

Our Values

WOMEN'S WAY is committed to creating a cultural environment that: values the **diversity** of each individual; integrates **equity** into its practices and policies; embraces and respects each individual through **inclusion**; fosters the development of new knowledge through continual **learning**; empowers each individual to leverage her/his strengths and expertise through **shared leadership**; and builds trust among its community members through **transparency**.

VALUES DEFINED:

DIVERSITY: Understanding, accepting, and valuing differences between people including those of different races, ethnicities, gender identities, ages, religions, abilities, and sexual orientations, and with differences in education, personalities, skill sets, experiences, and knowledge bases.

EQUITY: The fair and just treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented, and continue to prevent, the full participation of some groups.

INCLUSION: We recognize that individuals differ in many ways and work intentionally towards creating a work environment in which all individuals are culturally and socially included, accepted, welcomed, and equally treated within all organizational processes, activities, and decision/policy making.

LEARNING: We understand that social justice work is complex and requires having an open mindset that is committed to continually gaining new knowledge, skills and processes by listening to, and working with, individuals with diverse perspectives. We are committed to taking risks based on our learnings and looking at "failures" as opportunities to learn and improve.

SHARED LEADERSHIP: Every member of the WOMEN'S WAY community (staff, board, donors, partners, grantees, volunteers) is looked upon as an expert and leader in her/his area. As such, each person is empowered and supported to use her/his expertise to advance our work and mission.

TRANSPARENCY: Being open and honest in our actions, decisions and impact including mistakes and failures; operating in a way that creates openness and builds trust among WOMEN'S WAY employees, board members, volunteers, supporters and partners.