

Theory of Action

The strategic plan represents a 10-year commitment to invest in building and strengthening Black-led organizations, leadership, influence, power, and agency. We believe social and economic justice for Black people and communities is instrumental to how we reimagine and redesign a place where all lives thrive. Our commitment will be guided by the theory of action outlined below.

Practice Abundance	Acknowledge the value of long-standing work of Black-led and centered organizations by prioritizing foundation resources on these organizations	Celebrate and promote Black-led and centered organizations	Remedy historic disinvestment in Black-led and centered organizations by philanthropy	Shift stereotypes and harmful narratives about Black people and Black communities
Acknowledge and Repair Harm	Use a regenerative approach to grantmaking that ensures Black-led and centered organizations are fiscally, structurally, and culturally healthy	Allow grantee partners to identify sustainability supports they want and need (e.g., improving fundraising strategies or building financial adaptability)	Support professional and leadership development opportunities for Black-led grantee partners, and for White ally organizations to strengthen solidarity on shared ideals for racial justice	
Build and Strengthen the Field	Support strong collaborative relationships among BIPOC led organizations to create optimal conditions for building power	Support white organizations to reimagine racial equity and racial justice alliance opportunities by centering the goals of Black organizations and leaders	Support learning that builds coalitions focused on racial justice	Support grantee partners that reverse harmful narratives by highlighting the stories, experiences, and intentions of people of color that challenge anti-Blackness and white supremacy