

Living in Community's Basis of Unity represents the core values and approaches that all staff and volunteers agree upon and commit to uphold when we come together in our work. Our Basis of Unity captures and connects: our Vision, Mission, and Values; our Theory of Change; and each individual's and committee's roles and responsibilities.

Our Vision:

We envision a future where sex workers' rights are respected and where sex workers are free from stigma, violence, discrimination, and criminalization. We envision a world where diverse stakeholders can come together to share, learn from each other, and work through different sex work perspectives in order to achieve our common goals of health, safety, and well-being for all community members.

Our Mission:

Centering sex workers' rights, Living in Community convenes diverse stakeholders in order to: understand a range of experiences and perspectives; inform sex work-related policies and practices of governments, service providers, and community organizations; and provide education to support these goals.

Our Values:

Our values form the **roots** underpinning all of our work together:

- Centering sex workers' experiences
- Engaging in ongoing learning and practice toward decolonization
- Addressing systemic root causes of harm
- Using an evidence-based, harm reduction lens
- Listening and seeking understanding



Our Theory of Change:

In line with our values and in pursuit of our vision, our Theory of Change describes the ways in which we actualize our mission. For more information, see our Theory of Change.

We work to make change in **four** areas, and we do this through **six** key strategies. The below graphic demonstrates how our three operational committees, which fall from our mission, each utilize some of these six strategies in pursuit of these four areas of change, which are not mutually exclusive.

Our Board of Directors provides our governance and oversight, but is also part of guiding our operations through chairing these three committees. Committee members come from across the province and include folks with diverse experience in sex work as well as policy advocacy, research, education, facilitation, community development, and more. Each committee also has a LIC staff liaison, ensuring that committee work comes back both to the staff and to the Board to discuss and implement.

It is therefore a commitment of every staff member and volunteer to uphold this Basis of Unity and work together in a good way. This means that we all understand and carry out our individual roles and responsibilities, and that we seek to build understanding, deepen relationships, and collaborate with each other across our roles. In turn, we can expect the same reciprocity, generosity, and support from each other. Within this shared understanding and framework, the Board, each committee, and each project that LIC convenes may decide for itself how it wants to make decisions.

Inform sex work-related policies & practices of governments, service providers & community organizations

Provide education in support of these goals

Understand a range of experiences and perspectives

Law and Policy Advocacy Committee

Education and Training Committee

Sex Worker Engagement Committee

Areas of change:

- Change in culture and mindsets
- Change in policy, systems, and structures

Key strategies:

- Multistakeholder engagement and collaboration
- Advocacy and public engagement
- Mentorship about the LIC approach
- Network and movement building

Areas of change:

- Change in culture and mindsets
- Change in practice

Key strategies:

- Training and curriculum development
- Public education and awareness raising
- Mentorship about the LIC approach
- Network and movement building

Areas of change:

- Change in culture and mindsets
- Change in relationships and collaboration

Key strategies:

- Multistakeholder engagement and collaboration
- Network and movement building

Centering sex workers' experiences

Ongoing learning & practice toward decolonization

Addressing systemic root causes of harm

Listening and seeking understanding

Using an evidence-based, harm reduction lens