2020 STRATEGIC PLAN
MK GANDHI INSTITUTE FOR NONVIOLENCE

1. EFFECTIVELY USE RESOURCES
2. PROMOTE JUSTICE
3. GENERATE SUSTAINABILITY
4. SPREAD NONVIOLENCE GLOBALLY
5. TEACH NONVIOLENCE TO YOUNG PEOPLE
6. PRACTICE WHAT WE PREACH
### EFFECTIVELY USE RESOURCES

- Develop a strategy and approach that will embed Radical Collaboration as a core methodology for carrying out our work.
- Develop a strategy to increase participation by the Board.
- Develop and run a successful volunteer program that enables people to contribute to the work of the Institute in big and small ways.

### SPREAD NONVIOLENCE GLOBALLY

- Develop a plan to continue to provide our expertise and training outside of Rochester in a meaningful way.
- Continue to explore how we can expand the Nonviolence Now campaign, especially to address young people turning to extremism.
- Participate in the Community Solutions Program to support international fellows to learn and share nonviolence in their home countries.

### PROMOTE JUSTICE

- Continue collaboration to create a restorative civil court system in Rochester that increases access to justice.
- Maintain relations with area prisons and formerly incarcerated individuals through Season for Nonviolence activities and additional daylong dialogues.
- Support the Institute’s efforts and reputation as a local leader in anti-racism, through continued engagement with the Racial Equity & Justice Initiative (REJI) and other efforts.

### TEACH NONVIOLENCE TO YOUNG PEOPLE

- Develop programming that prepares teachers and administrators to use nonviolence to create a more just and sustainable world for all.
- Develop programming that equips young people to use nonviolence to create a more just and sustainable world for all.
- Learn, create, and share strategic nonviolence tools to use with youth to support youth activism.

### GENERATE SUSTAINABILITY

- Set and allocate resources to meet specific fundraising and grant goals.
- Develop and implement a strategy to generate revenue from adult programming (e.g. corporate training programs).
- Develop and implement a strategy regarding direct services to area schools and regional/national college campuses.
- Increase monthly donors, double existing in 2020.
- Have at least one fundraiser a month, 18 a year.
- Recruit 6 committed volunteers to the development committee.

### PRACTICE WHAT WE PREACH

- Develop systems for ensuring our BoD, staff, and volunteers are educated in how to dismantle structural racism.
- Develop a plan to collaborate with a community partner to manage the garden as a form of community building and support.
- Continue hiring and remuneration practices as a form of social justice.