

OUR MISSION AND VISION

OUR MISSION The Hyams Foundation is a private, independent foundation with a mission of increasing economic, racial and social justice and power within low-income communities in Boston and Chelsea, Massachusetts.



OUR VISION Our vision for the future is a society in which systems and structures are transformed to create the conditions for increased collective well-being and produce equitable power, access, opportunities and outcomes, regardless of race.

WHAT WE'VE ACCOMPLISHED...

With our support, Hyams' grantees have played a pivotal role in advancing racial and economic equality in several key areas, including:

- ✓ Efforts to address unfair school discipline policies
- ✓ Passage of Massachusetts' Domestic Workers Bill of Rights
- ✓ Strategies to address the foreclosure crisis and keep families in their homes
- ✓ A legislative redistricting campaign producing new majority-minority voting districts
- ✓ Substantial reforms to the Criminal Offender Record Information (CORI) law
- ✓ A new state law making it easier to preserve affordable housing in Massachusetts

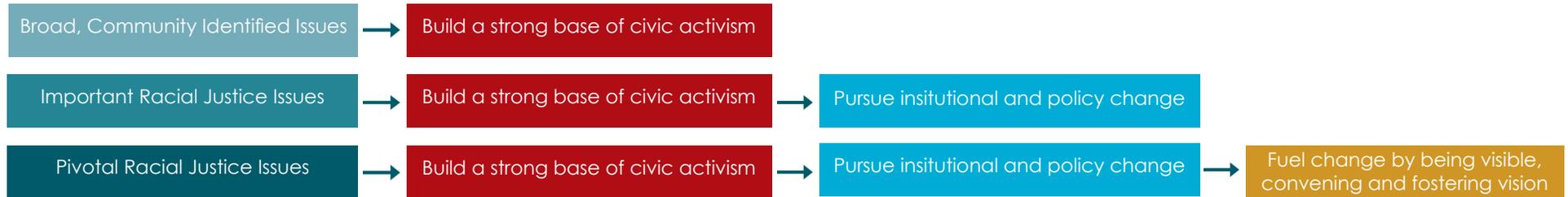
See page 2 for more information on our funding priorities and strategic framework!

OUR VALUES & BELIEFS

- ✓ **Communities at the forefront of change** Low-income communities' role in determining their own futures is central and paramount, and shifting the balance of power to these communities is critical. "Community" is defined in multiple ways and can be based on geography, racial/ethnic identity, age or other characteristics.
- ✓ **Interventions grounded in reality** Change in larger institutions and public policy should be informed and guided by practice and experience at the community level.
- ✓ **Stewardship of resources** In alignment with our values, the Foundation is willing to take risks to achieve our goals while exercising good judgment and openness in the management and use of our resources.
- ✓ **Investment in community-based organizations** Community-based organizations that are grassroots and led by people of color play a crucial role in bringing about positive change.
- ✓ **Collaborative approach** The Foundation respects, engages with and draws ideas and knowledge from our grantees and strives to be strong partners in achieving their goals.
- ✓ **Diversity in all aspects of our work** The Foundation fosters racial and ethnic diversity and inclusion throughout the organization and in our work in the community and with our grantees.

OUR STRATEGIC FRAMEWORK

The Foundation's one overarching goal is to dismantle persistent, racialized economic disparities in Boston and Chelsea, Massachusetts. While we recognize that this may be an ambitious objective for any foundation to pursue, we believe that being aspirational is critical to addressing the racial equity challenges of our time.



EXAMPLE OF OUR WORK IN ACTION...



IMPORTANT RACIAL JUSTICE ISSUE AREAS

Disrupt the “School-to-Prison Pipeline” in Boston & Chelsea



Public education has long been considered the great equalizer and key to ensuring economic mobility and success. There is a growing body of evidence that this public

institution is producing very different results for youth of color. The school-to-prison pipeline refers to policies and practices that push our nation's schoolchildren, especially youth of color, out of classrooms and into the juvenile justice system. The Hyams Foundation is committed to dismantling this pipeline and providing equitable education access for all children.

Expand Fair Wages/Benefits, Improve Working Conditions for Low-Income Workers



Access to jobs and higher wages and benefits continues to lag greatly for workers and youth from immigrant and communities of color. The Foundation supports organizing and advocacy efforts to address growing economic disparities

and injustices, especially along racial lines. Of special interest are policy targets that promote economic well-being and reduce disparities. The Foundation also encourages policies that address asset development and wealth creation.

Reform & Adopt Policies to Advance Equitable Housing Access

The Hyams Foundation is concerned with the displacement effects of gentrification within low-income communities of color and works with its partners to promote inclusive communities that mitigate these serious problems. We firmly believe that institutional policies can increase renter and homeowner protections to maintain and expand access to affordable housing. They also can provide important incentives and requirements to expand its supply.



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