

We discussed external vs. internal values and decided that our core values could address both. The core values for internal and external have the same goal but just different actions to get there. They can be interpreted individually by departments.

Then we looked at the most popular values and grouped them by similarity:

Integrity  
Reliability  
Accountability

Collaboration  
Cooperation  
Engagement

Accessible  
Inclusive  
Diversity

Compassion  
Respect  
Appreciation  
Fair

Communication  
Responsive

1. Delivering our best every day by holding ourselves **accountable** and choosing **integrity** through our thoughts and actions.

*Delivering our best every day by choosing to do the right thing even when no one is watching.*

2. Unifying through **collaboration** and **cooperation** and encouraging **engagement** from all.

*Recognizing that we can accomplish more when we work together.*

3. Recognizing that **diversity** is a strength and reducing barriers to allow for an **inclusive** and **accessible** environment.

*Understanding that there is strength in our differences and eliminating any barriers between us.*

4. Fostering **respect** and **compassion** for all, treating everyone **fairly**, and showing **appreciation** consistently.

*Everyone deserves to be treated with respect, compassion, and fairness. Always show appreciation for others and their efforts.*

5. Embracing new ideas and the need for change and being a part of it.

*Constantly thinking of tomorrow and how to make it better than today.*

*Take any challenge as a creative opportunity.*

6. Understanding that effective **communication** is the key to success and therefore we must listen and **respond** as needed.