



Our strategic focus is **Gender Justice and Healing**. Gender justice recognizes diverse gender identities and is intersectional, encompassing racial, environmental, and economic justice, with an underlying commitment to end patriarchy.

Healing is the process of restoring holistic well-being from an unbalanced or unhealthy state, including systemic and historic trauma. Gender justice cannot be achieved without collective and individual healing from harms inflicted by systems of oppression. Deeper healing cannot be sustained without justice.



STRATEGIC GOALS

STRENGTHEN the gender justice movement in NM by partnering with organizations primarily led by, or serving, women and girls of color in low-income, immigrant, or rural communities.

SERVE as a hub and resource to amplify the work of those organizations advancing gender justice and healing at the grassroots level throughout the state.

INCREASE philanthropic investment in organizations working on gender justice and healing for self-identified women and girls in NM.

SHIFT the narrative on gender justice, healing, and intersectional feminism in NM so that self-identified women, transgender people and gender nonconforming folks are centered.



Theory of Change



INVEST

We invest in the leadership of self-identified women and girls of color and in organizations to shift power and strengthen communities to identify solutions, heal, and create equitable outcomes.

ACTIVITIES

- Grantmaking to NM organizations working for systemic change centered on gender justice, adolescent girls of color, healthy masculinities, and healing and self-care.
- Donor engagement around root causes of injustice to increase understanding and involvement.
- Leveraging resources by encouraging funders to support gender justice and healing in NM.

OUTCOMES

- Partners implement solutions to allow their communities to thrive and heal; our systems and policies are more equitable.
- Young self-identified women of color are leaders and change agents, creating a more just future.
- Partners leverage our support to attract funding from other sources.

EDUCATE

We educate to shift the narrative about gender so that communities have a deeper understanding of the root causes of injustice and the pathways that will lead to gender justice and healing.

ACTIVITIES

- Intersectional feminist research that provides analysis and context for gender justice issues in NM.
- Direct and indirect policy advocacy with a gender justice lens.
- Communications campaigns and public events that help our communities understand gender justice and healing, and the root causes of inequality.

OUTCOMES

- Research, data, and analysis that support social change strategies and influence policy.
- Key audiences learn about root causes of injustice, including patriarchy, structural racism, and colonization, and begin to integrate terms and concepts into the mainstream discourse, leading to systemic change.
- The narrative around gender and patriarchy in NM shifts to center the lived experiences of self-identified women and women of color.

LEAD

We lead collaboratively by supporting opportunities for cross-pollination, engaging in community healing, and building a collective vision for gender justice.

ACTIVITIES

- Philanthropic collaboration with donors, foundations, and other women's funds to advance a gender justice agenda.
- Supporting grantee partners to build their leadership, connecting them to resources, social capital, and one another.
- Strengthening leadership in the gender justice movement by supporting community convenings, community-wide coalitions, and healing retreats.

OUTCOMES

- A sustainable, continually increasing flow of funding exists for self-identified women and girls of color and gender justice work in NM.
- Leaders and practitioners have time and space to connect and collaborate; they are rested and supported.
- Collective healing deepens trust and relationships, creating leadership models beyond harmful patriarchal structures.

