

# Change We Seek Strategy

**Our vision** is for a world as it should be.

**This means:**

- Moving away from scarcity to where there are enough resources for everyone.
- Towards a world that is just and equitable.

**Our mission** is to advance racial justice by resourcing power within communities.

**We believe** racial justice is the foundation for dismantling social, economic, and environmental injustice, so that everyone thrives.

the  
**TudorTrust**

# Approach

**Our approach is to align how we work with the change we seek.** Underpinning this is our understanding of a **total asset approach**, which means valuing the impact of all our resources on our mission. For us, this includes the strength of our people & culture practices and relationships with our partners, alongside our grant making, as well as how we choose to make our investments and redistribute our capital.

**Our definition of racial justice** is a vision for a world that moves beyond racism and racial inequities to one where inclusive communities thrive in all our systems and structures. Achieving racial justice requires collective action and for those with lived experience to be resourced, centring their knowledge and strategies for positive change. Taking a **regenerative approach** to this means working in ways that create and maintain wealth and assets in communities and restores the interconnectivity between people and planet.

**Our commitment to racial justice** is based on our understanding that racism is both systemic and interpersonal. It is prevalent in our institutions, structures and belief systems, and internalised through our behaviours. Communities that are racialised will feel the most negative and detrimental impact, however, we also believe that our whole society is greatly disadvantaged because racism drives deep inequity and social divide.

**We recognise that philanthropy has traditionally held power** in ways that reinforce injustice through its investments, programmatic priorities and funding allocations. This form of exercising “power over” should be counterbalanced by working through “power with” and “power within”. This means centring the work of communities and individuals, resourcing their collective ambitions for transformative change in society.

**We live our commitment to people & culture** through our **behaviours** framework so that we are **accountable** to each other and to our communities and are **transparent** about our evolving aims and intentions. Our agreed behaviours are bravery, collaboration, compassion, creativity, humility, inquisitiveness and integrity. Our internal practices focus on **learning** and **systems thinking** so that we can be iterative, based on how our understanding evolves about the complexity and interconnectivity between different parts of the system. We actively incorporate all of this into our Justice, Equity, Diversity, Inclusion and Belonging (JEDIB) principles, policies, roles, governance and leadership.