

CENTER FOR BEHAVIORAL DESIGN AND SOCIAL JUSTICE

Who We Are

The Center for Behavioral Design and Social Justice is building a Network of Intersectional Professionals—people with lived experience with the systems in which they work. The Network is a values-driven community of people with personal and professional experience in the social sector, organized to promote our well-being and radically improve the systems we've relied on. Our dual expertise tells us what needs to change in these systems and how to change it.

LIVED
EXPERIENCE

INTERSECTIONAL
PROFESSIONALS

PROFESSIONAL
EXPERIENCE

We bring *firsthand, visceral experience* to the work we do every day.

Values

We believe all people should be free from coercion and free to make autonomous choices because they have resources and power. We believe in dreaming big rather than binding ourselves to incremental pragmatism, and we think that's the only way we'll get systems that actually help people thrive. We believe our collective well-being relies on us standing together, regardless of our differences.

LIBERATION
AUTONOMY

CREATIVITY
EXCELLENCE

SOLIDARITY

Need

Today's social sector isn't "broken"—it was built on flawed ideas about who is worthy of help and usually without asking affected communities what they need. To overcome this, we need better ideas and the people to fight for them—the Network is aiming to provide both.

Join the Network if you—

- Have both personal and professional experience on issues such as poverty, housing, food security, incarceration, mental and physical health, marginalization, discrimination, and inequality.
- Want to build community with others who also share this dual expertise.
- Want to re-imagine and advocate for new systems that actually work for the people they serve.



The [Annie E. Casey Foundation](#) invested in the Center for Behavioral Design and Social Justice as a Building Evidence to Advance Equity grantee to build evaluation capacity. The Center has a solid foundation for growth and evaluation based on its program logic model and other implementation tools. The Center also has support from the Doris Duke Foundation and Kresge Foundation.



“*Intersectional Professionals are so powerful individually*—they overcame immense challenges in their own lives to become the very change others like them need to thrive. Imagine that power amplified over hundreds, over thousands of Intersectional Professionals. That imagining is why I’m so excited to be a part of this Network.”

KHADIJAH WILLIAMS, NATIONAL DIRECTOR OF POLICY AND ADVOCACY, LIFT, INC.

What We Do

We are building a Network of Intersectional Professionals that is for us and by us. We aim to forge social and professional bonds with each other and create systems change. To achieve this, we focus on three goals:

Increasing Well-Being

Systems work is difficult on many levels and can be traumatic. We will tend to our well-being and cultivate joy, which equip us for the work ahead. Regular meetings (virtual and local) are at the core of our work because they help us build community, replenish our energy, and maintain our momentum.

Expanding Influence

Good ideas are moot without a platform to spread them and the power to implement them. We will grow our membership because there is power in numbers. As thought leaders, we will amplify our voices through writing and speaking opportunities, media campaigns, and more.

Shaping Actionable Visions

Changing systems requires new and actionable ideas. As our influence grows, we will work to shape implementable visions for change (e.g., policy blueprints) that are rooted in our values and dual expertise.

Since launching the Network, we have gathered Intersectional Professionals from across the U.S. Our members have diverse experiences, identities, ages, and professions. We meet virtually, with occasional in-person gatherings in selected cities. Wherever you are, we have a way for you to join us.

“The Network is valuable for me because it is a *one-stop shop for many things I’m seeking*. It offers encouragement from other professionals with lived experience who get it, allows for me to give back by offering mentorship, and provides a path for collaborating in ways that will create meaningful impact.”

**CHARLES LERNER, STATE DIRECTOR,
MASSACHUSETTS CASA ASSOCIATION**

