

# Values & Affirmations

In the Fall of 2020, after months of examining and researching the past structure of MayDay, the MayDay Council produced a Values and Affirmations document that was shared with the HOBT Staff and Board to guide all strategies and decision-making.

We share this today with our communities as a way to share power, ensure transparency, and create accountability amongst the Board, Staff, and Council.

## MayDay Values



The MayDay Council calls on the HOBT Staff, and HOBT Board to work collaboratively in pursuit of experiences grounded in the shared values of:

### Reparations.

Bringing a reparations approach to the business model of MayDay (Not Charity, Not Affirmative Action). This means actively acknowledging past harms while committing to on-going reparative relationships and wealth shifting work.

### Intergenerational Experiences.

Activating intergenerational knowledge to deepen and strengthen relationships with artists and audiences, as well as the work of collaborators and co-creators.

### Decolonizing & Decentralizing Work.

Undoing White Supremacy culture requires the centering of Black, Indigenous, and People of Color's lives, requires practicing indigeneity through acknowledging the Dakota, Anishinaabe peoples of this land, and the existence of, and ancestral lineages of Indigenous Peoples globally. It also requires working in a way of decentralized labor that honors the contributed resources, labor, and artistic vision of many, in celebratory activities that are decentralized in time. A decolonized and decentralized MayDay is celebrated year-round and broadly throughout engaged communities. A decolonized and decentralized MayDay is rooted in authentic relationship development.

### Accessibility.

Creating a truly accessible MayDay means ensuring access for multiple language speakers, low-income folk, youth, BIPOC, and people living with disabilities in the audience, as artists, and partners. We view access as a conversation: you can't plan for it, and we continue to ask who doesn't have access to MayDay and creating accessible pathways to participation and co-creation.



### Accountability.

Committing to a long-term transparent and adaptive arts-based co-designed community development practice through respectful relationships with those in your community and other communities. When in disagreement, we commit to work through conflict in a healthy way with transparency about values, decision-making, and finances.

### Abolition.

Practicing de-escalation techniques, and transformative justice by addressing white supremacist, sexist, homophobic, transphobic, racist, and classist, systems of oppression. An abolitionist value requires commitment to those most impacted by the police state and prison system, beyond what is trendy and aligning with groups doing this work but not co-opting.



## Affirmations

As we labor to cultivate a new MayDay Celebration, we work to:

Stay **defined by our hearts** as we connect with community

Stay **rooted in abundance**, and not be extractive and exploitative of labor or ideas

Actualize accessibility - **accessibility is a shared responsibility**: we practice awareness by looking out for each other all the time

**Decentralize** and remember that MayDay is bigger than any one organization or neighborhood.

Keep **community relationship as the backbone** of MayDay Celebration; MayDay belongs to community

Inspire **high investment and co-ownership**

Stay **true to our MayDay values**; we will not sell out to corporations or collaborators that counter the interests of our communities

Acknowledge **change is the only constant**



# A special community affirmation in response to the question: **What do we mean by the term Community?**

*The MayDay Council believes that the **community is multi-dimensional**. We do our best to name specific communities in our work but we desire to acknowledge the many and beautiful intersections at play when we come together.*

*Some of the ways we affirm thinking about /with/ for community include:*

**Putting neighborhoods at the center.** *We are a part of the Phillips Community & Powderhorn Park, historically affordable and culturally diverse neighborhoods, and are respectful of the impacts of visitors to our programming on neighboring businesses and households- this translates to virtual spaces as well.*

**Including cultural and identity-based communities,** *especially those disproportionately impacted by social inequity at large, especially BIPOC and LGBTQIA+ generally. We hope to promote the individual and collective leadership and artistic development and excellence of these communities.*

**Celebrating creatives and enthusiasts:** *especially experimental, puppet and mask, performance, and interdisciplinary artists.*