



Borderlands' Values

WARMTH

SHARING

DIGNITY

RESPECT EVERYONE

Background

From February–April 2020 Borderlands held an organisation-wide consultation to help define the organisations' values. Over 100 members, volunteers, staff members and board members participated in the consultation. Research methods included focus groups, peer research interviews, questionnaires, English classes and the Art table. Participants were asked to describe Borderlands, what they liked and trusted about Borderlands, behaviours they expected to see at Borderlands, why they decided to come to Borderlands, and what makes Borderlands special. A significant and rich amount of data was collected which was analysed by the staff team in September 2020. Patterns and themes appeared quickly in the data and four key values emerged; Warmth, Sharing, Dignity and Respect Everyone. Below each of these values are described and explained using the words and language collated in the research. The four values aim to underpin the policies, decision-making and behaviours throughout the organisation. An action plan for the Values will be created to embed them into policy and practice.

Warmth

Borderlands is a place and community for genuine relationships that creates the warmth-feeling similar to friendships and family.

This means we:

- are open to genuine connection with happiness, compassion, and joy.
- welcome with kindness, care and empathy in recognition not all our members receive this welcome everywhere.
- consider people who access our support as members.

This means we do not:

- consider our projects and members as services and service users
- forget to make time to support and listen to others
- make others feel unwelcomed

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Sharing

Borderlands is a place where we share with each other and help one another.

This means we:

- mutually share in recognition of the value, strengths and skills each individual has to offer.
- build resilience and empower each other through sharing together and find ways to bring people together in shared activities.
- share food and practical help, learning and skills, experiences and solidarity with each other
- recognise the power imbalance of giving help to others.

This means we do not:

- ignore the contributions or potential of our members, volunteers or staff
- attach a negative value to receiving help
- believe we have nothing to give or learn from another one

Dignity

Borderlands is a place where everyone is recognised as an individual and embraced with dignity and we strive for justice and dignity in the world.

This means we:

- listen to each other in recognition that individuals know best how they want to be supported and treated
- recognise the power imbalances in the world, and therefore in our community and organisation, and challenge ourselves to address them with dignity for individuals.
- consult and work together so that everyone has a voice in the organisation and leadership of the organisation.
- build safety and trust by maintaining clear boundaries in roles, behaviour and practice.
- strive for justice knowing that there is a lack of dignity for our members in the world.

This means we do not:



- ignore power imbalances in our relationships and work, such as race and immigration status
- dismiss other people's approaches and ideas
- use a one-size fits all approach
- make rushed decisions without checking who will be impacted and who should be consulted
- ignore boundaries in our roles and our expected behaviour and practice
- leave unchallenged the systems that cause injustice and a lack of dignity to our members in the world

Respect Everyone

Borderlands is a place where individual and group identities are respected and celebrated.

This means we:

- welcome everyone to be themselves with safety and no judgement in recognition that belonging requires individuals to be their authentic selves with others.
- embrace cultural diversity and the world view of every member, volunteer and staff, including all faiths and none, and celebrate the contributions of all those views in a shared place
- create opportunities for people from different backgrounds to come together
- proactively include others and challenge discrimination
- promote gender equality
- constantly learn how we can be more inclusive and respectful to others

This means we do not:

- use stereotypes
- shy away from difficult conversations
- say nothing when we see discrimination
- use places or language that is inaccessible
- forget to ask others how we can be more inclusive and respectful



BORDERLANDS
from exclusion to
BELONGING

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