

better practices

Seek out people and stories at the margins. Acknowledge the structures that create and uphold inequality and make space for marginalized voices, stories, people.

Recognize the value of lived experience by paying people for their time and expertise. Develop projects and budgets with community members.

Move at the speed of trust. Staff must build and/or repair trust with community members before effective work can begin.

Practice deep listening and humility. Position project staff and the institution as learner, not teacher or expert.

Bring divergent voices into conversation. Make space for disagreement, remain open to new thinking/revision, normalize mistakes, celebrate & learn from failure, acknowledge human frailty, battle perfectionism.

Protect and strengthen culture. Make visible and honor cultural spaces of marginalized people & support/amplify community assets (leadership, self-determination, arts, histories, etc).



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Make space for connection, fellowship, and emotions - joy, sorrow, anger, gratitude. Food, music, laughter all create opportunities for fellowship. Feed people.

Choose quality over quantity. Focus on developing/deepening authentic relationships rather than asset production.

Practice iterative consent. Ensure that communities retain the rights to their own stories and cultural heritage.

Create opportunities/space for new voices, new leaders, greater community resilience and capacity.

Choose mutual aid over charity, outreach, and organization-led volunteerism. Recognize, value, and participate in informal, community-centered work led by those most impacted by the work.

Treat each other with care and compassion. Recognize the human cost and hidden labor in sharing stories of historic trauma, both for those who lived the history and those who work to document and share the history.