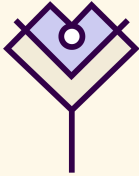


Our Principles



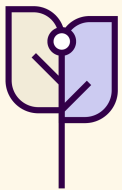
Community at the heart

- We put community at the heart of our work
- We partner with communities and recognise that they know best
- We listen to and value the diverse voices, experiences, and needs of the community



Being accessible

- Our granting practices are designed to remove barriers to participation and build the capability of our partners
- We use our position to challenge inequitable systems and structures
- We share power over decision-making and build pathways that support self determination



Partnering authentically

- We invest in authentic partnerships with gives and gets on both sides
- We make information about the Foundation and our practice accessible and transparent and are open about our processes and expectations
- We want to hear the about the challenges as much as the opportunities so we can create pathways forward together



Adapting as we go

- We provide the conditions for our partners to do things differently.
- We make space for them to learn, reflect, and adapt
- We value the process over the outcome, recognising the benefit of learning and testing



Sharing what we learn

- We promote a positive learning culture internally and with our partners
- We regularly reflect, using what we learn to inform future practice and encourage our partners to do the same
- We share what we learn to create collective knowledge and understanding