

THE CHANGE WE WANT TO SEE

What is our vision?

- Our vision is of a world of justice, healing and liberation. We believe this can only be achieved if we embrace the interdependent nature of our existence. In setting this vision, we recognise those whose struggle and courage have laid the foundations for this work.

What is our focus?

- We work to tackle systems of injustice and oppression that result in the mental distress, violence and destitution experienced by people subject to marginalisation in the UK.

- We include both institutional systems of welfare and punishment and societal systems of discrimination and neo-liberalism.

- By systems, we specifically mean how decisions are made, by whom, in whose interests, with whose evidence and with what values and assumptions.

- We therefore focus on power, culture, mindsets and relationships, all of which are key to understanding the dynamics of complex interlocking systems.

What are we trying to achieve?

- Our aim is not just to challenge existing systems, but to create the space for very different systems to be created. We support action that reveals → dismantles → reimagines → heals → renews systems.

- Our goal is the creation of systems of justice, healing and liberation that enable people subject to marginalisation to live with dignity and opportunity in supportive communities.

- Our indicators for what success would look like are set out as nine 'system behaviours'.

How do we work?

- We work on the basis that 'just outcomes' are more likely to result from 'just processes', such as co-creation and conflict resolution. We therefore prioritise how change happens and who is part of and leading it, over what change is sought.

- We learn by doing, recognising we will make many mistakes, as there is no route map for bringing about fundamental change in systems.

- We recognise that individuals alone cannot bring about the change needed. We therefore resource networked activity and promote action that shifts relationships between people holding different perspectives.

- We ensure lived experience is properly resourced so that the insights of those contending with oppressive systems and their visions for their own lives are anchoring this work.

- We also seek to engage and resource the "vast middle ground of people who are open-minded", as they are a necessary part of our interdependent future.

- We seek continually to reveal, critique, disrupt, reimagine and renew the power and privilege that comes with being an endowed foundation. We are part of the systems that need to change, and changing them requires us to change ourselves.

ⁱ Donella Meadows