



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.





#### **OUR AREAS OF FOCUS**

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



**Grow power with community** 



**Guide institutions from commitment to action** 



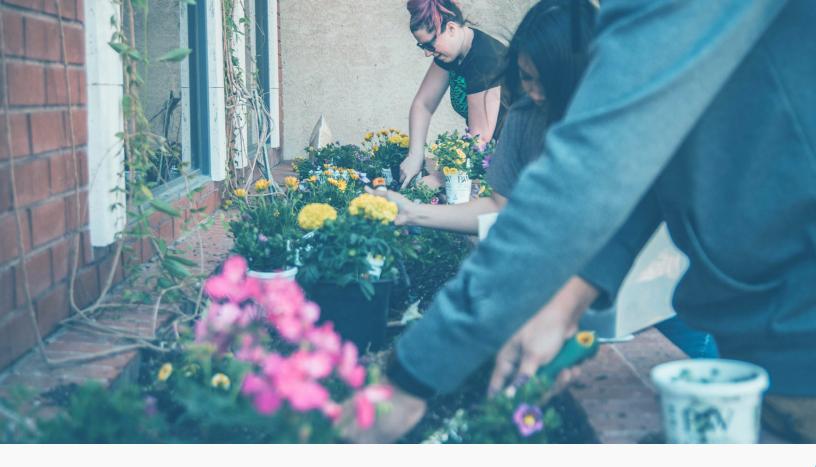
Practice solidarity with Indigenous Peoples



**Elevate the missing narratives** 



Sustain the change we want to see



#### 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.



## 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.



### 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.



#### 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.



## 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

paticipants







