

STRATEGIC PLAN

At CEDAM, we pledge ourselves to sustain an environment that values diverse backgrounds and experiences. Our commitment to diversity, equity and inclusion is long-term, guides our work, is sustainable and is necessary to achieve lasting and systemic change for the communities we serve. Our 2021-22 Strategic Plan is driven by this commitment.

PUBLIC POLICY

Vision: CEDAM influences state and federal policies to support community economic development activities that address systemic racism and historically under-resourced communities across the state.

Strategies to achieve this vision:

1. CEDAM builds meaningful relationships with administrative and elected officials in order to achieve its [policy priorities](#).
2. CEDAM advances innovative policies in Michigan through coalitions and partnerships with local, state, and national networks.

MEMBERSHIP

Vision: CEDAM's membership represents the demographic and geographic diversity of the State of Michigan, especially emergent and historically underrepresented communities.

Strategies to achieve this vision:

1. CEDAM collects data and engages its membership regularly to define and improve inclusive representation.
2. CEDAM has members in each state legislative district.

COMMUNICATION

Vision: CEDAM is the trusted voice for equitable community development in Michigan, connecting members, policymakers, and funders to strengthen communities.

Strategies to achieve this vision:

1. CEDAM tells impactful member stories to engage our target audiences.
2. CEDAM's external communication approaches community economic development issues through the lens of equity and prioritizes representation from diverse and under-resourced communities.

CAPACITY BUILDING

Vision: CEDAM and its members have the organizational capacity to serve their communities, improve socio-economic outcomes, and advance racial and gender equity initiatives.

Strategies to achieve this vision:

1. CEDAM invests in the next generation of community economic development leaders through internships, fellowships, and national service programs.
2. CEDAM provides training that increases its members' capacity, advances equitable practices, and equips members with the knowledge of how discrimination shaped our field.

ORGANIZATIONAL CULTURE

Vision: CEDAM's internal and external structures reflect our commitment to diversity, equity, and inclusion (DEI).

Strategies to achieve this vision:

1. CEDAM demonstrates accountability, commitment, and broad involvement in the workplace.
2. CEDAM promotes continuous learning and discussion opportunities around DEI topics.
3. CEDAM develops comprehensive recruitment strategies that will build a diverse pool of candidates for staff and program positions, internships, and Board of Directors.