

THEORY OF CHANGE

VISION - Black people and people of global majority live powerfully, abundantly and beautifully in healthy, self-determined communities free of social, economic and ideological violence.

WE CARRY OUT OUR WORK WITH THESE VALUES

- We believe truth telling is a part of healing and acknowledge past and current racial atrocities is integral to justice.
- We build trusting authentic relationships with communities, partners and colleagues where knowledge, power and resources are shared equitably.
- We are committed to innovation and risk-taking and embrace bold ideas that disrupt the status quo
- We stand firmly with communities that have been most harmed by systems of oppression and support their ability to exercise power.
- We prioritize radical learning and share lessons to make way for progress and effective action.
- We acknowledge the inconsistencies and contradictions inherent in the philanthropic enterprise and aim to model the vision we believe is possible by ensuring that our own policies, practices and operations are transformative and reflect the values we hold.

WE WILL USE THE FOLLOWING PHILANTHROPIC TOOLS

- Grantmaking
- Strategic Communications
- Program-Related Investments
- Needs Assessment, Research and Evaluation
- Convenings
- Issue Campaigns
- Capacity Building
- Dissemination and Publication
- Strategic Partnerships

