



OCCCO
together in faith, forward for justice

OCCCO Theory of Social Change

I. Overview

Overview:

In order to achieve the transformational systemic change in Orange County, organizational leaders and staff felt it was important to address these broader questions and get greater clarity and cohesion within the organization. As a result, we embarked on a 6-month long process to define the organization's theory of change and to clarify our organizational model. This theory of social change synthesizes the organization's belief system and strategic thinking about how and why OCCCO will achieve social change in Orange County.

Vision:

OCCCO's vision is that Orange County is a community where all people live with dignity and thrive.

OCCCO's Root Challenge:

- Inequality and racism in systems; such as our education, criminal justice, immigration and electoral systems, cause deep polarizations in our community and make it difficult for low-income people and families in Orange County to meet their basic needs and thrive. (list specific policies that we're working on in our issues/campaigning)
- Communities of color and low-income communities do not have equitable representation in the social, economic and political institutions that impact our lives.
- Many faith communities do not act on their values and traditions to work for social change. Despite their ability to move masses of people to act on a higher moral purpose, some faith leaders are often afraid to address social and racial justice issues even when it affects their congregations.

Our Purpose:

- OCCCO' s purpose is to heal and transform the communities of Orange County most impacted by systemic racism and inequality by moving faith communities and leaders into action that upholds the well being and human dignity of all people.

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Our Role:

- OCCCO' s unique role is to:
- * Call faith communities into action by challenging, training and supporting faith communities to act for social change.
- * Bring a moral voice and the voice of oppressed communities together as one prophetic voice to the decision-making processes that affects our lives. * Ignite a flame of hope, healing and transformation in all communities who may live in fear and darkness because of racism and oppression.

Internal Values

FAITH FOR JUSTICE: OCCCO calls on congregations and faith communities to practice their faith prophetically in the community through engaging in the movement for dignity and justice integrated with personal spiritual development.

PERSONAL AND COMMUNITY TRANSFORMATION: OCCCO believes that long-term change happens when community members exercise their power, are supported in their cause, and are developed in their capacities to take on social change, leading the movement for justice in their communities.

DIVERSITY TOWARDS EQUITY: OCCCO believes in working with diverse faith traditions especially those that are rooted in communities of color and oppressed communities. OCCCO puts a high value on enlisting and engaging members and leaders of a diversity of faiths to model the movement towards true racial and economic equity and community.

COMMUNITY POWER AND TANGIBLE CHANGE: Alongside investing in community members and their development, it is important to address the most urgent/basic needs of oppressed communities by taking on policy change and campaigns which would help communities survive and thrive.

SUSTAINABILITY AND UPLIFTING WELL-BEING: OCCCO chooses to see and encourage every person (staff, board, clergy and leaders) that enters the work to

be their whole selves including setting boundaries, asking for help, taking a break and allowing spaces for people to engage in multiple ways. This also means that OCCCO encourages an organizational practice of planning, reflection and adjustment to the planning where people's lives, health and emotional well-being are a part of the process.

Our Strategy

OCCCO's core strategies are:

1. Develop and move a diverse, critical mass of faith communities in Orange County into action for social change.

A. Build a diverse interfaith coalition of faith communities who work together across faith, region and race/ethnicity for a more equitable Orange County.

B. Support, train and challenge faith leaders to engage their congregations in opportunities to advance social justice and build a prophetic narrative.

C. Activate and elevate prophetic faith voices committed to social justice that can call on public officials, decision makers and other faith leaders to a higher moral agenda of equity and human dignity for all.

2. Develop committed and resilient leadership within communities of color and low income communities in Orange County to influence and shape decisions and systems affecting their lives.

Leaders who are:

- Interested in forming teams, develop others and take part on a community-oriented issues
- Willing to contend with power and hold elected officials accountable to a prophetic narrative of the world as it should be.
- Constantly looking for opportunities for internal growth and learning, building upon their faith to better understand the world around them.
- Willing to step into civic engagement work and bring faith voices to the ballot box.

3. Transform unjust systems and structures that perpetuate inequality by advocating for public policies and systems changes that uphold the dignity and wellbeing of all.

- Build civic power and participation of communities of color and low income communities to ensure they have equitable representation and voice in public decision making.
- Reforming education, immigration, housing and criminal justice system that break up families and prevent communities from thriving.