



Visualizing Releaf Values

MISSION

The Vermont Releaf Collective cultivates connection, shares resources, and amplifies the voices of people of color in Vermont within our focus areas of Land, Environment, Agriculture, and Foodways. We are a collaborative ecosystem for growing power and community for our members.

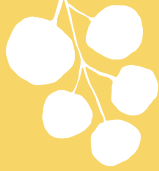
VALUES

The Vermont Releaf Collective aims to be a collaborative, fluid, and intentional organization that focuses first and always on the depth and potential of our internal work. Our values center around *Collective Care + Liberation & Radical Re-Imagination*.

VISION

Together, we are an ecosystem rich with joy, care, and justice that acknowledges the historical and current harm within land, environment, agriculture and foodways.

Vermont can be a place where Black, Indigenous and People of Color experience connection with each other and the natural world; collectively we are creating a dignified future that is an equitable and safe place for Black, Indigenous, People of Color.



Strategic Priorities & Initiatives

1 Expanding organizational capacity to facilitate community, resource sharing, external engagement, and powershifting.

As Releaf continues to grow and adapt, our resilience requires a robust foundation that allows for internal growth and external connections. Fertile soils for putting down strong roots are:

- ◊ Increasing paid staff roles
- ◊ Developing pathways for Members to grow involvement from participation to co-facilitation, event planning and hosting workshops
- ◊ Exploring Consultant and Contractor roles for one-time projects, on-going, or seasonal engagement opportunities for flexibility in meeting our shifting needs. Examples include:
 - Creating a guide of practices for engaging with white-led institutions

2 Expanding programming and member-led spaces to strengthen our community & network through continued intentional inclusion and member engagement.

Sustaining our Collective also requires maintaining our commitment to our community, and keeping members at the heart of all we do. Practices to continue to center this value are:

- ◊ Continuing monthly programming focused on community and relationship building
- ◊ Developing and launching Mighty Network platform
- ◊ Investing in Intentional Inclusion (Examples of factors to address: language, physical disabilities and other accessibility considerations, timing, childcare, and distance)

3 Surface and share our collective knowledge.

This priority, though closely tied to the previous two, is listed on its own to highlight the value of not only creating systems for supporting community events and organizational capacity, but to also identify that it is our priority to seek out knowledge and expertise in our community. We want to support members of the collective in sharing their knowledge and to recognize our members as resources, teachers, and experts, regardless of “professional” titles or experience. Pathways for pursuing this goal are to:

- ◊ Launch member-led workshop models - Closely tied to SP 1&2
- ◊ Develop systems for collective member-driven projects
- ◊ Explore feasibility of funding and support for storytelling initiatives

LONG-TERM VISION: DEVELOP COLLECTIVE KNOWLEDGE LIBRARY TO DOCUMENT MEMBER SKILLS, EXPERIENCES, ANCESTRAL PRACTICES, AND MORE.



4 Gathering Spaces - Connecting to BIPOC stewarded land and space.

Relationships with respectfully stewarded land are key to the future we see for BIPOC in Vermont. As we grow the ways our members can connect and share community, skills, and resources, we recognize the need to access physical space. To accomplish this, we will:

- ◊ Identify Member hosts within the Releaf community
- ◊ Identify and connect with BIPOC stewarded/hosted physical spaces across the state to host monthly gatherings
- ◊ Develop pathway for white land stewards, business owners, and/or hosts to make their spaces available to Releaf Members

LONG-TERM VISION: EXPLORE MEMBER STEWARDED COMMUNAL INFRASTRUCTURE SUCH AS TOOLS, FARM EQUIPMENT, FOOD PRODUCTION EQUIPMENT, ETC.

5 Engage in power-shifting and movement building work through education, advocacy, and coalitions at local and state levels.

Releaf's focus on collaboration means that we will concentrate our energy outside the Collective on sharing resources and power and encouraging others to do so as well.

- ◊ Engage in power-shifting & movement building work alongside like minded BIPOC-led initiatives focused in Vermont
- ◊ Engage with existing racial justice and equity focused campaigns & coalitions by:
 - Facilitating discussions and provide context to Releaf members and
 - Circulating campaigns to membership
- ◊ Partner to facilitate co-learning and co-creation across movements

LONG-TERM VISION: DEFINE WAYS FOR RELEAF TO ENGAGE IN ADVOCACY, RECOGNIZING SPECIFIC FACETS OF THE COLLECTIVE - RELEAF AS AN ORGANIZATION, RELEAF ORGANIZERS, AND RELEAF MEMBERS

Radical Re-imagination

Fluidity

Creativity

Expression

Joy

Kinship

Collective Care & Liberation

Solidarity

Accountability

Wholeness

