

# The Astraea Foundation's 10-Year Strategic Vision

## GUIDING PRINCIPLES

### What guides us?

#### FUNDING

We envision a world where lesbian, bisexual, trans, gender non-conforming, queer, and intersex (LBTQI+) groups and movements have increased access to flexible, multi-year, and community-driven funding through equitable support from public and private funders.

#### ADVOCACY

We envision movements that are more diverse and have the capacity and power to positively impact the recognition and liberation of LBTQI+ people globally.

#### CULTURE

We envision an Astraea Foundation that is equipped to effectively respond to the needs of the broader grassroots \*LGBTQI+ movement globally by focusing on sustainability, innovation, and values alignment.

\*As a feminist funder, we prioritize lesbian, bisexual, and queer women and trans, gender non-conforming, and intersex people in our work, as reflected in our use of the term "LBTQI+." When engaging our broader communities and movements, we intentionally use the term "LGBTQI+."

## CORE STRATEGIES

### How will we get there?

Philanthropic advocacy

Fundraising

Grantmaking

Communications

Capacity strengthening

Research

Community building

Institutional development



# In 10 years...

- ■ ■ the global funding ecosystem responds to the needs and priorities of the most underfunded community-led groups within global LGBTQI+ movements. It co-creates resourcing strategies by prioritizing long-term, trust-based, and flexible funding models that ensure those who are most impacted decide how resources are allocated.
- ■ ■ the Astraea Foundation's grantees and partners—who have been historically under-resourced—have the power, the capacity, and the funding to create the conditions for their communities to live authentic and free lives.
- ■ ■ the Astraea Foundation is a sustainable institution accountable to its grantee partners and its staff, grounded in the principles of social justice. We are a cross-cultural, international organization that actively engages in collective care and promotes learning and growth. People, processes, and technology are working together efficiently to advance our mission.

# 5 Year Impact

## FUNDING In 5 years...

- Funders in all regions, including individual donors, have increased their long-term flexible funding to the most systemically underserved community-led groups within the LGBTQI+ movement including those working at the intersections of LGBTQI+ rights and emerging fields.
- Government funding to LGBTQI+ organizing and activism worldwide has doubled and reduces the administrative burden of these grants for organizations, movements, and intermediary organizations.

## ADVOCACY In 5 years...

- Grantees and partners led by LBQ women, trans, intersex, queer, and people of color have strengthened their capacity to sustain their work due to increased, long-term general support and multi-year financial resources from the Astraea Foundation.
- The Astraea Foundation's grantees and partners have increased institutional and strategic capacity and coordination, including increased movement-building power and advocacy abilities to effect social and cultural change.
- The Astraea Foundation's grantees and partners are better connected and positioned in decision-making spaces through regional, cross-regional, and collaborative efforts to strengthen our global and regional networks and platforms.

## CULTURE In 5 years...

- The Astraea Foundation's organizational environment attracts and retains a diverse and cross-cultural staff where its members feel heard, cared for, and have space for professional development and growth. Staff members have a common understanding of the Astraea Foundation's values and continuously work to uphold them. We actively engage in effective communication and collaboration to ensure a harmonious working environment.
- The Astraea Foundation's policies and procedures are regularly documented, updated, and shared with staff through training and accessible references, and are aligned with internal resources and grant-making needs. There are processes in place for staff to give feedback and are mutually agreed upon throughout the organization.
- The Astraea Foundation's technology systems and infrastructure allow it to improve cross-institutional collaboration, have effective and useful data management, and implement a learning and evaluation strategy.