

CORE VALUES



PRACTICE ANTI-RACISM

We commit to continuously reflect on ourselves as individuals and as an organization to identify ways in which racism is being perpetuated, to name those ways, and then to mitigate, disrupt, and dismantle them, removing the option for inaction. We commit to intentionally designing inclusive new systems.



GROW WITH HUMILITY AND COURAGE

We commit to continuous improvement as individuals and as an organization by courageously taking ownership of and modeling our learning through self-reflection, accepting and offering productive feedback, and engaging in learning opportunities, and doing so with humility and an understanding that this work will be hard.



THRIVE/ BE BETTER TOGETHER

We work in partnership with one another by embracing multiple points of view, experiences, and expertise, actively breaking down hierarchy, and creating shared ownership for building equitable organizations internally and with external partners.



LEVERAGE DIVERSITY

We recognize, value and celebrate the richness that comes from our diverse perspectives, identities, and experiences because we understand that it is our differences that make us better.



FACE OURSELVES

We work with courage by facing, examining and addressing our biases and mental models and joining others in doing the same even when it is painful and difficult.



MAKE SPACE FOR JOY

We create space for each staff member to feel fulfilled, proud, and joyful from their contributions and outcomes by recognizing, respecting, and nurturing each other's efforts and talents and cultivating community and collaboration.