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Values in Action

Introduction & Scope

This document describes the values we will work to apply to move beyond delivering some regenerative projects to becoming a regenerative organization, how we will update and evolve our work in line with these, and how we monitor and develop our understanding of these actions.

Objectives

Our values provide our means to navigate the world.

They are the basis of how we approach our work with clear intent and work through complexity with clarity as we encounter it.

They are how we assess and maintain our relationships with our environment and others, ensuring we actively contribute to the world we want to see.

A world based upon relationality that embraces complexity, nurturing kinship among humans and more-than-human.

A post-extractivist world that creates conditions actively regenerative of life.

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A world that is just. Actively addressing injustices and violence to create new systems based upon mutual respect and care. Recognizing the interconnectivity of nature and culture, understanding that social and environmental issues are inextricably linked.

A world that recognizes love and joy as counter-narratives to anxiety, scarcity, and austerity.

We believe in art and culture as propositions for radically re-imagining our planetary systems.

We see art as an agent of change with the power to transform our world.

Actions

1. We commit to building regenerative, kind, and joyful relationships with the people, places, practices, and knowledge we interact with.
2. We recognize that the systems we work within are interconnected and the problems they face intersectional.
3. We realize that we are working from a position of privilege and power and commit to understanding the effect this has and acting to provide support and allyship to others.
4. We commit to creating safe spaces that are inclusive and safe regardless of gender, gender identity, age, geography, socio-economic status, disability, neuro-diversity, work status, marital status, appearance, pregnancy and maternity, education, ethnicity, sexual orientation, caring responsibilities, religion, and spirituality. We accept people's self-definition and respect their identities.
5. We believe that these safe spaces empower and nurture others. We recognize that what makes a safe space can vary. We commit to making reasonable adjustments and adaptations to our physical and online areas to help our community create, learn, fail, and grow confidently.
6. We are committed to learning from our mistakes and taking time to listen, learn, and understand before starting work. We work to prevent harm rather than respond to it.
7. We will use our profile and voice to support those excluded or unheard.
8. We ask our community to engage with us in our safe spaces, and in return, we commit to learning and changing how we work.
9. We recognize the importance of consent and that people can step away from work and the broader community at any time.
10. We acknowledge and celebrate different forms of knowledge, learning, and experience as equally valid.
11. We commit to moving beyond offsetting and harm reduction practices to building our environmental, social, cultural, and economic regeneration into the core of our work.

12. We commit to paying a living wage to all staff and collaborators and ensuring that our top leadership pay doesn't exceed five times that of the lowest permanent role in the organization.
13. We commit to clarifying our working practices, rights, and expectations to ensure others understand what it means to engage with us.
14. We do not tolerate bullying or harassment in any form. We recognize that our behavior impacts those around us. We welcome accountability and provide precise mechanisms for our community to speak up. We take all complaints seriously and will always act upon them.
15. We create safe, inclusive spaces to address complex and challenging issues but will not work with individuals or organizations that make our staff, collaborators, or community feel unsafe.

Supervision & Responsibility

Our Organizational Board established and defined our values and their relation to our Vision and Mission in collaboration with the Executive Team.

The Director of Becoming and Human Resources Manager hold responsibility for awareness and training in our values and how to implement them in collaboration with the Executive team.