

Returning the Gift Organization Code of Conduct

We uphold these core values in our own work and promote them in the nonprofit sector as a whole. They represent what we believe in, what we stand for, and how we approach everything we do.

- **Innovation and a sense of hope** We believe that we can create a better future through indigenous innovation, professional mentorship, artistic practices, and societal change. This sense of hope leads to creative approaches and new models that work. We seek to nurture the spirit of the indigenous community by recognizing and celebrating successes, as well as learning from valuable failures.
- **Integrity and accountability** We believe in modeling trustworthiness and integrity that earns continuously the public's high regard for the indigenous literary, arts, academic, and nonprofit sector. This reflects an alignment between what we say, what we do, and how we do it.
- **The rich diversity of the indigenous community** We celebrate, respect, and include all people, cultures, regions, religions, and political views.
- **Outstanding service** We are committed to a strong ethic of timely, reliable advocacy work for indigenous creative professionals, nonprofit practitioners, and academics. We strive to create an environment in which indigenous professionals feel heard, safe, respected, and supported.
- **Responsible stewardship** We are committed to careful stewardship of all human, natural, and financial resources. This means we use carefully the time and talents of those working with RTG, we are environmentally responsible, and we spend wisely the funds invested in us.
- **Sustainability** We believe it is important to recognize the value of indigenous academic, literary, and artistic work by investing in their organizations and their people. This includes providing learning opportunities for volunteers and staff, as well as compensation and benefits that are adequate to sustain staff members and their families.

Our Vision Statement: Cultural preservation sustained through Indigenous arts and community.

Our Mission: Creating an inclusive support network for imaginative Indigenous endeavors.