

# OUR VALUES

# FACING HISTORY



**1. WE  
STAND UP**

**2. WE  
CREATE  
SPACE FOR  
EACH OTHER**

A black and white photograph showing a group of students in profile, smiling and looking towards the right. The focus is on a young woman in the foreground with dark curly hair.

**3. WE ACT  
WITH EMPATHY  
AND KINDNESS**

**4. WE LISTEN  
FIRST AND  
LISTEN  
ACTIVELY**

A black and white photograph of a young woman with long dark hair, looking thoughtfully towards the left. She is resting her chin on her hand.

**5. WE ARE  
CURIOUS**

# FACING HISTORY OUR VALUES



Our commitment to an effective, engaging, and equitable workplace starts with the embrace of the following behaviors. We strive for an organizational culture which reflects these five values.

## 1. WE STAND UP

- I work to recognize and stand up to bigotry and hate
- I link my work to our mission: helping teachers and their students
- I offer my skills and time when colleagues need support

**WHEN WE ALL LIVE THESE VALUES, WE** are role models in the workplace and in our communities, advance our mission through our individual and collective work, and know we can rely on our colleagues.

## 2. WE CREATE SPACE FOR EACH OTHER

- I build equity and inclusion by reducing my unconscious biases
- I contribute to a safe environment in which everyone can speak openly
- I seek out—and learn from—perspectives and voices different from my own

**WHEN WE ALL LIVE THESE VALUES, WE** ensure that everyone feels they can contribute, inspire innovative thinking, learn faster, and make more effective decisions which expands our collective impact.

## 3. WE ACT WITH EMPATHY AND KINDNESS

- I assume that everyone working at Facing History has a positive intent
- I take a genuine interest in my colleagues' well-being and take initiative to get to know them fully
- I do not participate in or tolerate gossip, rumors, or rude behavior

**WHEN WE ALL LIVE THESE VALUES, WE** can comfortably give and receive constructive feedback, do our best work in an atmosphere of trust and transparency, and feel supported in a safe and positive workplace free from negativity and personal attacks.

## 4. WE LISTEN FIRST AND LISTEN ACTIVELY

- I give my full attention in discussions and meetings, without interrupting
- I encourage everyone to speak, be heard, and be acknowledged
- I listen first to understand, and then to respond

**WHEN WE ALL LIVE THESE VALUES, WE** model the respectful civil discourse that we encourage in others, enhance productivity, and are better able to tap varied perspectives and build stronger solutions.

## 5. WE ARE CURIOUS

- I make time to learn and ask questions
- I make decisions based on available information, and am willing to refine my assumptions
- I take reasonable risks to try new approaches and learn from any setbacks

**WHEN WE ALL LIVE THESE VALUES, WE** uncover key challenges and find lasting solutions, create a culture that promotes innovation and learning, and build a high caliber staff committed to realizing our mission.