

## **Impact**

### **We improve lives**

- We are passionate about finding the best solutions that work to impact lives
- Our mission is used to help us make daily decisions
- We bring our best selves to work to accomplish our mission every day
- We commit to measuring our impact and reporting our progress

## **Innovation**

### **We meet changing needs**

- We embrace change that leads to improving lives
- We continually learn as individuals and as an organization, and adapt with a sense of urgency and purpose
- We celebrate lessons learned whether wins or losses
- We strive to fail fast from little bets

## **Integrity**

### **We value and honor the trust of donors**

- We are transparent in our actions, our intentions and how we invest donor resources
- We communicate results to educate and inform donors and stakeholders
- We hold ourselves a level personal and professional ethics worthy of the trust our donors place in us
- We do what we say we will do

## **Team**

### **We make a greater impact together**

- We have the right people at the table
- We collaborate in real time rather than relay & handoff
- We give & seek feedback constructively, and assume best intentions
- We engage employees at all levels

## **Inclusion**

### **We value and honor different views and perspectives**

- We treat everyone with dignity, respect and appreciation
  - We seek to have all voices heard
  - We seek out points of view that are different than our own
  - We strive to achieve consensus, but will support a decision once it is made
  - We acknowledge inequities and seek to give voice to them
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