

CORE VALUES

Integrity

We act with honesty and take responsibility for our actions.

Respect

We act in a way that acknowledges the humanity and contributions of each individual.

Inclusion

We create an environment where all can participate, are invited to contribute, and have a sense of belonging.

Equity

We create conditions that provide everyone an opportunity to thrive.

Diversity

We welcome, acknowledge and appreciate our similarities and differences.

Innovation

We promote creativity and curiosity to tackle challenges and inspire new ideas.

Example behaviors that represent each value

- Holding ourselves and others accountable for behaviors that violate university policy.
- Taking appropriate action when concerns are raised about our own behavior or the behavior of others.
- Acknowledging and addressing mistakes when they happen.

- Treating others with grace, gratitude and kindness.
- Communicating with honesty and care.
- Giving your full attention when others are speaking.

- Acknowledging and managing one's own biases.
- Seeking and considering input from a variety of individuals, including those from underrepresented groups.
- Speaking up when people or ideas are excluded.

- Advocating for inclusive hiring practices.
- Challenging behaviors, cultures and systems that may lead to unjust outcomes.
- Educating ourselves and others about unconscious biases, and working to mitigate the impact.

- Recognizing that diversity is wide-ranging and includes many aspects.
- Taking responsibility to learn about identities and experiences different from our own.
- Leveraging differences as a strength.

- Trying something new rather than relying on historical practice as the best way.
- Soliciting diverse perspectives and experiences to discover something new.
- Using our successes and failures to learn, grow and improve.

Example behaviors that do not represent each value

- Allowing, overlooking, or making excuses for inappropriate conduct or wrongdoing.
- Lying or intentionally providing misinformation.
- Disregarding how our behavior and actions impact others.

- Bullying, coercing or intimidating others.
- Communicating with or about others in a demeaning way (insulting, shaming, belittling, mocking, gossiping, etc.)
- Ignoring the input and ideas of others by assuming or acting as though we know best.

- Silencing or shutting people down, ignoring feedback or disregarding views that are different or not the norm.
- Deliberately excluding input from underrepresented groups.
- Ignoring opportunities to address misunderstandings and resolve disagreements.

- Ignoring unique challenges, circumstances and needs of individuals or groups.
- Inappropriately withholding resources so that one group is more negatively impacted than another similarly situated group.
- Keeping information from those with a work-related need to know.

- Dismissing or minimizing unique aspects of people or experiences.
- Expecting individuals to represent entire groups.
- Rejecting things that are different as being less valuable.

- Ignoring or disregarding new input, ideas or suggestions to address problems and opportunities.
- Resisting change without considering potential benefits.
- Assuming negative intent toward those who suggest change.