

# Civity Theory of Change



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

Communities with needs and institutional infrastructure.

Community leaders working to address inequities.

People with privilege in society.

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.

***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 civity and support their increased effectiveness.

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