

Guiding Principles:

- To support children, we have to support parents and the communities where they live.
- Radical listening leads to radical change. We shape what we do by honoring that families are experts in their own lives and by centering their voices.
- We collaborate and share power with diverse racial, cultural and economic groups in determining our mission, structure, constituency, policies and practices.
- Many Black, brown, and poor families have experienced the child welfare, education, healthcare and other systems as parts of a family regulation system that conducts surveillance and traumatizes and separates families.
- Graham can support families without discrimination, coercion, and harmful system practices.
- We work to dismantle anti-Black racism to achieve a transformed multicultural society that has overcome systemic racism.



Our Mission:

Graham provides life-changing tools and resources for children, young adults, and families who face some of the most difficult obstacles caused by poverty, racial injustice, and lack of access to educational opportunities, living wage employment, quality healthcare, and affordable housing.

We collaborate with communities and strong partners to create and implement innovative strategies so everyone can lead healthy, joyful, and successful lives.

One Graham Theory of Change

Strengthening & Innovating What We Do

To provide services & supports in partnership with families and communities



Collaborating with Outstanding Partners

To access expertise & resources that benefit children & families



Investing In & Amplifying Community Strength

Where our children & families live



Transforming Racist & Oppressive Systems

Making civil systems more just



Excellent Outcomes for Children, Youth, & Families



Graham 2029 Vision Goals



Goal 1: Develop alternatives to foster care that eliminate harm

- Develop new models for supporting families in crisis or when poverty is the main risk factor, so children can remain with their families whenever possible
- Develop models for supporting families outside of ACS when parental life circumstances and/or unsafe situations require children to be in out-of-home care
- Advocate for changes in child welfare policies that contribute to harm

Goal 2: In partnership with community, provide support for family wellbeing

- Build vibrant stand-alone community centers that provide trusted help and resources
- Sustain coaching of community leaders in Hunts Point, and expand this approach to more communities

Goal 3: Help youth and parents lead healthy and prosperous lives

- More than double SLAM from roughly 400 to 900 youth
- Expand Scholars of Service to reach over 200 youth, ages 12 to 21, per year through in-house internships
- Help young adults reach a living wage career path by 26 by establishing and sustaining employer partnerships
- Expand employment and entrepreneurial supports for parents
- Expand access to mental health therapy for children and young adults through Graham's centers
- Centralize resources for affordable housing and essential needs
- Advocate for government funding for cash assistance for families

Goal 4: Further advance our thriving One Graham culture

- Conduct advocacy and raise funds so that all staff are paid a living wage
- Renovate centers and offices to continue to create a consistent brand that is warm, welcoming, and healing
- Continue to develop a team of staff and foster parents that respects and reflects our youth's and families' identities
- Provide excellent trauma-informed and equitable supports and services that prioritize families
- Invest in leadership development, staff proficiency in practice models, technology, our administrative team, and fundraising capacity
- Continue our work to combat anti-Black racism and toward becoming an anti-racist, multicultural organization
- Expand support of businesses run by women, people of color and people who live in the communities we support
- Enhance innovation capacity (e.g. through an innovation lab) to develop, scale, and sustain change