The Astraea Foundation’s 10-Year Strategic Vision

GUIDING PRINCIPLES
What guides us?

FUNDING
We envision a world where lesbian, bisexual, trans, gender non-conforming, queer, and intersex (LBTQI+) groups and movements have increased access to flexible, multi-year, and community-driven funding through equitable support from public and private funders.

ADVOCACY
We envision movements that are more diverse and have the capacity and power to positively impact the recognition and liberation of LBTQI+ people globally.

CULTURE
We envision an Astraea Foundation that is equipped to effectively respond to the needs of the broader grassroots *LGBTQI+ movement globally by focusing on sustainability, innovation, and values alignment.

*As a feminist funder, we prioritize lesbian, bisexual, and queer women and trans, gender non-conforming, and intersex people in our work, as reflected in our use of the term “LBTQI+.” When engaging our broader communities and movements, we intentionally use the term “LGBTQI+.”

CORE STRATEGIES
How will we get there?

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In 10 years...

- the global funding ecosystem responds to the needs and priorities of the most underfunded community-led groups within global LGBTQI+ movements. It co-creates resourcing strategies by prioritizing long-term, trust-based, and flexible funding models that ensure those who are most impacted decide how resources are allocated.

- the Astraea Foundation’s grantees and partners—who have been historically under-resourced—have the power, the capacity, and the funding to create the conditions for their communities to live authentic and free lives.

- the Astraea Foundation is a sustainable institution accountable to its grantee partners and its staff, grounded in the principles of social justice. We are a cross-cultural, international organization that actively engages in collective care and promotes learning and growth. People, processes, and technology are working together efficiently to advance our mission.

In 5 years...

**FUNDING** In 5 years...

- Funders in all regions, including individual donors, have increased their long-term flexible funding to the most systemically underserved community-led groups within the LGBTQI+ movement including those working at the intersections of LGBTQI+ rights and emerging fields.

- Government funding to LGBTQI+ organizing and activism worldwide has doubled and reduces the administrative burden of these grants for organizations, movements, and intermediary organizations.

**ADVOCACY** In 5 years...

- Grantees and partners led by LBQ women, trans, intersex, queer, and people of color have strengthened their capacity to sustain their work due to increased, long-term general support and multi-year financial resources from the Astraea Foundation.

- The Astraea Foundation’s grantees and partners have increased institutional and strategic capacity and coordination, including increased movement-building power and advocacy abilities to effect social and cultural change.

- The Astraea Foundation’s grantees and partners are better connected and positioned in decision-making spaces through regional, cross-regional, and collaborative efforts to strengthen our global and regional networks and platforms.

**CULTURE** In 5 years...

- The Astraea Foundation’s organizational environment attracts and retains a diverse and cross-cultural staff where its members feel heard, cared for, and have space for professional development and growth. Staff members have a common understanding of the Astraea Foundation’s values and continuously work to uphold them. We actively engage in effective communication and collaboration to ensure a harmonious working environment.

- The Astraea Foundation’s policies and procedures are regularly documented, updated, and shared with staff through training and accessible references, and are aligned with internal resources and grant-making needs. There are processes in place for staff to give feedback and are mutually agreed upon throughout the organization.

- The Astraea Foundation’s technology systems and infrastructure allow it to improve cross-institutional collaboration, have effective and useful data management, and implement a learning and evaluation strategy.