Theory of Change
Migration Exchange, February 2023*

**Activities**
- Convening, events and network building
- Explore intersectional practice, disability justice and racial justice
- Commission research on trends
- Share insights
- Provide critical challenge to funder practice
- Co-design responses to shared challenges**
- Provide support to groups led by and for impacted communities
- Provide support to implement responses

**Direct outcomes**
- Improved field and funder understanding of current issues facing sector and key actors
- More and better collaborations between different organisations and actors in the sector
- Richer data and analysis on sector resources, funding landscape, priorities and issues
- Increased and more effective collaborations towards system change
- Improved access to funding for systems change work (for orgs in different geographies etc)

**Indirect Outcome**
- A more equitable, power-aware and intersectional funding landscape providing sufficient resource for systems change.
- A more insightful, connected and action-focused refugee and migration sector, able to drive system change.

**Ultimate goal**
- Increased sources and amounts of funding
- Improved funder strategy, practices and accessibility (WHAT, HOW, WHO they fund)
- Improved connection between funders
- Improved organisational practice

**Accountability line**
- People experience a migration system that is more dignified, equitable and fair.

*This T.O.C is a ‘live’ document that we intend to re-visit regularly and update when needed.

**In 2023, we will focus on shared responses to NRPF, Leadership Development, and the Electoral Cycle.
Key Assumptions, Risks & Mitigation

Our strategic framework is based on a series of assumptions about:
- how change happens
- how people & organisations behave
- how power dynamics play out

A key risk is that our planned activities are not successful because our assumptions about people, power and behaviour are wrong. We will mitigate this risk by continuing to have open and reflective spaces to explore these issues.

This will include
- An independent advisory group
- A plan for learning & critical challenge
- Developing indicators from a baseline to allow us to track and measure our contributions

Key assumptions (which we will test) include that:

1. Funder strategy can be more driven by field data and insight than at present
2. Increased resources, combined with relationship strengthening & shifted grant practice will lead to more power for people doing systems change work
3. Funder relationships drive better aligned funding practice.
4. People have capacity and capability to translate insight into action
5. MEX can earn trust and legitimacy to enable wider networks to access resources for shared action