



Our Values at Work:

Respect

Collaboration

Empowerment

Diversity

Authenticity

Accountability

Embracing Change



Respect.

We value each other's points of view and are committed to maintaining a safe working environment where differences are welcomed and employees are given the avenues to solve differences. As a collective team, we work together with tolerance, patience, humor, and authenticity. We encourage a culture where we celebrate and acknowledge individual contributions.



Collaboration.

We embrace the idea that we are stronger when we bring our individual strengths together. We want to work with each other in respectful, kind, and empowered teams. We enable teamwork by providing the tools needed for collaboration and believe we all have equally valuable roles to play that contribute to the Council's success.



Empowerment.

We aim to hire and retain capable, passionate, and committed employees and give them the authority to make decisions. Staff, at all levels, is fully supported to take control of their circumstances to achieve their personal and organizational goals, maximize the quality of their deliverables, and develop their roles.



Diversity.

We celebrate difference because it leads to creativity and innovation and we treat all staff with kindness and respect. We are committed to hiring and retaining a diverse staff at all levels. We also encourage a diversity of thought in decision-making and encourage all voices to be heard. We are a community of staff who work together to support, empower and encourage each other.



Authenticity.

We respectfully acknowledge that our employees are individuals, each with their own personality, spirit, and character. We celebrate that uniqueness and maintain a working environment that encourages everyone to stay true to one's own persona.



Accountability.

We strive to be open and honest in our relationships with each other, taking responsibility for our actions, conscious inactions, and decisions. We agree it is important to deliver on promises and agreements we make to each other. And while mistakes are inevitable, we maintain an environment where we can learn from them.



COUNCIL *on* FOUNDATIONS

Embracing Change.

We work together to try new things, seek out new perspectives, and bring innovation to our organization. We also help each other face change, challenges, and the uncertainty that change inevitably brings -- all done in an effort to help our organization grow and advance the mission of philanthropy.
