

VALUES

EQUITY: We pursue a just distribution of opportunities and resources.

RACIAL JUSTICE: We work to dismantle racial inequities and oppression at the interpersonal, organizational, and systemic levels.

MULTICULTURALISM: We value and engage the perspective and experience of diverse communities.

INTEGRITY: We hold ourselves accountable, claiming and learning from both successes and failures.

RELEVANCE: We design content and experiences that resonate with our clients.

LEARNING: We experiment, continuously questioning our assumptions and adapting.

PARTNERSHIP: We stand shoulder to shoulder with our clients, partners, and funders.

HUMOR: We laugh together to build connections and community that forward the work.

PROBLEM STATEMENT

Our fight for social justice is held back by systemic, structural, and interpersonal oppression.

FOCUS

Leaders, organizations, and movement networks committed to social justice.

STANCES

Leadership is a process, not a position.

A focus on strengths unlocks more powerful possibilities.

Leadership development and capacity building efforts must include a power and privilege analysis.

Change doesn't take root without attending to skills, systems, and culture in concert.

Impact and financial health are intrinsically linked.

STRATEGIES

We create exceptional and transformational learning experiences.

We approach leadership, management, and strategy holistically.

We use a mix of facilitation, teaching, coaching, peer learning, consulting, physical practice, and design thinking.

We continuously evolve our content based on our own experiences, our work with clients, and research in the field.

We form project teams that bring together different strengths and perspectives.

We nurture partnerships that complement our expertise and deepen our relevance and understanding.

We use our national platform to research and highlight emerging practices.

ANTICIPATED CHANGES

A powerful and resilient critical mass of diverse leaders at all levels.

Organizations are strong and adaptive.

Movement leaders are in strong relationship and build aligned strategies.

Leaders, organizations, and movements embrace practices of reflection and well-being for long-term sustainability.

SOCIAL JUSTICE

The dismantling of systems, structures, and practices that perpetuate oppression.

The deep and true valuing of marginalized communities, bringing our experiences and lives from the margins to the center.