

We agree to keep our norms front and center:

Service: Assume the best of intentions. First seek to understand, then to be understood.

Community: Be vulnerable and authentic. Be willing to accept others in their vulnerability. Stand up and step back.

Growth: Own your own learning. Be willing to dive in. Be willing to challenge (yourself and others) respectfully. Be courageous!

Results: Keep your eyes, mind, and heart on what you are trying to accomplish.

Reflect: Think deeply and carefully about the work as a whole and your contribution.

Joy: Remember to find joy in the work.