

WALLACE CENTER

HUMAN-CENTERED CULTURAL AGREEMENTS



CONTRIBUTE TO
SUPPORTIVE,
EMPATHETIC AND
JOYFUL TEAM CULTURE

CENTER EMOTIONAL,
PHYSICAL & MENTAL
WELLNESS

PRIORITIZE GROWTH &
DEVELOPMENT

MAINTAIN ACHIEVABLE
WORKLOADS

COMMIT TO AUTHENTIC
ORGANIZATIONAL
ACCOUNTABILITY

CULTIVATE
TRANSPARENT &
PARTICIPATORY
DECISION MAKING

HONOR PERSONAL
STYLE, NEEDS, &
BOUNDARIES

PROMOTE OPEN,
HONEST & RESPECTFUL
COMMUNICATION

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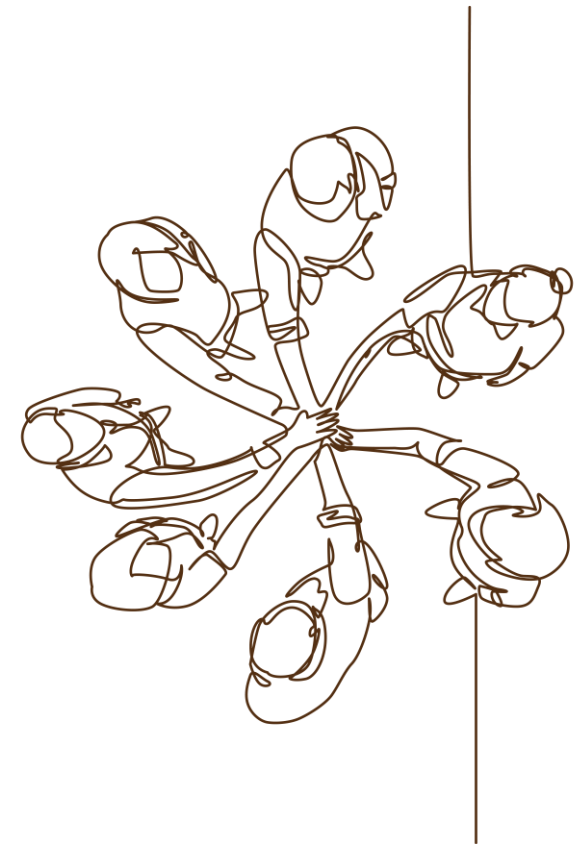


AGREEMENT : Contribute To Supportive, Empathetic and Joyful Team Culture

- Allowing empathy to guide expectations, assumptions & collaboration
- Stepping up to support teammates in balancing workloads
- Cultivating joy, warmth & humor through actions small and large
- Celebrating wins of all shapes & sizes
- Valuing diverse perspectives and approaches

AGREEMENT : Center Emotional, Physical and Mental Wellness

- Showing up as our authentic, vulnerable & honest selves when possible
- Encouraging staff to take breaks during the day to care for their bodies
- Supporting staff with flexible expectations
- Creating a workflow that makes space for life's obligations outside of work
- Encouraging team members to take time off and fully unplug when taking time off



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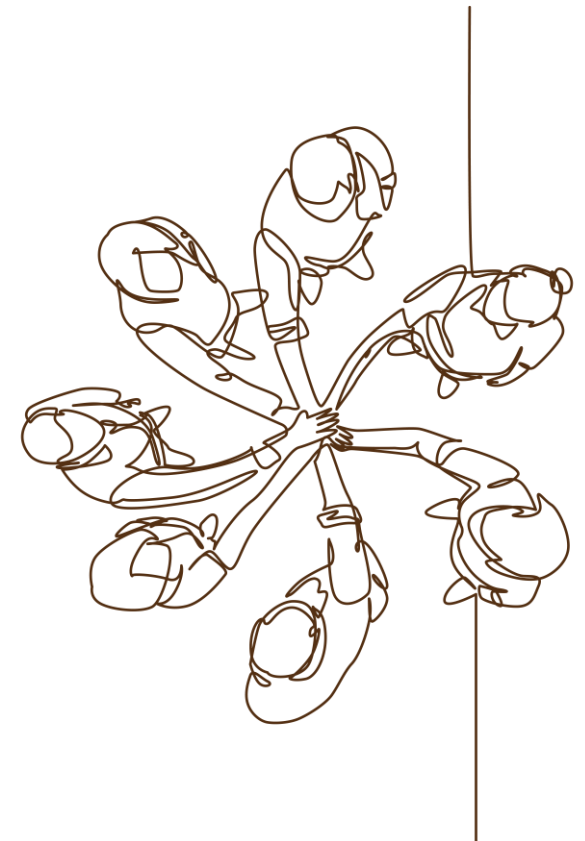


AGREEMENT : Prioritize Growth and Development

- Creating and funding diverse opportunities for content, skill leadership growth
- Measuring staff performance by contributions and growth
- Providing competitive salary and benefits for all staff
- Prioritizing balanced workloads that allow staff to pursue growth opportunities
- Providing opportunities for internal & external mentorship to all staff
- Creating space for peer-learning & peer coaching
- Creating time for all staff to seek out learning in ways big & small

AGREEMENT : Maintain Achievable Workloads

- Planning work to balance meetings, focus time & wellbeing.
- Creating forward-thinking work plans that avoid work pileups & delegate responsibility
- Adequately staffing teams & projects
- Adjusting tasks when plans change to support work/life balance.
- Encouraging staff to speak up when they have more to do than they can manage.



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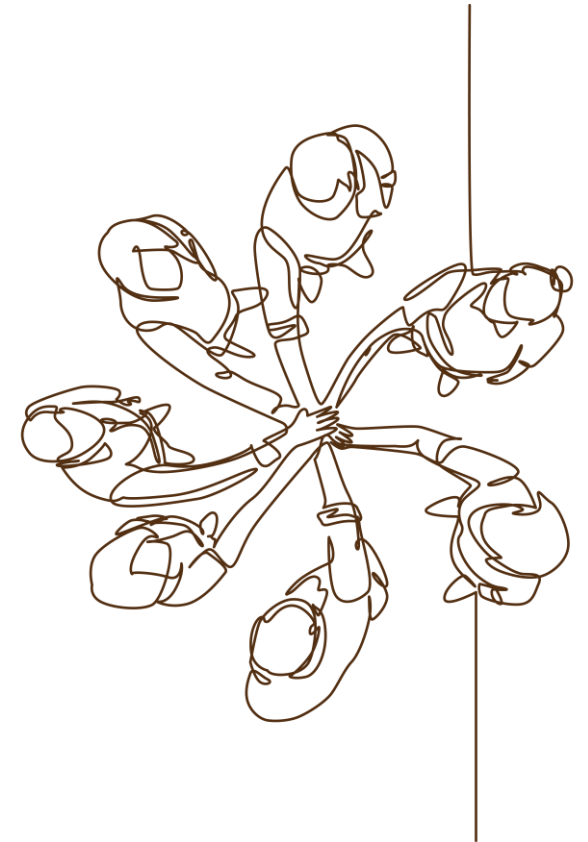


AGREEMENT : Commit to Authentic Organizational Accountability

- Consistently documenting and sharing information & processes
- Prioritizing trusted, collaborative relationships
- Acknowledging & celebrating successes; recognizing failures as points of reflection & learning
- Consistently utilizing established tools & processes
- Collectively defining & upholding organizational identity

AGREEMENT : Cultivate Transparent and Participatory Decision Making

- Clearly outlining decision-making processes, involvement & outcomes
- Making critical decisions via participatory processes and incorporating a diversity of perspectives
- Distributing decision-making to staff by relevance & responsibility
- Providing adequate information & time for staff to respond to decisions that require input



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AGREEMENT : Honor Personal Style, Needs, and Boundaries

- Respecting & engaging the diversity of strengths, skills & work styles across our teams
- Valuing the quality of staff contributions over quantity
- Proactively & directly addressing issues in the appropriate forum
- Encouraging all staff to advocate for their needs & boundaries
- Playing to each other's strengths & recognizing the many ways to contribute to our work

AGREEMENT : Promote Open, Honest and Respectful Communication

- Meeting feedback & conflict with curiosity while assuming good intent
- Maintaining open communication within & between teams and between staff
- Guaranteeing confidentiality in conversations where it is requested
- Communicating critical information via multiple forums

