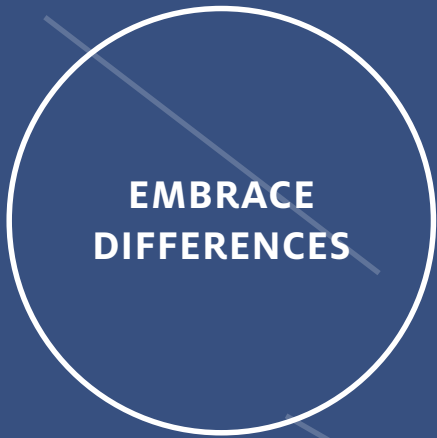


# DIVERSITY

WE ENRICH OUR WORK THROUGH THE EXCHANGE OF MANY VOICES AND IDEAS.



**EMBRACE DIFFERENCES**

We welcome different perspectives, as they challenge us, motivate us to learn, and broaden our worldview.

We reflect on our assumptions and actively seek viewpoints beyond our own.

We leverage different perspectives, skills, experience, and knowledge to more effectively solve problems and make better decisions.

We empower each other in collaborations.

We are proud of our individual and collective social identities and welcome our differences.

We willingly accept and celebrate the rich dimensions of diversity contained within each of us.

# CONTINUOUS LEARNING

WE PROMOTE, INSPIRE, AND SUPPORT INTELLECTUAL CURIOSITY.



**LEARN AND GROW**

We seek out opportunities to grow and develop in our careers, and actively support our colleagues in lifelong learning.

We grow, stretch our abilities, and are excited by challenges.

We pursue opportunities to acquire, apply, and share new skills and knowledge.

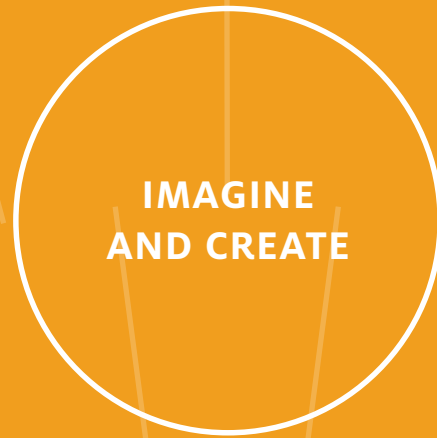
We recognize the importance of and invest in emotional intelligence as key to a collaborative organization.

We invest in our employees so they have opportunities to grow and learn.

We are open to, and learn and grow from challenges as they are opportunities to learn.

# INNOVATION

WE EXPLORE LIMITLESS POSSIBILITIES.



**IMAGINE AND CREATE**

We foster an environment that values risk-taking and creativity.

We anticipate needs, ask novel questions, and consider possibilities with an entrepreneurial spirit.

We commit to learning from our failures, as we recognize making mistakes is a healthy part of taking risks.

We embrace challenges as opportunities for growth.

We embrace change, meeting it with optimism, resolve, and humility.

We develop creative solutions to problems.

# COLLABORATION

WE ACCOMPLISH MORE WHEN WE ENGAGE AND ARE ALIGNED IN MUTUALLY BENEFICIAL RELATIONSHIPS.



**FOSTER PARTNERSHIPS**

We actively listen and ask good questions of our colleagues.

We partner with campus and community individuals and organizations that have diverse areas of expertise to successfully accomplish goals, more effectively solve problems, and make better decisions.

We are open to and incorporate new ideas, honor our commitments, and share responsibility for our successes and our failures.

We encourage each other and respect the unique expertise we bring to our shared endeavors.

We foster a safe environment where people can discuss all topics openly, honestly, and respectfully.

# INTEGRITY

WE ASSUME GOODWILL AND INSPIRE IT IN OTHERS.



**DO THE RIGHT THING**

We promote a culture of honesty by saying what we mean and meaning what we say.

We take responsibility for our words and actions.

We effectively and efficiently steward our resources.

We act authentically and inspire authenticity in others.

We mutually trust and respect each other.

We communicate clearly, openly, and with respect.

**OUR VALUES**



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