



Hoffman Institute Foundation Equity Principles

Founded upon a commitment to personal development, we commit to continuously moving toward diversity, equity, and inclusion. Therefore, we commit to honor the following equity principles and invite all who become involved with us to do the same.

1. **Presence:** We commit to cultivating an environment of safety that is supportive to authenticity, vulnerability, and presence.
2. **Responsible & At Choice:** Each of us is responsible for ourselves and our own learning. We question and address our own roles in systems of injustice.
3. **Impact & Intention:** We consider impact, not just intention, and the ways that our statements and actions may affect others.
4. **Beyond Inclusion:** We honor and are shaped by the diverse ways in which people learn, communicate, think, act, and express themselves.
5. **Awareness:** When listening to others, we notice and take responsibility for our own assumptions and expectations. If feelings of reactivity arise in us, we examine whether they are influenced by structural inequities, including our own unexamined privilege.
6. **Reflection & Clarification:** We take the time to reflect upon and clarify what we've heard when doing so can help us reach shared meaning.
7. **Accountability:** When witnessing oppression or marginalization, we hold ourselves and others accountable to speak up – in the moment, soon after, or with help from another.
8. **Voicing Our Experiences:** When we are directly experiencing oppression or marginalization or when we see another experiencing oppression or marginalization, we speak to the facts, feelings, and impact when and if we wish to.
9. **Consider Our Own Context:** We consider the relevancy of our own life experiences – including but not limited to race, ethnicity, or sexual orientation – as informing and shaping our views.



10. **Feedback with Compassion:** When receiving feedback, we commit to being open-minded and receptive, especially when the message is uncomfortable. When giving feedback, we speak compassionately to the other as we own and share our experience.
11. **Learning, Not Shaming:** We understand that authenticity and patience invite learning rather than shame, providing opportunities to repair connections and build trust.
12. **Progress, Not Perfection:** We acknowledge that aspiring to perfection can be an impediment to learning and growing. The work of collective liberation involves work that is personal, complex, and lifelong.