



## Virginia Environmental Justice Collaborative

### **Rules of Engagement**

It is the work we do together and how we work together that will build a just world and environment. We are dedicated to this work in spite of and because of our vast array of experiences. We understand that organizing across the spectrums of socioeconomic class, race, sexual identity, gender and other identities is a practice and is necessary. To this end, we have created these rules of engagement to work together as best we can in a healthy and supportive way that expects the best of us while also leaving room for growth.

#### **1. Center frontline and marginalized voices**

Our organizations range greatly whether in budget, size, membership, campaigns, staffing, etc. We know that this, then, varies the access and power we have to move our campaigns forward. We center frontline and marginalized voices in our work and in the room whenever we gather. The only way to change the systemic injustices we are fighting is by centering the people that have been marginalized by these injustices.

#### **2. Accountability**

We hold ourselves accountable to our goals, mission, and each other because we value and trust our relationships and our shared work. We provide caring feedback to support individual and collective growth.

#### **3. Transparency**

We are honest with each other to ensure trust and because we know access to information is foundational to justice and self-governance.

#### **4. Discipline**

We do what we said we were going to do and trust each other to only take on work we can accomplish. If we cannot do what we said we

were going to do, we take responsibility to tell the others while there is still time to pick up the slack.

### **5. Restorative Justice**

We do not believe in punitive action and take a restorative approach to undo harm, transform, and grow when conflicts arise in our collaborative. It takes time and practice to unlearn the systemically violent culture that keeps us oppressed. We do our best to dissolve harm in our work and in our language.

### **6. Value Process**

The way we work together is just as important as the work we get done.

The Virginia Environmental Justice Collaborative

<https://www.vaejc.com/>