In 2021 Diverse City Fund marked our tenth anniversary as a community-led grantmaking organization dedicated to racial justice. We also marked the end of our last strategic plan. In spite of an apocalyptic last two and a half years, DC Fund had much to celebrate in terms of our progress. Among our many accomplishments, we nearly tripled our giving, reaching over a million dollars in grant awards disbursed, streamlined our application process and made it more accessible, expanded our capacity building initiatives as part of our overall change strategy, and built institutional infrastructure, including hiring our first staff member.

DC Fund also commissioned a detailed Impact Report to examine a number of questions, related to our 10 years of work. Given the feedback from our evaluation effort, the Fund approached this iteration of strategic planning as an opportunity for refinement versus wholesale revision. Our foundational frameworks still felt relevant, but it was clear that there needed to be some updates, given how conditions and movements (particularly in racial justice and social justice philanthropy) are changing – including an unprecedented pandemic and all our accompanying transition.

A top priority in this period will be to build long term sustainability, despite shifts in funder priorities. DC Fund is looking to grow both our giving – especially in terms of grant size, duration, and other forms of support to grantees and our own internal capacity to advance the strategic goals.

www.diversecityfund.org
We envision a DC where we all prioritize the safety of our most impacted communities of color, we take collective responsibility for our care, wellbeing and futures, and we value and build toward systems that are transformational, equitable, sustainable, and life-affirming.

Diverse City Fund is a grantmaking organization dedicated to racial justice that invests financial and social capital to transform systems of oppression. 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 link together systems-level, community-level, and individual-level change.

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, sexuality, ability, access to resources, age, nation status and more overlap, interact and affect experience and outcomes. DC Fund roots our work in this analysis as part of our mission “to fund and support efforts... led by and rooted in communities of color... to organize against oppression of all kinds...”

- **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 what is currently known as “social justice” philanthropy**
DC FUND CHANGE MODEL

The Diverse City Fund supports grassroots people of color-led/people of the global majority-led efforts to build community power and infrastructure by:

<table>
<thead>
<tr>
<th>GROW ADVOCACY &amp; ORGANIZING</th>
<th>GRANTMAKING POWER</th>
<th>TRANSFER RESOURCES</th>
<th>BUILD CAPACITY &amp; CONNECTIONS</th>
<th>SHIFT PHILANTHROPY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supporting the blossoming and growth of advocacy, community, organizing and cultural activism in DC</td>
<td>Putting grantmaking power into the hands of local activists, community organizers, and BIPOC cultural workers</td>
<td>Facilitating a transfer of financial resources to groups that are often overlooked by mainstream funders</td>
<td>Offering capacity-building, convenings, and opportunities for rest and care rooted in a healing justice framework</td>
<td>Working to shift practice in traditional philanthropy in DC</td>
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</table>

2022-25 STRATEGIC GOALS

The DC Fund will continue to frame our work around three primary goals. These are our goals and top four objectives for each.

**GOAL 1: 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 DC Fund grantees with external audiences
4. Give larger grants

**GOAL 2: Strengthen the capacity and effectiveness of the DC Fund**
1. Increase strategic fundraising and targeted grantmaking
2. Develop a shared understanding of healing justice and relevant strategies/work to operationalize and integrate healing justice as part of DC Fund’s overall approach and practice
3. Establish new grantmaking initiatives that help meet emergent needs and visions of our communities
4. Hire an Executive Director and other staff to support the implementation of the strategic goals

**GOAL 3: Advance DC Fund’s “community-led” model of grantmaking and intersectional racial justice framework in philanthropy and beyond**
1. Better clarify and operationalize “community-led” grantmaking
2. Clarify framework for intersectional racial justice in DC
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