



## CORE VALUES

**In September 2017**, the joint leadership of Equality PA (Equality Pennsylvania, Equality Pennsylvania Education Fund, and Equality PA PAC) adopted the following core values. Each of the organization’s programs, activities, strategic partnerships... everything we do and stand for is rooted in these core values.

It is important that all those affiliated with Equality PA share these core values, especially our organization’s governing boards of directors. Therefore, we require that all board members sign on to these values, understanding that they, as organizational leaders, may also advocate for their amendment.

**Fairness, Equality, Equity, and Justice -**

We are committed to the core principles of fairness, equality, equity, and justice for all Pennsylvanians — from our work to end discrimination and injustice for LGBTQ Pennsylvanians, to our volunteer recruitment, hiring practices, and strategic decision making. We believe all people must have opportunities to prosper across their lifetime. We draw on our learned experience, knowledge and skills to address relevant, timely social justice issues.

**Flexibility** – We understand the movement for LGBTQ equality is evolving. We must be open minded and forward thinking, always learning from other movements and leaders. To achieve our goals, we must actively seek collaborations, partnerships, and opportunities to lead and follow.

**Inclusivity and Intersectionality** – We understand our constituents have complex identities and that we have an obligation to intentionally recognize and value diversity of experiences and backgrounds in our strategic decision making and in the implementation of our work.

**Sustainability** – We believe that in order to make long-lasting change and impact, we must also engage in activities that foster sustainability and stability for the organization as well as sustainability in our partnerships with communities and other organizations.

**Integrity and Transparency** – We value integrity and transparency. By being open about how we raise funds, spend the valuable dollars donated to our organization, and about our strategic priorities, we ensure our supporters’ confidence and trust in our organization.

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### Statement of Agreement

I, \_\_\_\_\_ have received, reviewed, and will advocate for the core values shared by Equality Pennsylvania and affiliates. I understand that, as a member of the organization’s governing board(s), it is also my responsibility to regularly hold myself and others accountable to these core values and will review and advocate for their amendment should I feel such action is necessary.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date