

## Strategies

- Self-education and acquisition of foundational knowledge
- Community organizing (MBK, GEN, BLM)
- Leadership development
- Capacity building strategies
- Participation in TRHT learning community
- Self-assessment & reflection
- Organizational self-assessment and planning
- Transformation teamwork and social activities
- Racial healing circles

## Initial Outcomes

- **Community Capacity:** building dynamic relationships within TRHT and between TRHT and other community organizations and resources
- **Anti-racist Allyship:** individual will and ability to be allies, advocates and accomplices to People of Color
- **Organizational Accountability:** organizational will and ability to partner with members of directly impacted populations
- **Strengthened Relationships and Trust among Team Members**
- **Racial Healing**

# TRHT-Metro Lansing Theory of Action



## Intermediate Outcomes

- **Political Power** (people directly impacted by racism)
- **Authentic and Effective Partnerships for Racial equity** (TRHT members and community partners)

## Long-term Outcomes

**Increased Racial Equity within the TRHT Work Groups**  
 Emphasis on economic development and education