**Living Cities Staff** deepens individual racial equity & inclusion (REI) competencies...

- Awareness of self and others
- Foundational knowledge and core concepts
- Empathy and compassion
- REI Practice and analysis

In their role, staff applies REI competencies to dismantle white institutional culture in our organization and partnerships...

- Develop transformational relationships within our network
- Build trust with local partners across sectors
- Support communities of color through Living Cities procurement dollars

Living Cities transforms into an anti-racist, multicultural institution...

- Uses its power and privilege to shift Public, Private, Non-Profit and Philanthropic gatekeepers' beliefs around people of color
- Supports communities’ power to hold gatekeepers accountable to changing their relevant systems to be more just, equitable, and racially inclusive

All people in US cities are economically secure, building wealth, and living abundant, dignified & connected lives.
Public, Private, and Philanthropic gatekeepers publicly commit to changing systems to be more just, equitable, and racially inclusive.

Racial gaps are closed across all systems.

PPP commits to REI and Narrative Change work.

PPP uses their power and influence to implement practices, processes, policies that advance the safety and power of people of color.

Communities of color hold Living Cities accountable.

Living Cities’ external work

...Living Cities in our role, influences individual Public, Private & Philanthropic (PPP) gatekeepers

...Living Cities continues its journey to become an anti-racist, multicultural institution to close racial gaps in income and wealth.

...Public, private, and philanthropic gatekeepers’ in their role beliefs & behavior shift

All people in US cities are economically secure, building wealth, and living abundant, dignified & connected lives.

Living Cities continue to embed REI lens into gatekeepers’ day to day work.

Supports communities to hold PPP gatekeepers accountable to changing their relevant systems to be more just, equitable, and racially inclusive.
All people in US cities are economically secure, building wealth, and living abundant, dignified & connected lives.

Communities of color hold LC accountable

...Racial income and wealth gaps are closed across systems

...Public, private, and philanthropic gatekeepers’ beliefs & behavior shift

...Living Cities continues its journey to become an anti-racist, multicultural institution

Living Cities Staff deepens individual racial equity & inclusion (REI) competencies...

Living Cities Staff applies REI competencies to dismantle white institutional culture in our organization and partnerships...

Living Cities in our role, influences Public, Private & Philanthropic (PPP) gatekeepers

All people in US cities are economically secure, building wealth, and living abundant, dignified & connected lives.

...Communities of color hold LC accountable
All People in US cities are economically secure, building wealth, and living abundant dignified and connected lives

<table>
<thead>
<tr>
<th>System</th>
<th>Role</th>
<th>Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>LC</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Gatekeeper**: Anyone in an institutional / organizational role or position who can grant or deny access to institutional resources or equity. Gatekeepers are, by structural design, accountable to the institutions they work for, and not the people they serve.