

# Our Shared Vision of the Ethno-Cultural Capacity Building Ecosystem

Our purpose for the Collaborative is to intentionally transform the ways that grassroots ethno-cultural organizations are supported. Our vision is to shift away from transactional interactions with traditional capacity-builders, and instead create a space and mechanism for GEOs to build relationships with each other, and with capacity-builders who are fluent in this space, for mutual, sustainable support.

## A Well-Functioning and Centralized System

- » A central intake and referral process to reduce the burden GEOs feel to "shop around for support"
- » Navigators who walk with GEOs through the ecosystem of support
- » Shared databases to store information and knowledge that all parties in the ecosystem can access
- » All parties within the ecosystem have what they need to continue to grow (skills, resources, etc.)

## Strong Identity

- » The Collaborative is broadly known about and understood
- » Built on a foundation of anti-racism both systemically and interpersonally

## Built on Relationships

- » Walking with GEOs through their entire CB journey rather than as one-time "transactions"
- » GEOs, CBers, and Funders all build stronger relationships with each other and hold each other accountable to our shared goal(s)
- » GEOs are actively involved in the decision-making for the ecosystem
- » Central location (virtual and/or physical) for GEOs to connect with each other
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## Accessible

- » Plain text and accessible language are always used
- » Network of interpreters available to help break down linguistic barriers
- » Organizational supports are adapted to meet GEOs where they are at
- » Open communication and information sharing between CBers to ensure that "every door a GEO comes through is the right door"

## Sustainable

- » Shared funding models so we're not having to "compete" for capacity building funds
- » Frequent skills-building opportunities for CBers
- » Funders are actively invested in this work
- » Processes and products are designed with sustainability as the end goal