**OCCAC Values**

**Adopted by OCCAC Board of Directors on 6-29-22**

These values were developed by staff with input from the board at the 2022 Strategic Planning Retreat.

**Integrity**

* We treat the community members we serve with humanity, compassion, and excellent customer service no matter the circumstances they are facing.
* We do what we say we will do. Promises made, promises kept.
* We actively cultivate an environment of trust and honesty.
* We are dependable, knowledgeable, and honest in our daily work.

**Accountability**

* We do our work with high quality and transparency.
* We are flexible and adaptable to meet community needs.
* We actively listen and are open to feedback and improvement.
* We take responsibility for our mistakes, and learn from them.

**Advocacy**

* We ensure that the people and communities most affected by poverty are visibly leading our work.
* Our diverse community is represented in our staff and the services we provide.
* We help navigate and fight against bureaucracy and systems that are inequitable and keep people in poverty.

**Community**

* We pitch in when there is a need, for our community, clients, and coworkers, to support their success.
* We actively listen to our community members, so they feel heard and have a voice.
* We have empathy for people in need and help them catch a break. Everyone deserves a chance.
* We work closely with partner organizations to strengthen our impact.
* We welcome energetic conversations across diverse perspectives and challenge each other respectfully by focusing on the idea and not the person.
* We uplift each other and make each other laugh.
* Diversity, equity and inclusion is inherent in what we do.

####