



VALUES #1

DISMANTLING SYSTEMIC OPPRESSION

We welcome all genders, bodies, and identities that are committed to the dismantling of any laws, dialogue, and actions displacing, demonizing, criminalizing, or discriminating against individuals marginalized within the systemic structures of racism, colonialism, sexism, ageism, patriarchy, sexuality, gender, ableism, and adultism.

We are committed to moving policies forward that empower young people through participating in the combined practices of creative art making, community organizing, and health and wellness.

What does that look like?

We foster curiosity, meaningful learning, and dialogue that leads to dismantling racism, sexism, ageism, ableism, homophobia, and transphobia.



VALUES #2

RADICAL SELF LOVE

We believe that only through radical self love (ex. being generous, loving, and joyful with ourselves) can we undo generational trauma and extend that same love to others.

We are committed to the radical and purposeful inclusion of all bodies and identities.

We operate in a way that reciprocates kindness that aids us in unlearning judgment and assumption to better understand one another.

What does that look like?

We seek staff, participants, and partners who are committed to the removal of any policy, attitude, or way of being that blocks the purposeful inclusion of all bodies and identities.



VALUES #3

POWER SHARING WITH YOUNG PEOPLE

We are committed to centering the voices of young people, and reshaping the relationship between young people and adults by sharing power in all that we do.

We are committed to ending adultism: the systematic mistreatment and disrespect of young people.

This can only happen by seeing youth as positive forces of change today, not tomorrow.

What does that look like?

Young people under 20 years old must make up at least 50% of staff. Young people under 24 years old must make up at least 50% of Board members.



VALUES #4

COLLABORATIVE DECISION MAKING

When making decisions, we are committed to recognizing forms of communication that embody our diverse backgrounds, cultures, and identities.

We move at a pace that ensures everyone understands and is on the same page, even though we may disagree.

What does that look like?

Centering the lived experiences of youth, and the collaborative efforts of our ancestors.



VALUES #5

SUPPORTING OUR PEOPLE

We seek opportunities within and outside of Re:Frame that mobilizes us to support and collaborate with local community.

We first support local artists and businesses led by people of color who identify as female, gender non-conforming, trans, youth, elder, incarcerated, formerly incarcerated, homeless, “differently” able-bodied, and other systematically marginalized individuals/communities.

What does that look like?
Hiring our people first.