

Our values are *active*. They are not merely slogans but are embedded into the structure and operations of our organisation. We aim to *live* them in all that we do.



Strive for equality

We challenge

systems of oppression, including the systems which benefit us.

We foster

a diverse workplace where everyone feels a sense of belonging.

We practise

integrity and empathy when working with one another.

We lead

by example.

We understand and acknowledge

our own privilege and power and use it to facilitate spaces to amplify the voices of those historically excluded or marginalised.

We lead

each other accountable in kind and productive ways.

We approach

everything with an intersectional lens.

We speak

truth to power.

Stay curious

We seek

out opportunities for continuous learning and growth.

We look for

creative solutions instead of focusing only on the problem.

We adopt

an evidence-based approach to create effective change.

We listen

deeply and with an open mind.

We observe

and ask questions instead of making assumptions or judgements to understand what is happening and what is at the root of any problem.

We seek out

partnerships, work in close collaboration with others, and value different forms of expertise and knowledge.

We foster

constructive dialogue on difficult issues.

We practise

self-reflection.

Be courageous

We dare

to be different and take risks that align with our vision.

We are willing

to sit with discomfort in order to serve the work we do.

We take

ownership for communicating clearly.

We ask

for help when we need it.

We give and receive

feedback that is clear, constructive and respectful.

We are not afraid

to say no and set boundaries.

We take

responsibility for our actions and are not afraid of making mistakes.

We recognise

vulnerability as strength.

Find the joy

We bring

a sense of possibility and imagination to our work.

We make

time to play and embrace laughter.

We strive

to lighten things when they feel heavy.

We celebrate

our wins and the wins of others.

We create

systems that enable and support self and collective care, recognising that means different things for different people.

We model

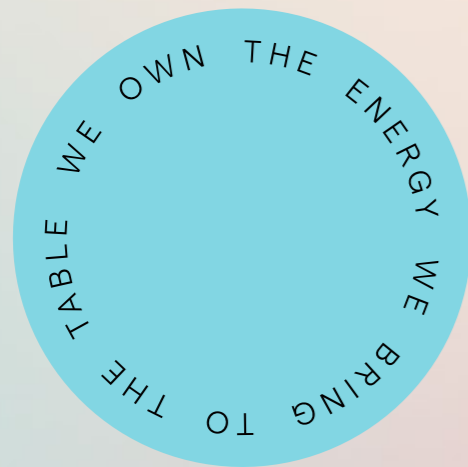
positivity in everything we do.

We own

the energy we bring to the table.

We practise

gratitude as a team.



OUR VALUES



THE EQUALITY INSTITUTE