LOUISIANA BUCKET BRIGADE
Clean Air. Justice. Sustainability.

Approved by Board 9.27.08

Values Statement

Welcome to the Louisiana Bucket Brigade! We are glad that you are considering joining with us and with communities around Louisiana to help us achieve our mission.

> The Louisiana Bucket Brigade is an environmental health & justice organization supporting communities' use of grassroots action to become informed, sustainable neighborhoods free from industrial pollution.

Making sure that our values are shared is an important part of achieving our mission. The culture of our organization and the values that we hold are an area in which we must share common ground at the outset. Before you begin your work with us, we ask that you take Louisiana Bucket Brigade's values into serious consideration and sign this document reflecting your commitment to them.

Honor the needs of the community

The Louisiana Bucket Brigade supports communities and our members should work toward the community's objectives, not our own agenda. We may serve as facilitators and educators as the community establishes its goals. Once the desired outcome is identified, this target becomes our target and we work alongside the community members.

Inclusion

The Louisiana Bucket Brigade is committed to operating in a manner that respects all people. This includes differences of:

- Race
- Ethnicity
- Religion
- Sexual orientation
- Gender / gender identity
- Age
- Ability / disability.
- Class

We work to create an office and working culture in which people can be their full selves. This is healthy not only for the individual, but also for the organization. Not only does the Louisiana Bucket Brigade not tolerate discrimination based on any of the above listed distinctions, but as an organization we are committed to promoting and proactively supporting these differences.

Your participation with the Louisiana Bucket Brigade requires that you share this value of appreciating our differences.

Inclusiveness and diversity sessions will be a part of your orientation and your ongoing training. We expect you to be proactive in doing your part to maintain an inclusive

culture by attending these diversity sessions, consistently behaving in ways that embrace differences, and interrupting behavior that is counter to our values as an organization.

Civil engagement and the need for public protest

In all of the communities where we work, our practice is to try and meet with the industry managers, government officials or other source of the problem. In many cases these officials refuse to meet with community leaders and the Louisiana Bucket Brigade. In such situations we may engage in protests or direct action. The capability to publicly express our disagreement with the situation is an important Louisiana Bucket Brigade value.

In all cases – even during protests – our actions shall be courteous. An action can be lively, intense and successful and still be respectful. This is equally true for direct engagements during meetings.

Financial independence from people and institutions with different values

We do not accept money from petrochemical companies or other industries that damage the environment.

Professionalism

The Louisiana Bucket Brigade is a non profit organization that adheres to professional codes of conduct, including punctuality and dress. It is imperative that we present ourselves in such a way as to lend credibility to our message and represent ourselves and the community in the best possible manner.

Working through difficult situations

It is inevitable that we will face difficulties in our work, both within the organization and externally. We are committed to acknowledging problems as they arise and talking about those problems with all concerned parties. We value honest and respectful discussion as a way to maintain a healthy and cohesive organization.

TO BE SIGNED BY VOLUNTEER/STAFF MEMBER:

I have read the above-stated LABB Values Statement, and as a Volunteer/Staff Member working with LABB, I commit myself to working with LABB in a manner consistent with the values defined in this Statement.

Your signature:

Date: