

The Mosaic Project

Organizational Covenant/Pledge

Who We Are

The Mosaic Project is a social change organization dedicated to working with children, youth, and adults to promote peace¹ and social justice². Mosaic is currently focused in the Bay Area, where we began and are headquartered, and we are committed to continuing to bring Mosaic to communities around the globe. We believe that children and youth not only represent the future caretakers of our society, but also have critical contributions to make toward peace and social justice in our many, intersecting communities in the present.

Values and Accountability

As indicated by the acronym MOSAIC, the primary principles guiding the actions of Mosaic members are Mutual respect, Open-mindedness, Self-respect, positive Attitude, Individuality, and Community. Furthermore, we strive to embody the concepts of equity, diversity of voices, transparency, and shared power in decision making. In addition, as members of Mosaic, we aspire to be responsible for educating ourselves about the organization and hold ourselves accountable to each other to participate in an informed way. In line with the organization's values, Mosaic's staff and Boards should reflect the diversity of the Bay Area communities we serve.

Putting Our Values Into Action

Central to our embodiment of the values stated above is our commitment to listening, empathizing, communicating assertively, and practicing nonviolent conflict resolution. We strive to take care of our staff and volunteers by providing a fun, loving, and open culture in which all members of Mosaic feel welcome to bring their full selves. We aim to sustain our staff financially, physically, and emotionally. We acknowledge that we are not perfect and, as taught at the Outdoor School, we can learn a lot from our conflicts, failures, and misunderstandings. With this in mind, we are committed to personal growth and compassion at all levels through the implementation of open feedback processes, consistent development and advancement opportunities, and robust organizational structures. We aim to practice what we teach.

¹ A definition of peace: Peace is more than the absence of war, physical violence, or verbal violence. It consists of an intentional act of caring; an intention to act in a way that maintains or improves the physical, mental, and emotional well-being of others. In the words of Martin Luther King, Jr., "True peace is not merely the absence of tension: it is the presence of justice." "Peace is not merely a distant goal that we seek, but a means by which we arrive at that goal."

² A definition of social justice: An activist approach to our lives, our work, our play, our learning that embodies equity and fairness in how we interact as members of the human species, with other living things, and with the Earth, keeping in mind that economic and political equality are necessary for all people to reach their full potential as contributing members of the global community. Placing social justice at the core of Mosaic means recognizing the importance of interconnectedness, humility, spirit, and stepping gently in the world, as noted in the words of Thich Nhat Hanh, "To me, practicing mindfulness in the act of consuming is the basic act of social justice."

Acknowledging Our Limitations

We recognize the challenges inherent in this work and outline our vision here not to claim that we have achieved these ideals, but as an aspirational statement to guide our thoughts and actions toward the building of a more effective and just organization. The Mosaic Project and its members aim to be open and honest with ourselves in acknowledgement of our shortcomings and the ways we can continue to improve our work.

Implementation

We, the members of Mosaic³, declare our belief that we will be most effective, and our work most sustainable, when the principles enunciated in this Organizational Covenant are implemented throughout all parts of the organization, including the governance structure (Board of Directors), advisory structure (Advisory Board, Youth Board, Children's Board), year-round staff, program staff, Youth Leaders, and consultants (Mosaic's Outdoor School, the Mosaic In-School Project, the Mosaic Consulting Project). Furthermore, accountability and progress toward this Covenant will be monitored and measured through all parts of the organization on an annual basis through the lenses of the principles outlined above.

³ "Members of Mosaic" defined as all those involved in Mosaic programs or organization, past and present; all of those who support Mosaic's values and work; and anyone who might say "Mosaic" in a "What Are You?" circle.