**Mission**

The Black Collective is dedicated to restoring trust within our organization and promoting a culture of racial equity aligned with our core values. Our mission is to internally drive change, ultimately contributing to external progress in the focus areas of reparations, education, and addressing police violence in the U.S. We are committed to amplifying Black voices and leadership, holding transnational corporations accountable, and dismantling corporate racial schemes.

**Goals**

- Expose and challenge the links between corporate abuse and systemic racism.
- Challenge the links between corporate abuse, systemic racism, and economic inequality, through, and in partnership with Black-led organizations.

**Context**

Black communities are disproportionately affected by corporate abuse, and they possess the expertise and solutions needed for change. We recognize that our work is integral to corporate accountability’s mission and need to reaffirm strong, reciprocal relationships and a commitment to unlearning individualism and capitalist values.

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**Short-Term Objectives**

- **Identify opportunities to expose and challenge corporate abuse within Black communities and advocate for reparations.**
- **Public education: promote Black history & social justice movements through communication with our membership via emails and blogs.**
- **Creating visuals that tell stories of the Black experience in the U.S.**
- **Highlighting corporate interference**
- **Calling out racist corporate schemes**
- **Fostering strong partnerships**
  - with our allies in the movements, including the Color of Change, Students Deserve and NEA Black Caucus, and building relationships with more Black-led organizations.
- **Regranting funds**
  - to Black-led organizations, particularly those addressing corporate abuse within our focus areas—reparations, education, and police violence.

**Tactics**

- **Collaborate with Black-led organizations to expose and challenge the connections between corporate abuse and systemic racism.**
- **Allocate resources to uplift the voices of Black-led orgs impacted by corporate power, white supremacy, violence, educational retrofit, and environmental racism.**
- **Advocate for accountability and liability in campaigns related to food, tobacco, & water, emphasizing reparations for the Black community.**
- **Expose how corporations financially benefit from practices that oppress BIPOC communities, particularly Black communities.**
- **Foster partnerships with Black-led youth orgs.**

**Strategy**

Fueled by empowerment, engagement, and structured support, we propel this work forward through collaboration with members, allies, and Black-led organizations, prioritizing learning and unlearning within the framework of our three key priorities.

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**1-3 Year Plan**

- **Year 2023**
  - Launch & communicate strategic framework. Complete ongoing projects within the focus areas. Begin public education initiatives. Establish grant programs for Black-led orgs.
- **Year 2024**
  - Deepen relationships with allies. Expand public education efforts. Evaluate the impact of grant programs.
- **Year 2025**
  - Scale up successful initiatives, continue building momentum, and expanding the reach of the Black Collective. Measure progress and adjust strategies as needed.