**OUR VALUES**

**Respect**

We practice radical hospitality with our participants and partners.

We intend good will with common purpose rooted in our agency mission.

We treat all people with dignity.

We recognize people’s gifts, talents, strengths and assets.

We treat people as resourceful, intrinsically whole beings, who know how to solve their own problems.

We accept others—appreciating differences, seeking to learn and understand more about one another.

We acknowledge and communicate professionally with one another.

We are patient with each other.

**Integrity**

We honor time commitments regarding internal and external meetings and dealings.

We listen for understanding and to grow in our knowledge.

We practice honesty with ourselves and each other.

We practice objectivity and strive to process information accurately.

We work hard and purposefully.

We keep our commitments.

We communicate and respond promptly with solutions in mind.

**Cultural Fluency**

We listen for understanding.

We intentionally build relationships across race, socioeconomic and cultural backgrounds.

We recognize that power, privilege and educational differentials exist and intentionally challenge/work to change.

We push our learning, growing and challenging process to honor our commitment to ending racism and poverty.

**Optimism**

We practice radical optimism, because we believe our work can effect positive change.

We persevere in the face of obstacles.

We solve problems with positive solutions.

We celebrate success and recognize each other’s work and commitment.

We don’t give up.