

Note: This was developed as a staff-facing document by AORTA (our internal anti-oppression team) in 2019 as intentional culture shift recommendations to deepen our relationships across differences. Sharing it as some of the framing may resonate and be supportive to chapters as well.

Moving from...

To...

Distancing: critiquing from the sidelines; RG as something separate from us; others are responsible for this org, not me -For constituents this can also show up as distancing from other wealthy people and self-righteousness	Claiming: RG as what we are creating together; RG is what we make it; taking collective responsibility for RG fulfilling its potential -For constituents: Bring other wealthy people in, be open about mistakes and our own learning journeys
Flattening: conflating the individual with institutional; flattening identities (for ex essentializing people based on identity)	Nuance: practicing discernment about what is individual discomfort and what are harmful institutional practices; holding nuance and complexity around identity and power; focus on holding people accountable for their actions and behaviors
Individualism: prioritizing individual experience over the collective; transactional (“if I don’t get what I want from RG it’s not for me”); centering personal agenda for what RG should do over collective process and priorities	Collectivity: recognition that we are in an interdependent configuration, if someone doesn’t do their part, others are impacted; respect individual experience while grounding in bigger perspective (our collective mission and goals)
Negativity: leading with critique and harshness; assuming the worst; talking behind people’s backs; criticizing without seeking solutions or pathways for direct communication	Respectful confrontation: lead with curiosity and humility; assume we have common ground/engage with good faith; give direct and specific feedback; if experiencing disagreement engage in problem-solving together