Theory of Change (2023 - 2026)

**Field Building for Feedback and Listening**
- Support infrastructure
- Share research
- Engage in storytelling and communications
- Align with related fields

**Supporting Foundation Listening**
- Influence philanthropy support organizations and networks
- Develop guides and toolkits
- Provide technical assistance and support
- Create and foster exemplars

A robust, sustainable field

More active champions and supporters

High-quality resources and examples to support change

More leaders and staff in nonprofits and foundations listen, respond, and shift power to those most impacted by structural racism and systemic, intersectional inequities

Philanthropy and nonprofits work in greater solidarity with and meet the authentic needs of people most impacted by structural racism and systemic, intersectional inequities

Communities and people most impacted but least consulted by philanthropy and nonprofits are better off in ways they define for themselves.