

ORGANIZATIONAL VALUES (Approved 1.21.20)

Our values are a declaration of our core beliefs and the defining features of United Way of Olmsted County's culture. Five words have been selected that best describe our values, who we are and the conditions we strive to see expressed in the world around us. These values embody a host of qualities that can be expressed in a variety of ways; example behaviors or included here and are further described in our Code of Ethics and Conduct. These values reflect the enduring character of United Way of Olmsted County. To achieve our Mission, we affirm our primary values as:

Organizational Values	Value Statement	Individual & Organizational Behavior
Integrity	We maintain and strengthen the trust of our customers (donors, partners and the community). We serve in all our actions. Our actions are honest and open in every regard.	<ul style="list-style-type: none"> • Understands and abides by the organization's ethical business practices and code of ethics. • Follows through on commitments and agreements, taking responsibility for own actions. • Is trusted by colleagues. • Makes information transparent and accessible.
Equity	We value the intentional inclusion of everyone in our community. We strive to dismantle systemic, institutional, and historical barriers based on race, gender, sexual orientation, and other identities so they no longer determine socioeconomic, education and health outcomes.	<ol style="list-style-type: none"> 1. Seeks to understand diverse experiences and viewpoints as a means of organizational learning and change. 2. Understands the social and historical context of exclusionary practices in our community, organization and areas of work. 3. Acknowledges and interrupts individual, institutional, and systemic bias. 4. Focuses on impact of actions and decisions rather than intent. 5. Calls attention to and addresses patterns of inequitable outcomes. 6. Critically reassesses own practices. 7. Takes personal and organizational responsibility for creating a culture where people of different identities and experiences belong and can thrive.
Excellence	Our efforts exceed our customers' expectations. We lead our peers in every performance measure.	<ul style="list-style-type: none"> • Solicits feedback on actions, behavior, and progress and adjusts actions to provide continuous improvement. • Earns customer trust and loyalty through high quality products, superior service and timely responsive- ness. • Is forward thinking and focused on opportunities versus problems. • Pays attention to detail. • Produces high quality work. • Continuously develops and applies knowledge and skills gained through study and experience.
Accountability	We establish and demonstrate with every opportunity the highest standards of stewardship	<ul style="list-style-type: none"> • Takes personal responsibility. • Stays focused on the result, even when challenges occur. • Communicates expectations and priorities consistently and clearly.

Leadership	We participate in solving problems facing our community by mobilizing resources for collective action. Our leadership gives direction to the community in the pursuit of optimizing our community's well-being.	<ul style="list-style-type: none">• Inspires confidence, trust, and respect.• Conveys a vision or goal that inspires others to action.• Strengthens others through collaboration and information sharing.• Models behavior desired in others; leads by example.• Fosters teamwork.• Leverages relationships, skills, and knowledge to meet challenges.• Actively participates by offering opinions, ideas, and perspectives.• Fosters an environment of responsibility, creativity, and bold actions.
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