



The Alliance

STRATEGIC PLAN

2023-2026



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Our Mission

The Alliance builds power across the intersections of geography, race, culture, and issues in the Twin Cities region to eliminate systems of oppression and advance our collective liberation.

Our Vision

We envision a vibrant region where growth and development decisions, policies, practices, and investments are centered in the needs and expertise of Low-Wealth people and Black, Indigenous, Immigrant, and People of Color, where historical harms are addressed, and where our healing, belonging, and prosperity are prioritized in decisions about our current and future communities.

We will achieve shared prosperity through equitable access to housing, transportation, jobs, a healthy environment, and other critical resources.



Strategic Plan

2023-2026

Our Values

Racial justice. Racism is at the heart of the systemic inequities in our communities. We must dismantle racism through systems change, policy change, equitable investments, and narrative change to reach our vision for a thriving, equitable, and just region.

Intersectionality. The issues we care about are interconnected, and we also recognize the intersectionality of our identities. A person's race, gender, class, sexual orientation, physical ability, and immigration status all play a role in their unique experience of oppression and discrimination. We design our work to be inclusive of and responsive to the many facets of people's identities.

Community expertise. People are experts in their own lives and have the best ideas to make positive changes in their communities. We respect and center voices that often aren't validated because we understand that community experience is data. We are committed to uplifting community voice, elevating co-governance as a model for equitable decision-making, and disrupting inequitable power structures that uphold white supremacy.

Abundance. We believe we are all interconnected and that there are sufficient resources for all of our needs to be met. We acknowledge the abundance of wisdom, knowledge, vision, ideas, culture and resources in our communities.

Collective Power. We have more power when we come together across race, culture, and geography in a unified voice for change. Collaboration not only builds collective power, it strengthens individual organizations as we learn from one another, connect the dots in understanding issues and systems, and bring best practices back to our own communities.

Intentionality. We are intentional about who we work with, how we work, and what narratives we lift up. We are accountable to our partners *and* we hold systems accountable. We build trust by leading from within coalition spaces where diverse, authentic partners share space and power.

Shared leadership. Our success depends on our ability to create nurturing, inclusive, and strategic spaces centered around Low-Wealth, Black, Indigenous, Immigrant, and People of Color. We share leadership, resources, and power with diverse organizations because having strong partners is in all of our self-interests.



Strategic Plan

2023-2026

Our Strategies

Strategy 1

Organize for more equitable policies, systems, and investments

1. Influence the large influx of public investments towards our communities for equitable community benefits
2. Ensure there is authentic community engagement and inclusion at decision-making tables
3. Secure investment without displacement of BIPOC communities and pass anti-displacement policies to ensure BIPOC communities can stay in place
4. Infuse equitable development principles in publicly subsidized development to secure meaningful community benefits
5. Leverage public investments to expand opportunities and create a more equitable ecosystem of support for BIPOC workers and entrepreneurs
6. Strengthen and advance a racial equity lens while widening the space for BIPOC leadership and voices within environmental, climate, livability, and mobility work



The Alliance
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Strategic Plan

2023-2026

Strategy 2

Create a richer ecosystem of grassroots organizing for regional equity by building a more holistic view of the field

1. Develop cross-issue shared learning opportunities for members and partners outside of coalition tables
2. Create spaces for internal information sharing that surface opportunities across coalitions
3. Document the Alliance's coalition organizing best practices
4. Seek out spaces where the Alliance's technical assistance can strengthen intersectional organizing work
5. Invest in narrative-development and communications tools that support these goals
6. Deepen the alignment of the Alliance's membership with our values and theory of change toward our goal of collective liberation
7. Support the development of a shared vision for self-care in the regional equity field



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Strategic Plan

2023-2026

Strategy 3

Support an ecosystem of well-resourced community-based organizations that are engaged in regional equity work

1. Develop a written policy to guide when and how the Alliance raises and passes through funding to community-based organizations
2. Prioritize capacity-building with community-based organizations, particularly those with limited access to resources



Strategic Plan

2023-2026

Strategy 4

Strengthen organizational culture, structure, and policies to ensure solid growth

1. Strengthen communication and relationships through team building activities and improved team processes
2. Create a physical space that is suitable for our growing staff and that maximizes collaboration and creativity
3. Clarify what standards we want to live up to as an organization and in our relationships with one another
4. Build power and leverage staff, board, and member talent and expertise by breaking down silos between the work of different stakeholders through new information-sharing spaces and strategies
5. Ensure sufficient administrative systems, infrastructure, and staff to support programmatic work