

# Community Values

As colleagues in the Poorvu Center, we are committed to promoting a culture of teaching and learning that facilitates open communication; welcomes differences of opinion; and treats all ideas as opportunities for engagement, innovation, and excellence. We value a campus community that reflects the diversity of cultures, experiences, and ideas in the global community we're educating our students to lead. We seek opportunities to support colleagues, faculty, students, and guests of the university in ways that further the Poorvu Center's mission of promoting excellence in teaching and learning at Yale.

## Integrity

Trust is central to our relationships and to the success of our work. We conduct this work with honesty and transparency. We acknowledge the contributions of our collaborators and give credit where it is due. We honor our commitments to everyone we serve and uphold our responsibilities as citizens of Yale.

## Diligence

Consideration for the outcomes of our initiatives and the mission of the Poorvu Center shapes how we go about our work. We value collaboration as the source of knowledge, creativity, and energy that drives the most successful projects. We seek feedback as an opportunity for improving both our process and our outcomes. We communicate promptly, honestly, and respectfully. We recognize that the effectiveness of our work is impacted by the image others have of us and our center, and we conduct ourselves accordingly. We seize opportunities to assist and to innovate wherever we find them.

## Goodwill

The quality of our work depends on the culture of our work environment. Because the outcome of each Poorvu Center initiative affects the success of our own, we stay current on ongoing projects throughout the center; we seek opportunities to support one another; and we celebrate both individual and collective successes. We strive to make our workspace inviting and hospitable for colleagues and guests. We treat everyone with warmth and respect; consider how our actions may be perceived by others; speak positively of one another; respect colleagues' right to privacy; and conduct ourselves with a spirit of generosity.

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These values reflect our commitment to a safe and productive environment in which to work and to learn. They apply both inside and outside our workspace. They guide our relationships with people in every position, role, and length of service, regardless of race, gender, sexual orientation, religion, national origin, ancestry, age, or disability. We recognize that a workplace where everyone feels welcome and valued is not a passive commitment, but an active process of communication, reflection, understanding, and continuous change.