

Values and Basis of Unity

Values

Our values mentioned below are what influence how we do our work.

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| <ul style="list-style-type: none">● Dignity, respect, and courage● Self-reflexivity and accountability<ul style="list-style-type: none">○ <i>We continue to engage in self-reflection in our work to ensure all actions and practices align with our commitment to social justice and anti-oppression</i>● Authenticity and curiosity<ul style="list-style-type: none">○ <i>We create spaces that allow folks to show up as they are. With curiosity allowing us to listen deeply and learn from lived experiences</i>● Belief in the rights of people and clients● Recognizing systemic oppression and resource disparities● Transparency and consistency<ul style="list-style-type: none">○ <i>We build trust through open communication and accountability</i> | <ul style="list-style-type: none">● Compassion and care in frontline work● Assets-based approach<ul style="list-style-type: none">○ <i>Our goal is never to “fix” people, but empower them by recognizing their inherent value and capabilities</i>● Solidarity, not charity<ul style="list-style-type: none">○ <i>We work alongside those impacted by oppression to change the systems. In this we reject paternalistic approaches and focus on collaboration</i>● Commitment to decolonization<ul style="list-style-type: none">○ <i>We actively work towards decolonization. This requires ongoing effort to dismantle colonial structures, re-center Indigenous knowledge, and address the harms caused by historical and present-day colonialism</i> |
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Basis of Unity

Our Basis of Unity is a clear and inclusive philosophical basis of how we do our work based on the values shared above.

Trauma informed care:

We work from a trauma-informed lens based on an understanding of the vulnerabilities or triggers of trauma survivors. Traditional service delivery approaches may exacerbate client issues, and our services and programs aim to be supportive and avoid re-traumatization

Social Justice:

Our approach is rooted in solidarity, not charity. We stand with those impacted by oppression, working alongside them to challenge and change the systems that perpetuate inequality.

Harm reduction:

We help individuals to make informed choices to minimize negative health, social, and legal impacts associated with drug use, drug policies, and drug laws. Harm Reduction aims to be value-neutral, and justice-oriented. We make no assumptions about drug use or people who use drugs. We do not require that people stop using drugs as a precondition of support, respecting the individual's entire relationship with substances.

Client Centered:

We recognize clients as the experts in their own lives. We value the real lived experiences and voices of our clients.

Collaborative:

We work together to empower community members, peers with lived experience, caregivers, parents, guardians, youth, families, board members, internal staff and external partners through team-based decision-making.