



# VOICES FOR RACIAL JUSTICE

Voices for Racial Justice  
Our Strategic Vision  
2018-2022

**Voices for Racial Justice** is committed to caring for the soil of racial justice organizing. This metaphor came to us from our community partner and artist organizer Ricardo Levins Morales, who has drawn from an ecological perspective the importance of tending to the ecosystem of organizing for this work to be successful and sustainable over time.

This framework supports our strategic vision: that indigenous and people of color communities can lead – in healing, creative, and sustainable ways – in transforming the conditions that impact our lives. Within a context of healthy soil for racial justice organizing, we know that many seeds can thrive.

*“The soil is more important than the seeds. Almost anything will grow in rich, nutritious soil, whereas it’s hard to get anything to grow if the soil is barren and toxic and won’t hold moisture. So the seeds are our projects, our initiatives, our campaigns, our organizations, our institutions that we want to build and the soil is the compost of beliefs, ideas, values, narratives that create the environment within which we are working.”*

*-- Ricardo Levins Morales*

Over the next five years, Voices For Racial Justice is committing to a **strategic vision** that includes:

**Healing justice.** VRJ will model a healing justice framework in our convenings, trainings, and throughout our organizational practices. Organizing spaces will be accountable to histories of violence by being healing spaces. We will seek to model organizing itself as a healing practice that through thoughtful, relational, and culturally grounded work to bring to life our visions for our communities, we will also heal from the collective trauma of racism.

**Tools and research grounded in culture and community.** Our organizing, narrative, research, and policy tools will be grounded in communities and culture by ensuring they are developed in partnership with the communities we engage. We commit to taking the time necessary to work in deeper partnership with our communities to build the tools that center their voices, honor culture, and support their visions. We believe that our tools will be stronger for this deeper work that will be transformative in process, not just outcome.

**Training and shared learning.** We will continue our commitment to organizer development through training and shared learning, recognizing that creating the spaces for collective wisdom to inform organizing practices is at least as important as transferring organizing skills. We are deepening our longstanding cohort model to form organizing circles that support shared learning and leadership. The practices of healing justice and cultural grounding inform these organizing circles, leading to transformative relationships and community power that transcend cyclical shifts in the political landscape.

**Sustained organizational development.** VRJ will be sustainably resourced and will effectively work in and across our communities. Our focus will be strengthening infrastructure; significantly increasing grassroots fundraising; and developing consistent systematic planning, evaluation, communication, accountability, and collaboration with and between community members, staff, and board.

For more information, visit our website  
[www.voicesforracialjustice.org](http://www.voicesforracialjustice.org)

