



**RVC**

# 2020 Strategic Direction

## WHY

### Mission

RVC promotes social justice by cultivating leaders of color, strengthening organizations led by communities of color, and fostering collaboration between diverse communities.

### Vision

We envision a world in which communities of color have the power to fulfill the dreams for our communities.

## HOW

### Values

#### ● EQUITY

We believe that the heart of our work is to shift power and resources toward the communities and individuals that are most affected by injustice.

#### ● ACTION

We believe that while planning and process must be done thoughtfully, we must be open to taking risks and moving forward together, in order to move quickly to better support our communities.

#### ● INTEGRITY

We believe that everything we do must be done with honesty, humility, and a sense of shared responsibility.

#### ● COMMUNITY

We believe that we exist in community with others, that we are stronger together, that diversity benefits us all, and that it is our duty to protect and advance our communities, including putting our own interests aside if it will better serve the common good.

#### ● TRANSFORMATION

We believe in the power of leaders, organizations, and communities to change inequitable systems and policies, and we work toward this goal. We are a learning organization, open to challenging the way we do things.

## WHAT

### Our Positioning

We are invested in working with others in our BIPOC communities to create a strong collective capacity and power, and do this through core programs that challenge larger/mainstream systems (both organizational capacity building and funding). We imbue our work with a radical reimagining of organizational life, with a willingness to disrupt systems that don't work for us.

### STRATEGIES

- 1 Invest in building a sustainable infrastructure and internal culture for the future.
- 2 Develop a diversified, sustainable funding base for ourselves and for our partners.
- 3 Strengthen organizational communications in order to broaden community ties and trust.
- 4 Engage in sector thought leadership.
- 5 Cultivate leaders and healthy organizations as part of thriving movements for social justice.