

Culture Shifts that lead to Equity



LOVE & FULL HUMANITY

SEEING AND HOLDING ONE ANOTHER AND PEOPLE EXPERIENCING CRISIS WITH CARE, GENEROSITY, RESPECT, AND TRUST



EQUITABLE DECISION MAKING

ENSURING THAT ALL PARTIES HAVE A SAY IN DECISION MAKING, THAT PEOPLE WITH LIVED EXPERIENCE ARE SET UP WITH THE RESOURCES TO MAKE INFORMED DECISIONS, THAT DECISION MAKING PROCESSES ARE FAIR AND ACCESSIBLE



SELF GOVERNANCE

THE POWER TO MAKE DECISIONS, CREATE STRUCTURES, AND MANAGE THE WORK ACCORDING TO WHAT PEOPLE WITH LIVED EXPERIENCE IDENTIFY AS THEIR NEEDS AND VALUES



PRINCIPLED STRUGGLE

WILLINGNESS TO INVITE IN DISCOMFORT AND WORK THROUGH CONFLICT FOR THE COLLECTIVE GOOD



INVESTING IN COMMUNITY CARE

CHECKING IN WITH EACH OTHER AS PEOPLE: ACKNOWLEDGING HURT AND HARM WHEN IT OCCURS; INCORPORATING CULTURAL PRACTICES THAT RESONATE FOR THE PEOPLE



MUTUAL / SHARED ACCOUNTABILITY

HOLDING ONESELF AND ONE ANOTHER IN REDRESSING HARMS

