### OUR VALUES

#### INCLUSION
We advocate for policy and practices that fully include the LGBTQ community in the social, legal, and economic systems of our state and society. We also work for inclusion in the LGBTQ community of individuals and groups of people that do not have access to power and privilege.

#### EQUITY
We develop strategies, tactics, and tools to advance public policy that increases social, legal, and economic equity and fairness for LGBTQ people, specially the most vulnerable and marginalized members of our community including youth, elders, trans folks, and people of color.

#### JUSTICE
We transform the social, legal, and economic systems of our state through public policy, civic engagement, and the implementation of process and practice that fully include and value the lives of the whole LGBTQ community.

#### CONNECTION
We build our community by building authentic relationships. This work is the work of connecting people to one another, to organizations, to LGBTQ culture, and to a strong sense of political power.

#### ACCOUNTABILITY
At its best, political and civic leaders making themselves accountable to their constituency is at the heart of elected office and public service. We train leaders of and for our community, not careers.

#### PARTICIPATION
We don’t sit on the sidelines, we participate. If we want to make change we have to engage in the process of working for change. We do our best to co-develop our pathways for participation with the LGBTQ community, to activate as many LGBTQ people as possible in our work.

#### COMMUNITY LED
We follow the lead of the LGBTQ community by listening to the needs and will of the community through data, listening sessions, surveys, and through active leadership roles from the community. Our work is only effective if it’s led by the needs and wisdom of LGBTQ Arizonans. There is no one universal LGBTQ experience, in Arizona or elsewhere. We take the time to ask the community what they need, where they need support, and how they need support before setting our policy priorities.