

## Emerge Core Values and Practices

Emerge Louisiana, an affiliate of EmERGE America, is an innovative and comprehensive training program preparing Democratic women to run for political office in Louisiana. By identifying, inspiring and training more Democratic women to run for office, we'll have political leaders who better reflect the realities and priorities of our communities.

Below, we describe the **Core Values and Practices** of EmERGE Louisiana. These are the enduring values of EmERGE America's Affiliates and form the core of our program and brand.

1. We train Democratic women exclusively.
2. We train women of all ages.
3. We have no litmus test beyond being a Democrat. We do not want to add barriers to Democratic women seeking elective office and do not deny admission to anyone based upon their views on any one particular issue.
4. We provide intensive training for at least one full day per month for a minimum of six months. The trainings give program members the nuts and bolts of running for office and the key tools for a successful campaign. The network created by meeting repeatedly over many months is of critical importance to EmERGE America's Alumnae network.
5. We do not train on issues, except to the extent that they matter for the strategy of a campaign
6. We do not endorse candidates. EmERGE Affiliates may have Political Action Committees, but the Affiliates, themselves, do not endorse candidates. (This protects board members from being seen as endorsing any particular EmERGE candidate.)
7. We believe that diversity is critical for EmERGE America Affiliate Boards of Directors and Advisory Boards and to candidate recruitment. Diversity is **KEY** to all aspects of EmERGE.
8. We do not discriminate on the basis of sexual orientation, race, ethnicity, education, physical abilities, socioeconomic status, etc.
9. We train Democratic women at all stages of their candidate development (i.e., we offer the program to women who have not yet run for public office, as well as to those who may have already run or currently hold office).
10. We train and encourage women to run for office at all levels - local, state and federal.
11. We are locally based with strong ties to the local community and political leadership.
12. We believe the EmERGE America program is effective because we make a long term investment in the women we train. Therefore, each Affiliate must provide Alumnae with ongoing opportunities for networking and guidance on political strategy.
13. We are a results-oriented organization and committed to quantifying our accomplishments. Each Affiliate must incorporate tracking of its program members and obtain feedback on each of its sessions from the class.
14. We incorporate the teaching and debate of ethics in politics into our curriculum. We want to create a pool of ethical Democratic women leaders for the future.
15. We strive to foster an environment of mutual respect among Program Members, Alumnae and others who are active in the EmERGE community.
16. We strive to demonstrate a level of civility in all of our interactions at every level of our organization, including interactions with individuals of other political parties and with different points of view, and provide a model for all future politicians.
17. We are environmentally conscious and committed to conducting our trainings and all organizational business in an environmentally conscious manner.

I, \_\_\_\_\_, have read the EmERGE Core Values and agree to fulfill the requirements of the EmERGE program to the best of my abilities.

Signed \_\_\_\_\_ Date \_\_\_\_\_