

# JEMEZ PRINCIPLES FOR DEMOCRATIC ORGANIZING

1. Be Inclusive
2. Emphasis on Bottom-Up Organizing
3. Let People Speak for Themselves
4. Work Together In Solidarity and Mutuality
5. Build Just Relationships Among Ourselves
6. Commitment to Self-Transformation

On December 6-8, 1996, forty people of color and European-American representatives met in Jemez, New Mexico, for the "Working Group Meeting on Globalization and Trade." The Jemez meeting was hosted by the Southwest Network for Environmental and Economic Justice with the intention of hammering out common understandings between participants from different cultures, politics and organizations. The "Jemez Principles" for democratic organizing were adopted by the participants. In 2014, the Sierra Club Board of Directors adopted the Jemez Principles as part of Sierra Club's journey to becoming a more just, equitable, and inclusive organization internally and externally.