Civity Theory of Change

**The Issue**

Fear of “the other” marginalizes people and prevents us from moving forward on important policies to improve our communities.

**Our Change Focus**

- Communities with needs and institutional infrastructure.
- Community leaders working to address inequities.
- People with privilege in society.

**Grounding Evidence**

With healthy bridging relationships and strong diverse networks, communities are resilient and able to effectively address the problems they face.

- Individuals can make a difference.
- Increased connection, especially bridging connection, yields significant system-level benefits.
- Because communities are systems, small strategic shifts—“critical yeast”—can lead to widespread change.

**Our Strategies**

- Make the “Other” Visible: Help individuals with privilege “see” those who society has marginalized.
- Strengthen Relationships Across Difference: Support community leaders to create spaces for connection across power-based divides of race, class, and country of origin.
- Support and Deepen Work That Is Already Happening: Validate and reinforce the ways in which community leaders already engage in civility and support their increased effectiveness.

**The Outcome**

Leaders in communities across the country transform culture by forging relationships of respect, empathy, and trust with people who are different.