



Strategic Plan 2019-2021, Extended through 2023
Overview

GOAL 1 PURSUE EQUITY

<u>Objective</u>	<u>→ Outcome</u>
Center people with lived experience of poverty in our planning and decision-making, so that Hunger-Free Oregon's priorities reflect this expertise. (1.1)	<i>Hunger-Free Oregon's priorities have become a reflection of the expertise of people with lived experience of poverty.</i>
Our work, driven by the priorities of people and communities with the greatest disparities of hunger, braids together community engagement, outreach, and advocacy for more equitable access to federal nutrition programs. (1.2)	<i>Barriers to federal nutrition programs have been removed and participation rates have increased for those with highest disparities in rates of hunger.</i>
Identify and speak out against systems of oppression and bias as root causes of hunger and poverty. (1.3)	<i>Systems of oppression and bias are better understood by partners, decision-makers, and donors to be root causes of hunger and poverty.</i>
Change work place dominant culture norms and practices to create an inclusive organization where black and brown people thrive. (1.4)	<i>Hunger-Free Oregon has liberating and inclusive culture, norms and practices. Staff have workloads that match capacity.</i>

GOAL 2 BUILD THE ANTI-HUNGER MOVEMENT

Develop strong initiatives that include public policy campaigns, strategic communications and clear opportunities for community involvement. (2.1)

Hunger-Free Oregon has led strong initiatives that engage the anti-hunger movement and result in systems change.

Strengthen and diversify partnerships for collective impact on hunger and poverty, particularly with grassroots and direct service organizations, and groups with intersectional missions. (2.2)

Hunger-Free Oregon has a strong, connected network of partners, with a breadth of expertise in their own communities, that collectively addresses hunger and poverty in Oregon.

Engage individuals as leaders in order to influence decision makers in their community and statewide. (2.3)

More people with lived experience are empowered as community leaders and influence decisions that impact their daily lives.

Increase sustainable mix of funding sources, with a focus on growing unrestricted revenue with a high return on investment, in order to fund our work. (2.4)

Unrestricted revenue grows as a share of the budget, while gaining new project-restricted donors to support our strategic priorities.

Approved by Hunger-Free Oregon Staff and Board, June 2019