




Transforming systems so everyone thrives

2025-2030 Strategic Plan



We live in a world where humans hold many identities: race, gender, language, immigration status, visible and invisible disabilities, amongst many others.

We live in a world where the very systems that affect our lives (e.g., healthcare, banking, etc.) have been, and continue to be designed, by colonialism and white supremacy ideologies. That is elevating the livelihood of certain identities, and not others. This design makes it that many humans are marginalized, exploited, and expropriated of their agency and autonomy.

And we live in a world that is increasingly divided, where to be in dialogue is hard, and where working on addressing root causes of systemic inequities is even harder.

So systems don't change, inequities stay, and many people remain under-resourced.


This looks like limited access to capital for initiatives; lack of support when facing harmful workplace experiences; scarcity in coaching and mentorship opportunities, etc. This under-resourcing is harming many, hurting organization's ability to serve their mandates and communities, and hindering society's ability to intelligently respond to and problem-solve our collective challenges.

RADIUS is made of humans with many intersecting identities.

We live with and for grassroots movements and communities who fight to eliminate inequities. And we also live within the institutions that consciously or not keep those inequities alive.

Instead of letting that positionality unravel us, we put it to work by bringing all voices and experiences to create systemic change.





We envision a world
where our socio-
economic systems
benefit *everyone*.

We work to transform the systems governing our lives by creating resources with and for equity-denied communities, guiding institutional decision-making, and spotlighting stories that need amplification.

OUR AREAS OF FOCUS

We focus our energy, resources, and wisdom on five areas of focus:



1

Grow power with community



2

Guide institutions from commitment to action



3

Practice solidarity with Indigenous Peoples



4

Elevate the missing narratives



5

Sustain the change we want to see



FOCUS AREA #1

GROW POWER WITH COMMUNITY

The solutions needed to create an equitable world have already been dreamed of by equity-denied communities. RADIUS believes in the potential of ceding power to community but also in the collective action power that is born when working with community in a way that centres relationality and humility.

By 2030, RADIUS will have co-designed, with equity-denied communities, avenues for resources and leadership to flow to them, ultimately enabling the creation and growth of community-driven solutions that remove systemic inequities.



FOCUS AREA #2

GUIDE INSTITUTIONS FROM COMMITMENT TO ACTION

RADIUS believes systemic change is not the responsibility of equity-denied communities. If institutional leaders whose decisions shape community livelihood know how to listen to, understand, and centre equity-denied communities in their decision-making, then together we can make our systems more just. We also believe that diversity is an outcome of and conditional on inclusion, accountability, and equity.

By 2030, RADIUS will have contributed to creating more inclusive and equitable institutional structures, leadership, and cultures, ultimately leading to decisions, policies, spaces, and more socioeconomic opportunities that are deemed, by equity-denied communities, safe from harm, barriers, and biases.



FOCUS AREA #3

PRACTICE SOLIDARITY WITH INDIGENOUS PEOPLES

The systems that make up Canada exist to eliminate the sovereignty and self-determination of Indigenous Peoples and their ways of being. RADIUS is a settler organization, set within a post-secondary institution, that operates on the unceded, traditional, and ancestral lands of Indigenous Nations, and employs, works alongside, and partners with Indigenous peoples from these lands and around the globe. RADIUS's social innovation and consulting activities have deep capitalistic and colonial roots. We aspire to decolonize these models, practices, and processes within our organizations, and support other organizations in doing so.

By 2030, RADIUS will actively be in solidarity with Indigenous Peoples of these lands, and use our power and privilege to align with the needs and invitations of Indigenous Peoples.



FOCUS AREA #4

ELEVATE THE MISSING NARRATIVES

There is a lack of narratives that centre the intersectionality of equity-denied communities. Dominant narratives are also shaped by a history of racism and xenophobia exacerbated by campaigns of misinformation. There is also a lack of tangible examples of how institutional decision makers can change their organizational structure to centre the needs of equity-denied communities. RADIUS believes stories are powerful tools to archive our truths, help us imagine a just future, and spark action towards systemic change.

By 2030, RADIUS will have amplified the wisdom, stories, and leadership of equity-denied communities, as well as of the leaders who challenge the norms.



FOCUS AREA #5

SUSTAIN THE CHANGE WE WANT TO SEE

Changing the systems that govern our lives is an enormous feat where success is slow, incremental, and never feels like enough. For the RADIUS team, which is composed of humans who navigate these very oppressive systems on a daily basis, the work is personal and emotionally laborious. RADIUS believes that in order to successfully change systems, we need to both support our team with policies and infrastructure that center equity while also ensuring our operations are resilient to economic, social and political fluctuations. This is very much about being an organization that walks the talk of equity-centred, systemic change.

By 2030, we will have implemented organizational policies and practices that support a healthy, equitable workplace, both socially and fiscally, that enables its team to do systems change work sustainably.



OUR GUIDING PRINCIPLES

At RADIUS, how we work is as important as what work we do.

We centre equity in our design, strategy, and daily work.

We engage in reciprocal relationship building.

We are an open, learning organization.

We know future systems will draw on the new and the old.

We balance this ambitious work with honouring our limits.

We value the knowledge, experiences, and histories in the margins of any given system.

600+

*projects
supported*

1200+

*program
participants*

3500+

*consulting
& training
participants*


10,000+

*community
event attendees*

\$1 million

*directly to
participants*




The background of the page is a scenic landscape featuring a large lake, dense green forests, and snow-capped mountains under a clear blue sky. A large, semi-transparent red shape, resembling a stylized 'R' or a diagonal wedge, is overlaid on the right side of the image. A thin white line follows the inner curve of this red shape, separating the text area from the rest of the page.

Since 2013, RADIUS has been bridging grassroots innovation and institutional decision-making to advance equity.

As part of SFU, RADIUS is on the unceded, ancestral, and traditional territories of the x^wməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Səlílwətał (Tsleil-Waututh), q̓ícəy̓ (Katzie), and k^wik^wəł̓əm (Kwkwetlem) Nations.

We recognize that colonialism is a powerful system interlocking with white supremacy, capitalism, misogyny, classism, and other forms of harm that systemically oppress, alienate, divide, and invisibilize racialized and Indigenous communities.

From our position within an academic institution, we acknowledge that we continue to benefit from oppressive systems. We desire to use the power we hold to challenge the status quo.

A photograph of a diverse group of people in an audience, likely at a community event or conference. In the foreground, a woman with long dark hair, wearing a black jacket with pink trim and a brown leather watch, is clapping and smiling. Behind her, a man in a blue shirt is also smiling and looking towards the left. The background is slightly blurred, showing other audience members and a large window with green foliage outside. A large red diagonal shape is overlaid on the left side of the image, containing white text.

RADIUS works at the intersection of grassroots movements and institutions to create the systemic change communities deserve. We centre community leadership while transforming how institutions operate and distribute power.

Every single one of us is needed for this work. Join the movement in whatever capacity you have. You're welcomed at RADIUS.



RADIUS