

# UNLEASHING DIVERSITY

## The OpenSource Approach

The OpenSource approach to this work is holistic and multi-faceted:

- Recognizing that oppression shows up in multiple, intersecting ways, we work with organizations to **dismantle oppression** – an approach that allows you to go deep on specific issues, such as racism or classism, while also seeing how they relate to each other and to larger social change.
- By balancing rigorous **analysis** with intentional, authentic **relationship building**, we work with groups to not only “dismantle” unhealthy structures, but also to create a positive and empowering organizational culture that **unleashes diversity** both internally and externally.
- We see **unleashing diversity** work as core to **organizational development and change**. Indeed, it is about *how* you do *everything* that you do. Thus, we help you apply a strategic lens to the organizational issues and opportunities that arise from this process.
- We approach work and life with a spirit of **confident humility** – bringing tested frameworks, models, and tools to your process while also recognizing that we, too, are on a lifelong journey of learning and discovery. We bring openheartedness and compassion coupled with the clarity that racism, sexism, and other oppressions inhibit everyone’s ability to be fully human in this world. We are committed to supporting organizations, activists, and communities in our collective efforts to interrupt or resist systems of privilege and oppression in all their forms.

