



ADVANCING EQUITY

The Greater Washington region leads the country in income and educational attainment, yet too many of our neighbors are struggling just to get by. Growing disparities in income and opportunity threaten our prosperity and our sense of community. Among the most significant, interrelated challenges facing economically disadvantaged people are stable and affordable housing, educational attainment, employment, and financial stability. These challenges disproportionately impact people of color, and are rooted in a long history of inequity.

OUR MISSION

To pursue and invest in solutions that build an equitable Greater Washington community in which economically disadvantaged people thrive.

OUR VISION

We envision a **just, connected, and inclusive** Greater Washington community in which systemic racism and its consequences no longer exist.

OUR BELIEFS

Equity is the just, fair inclusion into a society in which ALL can participate, prosper, and reach their full potential.

The challenges our region faces are interconnected and the link between poverty and racial equity is not incidental, but structural and causal.

Measurable progress can only be accomplished by changing systems that perpetuate inequities.

Systemic racism is historic and persistent. It is embedded in the policies, practices, institutions, and systems found at the root of many of our region's (and our nation's) greatest challenges, including those facing immigrant communities.

Unchecked biases and assumptions combine to create inequitable policies and practices.

All communities have assets on which they can draw as they face challenges and opportunities, and have the knowledge, wisdom, and ideas to shape their futures. Diverse experiences and perspectives are essential to our work.

Meaningful progress on challenges will require multiple organizations and institutions across all sectors working in partnership.

OUR LONG-TERM GOALS

To ensure **long-lasting, measurable improvements** in the lives of economically disadvantaged people—particularly people of color — across the Greater Washington region, we need **meaningful systemic changes** that promote racial equity and increase their access to:

A large and stable supply of **high-quality housing that is affordable**, encourages more inclusive communities, and provides access to good schools and well-paying jobs.



Opportunities to **build savings, grow assets, and accumulate wealth**, and avoid predatory financial products and practices or policies that strip wealth.

Schools with welcoming, supportive climates that are free of bias and discrimination, affirm the dignity and potential of students, and **prepare them for college, career, and life**.

Well-paying jobs with career advancement opportunities that lead to financial security.

OUR STRATEGIES

GRANTMAKING

- Provide general operating support to effective organizations working toward long-term goals through a systems change approach, including strategic direct service.
- Provide program support when needed to test approaches, expand programs with scalable results.
- Support for community-based and/or community-led organizations, especially those led by people of color.

CAPACITY BUILDING

- Build capacity for grantees and networks of organizations to incorporate racial equity into their work through individual grants and cohort learning and training.
- Support organizational development work by organizations aligned with Meyer's focus on racial equity and systems change.
- Strengthen collective action initiatives through capacity-building with racial equity embedded.

COLLECTIVE ACTION

- Support and participate in efforts to align the work of multiple organizations and sectors working toward shared goals.
- Promote collaborative approaches and work to attract additional capital to those efforts.

CONVENING & ADVOCACY

- Leverage Meyer's knowledge and social capital to convene around issues that require bold leadership and action.
- Serve as a leading regional voice on systemic racism and other barriers that prevent economically disadvantaged people from thriving.