



# One-page Theory of Change

## System outcomes we want to see:

- > Raises staid expectations and lowest common denominators.
- > Increases people's' capabilities, power, agency and control.
- > Embraces loss, and resilience; and removes shame and stigma
- > Meaningfully activates informal resources and relationships.
- > Mirrors continual growth versus stuckness & risk aversion.

## Behaviour change needed:

- > **Leaders & system** players listen, take cues from the bottom-up, re-calibrate power, and model an inquiry led culture.
- > **Managers & leaders** embrace new ways of knowing, understand what happens on-the-ground, and imagine what could change.
- > **People and staff** redefine their roles, make decisions, and interact in more reciprocal ways.
- > **Community members** actively share their talents, support one another, and do less othering.

## Activities we do to get people & organizations to these behaviours:

### Pre-contemplation

We raise consciousness of lived experiences of marginalization through in-community research.

### Contemplation

We prompt deeper reflection and conversations of change through our storytelling practices.

### Preparation & action

We build teams, structures and cultures to make & test alternative supports with and for people on the margins.

### Action & sustaining

We shift relationships and behaviors by implementing and constantly iterating bottom-up supports.