CULTURE CHARTER

OUR LEADERS:

Leadership and Collaboration
- Lead on strategy, vision and culture.
- Listen and communicate with empathy and openness.
- Approach problems collaboratively and aligned with our values.
- Make evidence-based, equitable, transparent and timely decisions.

Culture, Equity and Compassion
- Act to expand equity for underrepresented/marginalized groups.
- Deconstruct inequity.
- Invest in all members equitably to support their full potential.

Professional Development
- Demonstrate accountability for personal learning and growth.
- Ensure opportunities for learning and growth for all.
- Respect boundaries, capacities and contributions of others.

OUR COMMUNITY:

Culture, Equity and Compassion
- Advocate for underrepresented and marginalized peers.
- Identify challenges and advocate for solutions to inequity.
- Advocate for leadership accountability.
- Listen and communicate with empathy and openness.

Collaboration
- Support leadership in making decisions by sharing contributions, expertise and perspectives.
- Share resources (funds, space, expertise, tools, etc.), opportunities and ideas to support the success of strategic and cultural goals.
- Solve problems collaboratively and aligned with our values.
- Support others in articulating their boundaries/contributions.

Professional Development
- Demonstrate accountability for personal learning and growth.
- Advocate for themselves and peers seeking opportunities for learning and growth.