



October 2021

# Project Values

## Reimagining Policing, Security, and Incarcerated Labor Project

These values serve as a basis for the project's goals and actions and will shape implementation. They were developed by the Decision-making Working Group in conjunction with the Reimagining Policing and Security Committee, and informed by Metro's Strategic Plan to Advance Racial Equity and community documents like [PAALF's People Plan](#).

### **COLLECTIVE CARE**

We center the physical and emotional integrity and humanity of each individual. We commit to practicing and demanding respectful interactions because we understand that for BIPOC and LGBTQ+ communities especially, merely existing in society can be dangerous. We recognize that in order to center the humanity of every individual, we must participate in and work towards collective care both for Metro staff and for members of our communities. This requires honoring, supporting, and actualizing the social justice work that happens outside of our agency, amplifying their voices and experiences, and acting on our commitments to advance equity.

### **LIBERATION**

A core purpose of our work is to make it possible for people to have more agency and efficacy in their lives. Public policy should support people in making their lives better and in increasing, rather than decreasing, that possibility. Shared liberation is not possible without centering each individual's agency and ability to make choices for themselves without the burdens and barriers of systemic oppression.

### **RESTORATION**

We recognize that the systems (e.g. white supremacy, policing, colonialism, patriarchy) that harm our communities are not broken, but are working exactly as they were intended to. We see this work as replacing systems that were designed to harm, with policies and practices that center humanity and restore relationships with people. We want to focus on creating something new, repairing lives and sharing tactics around nonviolence. We commit to being part of a solution and acknowledge that active dismantling of oppressive systems must happen to reach a solution.

### **ACCOUNTABILITY**

We are building toward a structure of trust, transparency, and accountability to the Black and brown communities we serve as well as to future generations. We commit to centering and sharing power with, Black, brown, queer, trans, disabled and undocumented greater Portlanders, and leading with the moral courage they ask of us. We will foster an authentic relationship with these communities that will build trust.

### **PROSPERITY**

We work towards a safe and welcoming community for all, where safety is not predicated on fear and violence. We support BIPOC, LGBTQ+, disabled and undocumented people in belonging and accessing the resources they need to succeed, while experiencing stability and opportunity in their communities.

### **LEADERSHIP**

We honor our ancestors and recognize that they set the foundation for us to engage in the work ahead. We listen to the calls of present generations who have asked for brave and collaborative leadership, and we center and work towards efforts to improve the conditions of future generations. We will lean into our roles as convener, researcher, funder, place-maker, and regulator as we support our government and community partners in advancing liberation across the region.