



### **I AM ALS Community**

The term “community members” refers to volunteers, clients, individuals who participate in I AM ALS teams or events, staff, and the volunteer members of the Board of Directors. These community members may be people living with ALS, gene carriers, caregivers, former caregivers, members of genetic ALS families, loved ones, employees, and/or compassionate advocates with no personal connection to ALS. Each community member contributes their own unique talents, experiences, and insights.

### **Anchor Principles**

1. I AM ALS values all community members equally. We offer a welcoming environment, and we value all community members' input.
2. I AM ALS is impactful because of our collective power. In collective action, we know that differing opinions will arise. We expect all community members to express differences respectfully and treat each other with kindness.
3. We value the lived experience of our community members and recognize that they are experts on their own experiences. We use these experiences to guide our work and mission. In our person-centered mission, our priority is, and will always be, meeting the needs of people living with ALS and those who are at risk for developing ALS. They are the reason for our movement. We also acknowledge the needs of current and former caregivers and their loved ones. Their needs must also be supported for our movement to be just and effective.
4. ALS is hard. We want people to take care of themselves and ask for help if they need it. Neither of these things is selfish. Both are necessary for a strong community. <https://iamals.org/get-help/>
5. I AM ALS is an accessible community that welcomes people of varied abilities and disabilities. It is everyone's responsibility to help create access to full participation. For example, we read the chat so everyone's thoughts are heard, pause for those who need more time, or speak up if we notice someone is looking for an opportunity to speak.
6. We encourage a culture of curiosity and transparency. We are here to learn and collaborate. When community members and I AM ALS have questions for each other about strategy, operations, or policies, we address it directly with those individuals, in a team meeting, or with the organization and not in a public forum. We assume best intent, and invite respectful discourse and questions that foster clarity.
7. As humans we know that we may sometimes fail in adhering to these values, but we must commit to holding ourselves and each other accountable. We become a stronger movement as we learn and do better.