

DEEP EQUITY PRACTITIONERS

"Building Capacity for Liberation"

WHO WE ARE

- We are a network of seasoned, multi-identified, **Deep Equity & Liberation practitioners.**
- We recognize and value our **multiple expertise areas.**
- We seek to **provide mutual support**, thought partnership and a safe(r) place for learning and deepening our practice in our craft, sharing our learnings, laughter, a sounding board, and field building/shifting.
- We strive to **live our Values** within our organizations, with our clients/partners and with each other.

WHY WE CAME TOGETHER

OUR COMMITMENTS TO ONE ANOTHER AND A SHARED VISION FOR DEEP EQUITY & LIBERATION

- We commit to **Deep Equity & Liberation**; not just "diversity & inclusion."
- We center Race & Intersectionality, and commit to Decolonization, Dismantling White Supremacy & Structural Oppression.
- We commit to **Movement Building & Transformative Impact**, using our collective power and voices for just, sustainable action across intersectional strategies.
- We commit to attending to **"Being" While "Doing."**

HOW WE SHOW UP

RELATIONSHIPS & MUTUAL ACCOUNTABILITY

Attending to how we show up & are in relationship with each other as we strive to embody the commitments above.

- We commit to **Individual Life Practice**: Inner Work and Identity Work. Having our words reflected in interpersonal behavior and actions in the world; receiving feedback and demonstrating changed behavior in support of our Values.
- **We take Responsibility for How We Show Up in Spaces.** We recognize and reflect on how we are in relationship to each other and that we are differently situated in the field of consulting. We recognize that we are differentially skilled, with overlapping and sometimes distinct expertise areas. We structure ourselves to leverage one another's expertise and share, refer, and/or partner on work.
- **We will not use these commitments and tenets as weapons against each other.** We strive to be in mutually accountable relationships with each other, acknowledging that we make mistakes.

THE NETWORK

