

**INCLUSIVE COLLABORATION**

We see each stakeholder as the expert of their experiences and believe the engagement and understanding of many voices can bring a clear direction for the changes that are needed. In practice we:

- Engage all stakeholders and the public
- Value all voices
- Hold space for voices of various viewpoints

SOCIAL JUSTICE

We believe valuing people who have been marginalized and denied voice is imperative to reform work. We promote inclusion, equity, and access to systems and services. In practice we:

- Represent the interests of the most vulnerable and least represented individuals
- Acknowledge and work to dismantle racism and other disparities in the systems in which we work

TRANSPARENCY

We believe robust and positive engagement with stakeholders and partners will ensure that changes are long-lasting, equitable, and applicable and that transparency builds trust. In practice we:

- Foster positive interactions and relationships
- Share information widely
- Keep lines of communication open and honest

INTEGRITY

We believe operating with authenticity is necessary to inspire others to perform transformational work. In practice we:

- Fact check and fact share
- Communicate honestly and conduct our work thoroughly
- Role model behavior to the department and public

COMPASSION

We believe in compassion for all people. Compassion informs our work, validates, and supports everyone involved.

We acknowledge injustice and validate and understand the human experience. In practice we:

- Understand trauma and its consequences
- Act out of empathy and understanding
- We leave space for people to learn and grow

KNOWLEDGE

We believe knowledge leads to better decisions and reduces bias. Many people have lived and studied the work we are charged to do, and we want to efficiently incorporate ideas already shown to work. We can and must continually strive to learn, improve, and grow. In practice we:

- Are lifelong learners
- Constantly hone our skills and are open to new ideas
- Actively listen

HUMILITY

We believe in staying grounded to the truths of injustice. Humility breeds accountability, keeps us objective, and allows for inclusive collaboration. In practice we:

- Prioritize the needs of the constituents we serve
- Practice humility and respect
- Share credit for wins and losses