THEORY OF CHANGE

OUR VISION
The Future We Seek to Create

We envision an America where all young people can pursue and complete an education with confidence and without constraint.

PROBLEM STATEMENT
The Problem We Want to Solve

Undocumented young people confront inequities and fears imposed by political, legal and education systems that constrain their educational success and limit their career opportunities.

OUR MISSION
How We Achieve Our Vision

We empower undocumented young people to achieve educational and career goals through personal, institutional and policy transformation.
GUIDING VALUES
Principles & Beliefs that Guide Our Work

**Our work is driven by and for undocumented young people**
Those most affected by unequal access to opportunities, rights and resources must be at the center of designing and moving forward solutions for the betterment of all. Undocumented young people are powerful leaders who develop long-term partnerships with committed and capable allies in order to realize common goals.

**Our work is community and relationship-based**
Our community is strong, inclusive, and diverse. We create a safe and accepting environment where undocumented young people and allies develop sustaining relationships, take risks, heal, and inspire one another.

**We focus on undocumented young people’s assets**
Undocumented young people are a vibrant force in U.S. culture, economy, and society. We build on individual and collective strengths in order to secure the resources necessary to learn and thrive.

**We believe personal transformation fuels broader systemic change**
Undocumented young people inspire entire communities. Individual successes increase understanding, change policies, and open up access and opportunity for all.

**We embrace and nurture the whole person**
Undocumented young people are multi-dimensional with intersectional identities. We strive for wholeness, including physical and emotional wellbeing, in order to achieve personal goals and healing.

**We are innovative and persistent**
We are nimble and responsive to what is happening on the ground. We look for the road not yet taken and pursue creative ideas to address complex social needs. Whatever obstacles are in our way, we persist. We break down barriers to education and career to create possibilities for today’s undocumented young people.

**We take the long view**
While we focus on today’s undocumented young people, we strive for solutions that will increase educational success and open up career opportunities for future generations of undocumented young people as well.
CORE STRATEGIES
An Overview of Our Work

We provide life-changing financial support that enables undocumented young people to overcome systemic barriers.

We develop educational partnerships to enhance their institutional support for undocumented students, and identify promising practices that will embolden other educational institutions.

We equip undocumented young people with the information and resources needed to navigate life, make informed decisions, and pursue educational and career goals.

We develop the leadership capacity of undocumented young people through career training, mentorship, professional development, and opportunities to educate and empower the undocumented community.

We train undocumented young people to reclaim and share personal stories in order to heal, strengthen community bonds, transform hearts and minds, and advance policy legislation.