WHY DOES STATE VOICES NEED A NEW DIRECTION?
Our work at State Voices must live and breathe our new vision and purpose—to build a true multiracial democracy, grounded in building power for Black people, Indigenous people, and all people of color so that we can all thrive and live in our full dignity. This means moving beyond a narrow scope of civic engagement to one that moves us toward transformation and justice.

Alexis Anderson-Reed
Chief Executive Officer, State Voices

U.S. democracy is in need of transformation. When we leverage collective action, we can create a healthy democracy and a world where everyone can thrive and live in our full dignity. In order to fully contribute to the movement for a healthy democracy in this political climate, State Voices knew we needed to reimagine the power of our network.

For nearly 12 years, State Voices Network has worked to be a powerful network of organizations pushing to make a real impact on our democracy. We have done so with 23 State Tables who are dedicated to making a change in their communities.

Under the direction of Alexis Anderson-Reed our Network formed the State Voices North Star Committee. This guiding coalition is composed of State Table leadership, State Voices Board, and State Voices staff. Together over the course of nine rigorous months we focused on strategic planning, landscape assessment, and an analysis process. The goal was to ensure that grassroots organizing is centered as the heart of our powerbuilding model, to solidify a multi-racial coalition, and to build a stronger network in order to extend access to those who need it most.
OUR VISION: 
THE NEW DIRECTION 
OF STATE VOICES
After hundreds of responses, interviews, surveys, and two conferences, the Strategic Direction process addressed the problems the State Voices Network needed to resolve to build lasting power for the hundreds of partners in the network.

We explored three foundational pillars needed to ensure our success, and we also developed key statements about our theories of change, our power, our vision, our structure, and our people.

The success of State Voices impacting our democracy hinges on three foundational pillars:

ACCESS
The State Voices Network is at the center of ensuring multi-racial, multi-ethnic and multi-cultural communities are able to participate in our democracy without barriers, and expand voting rights through access to the ballot, automatic voter registration and election and voter protection protection.

ENGAGEMENT
The State Voices Network will implement an integrated voter engagement model of voter registration, education, GOTV, issue advocacy and issue organizing campaigns in order to fully engage communities 365 days a year.

REPRESENTATION
The State Voices Network believes that representation from the state house to the White House matters, and our presence and our power are intertwined. Since communities are more powerful when they participate, the network will work to support campaigns such as census, redistricting and getting big money out of politics to level the playing field and secure equity.

After nearly six months of gatherings, conference calls, 1:1’s and negotiations, The North Star Committee recommends the following statements to be at the center of the change model for State Voices and advance the strategic direction.
The State Voices Affiliated Network believes that building a reflective, responsive and accountable democracy requires investing in and strategically aligning state, regional and local work. We are committed to intersectional power-building strategies that ensure:

- Grassroots organizing is thriving;
- Leaders receive training and opportunities to lead;
- Civic participation includes individual and collective strategies to make change; and
- Cross-movement coalition-building to fight back against institutions contesting for power.

We believe campaigns must include strategies that center racial and gender justice. We will expand the capacity, skills, and the impact of campaigns in a transformative way. We safeguard infrastructure on the ground by supporting campaign planning, strategic alignment around state-wide power-building plans, and bringing an intersectional, data-informed approach to our full network.
WE ARE UNITED UNDER OUR SHARED VISION FOR A MORE JUST AND EQUITABLE COUNTRY WHERE EVERYONE CAN THRIVE AND LIVE IN THEIR FULL DIGNITY.

OUR POWER

Our affiliated network is committed to building people power that transforms our democracy to create a free and just society for all. Our power is rooted in our commitment to centering the experiences of Black, Indigenous, People of Color (BIPOC), women, and young people as the winning path to well resourced and thriving communities. Together we will organize on the ground to build capacity, leverage data infrastructure, and incubate innovative people powered campaigns that support communities, win at the ballot box, and transform our state houses. We will leverage the unity of our structure to actualize our vision for a more just and equitable country where everyone can thrive and live in their full dignity.

OUR VISION

State Voices is the national affiliation of State Tables building political power with multi-racial, multi-ethnic, and multi-cultural communities. We envision a reflective, responsive, and accountable democracy. We center and value advocates, activists, and organizers to transform the lives of our communities — especially those who experience oppression.

We fight for a world where Black, Indigenous, People of Color (BIPOC), women, and young people are free and able to live in their full dignity. In this world Our People have affordable housing, economic stability, and the resources they need to live. We dream of a world that is centered in joy and leads with love; where we are all represented and connected.

We envision a nation of powerful state-based coalitions that transform the political landscape by anchoring racial and gender justice as a strategy to build power, and win. We believe we can create this free and liberated world together.
The State Voices Board of Directors serves as the governing body of the organization. They are responsible for setting forth a vision for the organization and hold fiduciary and governance responsibilities as mandated by law. The Board is composed of State Voices State Directors, supporters and partners.

The State Voices Affiliated Network is composed of permanent, non-partisan coalitions called “Tables” working year-round to create a reflective, responsive and accountable democracy. We invest in intersectional power-building strategies to align state, regional, and local campaigns and leverage data infrastructure. Our network consists of over 900 partner organizations of which 600 sit at State Tables, and over 300 work with our Tools for All program. We focus on partnering with organizations who center multi-racial, multi-ethnic and multi-cultural communities to coordinate organizing strategy and resources to transform our democracy and the lives of the people we serve.

The National Coordinating Committee is the proposed representative leadership advisory committee within State Voices to ensure that the State Tables have a structured body to strategize, advise and collaborate with the State Voices staff on the implementation of national priorities, programmatic and partnership work. To ensure alignment between the affiliates, staff and board, we recommend the following composition:

- Three state directors (with at least one state director who currently serves on the State Voices Board of Directors);
- Three data staff;
- Three state program staff; and
- The State Voices Chief Executive Director (to serve as the chair).

The State Voices National Staff is composed of experts in the field of civic engagement, policy, capacity building, organizing, data and technology, partnerships, operations and development to support the work of the State Voices Affiliated Network. The staff work with the states to provide technical assistance, training, tools, convenings, strategic advice, partnerships and resources to State Tables and partners.
A NEW STATE VOICES
A NEW STATE VOICES

Since the ratification of our Strategic Direction, our charge to build power is stronger than ever before. We are not the invisible glue anymore. We believe in the power of transformational leadership, and we are unapologetic in our mission to ensure full access, representation and engagement of our communities in the states to protect and uphold a healthy democracy. We are accountable to our people, our tables, our partners and our organizations to ensure that they have the resources, tools, skills and coordination needed to advance our mission.

Our network is stronger than ever – we have expanded to 23 State Tables and witnessed extraordinary leadership transitions in states like Virginia, Minnesota, North Carolina, Colorado, Montana and Kentucky. State Tables are running strong census, and civic engagement campaigns to ensure the democracy of our communities are protected. Our State Voices staff are innovating with partners to ensure our values and practices stay aligned through training, gatherings, national coalition building, digital and communications, cross sector policy alignment and the administration of data tools.

While we celebrate our organizational shifts, our priority remains the same – to unify our multiracial and multicultural partners around a common agenda to strengthen our democracy, fortify organizations, and to amplify the voices of underrepresented and marginalized communities. In doing so, we are able to accomplish more together than any one of us would ever be able to accomplish alone. As we continue along this journey towards a more equitable and healthy democracy, we hope to bring our table, donor and progressive movement partners along with us on the journey.

We must all be bold, take risks, and do the work that will get us one step closer to the liberated world we deserve.

Alexis Anderson-Reed
Chief Executive Office, State Voices
ABOUT STATE VOICES

The State Voices Network is a multiracial, multiethnic, and multicultural community of advocates, activists, and organizers committed to building people power to transform the lives of our communities – especially those who experience oppression.

We believe that a healthy democracy is one in which everyone is engaged, represented, listened to, and supported regardless of race, gender, immigration status, sexuality, ability, religion, or class.

State Tables, works with hundreds of grassroots organizations to break down barriers to civic participation and to bring underrepresented and marginalized populations and their issues to the center of public discourse. State Voices Tables connect these groups to one another and to organizations from different sectors, creating multicultural, multi-issue coalitions that can leverage their collective power to transform our democracy.

Many of our partners are grassroots organizations that represent marginalized communities. Our mission commits us to building the strength of leaders and organizations from these communities and giving them an equal voice within our coalitions. In this way, we seek to model the equity we wish to see in our democracy.