

CORE VALUES

Last revised: 2019/01

Make Equal's core values are the basis for all of our operations. It not only describes what we stand for, but also our focus and efforts to develop the organization and our business.

Our core values are based on our three core words: inclusive, solution-focused, and challenging. This is a perspective and approach that should permeate how we act internally and externally. They should be the basis for how we work with business planning, recruitment, communication in social media, education, and advocacy. They will guide us in our business collaborations, how we hold meetings, and in our choices of future initiatives. We use the core words as a checklist to make sure that what we do lives up to our core values. At employee interviews, we base on discussion on the value words when we set personal goals.

The core values are revised annually, and are on our website as well as posted in our offices.



Anti-racism

During 2019, we have a particular focus on antiracism internally and externally, where we work actively to counteract racist notions and normalization related to race, ethnicity, and skin color.

* We work through the grounds of discrimination and other relevant power structures: geography, socio-economy, private life, and political stance, for example.