

SPECTRA

Strategic Framework

2026–2029

*Supporting culturally responsive approaches
through community learning and partnerships*

An Initiative of African Stages Association



Framework Overview



IMPACT GOAL

More inclusive and culturally responsive supports for Black and racialized neurodivergent children, youth, and families

STRATEGIC ROLE

- **Community Learning Initiative**
- **Partnership Builder**
- **Trusted Community Resource**

Strategic Priorities



Culturally Grounded Education & Knowledge Sharing

01

Strengthen awareness and understanding of neurodiversity within racialized communities



Increased awareness



Reduced stigma



Improved navigation confidence

Community Knowledge & Learning

02

Share community experiences and strengthen understanding within racialized communities



Increased visibility of community experiences



Greater community dialogue



Stronger shared learning

Strategic Partnerships & Systems Coordination

03

Strengthen collaboration and navigation pathways across organizations



Improved coordination · Stronger partnerships · Improved referral pathways



Organizational Capacity & Sustainable Growth

04

Strengthen governance, leadership capacity, and sustainability



Improved organizational stability · Diversified funding · Sustainable growth



System Outcomes



1 Reduced stigma and improved awareness of neurodiversity

2 Greater trust between communities and organizations

3 Improved access to culturally responsive information and supports

4 Stronger collaboration across sectors

Strategic Growth Pathway

2026–2029

Growth will be intentionally phased to align strategic ambition with organizational capacity, sector relationships, and community priorities.

