



STRATEGIC GOALS FOR 2021-2023

WHAT WE HEARD

“We need to feel our power, learn new perspectives, and grow in our skills and impact.”

- Focus Group Participant

WHAT WE HEARD

“T1International isn’t yet fully representative of the diabetes community, especially within the staff team.”

- Community Survey Response

WHAT WE HEARD

“I love the idea of developing advocates and focusing on how they can bring in new leaders, develop them and train them. People here want that...”

- Focus Group Participant

HOW WE ARE DIFFERENT

- We are the only diabetes advocacy organisation currently doing this level of **community collaboration and patient-led work**
- We are vanguards in this space, developing advocates as leaders with tools to fight for what is the **top priority for them** and their community
- We **do not accept pharma funding** or funding from any entity that would compromise our ability to speak out

INTENTIONAL CHANGE

Despite being a very young, small organisation going through a period of intense transition, we have been thoughtful and intentional about that change and the direction we want to go, both for our staff team and our community.

We have and will continue to listen to the community as we grow and change.

WHAT WE DID

Provided **6 opportunities** for feedback (anonymous written surveys, focus groups, and meetings without staff present)

- **80+ people** had their feedback incorporated
- **30+ hours** of community engagement by the T1I team
- **4+ hours** of intentional deep listening with **10 people** of colour from our community

COMMUNITY IMPACT GOAL

Related Feedback: *Formalize the advocacy and patient/community leadership model that has contributed to T1I's success*

By December 2023, T1International will increase and broaden our impact by defining, testing, and revising the T1I advocacy model.

PEOPLE & LEARNING GOAL

Related Feedback: *Support leaders who are historically excluded by listening and amplifying their voices; Diversify T1I team and expand reach of tools to increase accessibility of T1I content and resources*

By December 2023, the T1I Team and Board will better reflect the full breadth of the global diabetes community, including representation of communities of color and/or marginalised groups.

FINANCE & RESOURCE GOAL

Related Feedback: *Remain transparent and free of pharma funds*

By December 2021, we will have full budget transparency for the T1I Community and the public.

By June 2022, we will have grown T1I's fundraising portfolios in line with T1I's Ethical Donations and Fundraising Policy so that we maintain organizational independence and support long-term sustainability.

INFRASTRUCTURE & PROCESS GOALS

Related Feedback: *Provide opportunities for additional cross-regional and global relationship building and learning for advocates*

By December 2022 we will ensure that all Key Volunteers have been trained in the advocacy model, with a focus on advocates of color and/or representing marginalized groups.

By June 2023 we will re-engage the community in a comprehensive feedback process to ensure that we continue to be a ground-up, grassroots organization, and we will have done at least a one-year cycle of ongoing and proactive feedback processes from the T1I Community.

CULTURE GOALS

Related Feedback: *Listen to local leaders and organizations, form relationships, and broaden perspective of the issues facing the diabetes community*

By January 2023 we will have taken significant steps towards cultivating an inclusive, patient-led global diabetes T1I Community that reflects the diversity of lived experience across the globe in alignment with T1I values and equity statement.

By December 2023, T1I will be viewed by the T1I Team as a model organisation where health is centered and those impacted by diabetes can talk openly and feel that caring for their health is centered.

“I see that they are including the global community and they want to share with each other. Advocates can learn from each other and use each other's ideas.”

- Focus Group Participant

“T1I feels open minded, collaborative and adaptive to change. T1I treats people as whole beings, and throughout their time at the organization, they have felt continuously valued, heard and supported.”

- Staff Team Listening Sessions

“T1International is the only organization I see that represents me. It is my advocacy home.”

- Interviewee

WHAT WILL YOU COMMIT TO?

- Continue to give us feedback and help us learn from our mistakes and missteps, point out our blind spots so we can do better!
- Continue supporting us however you can: volunteer, amplify our messages, donate to help keep us pharma-free!