



The work of Jane Doe Inc. is driven by our core values of community, justice and solidarity. Just as they intersect in their meanings, they also represent the distinct shared beliefs reflected in our work among and with our member programs, the broader community and as an organization. At all times, with respect and integrity, Jane Doe Inc. enacts its mission through the guidance and focused lens provided by our aspiration to live up to these core values.

Community: engagement in sharing and learning

We value the individual and collective narratives of people and the social structures that enable us to learn with and from each other. We believe in creating and participating in communities in which we share expertise and experience and promote collective responsibility. In achieving our shared goals, we commit to authentic collaboration both internally and among our membership, allied social justice movements and other key stakeholders.

“No one knows everything, everyone knows something, all knowledge resides in communities of practice.” – Pierre Levy

In all we do, we aspire to:

- Create an open, inclusive and collaborative (staff) environment in which each individual’s diverse experiences and opinions are valued; each person adds to our knowledge base and each person’s narrative creates a lasting impact in our community;
- Recognize that the beauty of community is in the shared values and the different experiences that together, form a rich multicultural tapestry of perspectives and understandings;
- Call others “in” rather than calling them “out” and act with courage when conflicts, differences, or difficult situations arise;
- Prioritize humor and joy in all of our work;
- Listen actively, think critically, and communicate respectfully with one another.

JUSTICE: the moral principle determining just conduct

We value systems and processes of justice that are defined by survivors and their communities.

Justice may include the re-envisioning of systems of accountability for those who do harm, advancement towards equity, and reclamation of personal autonomy and liberation. Promoting justice for all survivors requires us to learn, listen and amplify their voices and, in particular, those who are unserved, underserved and inadequately served. Without these voices, there is only an increase of harm to individuals and communities and; therefore, no justice.

“The heart of justice is truth telling, seeing ourselves and the world the way it is rather than the way we want it to be. More than ever before we, as a society, need to renew a commitment to truth telling.” - bell hooks

In all we do, we aspire to:

- Challenge injustice and center the voices of marginalized communities;
- Invest in survivor leadership and education and strive to uphold those survivors from unserved, underserved, and inadequately served communities who provide the much-needed services, healing, and guidance needed within this movement;
- Intentionally consider how existing systems of justice may have negative impacts on the most marginalized communities and to be conscious of equity, inclusion and access at all levels;
- Open ourselves to learning about and understanding other forms of justice;
- Acknowledge that White Supremacy created and continues to support inequities and injustice on personal, community, institutional and systemic levels;
- Recognize the power and privilege that we carry and the responsibility that we have to use such power and privilege for positive change.

SOLIDARITY: unity or agreement of feeling or action

We value *solidarity* within and across social justice movements and believe that it is essential to ending all violence and oppression. Solidarity is rooted in a willingness and openness to learn from and with others. In order for transformative social change to happen and to be sustained, we must acknowledge that oppressions related to race, ethnicity, disability, identity and more are intrinsically inseparable and do not exist in a hierarchy. We understand that our struggles are interconnected, and, because this is so, that the liberation of one is bound with the liberation of all.

"I am not free while any woman is unfree, even when her shackles are very different from my own."
- Audre Lorde

In all we do, we aspire to:

- Center the voices, experiences, and needs of the most marginalized in all our work;
- Engage with and value a diversity of perspectives to find common threads of understanding;
- Share power and leadership among staff, membership and communities with whom we collaborate;
- Practice open and ethical communication;
- Reflect on the ways that norms around power, domination, and oppression seep into our work so that we can identify ways in which to learn, grow and continue to do better.