

## **OUTWORDS Community Values**

### **Care**

- We tend to each other's well-being and our own.
- We strive to unite and strengthen our community through the actions we take individually, and as a collective, to help ensure people understand that they are valued and empowered.
- We look for ways to carry out our vision of a more compassionate and empathetic world.

### **Collaboration**

- Interdependent relationships are the foundation of OUTWORDS. We celebrate and honor the elders we feature, our workers, partner organizations, and our larger community of [LGBTQIA2S+](#) individuals and allies that sustain our mission.
- In all our connections, we prioritize mutual benefit, capacity, respect, and creativity. We are flexible and responsive in finding the best container for each relationship.
- We know that by working together, our community contributions and impact are greater than the sum of our parts.

### **Integrity**

- We are committed to aligning our actions and organizational strategies with our core values and principles.
- We are thoughtful in our processes, investing the energy necessary to respect the work that we do and the people that work represents.
- We offer transparency and openness, including the availability to receive feedback and address issues where our practices do not align with our values.

### **Justice**

- We challenge cultural erasure and inequity in the historical record.
- We utilize multiple modes of storytelling to advance the fight for LGBTQIA2S+ rights.
- We validate the wisdom and ongoing labor of our community in shaping strategies for social change. We believe that lasting change requires solidarity with and unified power among those affected most by injustice.

### **Sustainability**

- We honor each individual's skills and capacity by ensuring our commitments are equitable and grounded for the long term.
- Our work is rooted in practices that empower both people and social progress over time.
- We contribute to community efforts to nourish the longevity of our movements and our planet.