

## VISION PRINCIPLES:

### 1 ALL FAMILIES DESERVE:

Safety, Excellent Schools, Food and Housing Security, High Quality Medical Care, Absence of Surveillance, Living Wage Jobs

Safe, vibrant communities that support strong, loving families to minimize the need for crisis intervention

Long Term Support: When crisis is our intervention point, long term support is needed for children and parents to heal and ultimately enter living wage careers. Effective support includes: coaching and access to role models and a supportive community

### 2 FAMILIES OF COLOR DESERVE RESPECT & THE OPPORTUNITY TO SUCCEED

### 3 ONE GRAHAM:

The experience, learning and practice proficiency of our workforce and foster parents impacts the experience of our families and youth, including our One Graham philosophy and living out our Pillars

## OUR MISSION

In full partnership with families and communities, Graham Windham strives to make a life-altering difference with children, youth and families who are overcoming some of life's most difficult challenges and obstacles by helping to build a strong foundation for life: a safe, loving, permanent family and the opportunity and preparation to thrive in school and in the world.



## 2025 VISION IMPACT AREAS: COMMUNITY, FAMILY, & CHILD

We will **connect** communities, families, and children with our **partner organizations**, **advocate**, and **directly deliver** what's needed.



### AREAS OF NEED

#### COMMUNITY

Public Safety  
Public Services  
Access to: Food, Health, Education, Transportation  
Community Spaces & Venues

#### FAMILY

Immediate Safety, Stability, Food  
Knowledge of Child Development  
Living Wage Career & Financial Stability  
Community Connection

#### CHILD

Social Emotional Development  
Education  
Work Readiness

## GRAHAM'S THEORY OF CHANGE: 2025 VISION

One Graham Approach wrapping coordinated services around kids and families



Investing In & Amplifying Community Strength where our kids & families live



Transforming Racist & Oppressive Systems making civil systems more just



**EXCELLENT OUTCOMES FOR CHILDREN, YOUTH, & FAMILIES**

**Safe, Vibrant Communities Support Strong, Loving Families and Lead to Healthy, Resilient Kids**



# GRAHAM 2025 VISION GOALS

## GOAL #1: HELP YOUTH AND FAMILIES ACHIEVE THEIR DREAMS

**Partner with youth and families to help them live their dreams and stick with them for life success:**

- Implement a One Graham approach for families in our Prevention programs to enable them to move from survival to thriving
- Expand SLAM to reach youth in all Graham programs and advocate for full funding of Fair Futures
- Support parents in achieving their career goals through a SLAM-like model and partnerships

**Demonstrate how investments in communities can help families thrive:**

- Expand Community Center programs to help kids and families thrive and avoid crises
- Open Family Enrichment Centers in Harlem and Central/East Brooklyn
- Collaborate with the Hunts Point community to create a vision

## GOAL #2: HELP FAMILIES IN CRISIS HEAL

**When we meet youth and families in crisis, we help them heal and advocate for just treatment:**

- Provide excellent, responsive foster care, prevention, trauma-focused mental health, care coordination, Health Homes, and parent coaching through the use of evidence-based and evidence-informed approaches
- Connect all parents in foster care and Prevention with an Advocate who has personal experience with the child welfare system who will provide information and empathetic support
- Ensure foster parents receive the support needed for stable, nurturing homes
- Further expand kin foster parenting to preserve family bonds, cultures and traditions
- Further expand voluntary Prevention services
- Meet the basic needs of families in foster care and Prevention, including food, housing (e.g. rent and maintenance assistance), cash assistance
- Prevent the sexual exploitation of children, and intervene, when necessary

## GOAL #3: CHANGE BIASED SYSTEMS AND FIGHT INEQUITY

**Work to change community conditions that currently lead to family crises (e.g. nowhere to safely turn for help, racial and gender biases in mandated reporters and child protective workers) and make tangible progress in dismantling racist policies and practices in systems that impact children and families.**

Advocate for:

- Changes in the mandated reporter system and response to child abuse and neglect hotline calls
- Trauma-informed, humane CPS assessments
- Changes in Family Court to ensure expeditious due process for families
- Public funding for basic needs of families in Preventive programs that unjustly lead to assessments of child neglect (e.g. safe housing, clothing, food, soap, detergent, etc.)
- Getting safety and policing right in communities

**Expand our support of non-profits and businesses run by women and people of color and who support the communities we serve.**

## GOAL #4: BUILD A THRIVING ONE GRAHAM CULTURE

**Our staff and foster parents experience a One Graham culture and community that is supportive, vital, flexible, diverse, inclusive and anti-racist**

- Develop just, anti-racist, inclusive practices throughout the Board, staff, and organization
- Develop a team of staff and foster parents that respects and reflects our youth's and families' identities
- Create a consistent look and feel to our spaces that is welcoming, enriching and mitigates against toxic stress and trauma
- Provide flexibility for staff to work remotely, and to use Graham spaces with intentionality for programming needs, meetings, and activities that promote mindfulness and practice proficiency.
- Fully implement practices that help alleviate toxic stress, and secondary and vicarious trauma
- Sustain and strengthen our capacity to deliver outstanding supports to our staff and families through our administrative and development teams
- Implement opportunities to learn how to live out our Pillars proficiently with full respect to each other, our kids, families and our foster parents
- Sustain and strengthen our capacity to deliver outstanding supports to our staff and families through our IT, HR, facilities management, purchasing, fiscal management, development, program evaluation, and staff learning and practice proficiency teams