

Our Values & Behaviors

We Partner

Be a passionate ally for one another's success.

Seek early and frequent opportunities to build trusting relationships.

Listen to learn. Speak when necessary.

Seek candid feedback. Offer it gently.

We Take Calculated Risks

Risk failure. Share what you learn so that we can improve.

Pursue the (and your) greatest potential, not the easiest path.

Make small bets early to test hypotheses and build confidence.

Seek impact based on evidence, following the data wherever it leads.

We Leverage Unique Assets

Help people and ventures discover their superpower and unleash it.

Seek out and engage diverse voices to generate creative solutions.

Find the untapped resources, the promising solutions and the ways to connect them.

We Advance Equity

Confront the realities of racial, ethnic and economic privilege and inequities.

Invest whenever possible in people closest to the needs and solutions we seek to impact.

Build an organization that reflects the diversity of our community.

We Take Responsibility for Results

Define success up front and together.

Make realistic and enthusiastic commitments to carry your share of the load.

Be accountable for your commitments.