



CAROLINA FEDERATION DNA

DNA are the foundational principles that shape the culture and behavior of the Federation's members and the organization as a whole.

There are nine DNA principles that infuse everything that we do:

What We Believe

- 1. Corporate Power is the Problem.** We believe that corporate control of government and the economy is the root cause of injustice, suffering, and environmental destruction. We build grassroots movements that name our common enemy and dismantle the corporate policies and politics that dominate North Carolina.
- 2. Democracy is the Solution.** We believe that political power and economic ownership can and must be redistributed and democratized. We build people power to take back government and fight for an economy where all North Carolina's people and places thrive together.
- 3. Solidarity is the Key.** We believe that we are responsible for each other's well-being and must confront racism and systems of privilege that keep us complicit in each other's suffering. We build solidarity across race, class, gender, sexuality, immigration status and we fight for a North Carolina that honors all people.

How We Win

- 4. We Build Grassroots Political Power.** We build a committed voting base that comes together across race and class to elect politicians and shape public debate. We build permanent organization, not parachute campaigns, and we measure our power in the depth and volume of our membership and the number of votes our organization wields.
- 5. We Recruit & Develop Leaders.** The hopelessness and isolation that keeps our people politically powerless can only be overcome through the everyday work of strong, skilled, and politically clear leaders who are respected in their communities. We invest deeply in identifying, training, and supporting local leaders, who in turn cultivate other leaders.
- 6. We Make Structural Change.** We're not interested in playing a rigged game, we want to change the rules. When we elect people to office we work with them to pass laws that will lift up everyday people and break the power of corporations and racism.

How We Lead

- 7. We Choose Responsibility.** We are the ones we've been waiting for. No one else is coming to save the day. We step up and learn by doing. We are solution-oriented, offering something we like, rather than complaining about what we don't like.
- 8. We Ask for Commitment.** We offer others an opportunity to put their values into action. Our power comes from bringing more and more people into our movements, so we are always inviting new people to become members, take action, and step into leadership.
- 9. We Build Trust & Repair Harm.** We speak honestly, listen humbly, and act with respect for one another. We actively unlearn the ways we've been taught to distrust and harm each other around race, gender, class, disability and immigration status.