

## ETDA Stands with the Black and Brown Communities of the Globe

We seek understanding of the human experience by welcoming each person with whom we interact to share their story as we engage in deep listening with open hearts and open minds.

We are driven to continually learn about our place in the world, vis-a-vis race, ethnicity and culture including confronting our assumptions and privileges.

We work to be change makers in fostering equity and inclusion through our work, actions and words.

As individual and organization developers we understand the challenge of transformation. Change proves to be challenging for individuals, teams, and organizations, and systemic change an even greater challenge. Our work in the world is to address such changes. ETDA and our members are here to help you.

[These resources](#) may be a helpful start in your pursuit to create the systemic change required to eliminate the systemic racism we are currently acknowledging.

ETDA's Ethical Practices – please feel free to use the following to help create a more tolerant world. ETDA's members commit to supporting and acting in accordance with the following ethical practices to our self, our profession, our clients and the globe, described in our [DeEP Document](#).

## **ETD Alliance Guiding Principles**

### **Relationships take priority over transactions.**

- Trust, love, respect, and positive intent are inherent in what we do.
- We foster an atmosphere that supports sharing and collaboration.
- We act with integrity and seek to continually clarify our intentions.
- We work and take action from a position of love and understanding.

### **We seek to continually enhance ETD competencies.**

- We have a passion for learning.
- We are a work in progress: we trust; take risks; make it up as we go along; make mistakes; learn from them; invite feedback; and don't take ourselves too seriously.
- We learn from, leverage, and partner with others inside and outside the Alliance.

### **We seek to build possibilities for the greater good.**

- We work collectively for things that we are not able to accomplish ourselves.
- Everything we do is aligned with the current and future needs of our clients.
- We draw upon our unique and diverse skills and gifts of ETD passions.
- We lead by working to serve others.
- We participate in the Alliance with an attitude of ownership, not entitlement.
- We believe that the good we do will always come back to us.
- We create infrastructure and mechanisms to support collaborative efforts.