

LEAF GLOBAL ARTS



# EQUITY

Equity Guiding Principles

# LEAF VALUES EQUITY

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## THESE ARE OUR GUIDING PRINCIPLES

**Eliminating inequities begins with us.**

**Treating everyone with dignity, respect, and non-judgment.**

**All LEAF ambassadors (staff, board, teaching artists, team leaders, partners) are represented in the communities we serve across the organization.**

**LEAF examines systems within the organization to ensure equitable learning and participation. Relevant professional development**

**Policies, procedures, and funding are aligned with LEAF's core values & mission.**



# LEAF GLOBAL

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## CORE VALUES AND MISSION

LEAF Global Arts is a non-profit organization, building community, connecting cultures and enriching lives through the arts – locally and globally – with festivals, community events, and Cultural arts education programs

### LEAF Values:

Being Mission-Driven • Integrity • Openness, • “You Got This” Positive Attitude • Collaboration • Equity



# LEAF VALUES EQUITY

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**Moving beyond being inviting and inclusive to creating an equitable organization that message for anyone to bring their culture and values and engage in truly mutual relationships. Giving space and opportunities for various communities to express their VOICES in their ways. At LEAF we seek to include people from a vast array of neighborhoods including those not very “seen”, and ensuring that these communities are able to use their gifts and values in meaningful ways. Striving towards being equitable is a journey, and one that we will continue to be aware of and openly learn and seek understanding. In this path we seek the outcome of when an organization is truly equitable then together there can with transforming of the organization, the work and the communities with openness. Different groups share power, shape the culture and leadership and results. In addition, we believe having Equity Guiding Principles is essential to LEAF’s Equity journey.**

# JOURNEY TOWARDS EQUITY

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Equity is one of our primary values. In 2014, LEAF became dedicated to being an organization that is ALWAYS LEARNING, and always striving towards being an equitable organization. The below framework and chart is helpful to understanding the steps and what it means to truly be equitable. In 2016, the LEAF Board created an Equity Committee to help guide and propel this journey.

# EQUITABLE AND INCLUSIVE FRAMEWORK

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**Awarenesss and  
Understanding**



**Application**



**Reflection**

# THIS IS LOVE WORK

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This is Love Work. Cornel West said, “justice is what love looks like in public”. Love is one of those words that is very hard to define. But in the context of this work, here is what it means to me: It means that you do this work because you believe in something greater than your own self-gain. It means you do this work because you believe that every human being deserves dignity, freedom and equality. It means you do this work because you desire wholeness for yourself and for the world. It means you do this work because you want to become a good ancestor. It means you do this work because Love is not a verb to you, it is an action. It means you do this work because you no longer want to intentionally or unintentionally oppress people. You will also need Love for this journey because when the truth-telling gets really hard, you will need something more powerful than pain and shame to encourage you to keep going. It is my hope that love is what initially brought you to this work. It is my conviction that love is what will keep you going. -

**Robin DiAngelo**