



ORGANIZATIONAL CULTURE AND CORE VALUES

Organizational culture is similar to a personality in that it has defining characteristics and is created by a system of shared values and beliefs that guides our attitudes, actions and behaviours.

Shared values can be thought of as principles by which both individuals and organizations live by and strongly influences the decisions and outcomes made with each other*, the families, children and youth we service and our community as a whole.

We acknowledge that some social groups (based on race, class, gender, abilities, gender identity, age etc.) have been historically and systemically disadvantaged.

We strive to ensure equity by providing opportunities, including the resources needed to achieve equality for all groups.

We are committed to anti-oppression to help us recognize, analyze, and be accountable to address all forms of oppression.

- ★ To allow us to critically examine how dominant norms and values can impact our interactions with service users and colleagues.
- ★ To guide us in transforming our child welfare structures and processes to achieve equitable outcomes for each other*, the families, children and youth we service and our community as a whole.

CORE VALUES

RESPECT The recognition that everyone is unique and, as a right, entitled to be treated in a manner that promotes the dignity and equality of each other*, the families, children and youth we service and our community as a whole.

INCLUSIVITY Inclusivity is the commitment to include people who might otherwise be excluded or marginalized by race, class, gender, abilities, gender identity, age, etc. The act of striving to empower people to have their voices heard, to remove individual and systemic barriers to enhance participation, achieve equity and better outcomes for each other, the children and youth we service and our community as a whole.

ACCOUNTABILITY Everyone is equally responsible to voice and empower change, to own and acknowledge decisions, actions and inactions while recognizing our collective commitment to living the values with each other*, the families, children and youth we service and our community as a whole.

INTEGRITY The quality of being honest, open, transparent with ethical standards toward each other*, the families, children and youth we service and our community as a whole.

KINDNESS Displays of politeness, active listening, courtesy, communication and caring to make a positive and practical difference to the lives of each other*, the families, children and youth we service and our community as a whole. Being kind does not mean giving up one's beliefs or values. It is simply a matter of adapting one's behaviour to make it more pleasing to others.

**Equitable outcomes for each other, regardless of role or position at the agency, Board Members, Volunteers and Alternate Caregivers.*