

Values

Love & compassion

- When it comes to organising together; from setting up a meeting to flagging problematic behaviour, we do it from a place of understanding and empathy. When we come together we accept each other in all of our complexities and organise in a way, which acknowledges the pressures we face in our day to day lives.

Accountability, honesty, trust & transparency

- We will be honest with what we can take on and contribute. Through the various check in opportunities we will be honest about our capacity, what we can offer, but also what we may need to hand over. When an organiser offers an honest opinion or concern it will be received with love and without judgement from others. Challenges to any raised concerns are encouraged, but do so with respect.

Queer affirming & challenging “gendered” behaviour

- We recognise that problematic behaviour that can arise from an organiser is for the most part learnt through culture, history and socialisation. We recognise that such behaviour can negatively impact the liberating, empowering and productive organising space we wish to create. Acknowledging this, we will work to challenge damaging behavioural trends that may arise e.g. men speaking more than anyone else in meetings or women being the first to volunteer to do admin.

Solidarity, community, unity & inclusivity

- Extending the values of compassion and empathy, we recognise that the struggles we face in our respective contexts whether that be in our day to day lives or the political landscapes we reside in; we will constantly seek to understand and celebrate our differences, but also work to visualise and bring clarity to how we are the same and how our struggles are intertwined. We will constantly seek to be inclusive of all black folk and to be critical of the ways we organise, which may be exclusive e.g. the language we are using or the way we conduct our meetings.

Joyfulness

- What we are trying to achieve isn't easy. While recognising the difficulties, we will always seek to bring joy into our organising spaces. We will hold each other when we are feeling low and uplift each other when we are wavering.

Vision

- All the work we do we will keep our sights on our goal. The work we do will centre and move us towards the vision we set out. We will regularly check in to revisit our vision and ensure the objectives we are working towards are moving us in the right direction.