



MOMS AGAINST RACISM LEADERSHIP TEAM

2021-2024 Strategic Plan

"Fight for the things that you care about. But do it in a way that
will lead others to join you."- Ruth Bader Ginsburg



WE ARE MOMS AGAINST RACISM.

We are doing the work, starting at home.

Moms Against Racism is for all people who self-identify as mothers. We are inclusive to all “mother individuals” whether by birthing, biological, adoption, foster, surrogate, non-binary, two-spirited, LGBTQI+, Godmothers, Grandmothers, Aunts, Primary caregivers and all others who feel that the term "mothering" describes their roles.

MAR was created as a brave space to discuss and share anti-racism values. We don't profess to have all the answers but we do aim to join our collective voices to combat racism and the oppressive colonialist systems in the USA & Canada whenever and wherever we can.

We are a compassionate group ready for brave action.

STRATEGIC INTENTIONS

WE LEARN

Promote peer to peer knowledge sharing to **strengthen** our competencies, **engage** the next generation and **facilitate** effective leadership transitions.

WE SPEAK

Amplify our community's voice through advocacy and communications to further our individual and collective efforts to eradicate racism.

WE LEAD

Position MAR INT'L and it's members as thought leaders, agents of change and trusted, vital advocates for our communities.

THREE YEAR STRATEGIES

1. **Excel in knowledge sharing and capacity building** through supported peer-led networks.
2. **Cultivate a diverse leadership pipeline and pathway** that ensures continuity of excellence on board, staff teams and members across our network.
3. **Expand our value at the local level** through strategic partnerships and collaborations.
4. **Foster thought-leadership and action** on race equity, diversity and inclusion.
5. **Collaborate with advocacy allies and experts** to influence public policies that advance causes important to our members.
6. **Build a multi-dimensional communications platform** to inform, engage and connect our allies, stakeholders and influencers.

CORE VALUES

Partnering: We work in collaboration with others.

Excellence: We encourage mutual accountability and strive to excel.

Equity: We embody and champion diversity, inclusion and equity.

Re-Imagining: We innovate in the face of change.

Social Impact: We focus on measurable positive impact

PEERS