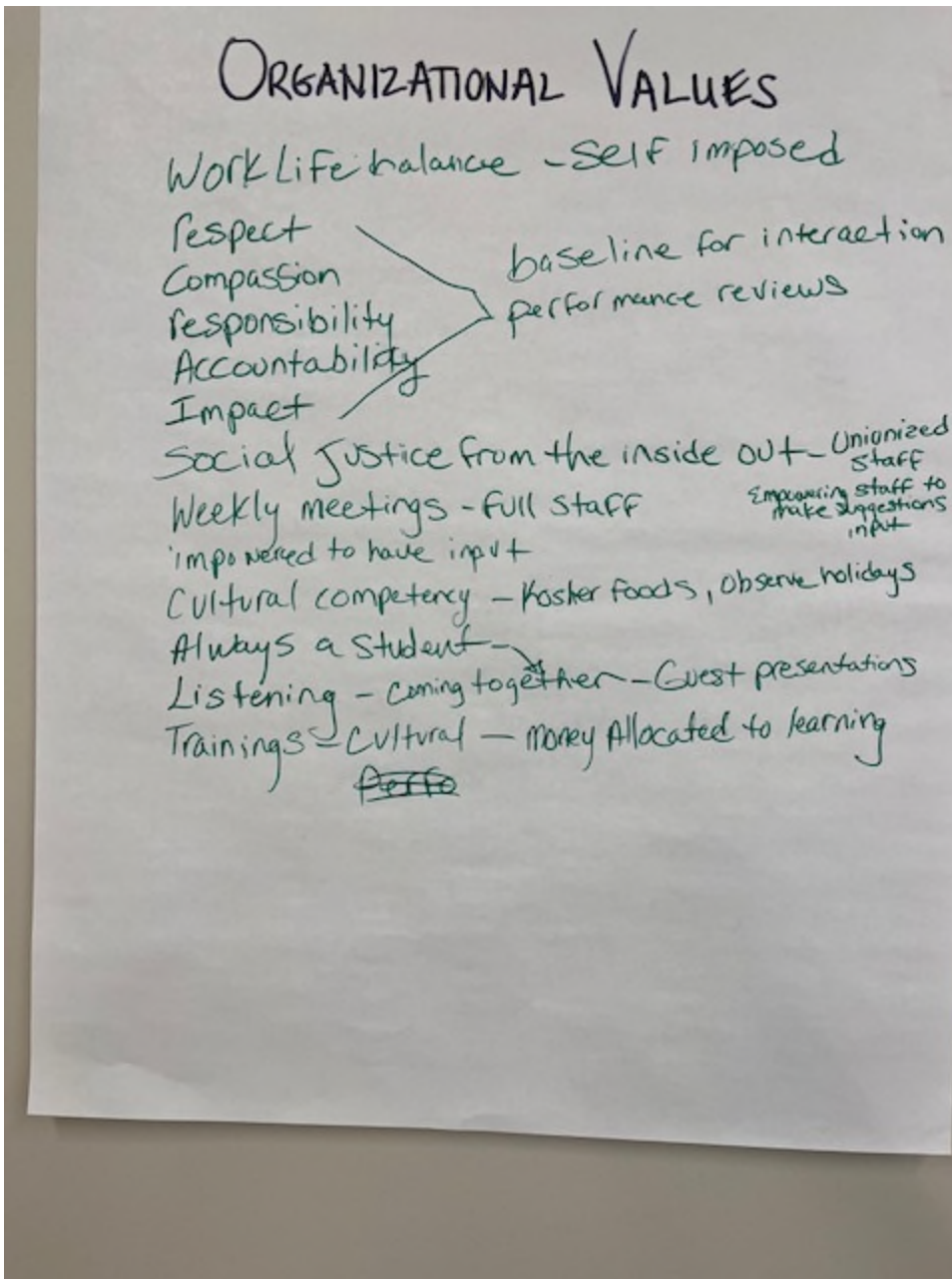


Monica Kelly

From: Lyn Freundlich <friendlybrit01@gmail.com>
Sent: Thursday, March 6, 2025 1:39 PM
To: Monica Kelly; Meher Shulman
Subject: <EXTERNAL>Org values 1 of 2



ORGANIZATIONAL VALUES

Compassion - meeting ppl. where they are at.

Customer Service - make individuals feel welcomed and have the BEST experience

Integrity - Doing the right thing at all times.

Equitable - Equal access + Fairness no matter what their background is. Knowing humanity

Responsibility / Accountability - Presence in our actions, timely responsiveness and owning our responsibility and actions for the people in our care.

ORGANIZATIONAL VALUES

...knowing humanity
Responsibility/Accountability - Presence
in our actions, timely responsiveness and
owning our responsibility and actions for
the people in our care.

ORGANIZATIONAL VALUES

SELF CARE

EQUITY

DIGNITY

WELCOMING

HONESTY

RESPECT

TRANSPARENCY

SUPPORT
LGBTQIA+

Having people
with lived
experience

INTEGRITY

CONSISTENCY/TRUST

ACCEPTANCE

OPEN MINDEDNESS

FAMILY

WELLNESS
(supporting positive
employee experience)

ANTI-RACISM

ORGANIZATIONAL VALUES

- Value Every voice
 - voices of those impacted
 - building ones Capacity
 - living in Equity, diverse Perspectives
 - Monthly meetings where everyone in the org leads the meeting. (staff meetings)

ORGANIZATIONAL VALUES

- respecting each other time - ~~arriving on time~~ ending on time
- inclusivity - 1:1 supports & dev. ind. support plan / person centered planning
- annual clients surveys and after educat. prog.
- client representation in dec making and org. planning
- Client board representation
- Education: to increase awareness & preparedness
- Breaking barriers: dev. sm. businesses based on individual passions.
- personal accountability: ethics statement for internal operations / care from national
- Bring families together along with teachers - inclusion.
- Transparency: all decisions are community w/ space to provide feedback.
- Group accountability & collective care: "calling in" and use curious questions to understand.

ORGANIZATIONAL VALUES

Respect - For Language/actions

Social Justice - inside + out
(unionized visitor experience
staff)

Commitment - to community, to on-going
↳ listening session learning + advocacy → legislative office visits
↳ staff meetings

Innovative - caring, responsible/accountability

Inclusion - free programs to eliminate financial barriers

Compassion - acceptance no matter where they come from

Responsibility - for work in general - clients - staff - city

Excellence - meeting/exceeding expectations
standards (high)

Honesty, Truth, Integrity - Careful thoughts, careful actions