



Cultural theory of change

Act with integrity, transparency, and humility
so that we may

**Be a trustworthy organization made up
of trustworthy people**
so that we may

**Create the conditions for team members
to be open**
so that we may

Foster a sense of belonging and cohesion on the team
so that we may

Tap into the wisdom of individuals and the collective
so that we may

Expand our idea of what's possible
so that we may

**Innovate "good enough" strategies, experiment,
learn and iterate**
so that we may

Build a healthy and resilient organization
so that we may

**Build strong, effective programs to challenge
systems of oppression and support
movements for liberation**



Our commitments

Be human with one another

Presume shared purpose

Acknowledge and value our differences

Lean into generative conversation and conflict

Everything is an invitation

Unlearn and learn together

Lead with curiosity

Practice emotional self-regulation