



TRHT Selma's Theory of Change

Deeply committed to addressing the historical roots and current disparities of structural racism, Truth, Racial Healing, and Transformation (TRHT) Selma's ultimate mission is the transformation of hearts, minds, and material conditions of all residents across racial, gender, and socioeconomic lines within the heart of Alabama's Black Belt -- Dallas County, home to historic Selma, Alabama. Our strategy entails a multi-prong approach in which partnerships, trainings, community dialogue, and re-granting serve as key components to fulfilling our mission and organizational goals. They are as follows:

- *Component 1:* In order to ensure broad and collective impact, we **cultivate strategic partnerships** - both locally and nationally - to attract and direct maximal resources to our local ecosystem. This also enables us to continuously center diverse ideas, perspectives, lived experiences, and assets in our programming and decision-making processes as a means of dismantling the false narrative of a hierarchy of human value.
- *Component 2* - In order to equip our community with both the knowledge and skills necessary to activate and harness their internal power, we design, convene, and **facilitate community dialogue and trainings**. Both spaces provide us the opportunity to foster authentic relationships, stimulate critical thought, and build vulnerability-based trust.
- *Component 3* - As a method of channeling financial support to community-led initiatives and ventures, we create and **provide re-granting opportunities**, and believe that doing so reinforces and showcases both the beauty and power of what is possible within our local context.
- *Component 4* – In order to ensure lasting, sustainable transformation, we hope that our actions develop long term momentum and that our establishment of a permanent endowment will nurture them into the future.

We approach each of the aforementioned components through the lens of racial healing and relationship building, and deeply believe that through these components, we will enact both catalytic narrative change and lasting transformation -- particularly within the material conditions of law, economy, and separation -- our city needs, desires, and rightfully deserves.