	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Organizational Capacity Building	Req.	Outcome	Ability to implement new and innovative programs and/or explain existing programs	Significantly Somewhat Very little Not at all	-Innovative programs: new, creative, and effective initiatives designed to address challenges or meet needs in novel ways, often utilizing emerging technologies, approaches, or solutions that differ from traditional methods	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception

UPS Foundation Indicator Glossary

Pillar	Program Activity	Required v. Optional	Outcome/ Output	Indicator	Breakdown	Definition and Guidance	How to calculate
All	Organizational Capacity Building	Req.	Outcome	Ability to incorporate principles related to equity in program design and delivery	Significantly Somewhat Very little Not at all	-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.	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Organizational Capacity Building	Req.	Outcome	Ability to create and test more innovative solutions or products	Significantly Somewhat Very little Not at all	-Innovative solutions and products: a product or solution that increases efficiency, capacity, and productivity	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Organizational Capacity Building	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		-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
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 initiative, 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 initiative + those indirectly benefiting from the initiative.
All	Systems Change	Req./ Opt.		Please indicate how much progress 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.	Significantly Somewhat Very little Not at all	- 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.	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Systems Change	Req./ Opt.		Please indicate how much progress 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.	Significantly Somewhat Very little Not at all	-Improved practices: existing methods, behaviors, or approaches that have been modified, updated, or strengthened to produce better results than before	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception

UPS Foundation Indicator Glossary

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 progress 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.	Significantly Somewhat Very little Not at all	-Best practices: proven methods, techniques, or approaches that have consistently shown superior results compared to alternatives and are widely accepted as benchmarks for effectiveness and efficiency in a given field or context	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Systems Change	Req./ Opt.		Please indicate how much progress your work, funded by TUPSF, made in: Organizations have increased access to funding, human capital, information, and other resources	Significantly Somewhat Very little Not at all	-Human capital: the knowledge, skills, competencies, health, and experiences that individuals possess and use to create economic value and contribute to society	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Systems Change	Req./ Opt.		Please indicate how much progress your work, funded by TUPSF, made in: Actors within the system you're addressing have greater quantity and quality of connections with one another.	Significantly Somewhat Very little Not at all	-Actors: stakeholders who contribute to or are affected by the system's dynamics. This can include government agencies, NGOs, service providers, private sector entities, community leaders, youth groups, educators, and others depending on the system	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Systems Change	Req./ Opt.		Please indicate how much progress your work, funded by TUPSF, made in: Members of targeted populations/groups have assumed formal and informal leadership and decision-making positions within organizations.	Significantly Somewhat Very little Not at all		-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
All	Systems Change	Req./ Opt.		Please indicate how much progress your work, funded by TUPSF, made in: Attitudes and mental models have been shifted to embrace equity, inclusion, and justice more fully.	Significantly Somewhat Very little Not at all	-Mental models: the deeply held beliefs, assumptions, and frameworks that people use to understand how the world works, interpret information, and make decisions	-Select the appropriate scale from "Not at all" to "Significantly" based on your perception
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".

UPS Foundation Indicator Glossary

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 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	-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".

UPS Foundation Indicator Glossary

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".

UPS Foundation Indicator Glossary

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".