



OUR THEORY OF CHANGE

OUR MISSION

SOUTHWEST WASHINGTON EQUITY COALITION

To promote racial justice and create a more equitable society in Southwest Washington through collective action, inclusion, and collaboration.

FRUITS OF OUR LABOR

- Leaders in local non-profits, educational arenas, corporate leaders and civic policy—and decision-making space will be **people of color and culture** who have engaged in our leadership development programs.
- White-bodied leaders in our community will have engaged with our organization, and will embrace a “solidarity dividend” mindset, **moving our community** towards a more just future.
- Global languages, cuisines, celebrations and traditions will flourish in Southwest Washington.

STRATEGY 1: BUILDING COMMUNITY POWER THROUGH CULTURAL CELEBRATION, LIBERATORY RESEARCH & TRANSFORMATIONAL RELATIONAL LEARNING.

STRATEGY 2: BUILDING POLITICAL POWER THROUGH LEADERSHIP DEVELOPMENT & TRANSFORMATIONAL RELATIONAL LEARNING.

LOVE + JUSTICE ALLIANCE

To drive transformative change in Southwest Washington by mobilizing communities, influencing policy, and holding systems and elected officials accountable to the values of justice and equity.

- Elected bodies representing our communities will be reflective of the communities they serve—we will have **representatives of color** and culture who also value a just future on school boards, city and county councils, and in state and congressional offices.
- Our communities will be deeply involved in **civic engagement**—government leaders will seek, value and implement feedback from communities of color and culture, and our communities will actively seek opportunities to engage with our leaders.
- Our communities of color and culture will experience **increased and equitable access** to health care, housing, education and high-quality jobs.

OUR VISION

SAFE COMMUNITIES WHERE BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) INDIVIDUALS CAN THRIVE.

A THRIVING SOUTHWEST WASHINGTON LED BY COMMUNITIES UNITED IN PURPOSE, POWER AND POSSIBILITY.

ASSUMPTIONS

By grounding ourselves in ancestral **generational wisdom**, we can practice the **adaptive leadership** required to transform oppressive systems into nurturing environments for communities of color and culture. This structural shift ultimately unlocks the **solidarity dividend** proving that what supports these communities inherently benefits everyone, ensuring our collective success.