

Vision and Planning Guide for Anti-Oppressive Organizations

THIS TOOL was created by the South Asian Women's Community Centre and the Desta Black Youth Network as part of the "By and For Us: The Community at the Head of the Organization" project organized by the Center for Community Organizations (COCO).

Organized during the Spring of 2015, "By and For Us" brought together community organizations who center the leadership of people who are directly affected by the issue the group focuses on, to learn from each other and reflect on how best to center marginalized communities in community organizing.

This tool aims to help community organizations, and particularly "By and For" organizations, to ensure that voices from the community you organization serves are at the table when visioning and decision making processes are happening. This guide also aims to highlight that in many ways, a 'needs assessment' and a visioning process are intimately related. The "needs assessment" assesses the needs of the organization as well as incorporating the needs of the community through the participation of community members in the process.

