# CDF PATHWAY TO CHANGE

## Assumptions
- Children and youth are the voices of authority on their life and circumstances
- Power lives in communities and our work is grounded in deploying the power of community
- In order to build a movement, you must invest in your base. (No Base, No Movement)
- Child well-being, racial justice, and democracy are intertwined, mutually reinforcing, and co-dependent
- The demographics of today’s children reflect the demographics of the future

## Conditions

<table>
<thead>
<tr>
<th>Structural Racism</th>
<th>White Supremacy</th>
<th>Resurgence of Social Activism</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dependence on Technology</td>
<td>Globalization</td>
<td>Shifting Demographics</td>
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</tbody>
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## Assets vs. Outputs

- **Assets**
  - 100+ staff working from 8 locations across the country
  - Civil rights legacy
  - CDF alumni network
  - Alex Haley Farm spiritual retreat & training center
  - Institutional partnerships (formal and informal)
  - CDF Action Council (Affiliated CA)
  - Engaged Board of Directors
  - Healthy investment portfolio
  - Constituency database of 750K

- **Outputs**
  - Convening & network building
  - Public narrative development
  - Legislative education & lobbying
  - Place-based capacity building
  - Leadership development
  - Targeted impact litigation
  - Culturally responsive program models
  - Targeted community organizing

## Strategy Screens vs. Capacities Influenced

- **Strategy Screens**
  - Alignment with CDF’s mission, vision, values, and Pathway to Change
  - Leverages CDF’s competitive advantage
  - Results in financial sustainability for the organization as measured by the ability to deliver on mission year after year with a balanced budget
  - Delivers tangible benefits to children of color, demonstrated with credible data disaggregated by race
  - Capitalizes on or creates opportunities for strategic partnerships
  - Builds capacity within communities of care for children

- **Capacities Influenced**
  - Youth, parents, and child advocates equipped to mobilize for systems change
  - Increased youth, parents, and child advocates contact with policymakers
  - Well-developed leadership network for young adults
  - New media competencies and traditional media partnerships for child advocacy
  - Common agenda for child well-being authorized by children and youth
  - Strengthened multi-sector networks to advance collective action
  - Policymakers exposed to culturally responsive models of care for children

## Arenas Changed vs. Population Results

- **Arenas Changed**
  - Public policy with an equity lens and focus on child well-being
  - Shifting investments to public health as public safety
  - Equitable contacts and outcomes for youth in the criminal justice and child welfare systems
  - Common agenda for child well-being authorized by children and youth
  - Strengthened multi-sector networks to advance collective action
  - Policymakers exposed to culturally responsive models of care for children

- **Population Results**
  - Intergenerational economic mobility
  - Community responsibility to create circumstances for all children, especially those most marginalized, to thrive
  - Increase in active civic participation for young people
  - Reduction of children entering the child welfare and juvenile justice systems
  - Children are physically, socially, emotionally, and cognitively ready for kindergarten
  - Adolescents are prepared to navigate transitions into college, work, and/or the world
  - Children have a fair and just opportunity to be healthy

## Impact on Children & Youth

- Children & Youth are thriving (growing and developing in stage-appropriate ways)
- Children & Youth have the resources they need to grow into successful adults
- Children, especially Black and brown children, can enjoy being children

### Equity

- The “Pathway for Change” is informed by concepts from the following: USC’s Changing States Framework for Progressive Governance; Mark Friedman’s Results-based Accountability framework; Ramesh Raghavan and Anna Alexandrova’s research, “Toward a Theory of Child Well-being”; and David La Piana’s approach in The Non-Profit Strategy Revolution.