



DIVERSE CITY FUND

2018-2020 STRATEGIC PLAN SNAPSHOT

The DC Fund recognizes the District's unique history as a "Chocolate City," a predominantly Black community, and as a federal city. It is a city burdened by a lack of voting representation in Congress and full governing autonomy -- with troubling consequences for the local budget, policy decisions, and community organizing. We see the rise of gentrification as the most powerful factor in DC's changing population, politics, economy and culture. Gentrification worsens DC's race-wealth gap and pushes people of color out of homes and the city, diluting voting power and thwarting community self-determination. It threatens DC's rich cultural legacy extending beyond Black communities to include neighborhoods where African, Asian, and Latin American people -- including refugees and immigrants -- have settled over generations.

Founded in 2010, the Diverse City Fund is a unique effort to nurture community leaders and grassroots projects working for transformative change in Washington, DC. The Fund makes investments that contribute to building DC movements that are diverse and people of color led; grounded in respect for the history and work that forged so many of the city's institutions; and ready to support a new generation of community leaders.

Constituted as an all-volunteer operation in July 2011, the DC Fund has focused its efforts on raising and moving resources to more than 270 grassroots projects and organizations totaling nearly \$850,000 in grants. With so much program activity, there has been little time to invest in planning and infrastructure. To address this, the Board of Instigators (BOI) decided to create a strategic plan to guide the group's work through 2020.

OUR VISION

A just DC in which communities of color flourish, systems are equitable and sustainable, and the people who are most impacted by injustice build power, develop their own solutions and create continuous change.

OUR MISSION

DCF is a grantmaking organization dedicated to racial justice that invests financial and social capital for social justice. We fund and support efforts in Washington, DC, led by and rooted in communities of color to realize liberation, spark solutions, organize against oppression of all kinds, and create systemic change.

OUR VALUES

The Diverse City Fund values the following in how we approach our work:

- Intersectional analyses. Intersectionality considers how various forms of oppression and privilege -- i.e., race, gender, ability, access to resources, age, nation status and more overlap, interact and affect experience and outcomes.
- Strategies for advancing social change that address the root causes of injustice
- The expertise, decision-making, and leadership of people directly affected by injustice
- The work of local, grassroots, people-powered, people of color and immigrant-led groups
- Transparency and accountability in social justice philanthropy

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DC FUND CHANGE MODEL

Supporting grassroots people of color and immigrant-led social justice efforts to build community power through:

ADVOCACY & ORGANIZING	GRANT MAKING POWER	TRANSFER OF RESOURCES	CAPACITY & CONNECTIONS	SHIFT PHILANTHROPY
Supporting the growth of advocacy, organizing & cultural activism in DC	Placing grantmaking into the hands of local activists, organizers & cultural workers of color	Facilitating a transfer of financial resources to groups that are often overlooked by mainstream funders	Offering capacity-building and convening opportunities	Working to shift practice in traditional philanthropy in the District

2018-2020 STRATEGIC GOALS

The DC Fund has identified three primary goals around which to frame our work over the next three years.

GOAL 1: Strengthen the capacity and effectiveness of the DC Fund

1. Increase DC Fund's visibility
2. Increase fundraising and grantmaking
3. Gauge and communicate DC Fund's impacts
4. Improve grantmaking processes and relationships
5. Develop organizational [leadership] structures
6. Develop staffing plan and hire or contract staff

GOAL 2: Advance DC Fund's "community-led" model of grantmaking and intersectional racial justice framework in philanthropy and beyond

1. Better operationalize "community-led" grantmaking
2. Clarify framework for intersectional racial justice in DC (center equity lens in all our work)
3. Build a knowledge base focused on the impact of our work, which includes our grantees' work
4. Effectively leverage our social capital to influence/inform philanthropy and beyond

GOAL 3: Build the collective capacity and power of communities in which we work.

1. Foster collaboration between grantees
2. Provide supports for grantees to help them achieve their objectives
3. Amplify the voices of our grantees with external audiences
4. Work with organizations to help them develop their own sense of power and to gain a clear picture of power and how it manifests in our community.
5. Give larger grants