

# 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.