



# THEORY OF CHANGE

## BIKES NOT BOMBS

### Mission:

To use the bicycle as a vehicle for social change to achieve economic mobility for Black and other marginalized people in Boston and the Global South.

### Target Population:

Black, Indigenous, People of Color (BIPOC), youth, women, and LGBTQ+ individuals in Boston and the Global South



- Year 1: Bike School**  
12 month paid junior apprenticeship  
Youth Instructors
- Year 2: Paid junior apprenticeship**  
Advanced Mechanics  
Bike Recycling  
Youth Organizing
- Year 3: Paid senior apprenticeship**  
12 hrs/wk  
Implement post-secondary plan

### Intermediate Outcomes

Youth build employment portfolio over 3 years:

- Master intermediate bike mechanic skills, work habits and leadership skills
- Master teaching skills
- Complete high school or HiSET
- Enroll in post-secondary pathway or sustainable employment

### Long-Term Outcomes

Youth sustain post-secondary placement or employment for at least one year

Economic mobility for Black and other marginalized people in Boston and the Global South



- Partners use bikes to benefit BNB's target population
- Partners operate existing sustainable bike shop or program
- Partners demonstrate ongoing capacity to sell bikes

### International Activities

- Nonprofit partners receive 1-2 containers containers per year of reclaimed quality bikes, parts, and tools
- Fill purchase order with at least medium-end bikes
- Shipping cost paid up front

### International Outputs

- # of bikes recycled and shipped
- # of bikes sold
- Revenue generated for partner