Greenlining Academy Theory of Change

Inputs

Participants
- Time, skills and experience
- Commitment to the Greenlining's mission
- Commitment to peer learning/ sharing
- Desire to increase their own leadership capacity

Greenlining
- Time, skills and experience
- Funding $
- Commitment to social change orgs' and leadership development
- Internal Resources
- Multi Ethnic Coalition and Network
- Evaluation
- Technology
- Mentors
- On-the-Job experience

Strategies

- Application screening/fit assessment
- Pre and post assessment
- Training
- Mentor(s)
- Hands-On project experience
- Self-Initiated Projects
- Events
- Alumni Network
- Advocacy Tool Kit (Communication and Organizing)

Short-term outcomes (1-4 years)

Changes in Self: Participants have increased confidence; political analysis capacity; effective communications; alliance building awareness & skills; increased commitment to justice

Participants become a part of the Greenlining community:
- Access to Networks, Contacts and Alumni

Participants increase his/her commitment to:
- Give back to GL
- Mentor others
- Work on other social justice issues outside of his/her realm

Interim outcomes (4-7 years)

PersonNet
Participants have stronger skills & understanding in:
- Public speaking
- Writing
- Reading political landscapes
- Effective Advocating Strategies

ProfeNet
Participants are:
- Applying their skills in their organizations and/or communities in more strategic way using critical analysis
- More able to effectively challenge authority

ReciNet
Participants are:
- connected to & have access to GL's alumni network
- Committed to reciprocating

Long-term outcomes (7-10 years)

Participants have a social justice framework with which they use to express their commitment to social change/justice work

Participants hold leadership roles in private/public/ social sector organizations. They also leverage and understand how to work across sectors to create policy and social change

Graduates see themselves as part of GL's Alumni Network. The Alumni Network serves to encourage continual participation in leadership , professional and personal development.

Impact (10+ years)

Individual Leadership: GLI graduates are thoughtful, effective leaders or agents for social justice

Power & Capital: GLI graduates are part of the solutions to uplift & heal the community

Racial Equity: GLI graduates are part of the larger struggle for racial and social equity locally and globally

Social Change: GLI graduates work towards equity across racial lines

Sector Impact: Increased number of people of color in leadership positions dedicated to justice issues

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