

Our Theory of Change

OUR FOUNDATION

Modeling and embodying our principles internally is imperative to becoming an organization where healthy and motivated staff and board bring diverse lived experiences and an orientation toward long-term trust and power building – as well as being a part of a community of advocates working toward long-term policy change. We are on a continual learning journey to building an internal culture and internal systems where...

- Individually and organizationally **we are committed to self reflection and continuous learning.**
- We are continually cultivating a workplace that **welcomes and seeks people with diverse life experiences and perspectives.**
- **Our board represents the collective wisdom needed to support our organization and theory of change.** Board governance is guided by and embodies our shared principles.
- We have the **funding stability** to do the work that aligns with our theory of change so that staff feel purposeful and connected.
- **Staff are empowered,** supported, and trusted to do their work through mutually accountable relationships, and feel connected to our long-term goals.
- **We have strong internal fiscal, management, personnel, and communication systems** and our organization is set up for long-term sustainability.
- **Accountable and meaningful relationships with our partners** is essential to building power, leveraging our strategies, and determining our issue areas.
- **Our work environment feels healthy** and staff enjoy working at the Budget and Policy Center. We express care and solidarity for and with each other and experience the well-being we want for communities.

OUR PRINCIPLES

Racially just economic policy and tribal sovereignty are foundational to all of our strategies and issue areas. In this work we strive to practice, embody, and struggle together in these principles.

- **Dismantling racism, white supremacy, and settler colonialism is essential** to undoing other forms of oppression and building a more just Washington state.
- **Public policy to reduce the racial wealth and income gap and return wealth** to Black, Native, and other communities of color is necessary to ensure all people in Washington can live with economic dignity.
- **Communities who are most impacted have the best knowledge to design racially just economic policy.**
- **We are part of a larger movement for racially just economic policy** that holds governmental decision makers accountable to the well-being of Washington communities, ensures an equitable redistribution of resources, and redresses past harms.
- **We honor tribal sovereignty and demand tribal representation in state-level policymaking.**

OUR PURPOSE AND ROLE

We provide trusted and accessible research and analysis to strategically advance our collective movement for racially just and systemic economic change in Washington state.

OUR STRATEGIES

We leverage narrative building, partnerships, and research and policy analysis to advance racially just economic policy and tribal sovereignty in Washington.

RESEARCH AND POLICY ANALYSIS

Draft policies and budget proposals informed by our partners' community power-building campaigns.

Challenge racist and economically unjust existing state policies or new policies being introduced.

Support legislative partners to move our collective policy priorities through the legislative process.

Build our policy agenda with partners to best leverage our collective power and strategic opportunities of the moment.

Conduct research and analysis on the impact of existing and proposed economic state policies and spending.

PARTNERSHIPS

Participate meaningfully in coalitions and with partners to build out and uplift policy priorities and goals.

Recognize that partners understand the impact of policy on their own communities and **provide the technical link** to how policy influences outcomes, where state policy fits in, and what it looks like to create racially and economically just policy.

Participate in and support efforts to **connect policymakers to people with lived experience** and provide information on the lived reality of impacted communities.

Participate in and support **a collective power strategy** to advocate for and influence state officials and agencies around policy and budget decisions.

NARRATIVE BUILDING

Use accessible and persuasive communication with partners, policymakers, donors, and others about our research, policy recommendations, and budget priorities.

Shift the public narrative and mindset by challenging racist and classist rhetoric to advocate for a just, progressive tax code and state budget.

Make issues of economic and tax justice easier to understand for all audiences by using accessible language.

Educate our audiences on how our policy recommendations and budget priorities will improve people's economic security.

Elevate contributions of tribal governments, and historically marginalized communities like undocumented immigrants, to state and regional economies.

OUR IMPACT

Our commitment to centering racial and economic justice and tribal sovereignty in the strategies we employ and the issue areas we focus on will lead to these outcomes.

Our partners and community advocates gain more collective power through strategic and well-informed campaign and policy wins.

Community advocates hold the state accountable to the economic opportunity and social well being of all Washington communities for generations.

The state raises progressive, sustainable revenue and equitably funds programs and services which support Washingtonians to meet all their material needs.

Tribal governments have the resources to fund and invest in programs and services in their communities.

OUR NORTH STARS

Our impact leads to our highest hopes and beliefs of what is possible.

★ Communities access well-funded public infrastructure and experience racially just and equitable outcomes in health, education, wealth, and income.

★ People are recognized as having inherent dignity and worth as humans and are able to meet their basic needs regardless of wage or working status.

★ Tribal nations fully exercise their inherent right to self-determination and self-governance. (We recognize tribal sovereignty as imperative to our shared vision and are committed to still collectively identifying our own role, responsibilities, and strategies for reaching this north star.)

OUR VISION

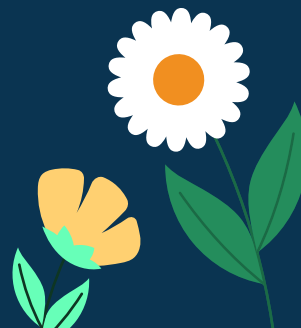
Every community is thriving with all people able to enjoy a bright economic future, health, freedom, and joy.



The Washington State Budget and Policy Center is a research and policy organization that works to advance economic justice for everyone in Washington.

budgetandpolicy.org

This Theory of Change was created by the Washington State Budget and Policy Center staff and board in 2024



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