



# 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:** Graduate Bike School  
Paid apprenticeship as  
Bike School instructors  
Graduate Advanced Mechanics

**Year 2:** Paid apprenticeship as  
youth organizers  
Instruct Advanced Mechanics

**Year 3:** Paid apprenticeship as  
shop mechanics  
Implement post-secondary plan  
Co-lead Advanced Mechanics

### 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 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