

# TEAM VALUES



## INTEGRITY

We do the right thing in a reliable way, choosing honesty, transparency, and authenticity. We have discussions, voice our opinions, honor the final decision, and are accountable for our actions. We show respect and kindness to everyone, support others, and demonstrate patience and understanding.

*"I will practice honesty and celebrate my teammates for their honesty"*

## SUPPORT

We rely upon one another and take interest in the many facets of each of our lives. We pay attention to how others are doing and practice empathy. We encourage each other to grow professionally and we ask for and provide help when needed. We know that teamwork empowers actions that are not possible alone, and we work to build and improve upon effectual working relationships.

*"I want to be a cheerleader for others and I want cheerleaders for myself"*

## ADAPTABILITY

We recognize there are many right ways to do things. We are flexible in our approach, understand that change is the only constant, and seek innovative solutions when faced with constraints. We transform our work with the future in mind, are agile in our planning, and value continuous improvement over perfection.

*"I embrace learning new technologies, understanding new ideas, and working with new people"*

## INCLUSION

We work to ensure that all people, cultures, and identities are equally valued and recognized, under the belief that strength comes through the diversity and expression of our shared humanity. We honor all cultural and communication styles and promote respect in our work culture. We engage in continuous learning on how power and privilege operate at an individual and systemic level. We translate our knowledge into sustained action to dismantle white supremacy in all its forms.

*"I work to continuously learn about and identify gaps in equity—with an individual and systems lens"*

## TRUST

We believe in the conviction and sincerity of others; we do what we say and believe others will do what they say. We seek direct communication to resolve concerns and work to build comfortable conversations. We listen to all ideas openly, accept and hear each other with empathy and without judgement, ask thoughtful questions, and assume positive intent when we have incomplete information.

*"I give time for feedback and different communications styles and avoid putting people on the spot"*

## COURAGE

We speak up and challenge the status quo with each other and in the community. We embrace failure as an opportunity to learn and grow and encourage learning in public to model our values and to inspire courage in others. We recognize that it takes courage to confront systemic oppression and we honor the courage of community members, especially when they offer us feedback.

*"I admit when I am wrong or don't know the answer"*