

Alight's theory of change

Our theory of change reflects Alight's evolution as a humanitarian organization focused on co-creating with people on their displacement journey to rebuild lives of dignity, self-sufficiency, and joy.

The results

Alight's customers recognize their agency in determining their own futures through:

Co-creative solutions:

People with lived experience will be elevated to be the designers, storytellers, guides, and decision-makers of their own lives, leading to solutions that bring about connection, purpose, and self-fulfillment.

Promotion of equity and dignity:

Displaced persons around the world will be seen, heard, and respected as equals, irrespective of their personal journeys.

Space for innovation:

With the support to take risks, learn, and scale good ideas, the innovations of displaced people will create new value and solve problems for themselves and others.

The path

Our strategy follows these five principles:

INSIGHTS

to deepen our understanding of the journeys of those who are displaced.

CO-CREATION

of programs and services closely with displaced communities.

PARTNERSHIPS

with diverse stakeholders to build a more informed and localized perspective.

HIGH-QUALITY IMPLEMENTATION

that meets the complexity and depth of human experiences.

FUNDING DIVERSIFICATION

to unlock flexibility that supports more innovative approaches.

The current state

People are being forcibly displaced at alarming rates, and the existing approaches of humanitarian organizations often fall short, addressing only basic necessities without acknowledging the broader needs or voices of those who are displaced.

Alight's essential human experiences:

We go beyond meeting displaced people's basic needs by addressing aspects of life integral to a fulfilling existence:

The care of **BODY, MIND and SPIRIT**

The experience of **BEING and FEELING SAFE**

The peace of **HOUSE and HOME**

The pursuit of **EDUCATION**

The dignity of **WORK and FINANCIAL SECURITY**

The experience of **LOVING HUMAN CONNECTION**

