

CORE VALUES

Integrity

We act with honesty and take responsibility for our actions.

Example behaviors:

- 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.

Respect

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

Example behaviors:

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

Inclusion

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

Example behaviors:

- 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.

Equity

We create conditions that provide everyone an opportunity to thrive.

Example behaviors:

- 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.

Diversity

We welcome, acknowledge and appreciate our similarities and differences.

Example behaviors:

- 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.

Innovation

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

Example behaviors:

- 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.



Learn more at: culturejourney.umich.edu