Values and Principles

Equity and Justice

Domestic violence, dating violence, and sexual exploitation are rooted in systemic oppression. We must challenge and remove barriers that oppress people and prevent access to power and resources.

Because of this value, these principles guide our work:

1. We continually build our capacity to understand the impact of systemic oppression including, but not limited to racism, homophobia, sexism, xenophobia, and ableism.
2. We continually improve our practices and behaviors to eradicate barriers and ensure access to resources for all survivors.
3. We hire and retain staff with lived experiences that reflect the survivors and communities with whom we work.
4. We stand in solidarity with movements against violence and exploitation and for the liberation of all people.

Inclusion

All people, cultures, and identities have value. We are a more powerful organization and movement when we embrace diverse perspectives and experiences.

Because of this value, these principles guide our work:

1. People of all identities are treated with respect in all of their interactions with Casa Myrna.
2. We practice cultural humility which requires openness and self-reflection in our interactions with survivors and each other. Cultural humility is a life-long learning process.
3. We are committed to better understanding our individual assumptions, biases, and values when interacting with people who speak different languages or have cultures or identities that are different from our own.
4. Survivors are invited to lead at every level of Casa Myrna.
5. We align ourselves with people and organizations who share a practice of respect and value for all people.

Healthy Relationships and Safety

We stand against all forms of violence. We all deserve emotional and physical safety and to be free from abuse and exploitation in our relationships, our homes, our organizations, and our communities.

Because of this value, these principles guide our work:

1. We recognize that domestic and dating violence include emotional, verbal, psychological, financial, sexual, cultural/identity, and physical abuse.
2. Empathy, transparency, accountability, and reciprocity guide our relationships with survivors and partners and within our organization.
3. Confidentiality creates a safe space for staff and survivors.
4. We prioritize the safety and health of staff and survivors in all of our spaces.
5. Services alone won't end domestic violence. We must model healthy relationships and raise public awareness about violence prevention.

Empowerment

We all have the right to transform our lives and heal from the impact of trauma. We grow stronger and more resilient when we have the power to make our own choices.

Because of this value, these principles guide our work:

1. Our services are driven by the needs and experiences of survivors.
2. We recognize the strength and resilience of survivors and staff.
3. We share experiences, information, and options with survivors and respect survivors' choices and autonomy without judgment.
4. We are creative, innovative, and willing to change in order to respond to community and individual needs and goals.
5. We recognize the traumatic impact of abuse and awareness of trauma informs all our work.
6. We celebrate the transformation that people experience when they are empowered.

Community and Partnership

We must stand together to build safe communities and to end domestic violence, dating violence, and exploitation. We will bring abuse out of the shadows through community engagement and collective action.

Because of this value, these principles guide our work:

1. We can't do this alone so we work in partnership and collaboration to expand access to resources, raise awareness, and sustain communities that will not tolerate violence.
2. We are the communities in which we work. Our work is led by and with our community.
3. It is our responsibility to increase visibility about violence and its impact on communities when we work with other organizations and systems.