

# CULTURE

## OUR CULTURE

Our culture is the underlying beliefs, assumptions, values, and ways we interact that contribute to the unique social, psychological environment Design Impact. We've co-created these cultural statements to help make explicit the implicit, visible the invisible.

### SELF LEADERSHIP IS ROOTED IN ACCOUNTABILITY, TRUST, AND GROWTH.

#### **We value accountability to ourselves, each other, the organization, and our community.**

We commit to personal healing and take responsibility for our impact. We tend lovingly to what's needed with clarity around what we can and cannot do.

#### **We value learning and growth, even over "being right."**

We believe we can all teach and all learn. We practice self-reflection, embrace a beginner's mind, take risks, and remain open to what's emerging.

#### **We value multi-directional trust.**

We commit to increasing our capacity to extend and earn one another's trust through openness and honesty—even when it is tough.

### EQUITABLE WHOLENESS REQUIRES US TO DISRUPT SYSTEMS OF OPPRESSION, SHARE POWER, CONNECT DEEPLY, AND CLAIM JOY.

#### **We challenge white supremacy.**

We work to dismantle the internal, institutional, and structural barriers that keep us separated and commit to individual and collective antiracist actions by facing our own entanglements with systems of oppression.

#### **We share leadership and decentralize power.**

We share power through co-creation and participatory decision-making that centers input from those closest to the problem.

#### **We cultivate a safe, connected, and caring workplace.**

We recognize trauma caused by systemic racism and other forms of oppression, acknowledging the weight of injustice weighs differently on each of us. We give room to heal and invite everyone to bring all parts of themselves.

#### **We claim joy as an inherent human right and an act of resistance.**

We choose love and connection over fear and separation. We celebrate wins and build from our abundant strengths.

### CREATIVE EVOLUTIONARY PURPOSE HONORS OUR INNATE WORTHINESS AND ABUNDANCE AS PATHS TO COLLECTIVE LIBERATION.

#### **We believe we are imbued with individual and collective purpose.**

We honor our inherent worth and the ability of everyone to contribute meaningfully to the whole. We bear witness to what is unfolding with our souls, not our egos.

#### **We value purpose and relationships over financial gain.**

When we focus on people and our mission, the organization and its impact will grow.

#### **We believe that our collective liberation requires radical vision.**

We invite possibility and celebrate creativity as central to our practice of building new ways of being, in our communities and with each other.