

Values & Guiding Principles

Foster **care & well-being** across the team.
Encourage **self-awareness, compassion, & breathing room.**

**Cultivate
Concordant
CARE**

**Create
Joyful,
Just
CHANGE**

**Brave,
Caring,
Aware
Leaders**

**Courageous
Organization for
Social Change**

**Build
Bridges to
BELONGING***

Make room to **recognize & reflect.**
Practice **courage, listening & understanding.**

Lead with **imagination.**
Nurture **strength-based, adaptive leadership.**
Implement **clear roles, processes, and strategies.**
Build **together.**

Create joy-filled, just transformation.

*Bridging to increase belonging is a concept developed by John A. Powell & the Othering & Belonging Institute.