

OUR GUIDING PRINCIPLES

At WOMEN'S WAY, our core principles will guide all the work we do. We promise to: build a dynamic, diverse, and inclusive **community**; work in solidarity with community members to build **collective power**; shape and assess all our strategies through the lens of **intersectionality**; pursue solutions that are grounded in the principle of **self-determination**; and be responsive to our community, environment, and resources to hold ourselves to the highest standards of **accountability**.

PRINCIPLES DEFINED:

COMMUNITY: We value the richness and power of bringing individuals from diverse backgrounds and perspectives together around a shared vision and approach. We understand and believe that building inclusive and diverse communities is the vehicle for social change and realizing gender equity.

COLLECTIVE POWER: Power with others; emphasizes inter-dependence and collective action among community members, constituencies and workers as a way of shifting and expanding power for the good of the whole, rather than the benefit of the few. Source: <https://www.racialequitytools.org/resourcefiles/grassroots.pdf>

INTERSECTIONALITY: An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive. Source: WPC Glossary from 14th Annual White Privilege Conference Handbook, White Privilege Conference, 2013

SELF-DETERMINATION: All groups are able to identify and work toward solving their own problems.

ACCOUNTABILITY: We take responsibility and ownership for our behaviors, actions and results. When we say we will do something, we follow through and get it done. We are committed to open, proactive communication to keep members of the WOMEN'S WAY community informed of the status of our commitments because it has a direct impact on their ability to achieve their own commitments.