

1. What cause or causes do you attribute your activism or organizing to? ■1. What cause or causes do you attribute your activism or organizing to? a. Response: Queer Liberation, gender justice, Ballroom.

Validate response by ensuring that the causes mentioned align with the theory of change rules. Ask for clarification on how these causes contribute to the desired social change.

2. Who are your inspirations, role models, or forebearers that inspire or inform your activism/organizing? : ■2. Who are your inspirations, role models, or forebearers that inspire or inform your activism/organizing? a. House of Blahnik, Stephaun Wallace, Ade Connere. They all center health and community wellness in their work. They care about excellence but do also work to center and empower marginalized people in the process. :

Validate response by ensuring it aligns with the Theory of Change principles. Consider asking for specific examples of how House of Blahnik, Stephaun Wallace, and Ade Connere have contributed to social change through their activism.

3. Starting with one program or plan of action, what is the mission of this work? ■3. Starting with one program or plan of action, what is the mission of this work? a. We provide free community celebrations and competitions through the culture of ballroom. We focus on creating a variety of categories opportunities for each gender expression queer art form to be centered and celebrated. Accessibility and health education are key tenets of our events. Overall our mission is to : "Creating Safer Community Spaces to Promote Empowerment And Healing. we aim to build a foundation for Future Generations Of Queer and Trans People Of Color"

Response validated based on Theory of Change principles. Clarify if the mission statement aligns with the desired social change outcomes outlined in the Theory of Change. Consider asking for specific examples of how the program promotes empowerment and builds a foundation for future generations.

4. What is the problem you want to address? ■4. What is the problem you want to address? a. The problem that we address is that many marginalized queer folks do not have space to be validated, affirmed, and celebrated to experience gender euphoria. We also address the problem of many Health Services not being able to reach these marginalized folks by inviting the services into our spaces.

Validate that the problem statement aligns with the Theory of Change rules by clarifying the causal connections between addressing marginalized queer folks' need for validation and inviting health services into the spaces to reach them. Ask for further details if needed.

5. What do you see as the underlying causes of the issue or problem? ■5. What do you see as the underlying causes of the issue or problem? a. The underlying issue is access to space by and for queer and trans people of color. Even among queer establishments, many center popular culture that is a reflection of colorism, ableism, and classism. Celebratory spaces are needed that do not center these tenets of popular culture but have a more inclusive community ethos. Ballroom culture and events by the House of Luna create this.

Validate response based on Theory of Change rules: The response effectively identifies the underlying causes of the issue and connects them to the desired social change outlined in the Theory of Change. A more detailed explanation could further strengthen the linkage between the causes and the desired outcomes.

6. At what depth of the underlying problem do you intend to work? : ■6. At what depth of the underlying problem do you intend to work? a. We live in the solution which is creating those spaces at our local level. We organize balls in Seattle that are handicap accessible when possible, free to the public and participants, with prize money for each category. We also work with Community Partners such as the vaccine trials Network to provide and sexual health education at the event. Other balls we often have many more categories than other people do such as our Lunatico Ball which had 26 categories. :

Based on the Theory of Change rules, it is important to clarify how the depth of the underlying problem is being addressed in the context of organizing balls for Queer Liberation and gender justice. Consider providing more details on how these activities contribute to the desired social change.

7. What immediate (<1 week) impact do you want to achieve through your program or plan of action? What does that immediate solution look like? ■ 7. What immediate (<1 week) impact do you want to achieve through your program or plan of action? What does that immediate solution look like? a. Immediately after a ball many people feel validated, they are more informed about and other pressing health issues in our community, and they create additional networks and communities for themselves through these events.

Please clarify what specific impact you are aiming to achieve within the first week of implementing your program or plan of action. This will help ensure a clear understanding of your immediate goals.

8. What medium-term (weeks a few months) impact do you want to achieve through your program or plan of action? What does that solution look like? ■ 8. What medium-term (weeks a few months) impact do you want to achieve through your program or plan of action? What does that solution look like? a. Medium term we see a drop in suicide rates stronger and more organized queer and trans communities in seattle.

Validate the response by ensuring it aligns with the Theory of Change rules, particularly in terms of defining clear outcomes and causal pathways. Ask for further clarification on how the program plans to achieve a drop in suicide rates and strengthen queer and trans communities in Seattle within a few months.

9. What long-term (a few months to years) impact do you want to achieve through your program or plan of action? What does that solution look like? ■ 9. What long-term (a few months to years) impact do you want to achieve through your program or plan of action? What does that solution look like? a. Long term we see many more positive Health outcomes in mental health, and sexual health. By creating an industry for these events and by giving up prize money we also create economic empowerment for our community.

The response aligns with the Theory of Change by emphasizing long-term impacts on health outcomes and economic empowerment. Clarification on specific activities and indicators for measuring success would enhance the response.

10. Who or what are you trying to impact? ■ 10. Who or what are you trying to impact? a. Queer and trans people of color

Validate if the response aligns with Theory of Change principles. Clarify the specific impact on Queer and trans people of color. Ask for further details on how this group will be affected.

11. How do you reach/influence/impact your focus groups/structures? ■ 11. How do you reach/influence/impact your focus groups/structures? a. We reach these communities through social media, Community organizers and influencers, and other queer establishments.

Validate response: The answer aligns with the Theory of Change as it outlines the pathways to reach and influence focus groups. Consider clarifying specific strategies or tactics employed for better understanding.

12. What tools do you use to impact these groups/structures? ■ 12. What tools do you use to impact these groups/structures? a. Events that are promoted through social media, posters, and word of mouth. Fiscal sponsorship and event sponsorships are also tools that make these events possible.

Validate response: The tools mentioned include event promotion, fiscal sponsorship, and event sponsorships to impact groups/structures. ■ Suggest clarification/question: Can you elaborate on any specific strategies or tactics within these tools that have been particularly effective in creating impact?

13. What resources do you need to employ these tools to influence the target groups? ■ 13. What resources do you need to employ these tools to influence the target groups? a. Time is the greatest resource and some small investment from the organizers (usually less than \$500)

The response provided aligns with the guidelines for developing a theory of change. However, it would be beneficial to further clarify the specific resources required, such as financial resources, personnel, and expertise.

14. Which resources do you already have? What skills, knowledge, or other resources do you need to develop? ■ 14. Which resources do you already have? What skills, knowledge, or other resources do you need to develop? a. We have resources of design skills, DJs, event production all in-house.

The answer provides an incorrect response. The question is about identifying current resources and those that need to be developed, not listing specific resources. Clarification is needed.

15. Who else is doing similar work that you know of? Are you already collaborating or partnering? Is the space competitive? ■ 15. Who else is doing similar work that you know of? Are you already collaborating or partnering? Is the space competitive? a. There are other houses such as House o Ada, House of Allure, House of Noir that do similar work. We do not compete but actually have an alliance together to build the movement together.

Response is valid based on theory of change principles. A follow-up question to further validate would be: "Are there any specific initiatives or projects within the collaborative alliance that address similar goals?"

16. How will you know when you have succeeded? What would you count as a win, short, medium, and long-term? (note if they have already "won" any of their desired outcomes.) ■ 16. How will you know when you have succeeded? What would you count as a win, short, medium, and long-term? (note if they have already "won" any of their desired outcomes.) a. win short-term is expression of joy and affirmation from our community. win medium-term is people becoming part of the scene and growth of the overall size of the organizing force for the ballroom scene. long term-win is noted when incidence, suicide, levels of homelessness and joblessness are reduced in our communities especially when people are housed and employed through our community. INPUT 17. What is a reason why somebody working along the same lines as you, in a similar environment may fail simply because they aren't ? What is your superpower, special sauce? a. am very effective listener and always ask for feedback. Seeking out. asking and listening to diverse voices from the community that we want to

Validate response:■- The response provides clear and specific examples of short, medium, and long-term wins for the organization's success.■- The response also highlights the importance of community engagement and feedback in achieving their goals.■■■Suggest clarification/question:■- Can you further elaborate on how you plan to measure the incidence levels, suicide rates, homelessness, and joblessness in the community to determine the success of your initiatives?■- How do you ensure that the community feedback and voices you listen to are representative and inclusive