

## DEI Statement

**The circle of trust.** We support the work of creating a Brave Space that honors the individual and the core values of anti-racism work.

We use the work tenants of Emergent Strategy as the framework for trust building:

*“Small is good, small is all. (The large reflects the small.)*

*Change is constant. (Be like water.)*

*There is always enough time for the right work.*

*There is a conversation in the room that only these people at this moment can have. Find it.*

*Never a failure, always a lesson.*

*Trust the People. (If you trust the people, they become trustworthy.)*

*Move at the speed of trust. Focus on critical connections more than critical mass — build resilience by building relationships.*

*Less prep, more presence.*

*What you pay attention to grows.”*

- Emergent Strategy- adrienne maree brown

We Practice our work in relationship with others. We often use the phrase “Turn the stone” as an example of the ways something has many parts and many sides, the way something can be both heavy and smooth and the idea that both/ and can help us effectively sort through systems of change.

We are sure that relationships will need **Courageous Conversations & Co-Liberated Connections** to allow us to think of this work as a stone in our pocket you keep turning it to see all the side to notice all the parts to consider all the emotions and actions. We honor Dr. Ken Hardy’s work of **Validation** as a skill to restore fundamental care for other folx even (maybe especially) We also learn how to call in- inviting folx in a curious, non-furious way to look or change something then we make a request that is one small doable thing and leads us towards courageous conversations.

**We listen.** For some the “calling in” is the hard part, for others the listening to this feedback without rejecting it, offering back stories of intentions or motivations, or becoming “hurt” by honest appraisal of behavior. The ability to hear feedback is a sign of emotional intelligence and an action of co-liberation.

**Social capital.** For Wayside, this refers to establishing trust-based networks of people to foster a culture of trust and reciprocity. We encourage folks to develop strong and high-quality relationships.

**An equity lens.** Wayside aims to evaluate our strategy and day-to-day activities through an equity lens. Are our forms in all our clients' languages? Does our leave policy work for all our staff? Do our performance evaluations guard against implicit bias? Does our Board of Directors reflect our clients and our staff? Who participates in decision-making? Are we willing to continuously do this work? Wayside's goal is to work towards answering the above questions with equity always in mind.

**Data and accountability.** We think counting what counts is one way to watch what we are doing and accomplishing. We also think the ability folks have to share impacts, trust and stories can offer new ways of interacting that build a resilient culture. WETC is looking to role model accountability which is the help us to stay at the work for anti-racist practice.