

# RADIUS Principles

RADIUS aspires to embody the following principles in our strategy, programming, practice, relationships, and work culture.

## We centre equity in our design, strategy, and daily work.

We ask who has access and who does not; who makes decisions and who is excluded; and who benefits and who doesn't. We build the social capacity to support belonging for all, while centring the voices, agency, and choices of communities that are historically, persistently, and systemically marginalized.

## We value the knowledge, experiences, and histories in the margins of any given system.

This includes our relationship to land, BIPOC (Black, Indigenous, and people of colour) communities, and all equity seeking groups.

## We engage in reciprocal relationship building.

We build intentional relationships to allow for transparent communication with open hearts and minds. We step into hard conversations, turning to conflict and vulnerability as a source of growth. When we do harm, we apologize, work to rebuild trust, and be accountable. We must work to build reciprocity, recognizing many communities have experienced extractive relationships with existing systems.

## We are an open, learning organization.

We continually deepen our personal capacity, improve our practice, question our assumptions, and openly share what we learn. We are both student and educator, learning with community. We are committed to mobilizing knowledge and providing learning opportunities in accessible and engaging ways. We self-reflect to take responsibility for how we show up and our social location in the system.

## We know future systems will draw on the new and the old.

Our current economic system is unjust and unsustainable and it will not change on its own. We apply innovation, creativity, and attention to knowledge and wisdom that has been marginalized to shift systems to something better. We work toward the economy we want and against harmful aspects of the one we have.

## We balance this ambitious work with honouring our limits.

We work on big challenges while attending to our own wellbeing and that of those we work with. We support safety and dignity by exploring the connections between healing and justice. We pay attention to our limits in community, where we aren't the answer to most problems.

