



The Meyer Foundation pursues and invests in solutions that build an equitable Greater Washington community in which economically disadvantaged people thrive.

The systems that create access and opportunities in housing, education, employment, and asset building are core to the well-being of individuals, families, and therefore our region.

Yet, these systems aren't working for everyone. In fact, how well they work for you is predicated on your racial identity. This is systemic racism – when prejudice and power combine, resulting in a system of structures, practices, policies and laws that advantage white people, while disadvantaging people of color.

At the Eugene and Agnes E. Meyer Foundation, we seek to invest in solutions that fundamentally shift these systems toward racial equity – when race no longer predicts access, opportunities, how one fares and who thrives. This is the work of systems change – transforming structures, policies, practices, laws and/or their underlying power dynamics and narratives to eliminate racial disparities and achieve racial equity.



## What We Support

As articulated in our [Advancing Equity](#) strategy, we have four interconnected goals in the areas of housing, education, employment, and asset building. With the help of our community and grantee partners, we've defined four types of systems change efforts in which we seek to invest within our goal areas. We believe that systems change efforts are most attainable and effective when organizations and collaboratives apply a mix of these strategies based upon what's most responsive to their constituents. We seek to invest in the following systems change efforts to ensure long-lasting, measurable improvements in housing, education, employment, and asset building for economically disadvantaged people, particularly people of color:

- 1. Culture Change** – Shifting the attitudes, values, beliefs, and aspirations of the Greater Washington region toward racial equity.
- 2. Institutional Change** – Using the best available data, evidence, and models to generate sustainable improvements in ideas and practices that govern institutions and currently have a disproportionate negative impact on people and communities of color.
- 3. Policy Change & Reform** – Influencing policymakers to reform or enact laws to mitigate and eradicate the consequences of systemic racism and promote racial justice and equity.
- 4. Power Change** – Shifting the balance of power so people of color are designing, leading, and ultimately accomplishing change in their own communities.



## Culture Change

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### Research and Data:

Conduct research, collect data, and publish publicly available reports relating to racial equity in the Greater Washington region, with a focus on the intersection of race and the Meyer Foundation's goal areas.

### Communications:

Communications efforts aimed at influencing the attitudes and behaviors of residents so that racial equity becomes a publicly held value.

### Convenings:

Convene dialogue circles in communities to build trust and consistently get real-time feedback from individuals most affected by racial inequities; and plan and host conferences or summits for all interested community stakeholders to discuss the immediate and longer-term implications.

## Power Change

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### Base Building:

Conduct outreach, building strength, and analysis to organize constituents to understand the source of their social or political problems and realize their collective power and build constituent power to better understand shared political, racial, and social issues.

### Civic Engagement:

Organize and educate constituents to participate in institutions and political processes to promote racial equity and systems change at the local, state, and national level.

### Leadership Development:

Develop the skills, abilities, confidence, and overall capacity of youth, communities, and/or organizations and institutions to become effective advocates for racial justice and equity.

## Institutional Change

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### Practice Improvement:

Evaluate current practices and develop messaging, framing, and persuasion tactics to generate practice improvements.

### Training and Technical Assistance:

Provide training, professional development, and technical assistance to organizations on equitable and evidence-based overhaul of their practices. Develop implementation guides for organizations focused on adopting a racial equity lens into their operations and programs.

### Promising Practices:

Collect, draft, and disseminate case studies elevating promising local and national efforts that lead to improved outcomes and racial equity in housing, education, employment, and asset development.

## Policy Change & Reform

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### Building Coalitions:

Drive policy change by building alliances of individuals and/or organizations with shared interests and racial equity goals and work together to design and implement collective strategies.

### Mobilizing Stakeholders:

Drive policy change by supporting communities most adversely affected by racial inequity within our goal areas to identify the necessary tools and training to create greater racial equity through organizing, community education, and advocacy training.

### Ensuring Accountability:

Monitor, evaluate, and react to policy implementation, ensuring that it is responsive to the needs and concerns of people of color, communities of color, and their interest in racial equity.



## How We Partner

To be an eligible grantee partner, organizations must:

- Currently hold 501(c)(3) status or have a nonprofit fiscal sponsorship
- Share our beliefs as articulated in [Advancing Equity](#)
- Focus on achieving outcomes in the District of Columbia; Montgomery and Prince George's counties in Maryland; the cities of Alexandria, Falls Church, Manassas and/or Manassas Park and the counties of Arlington, Fairfax, and/or Prince William in Northern Virginia
- Work toward systems change in our goal areas of housing, education, employment, and asset building, or provide strategic direct services to develop voices, knowledge, partnerships, and/or data with the potential to contribute to building movements and systems change efforts in these goal areas
- Determine what systems affect their constituents and how race intersects with those systems
- Resource and reinforce decisions made by people of color and communities affected by inequity

### Priority Partnerships

We prioritize opportunities to partner with organizations that:

- Conduct analysis to understand what systems affect their constituents and how race intersects with those systems
- Build leadership from within their constituency
- Employ culturally relevant and appropriate policies and practices
- Balance research and data with community voices
- Share data and findings with their constituents, allies, partners and the systems they seek to affect
- Focus on systems change to equitably redistribute power
- Actively seek collaboration, partnership, and field building
- Demonstrate a capacity and willingness to share best practices and knowledge with peers and others in the field

### Grant Awards

We typically make general operating investments so nonprofits have the flexibility to focus on their operational effectiveness and can act nimbly and shift strategies appropriately in response to changing external conditions.

