

## Core Values that Guide my Work

- **Repair & Healing:** Based on the kabbalistic Jewish commandment *Tikkun Olam* (Repair the World), there is a teaching that before the world was created there was a perfect “crystal of wholeness.” When the world was created, the light of this crystal shattered, scattered, and fragments of this “wholeness” were dispersed into everyone and everything. My work is geared towards helping to find that shard of light in everyone and everything to bring our sense of self, our relationships, our organizations and our social systems back into wholeness
- **Dignity:** Stemming from value of *Tikkun* is the recognition of the inherent worth of every person, each living thing, and the natural environment
- **Development:** All organisms (people, organizations, communities, etc.) have an intrinsic pull towards ongoing development. Biologists call this homeorhesis<sup>1</sup> (vs homeostasis). While a number of systemic factors and trauma can hamper development, organisms desire growth.
- **Systems change:** White supremacy and other forms of oppression are deeply embedded in every system, every interaction, and every organizational and social policy and practice that upholds these systems. My work is grounded in the belief that “every system is exquisitely designed to produce the results it gets.” Therefore, unless the work is grounded in systems and social change methodologies, real change is impossible.
- **Humility:** Given the consequences of oppression, power, and privilege, I am committed to meeting people where they are at in their development...rather than where I think or wish they “should” be in order to do the work of dismantling systems of oppression. This entails having the humility to give up being “right” in order to live into being effective as a change agent. This quality of humility is also an essential aspect of the work to support individuals and organizations to have the courage take risks towards more adaptive practices that center equity.

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<sup>1</sup> Homeorhesis is “the natural tendency of a living organism to continue its evolving development, albeit being possibly different under different environmental conditions.”  
<https://www.me.psu.edu/ray/InterdisciplinaryResearch.pdf>