



One World One Family Chelsea Mission Statement and Organizational Guidelines

OWOF MISSION STATEMENT: One World One Family is committed to justice and equity for all*. We work to be anti-racist and to oppose discrimination in any form. We engage and empower people to have an impact and change systems to ensure everyone can participate fully in a diverse society.

* **all / “ahl” / Noun** 1. The whole human family, regardless of actual or perceived age, color, disability, familial status, gender expression, gender identity, genetic information, height, disability status, marital status, national origin, race, religion, sex, sexual orientation, source of income, veteran status, or weight. Are you represented? Adopted 11/13/20

OWOF GUIDELINES:

Definition: **Guiding principles** are a set of moral values that establishes a framework for expected behavior and decision-making. It is a list of highly-regarded and expected **principles** set by an organization. They should be effectively communicated to every member of the organization to make sure they understand the moral framework of the activities they perform. Guiding principles for One World One Family are the following.

We aim to:

- Model social justice and address issues of power and privilege.
- Value and celebrate differences.
- Invite the most impacted to help guide our work.
- Practice physical and emotional nonviolence.
- Seek common ground for dialogue and understanding.
- Walk the talk. Lead by example and learn from others.
- Build on assets and appreciate strengths.
- Be honest, be authentic and tell the truth even when we don't have an answer.
- Model and promote learning, not act as experts with the answers.
- Be aware of our assumptions and be sensitive to the fact that we don't know what we don't know.
- Make no assumptions and realize that people have different levels of understanding; people have different experiences due to age, where they were born and raised, their ethnic and cultural backgrounds.
- Acknowledge that everyone has something to offer no matter who they are. Listen and always involve others, asking for input.
- Practice open and compassionate listening, hearing others' stories.
- Ensure that people who will be affected by a decision are involved in the decision making process.
- Pay attention to power dynamics - within our group and in our community.
- Model transparency and accountability. All posts and statements will be attributed.
- Intentionally center Anti-Racism as part of our mission.
- Acknowledge that WE are part of the problem of racism.

(Rev 8/31/21)