

IDEA VALUES – Core Alignment

How MACC's vision translates into work (internal)
Why would a member choose us? (external)

Values are a bridge to help us connect our strategic priorities to our daily work through the ways we apply them in our actions. For internal staff it's why do we do this work. For our members, it's how they know they're aligned with and should choose MACC.

Clear values can help support IDEA work in the following ways:

- 1) Help connect service line work to IDEA Work/throughline through services
- 2) Help connect individual/team performance to IDEA Work
- 3) Accountability and transparency (over all)
- 4) Shared communication for how we are implementing IDEA throughout service lines and the organization.
- 5) Help us be clear and aligned on why IDEA must be central to both what we do and how we do it

IDEA VALUES

(Inspired and applied from Lydia Hoopers Disrupting White Supremacy Culture)

Inviting Courage

We are courageous to imagine and act toward a future that is just, equitable and inclusive that centers the needs and perspectives of those most impacted by systems of continual oppression. We commit to keep trying even when it gets hard or uncomfortable

Appreciative Learning

We treat growth as a multifaceted process, understanding that learning is an opportunity and privilege. We reflect on ourselves and our behavior and hold each other accountable with care.

Open Plurality

We trust and center the voices of community members with lived experience. We make room for many truths, identities, and approaches, understanding there is more than one right way to do things.

Responsibility to discomfort

We work through discomfort and name oppressive patterns in our behavior, organization and systems we participate in because solidarity with our members requires it.

Transparency

We communicate clearly, transparently, and frequently our decision making around sharing power and resources, prioritizing being open about how we allocate time, money, and trust.