



Michigan SavesSM

Purpose of the Michigan Saves Change Team

Our preferred future is not possible without addressing the systems that perpetuate racism and prevent underrepresented populations from accessing benefits like the ones offered by Michigan Saves. Therefore, we commit to developing strategies and tactics to support Michigan Saves' journey to become an antiracist organization which, to us, means the following:

- We examine and actively address all internal practices and cultural norms that do not produce equitable outcomes.
 - Establish ways of being for meetings
- We examine the way Michigan Saves does business externally and actively address issues that do not produce equitable outcomes.
- We are intentional about listening, inviting, and supporting underrepresented populations so they can fully participate in our mission.
- We understand this work has no end and our contributions and ambitions are limited by our understanding of today's inequities.

What Are Our Ways of Being?

- We start with welcoming one another into our meetings because we want people to feel seen and valued.
- We honor the unique identities, ideas, and experiences that we bring to this work that involves shared goals.
- We lean into building trust, camaraderie, and a nurturing environment because relationships matter to us.
- We acknowledge how we're feeling and show grace for each other by being generous with one another.
- We speak directly, use accessible language, and invite clarity when needed.
- We share and cede power, ensuring that everyone gets to exercise their leadership.
- We resist the tendency for sameness and embrace weird and wacky.
- We embrace conflict as a positive catalyst for change, reminding ourselves of our common purpose.

Our Vision

It's December 31, 2023. We've just submitted our annual report to the National Climate and Sustainability Accelerator, which has enabled and supported millions of dollars of investment to support our equity and access work.

It's clear that we've achieved our racial equity plan in so many ways.

As we reflect on all that's happened over the last two years, there is a general feeling of excitement and interest among all members in the room.

Our board, staff, and leadership are so racially diverse that differences manifest from individual experiences and perspectives rather than racial stereotypes and unintentional biases. People who have been historically marginalized and impacted by myriad of forms of oppression feel secure in articulating their perspectives and experiences without fear of being ignored, misrepresented, or misunderstood. This **culture** carries through every fiber of our work.

By centering the communities we serve in our program design, the people who are benefiting from the programs are participating in the design of programs that counteract structural barriers.

The way we partner with lenders, contractors, vendors, and others has shifted. We collaborate with partners that share our vision and actively work with them and our communities to eliminate structural barriers in underwriting, education, and awareness for those who have been historically excluded. Our partners challenge us to embrace deeper perspectives and inspire us to continuously evolve. Our workforce development initiatives build wealth for disadvantaged communities. We also encourage others to act in ways that amplify our own and our partners' leadership in this space.

As we wrap up the annual report, we celebrate the metrics that confirm that we have made a significant impact. We uplift stories about how our collective work has forever transformed individuals and their communities. Our work celebrates long-term benefits that energy improvements enable, such as wealth building, neighborhood stability and desirability, and sustained health and wellness. We celebrate these stories, we are inspired by them, and we use this inspiration as our basis for establishing new goals for the coming years.