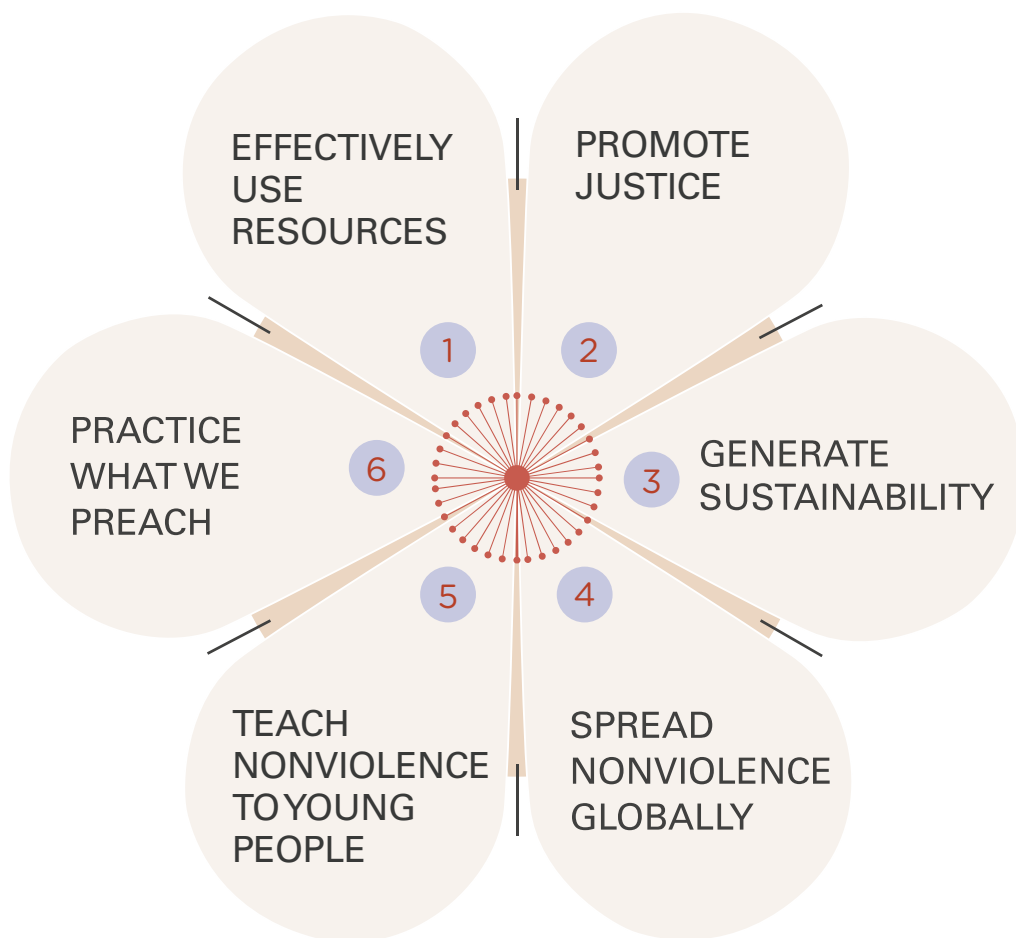


# 2020 STRATEGIC PLAN

MK GANDHI INSTITUTE FOR NONVIOLENCE

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**1**

## 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.

**2**

## 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.

**3**

## 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.

**4**

## 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.

**5**

## 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.

**6**

## 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.