



## Vision

We envision communities where all two-spirit, women and gender diverse people thrive and are not criminalized.

## Mission

To challenge systemic oppression and stigma that forces the criminalization of two-spirit, women, and gender diverse people. We are committed to addressing service gaps, barriers and to provide advocacy, programming, and support.

## Strategic Plan 2023-2026





## Values

We are an abolitionist organization that values and is guided by respect, integrity, equity, collaboration, accountability, and transparency. We are committed to advocating for inclusivity, social justice and fighting against systemic oppression and discrimination. We value the lived experiences of all two-spirit, women, and gender diverse individuals; acknowledging they are experts in their own lives. We value and are committed to decolonization and reconciliation practices acknowledging the over-incarceration of two-spirit and Indigenous women due to ongoing colonization.

### Strategic Direction #1

## Sustainability

- A. Board and Staff Retention
- B. Program Retention
- C. Organizational Stability

### Strategic Direction #2

## Governance

- A. Update Bylaws
- B. Update Policy Manuals

### Strategic Direction #3

## Advocacy

- A. Increase Community Engagement
- B. Advocacy for Change to the Carceral System



[www.elizabethfrynwo.org](http://www.elizabethfrynwo.org)



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