Ramsey County & Transforming Systems Together
Values Statements!

As part of our work together, we participated in discussions about the type of values that should drive our decision-making. We heard from all participants and divided the list into two types of values. The first are foundational values that should guide how we resolve issues and anchor us. Those are the decision- making values listed below. The second set of values are more process-oriented values that have been included in our group norms. We list them even if they are repetitive so that we can reflect everyone's participation. Please read the decision-making values and familiarize yourself with them as we will be discussing them at the meeting on June 24th. We will break into small groups and engage each value individually. Thanks for doing the prep work.

(Decision Making)
To ensure value, not fear, based decisions; decisions will be informed by the following Values:

- ❖ Equity: All decisions, policies will be made through a racial/ethnic lens. Power-sharing: transference of power and equity, all stakeholders hold an equal part at the table. To ensure that everyone has the ability to be fair, unbiased, unprejudiced, and treat everyone the same. Resources to communities that are facing systemic barriers. Resources are needed in many fields that are communities first and community centered.

- ❖ Accountability: holding someone accountable for the communities impacted by wrongdoing when it comes to policies which, will create a benefit and/or harm. Holding people accountable for their actions who have the power to make changes in the workplace and in their communities. Having the accountability for communities who are impacted by the decisions making process.

- ❖ Community/Lived Experience Centered: members of the community who have either lived the experiences are have been part of a system wide change therefore, will implement and transform systems to create better outcomes and resources for their communities.

- ❖ Data Driven: to be able to make strategic decisions driven by the data interpretation and analysis. The data driven approach will examine, implement, and organize the data to create change in order to better serve our communities. The value of a culture of providing greatest resources to most need communities.

- ❖ **Love:** the ability to love someone or somebody as you love yourself and being thoughtful and caring for others.

- ❖ **Integrity:** being honest, having unity, and having strong moral principles. To be whole and not be divided in any way.

- ❖ **Trust:** to be reliable, honest, dependable, be transparent about the work and members from the community.

PROCESS ORIENTED VALUES (INCLUDED IN GROUP NORMS)

- ❖ **Respect:** relating to others with kindness, compassion, humility, and acceptance. Regardless of age or social standing, respect is essential and when times get hard, we must still respect each other.

- ❖ **Listening:** we must learn to actively listen to the each other and community members.

- ❖ **Adjust and Compromise:** we must be able to adjust and realize everything will not go our way, so having a different mindset to be able to compromise, to ensure our goals are met and outcomes are rewarding.

- ❖ **Honesty:** is being transparent, having the hard conversations, and leaning into those unsettling emotions and being comfortable with the uncomfortable.

- ❖ **Accountability and Compassion:** they go hand and hand with each other and having one without the other could result in punitive vs. discipline or cold- hearted vs. caring and nurturing.

- ❖ **Temperance:** being angry to allow vulnerability to express how one feels about certain situations and outcomes.

- ❖ **Open -Minded:** being open to new ideals, thoughts, and being creative to embrace change.

- ★ **Power:** Everyone has the "power" to be bold, active, and engaged to make collective decisions together.

Establishing Shared Values
Pre-work

Each breakout group noted below has been assigned a Value. Please come prepared to engage the following regarding your assigned Value:
1. *Define what the assigned value means.*
2. *What the value looks like in practice, how it lives?*

Community	Systems	Value
1. Tierre Caldwell & Co-lead Bre Porter	Kathy Hedin John Klavins & Proxy Chris Crutchfield	**Love**
2. Lisa Deputie Aletha Austin	Anne Barry & Proxy Anthony McWell	**Accountability**
3. John Day & Co-lead Mathew Emmerson	John Choi & Proxy Erica Schumacher	**Trust**
4. Faith Dietz	Scott Williams & Proxy Nancie Pass	**Data Driven**
5. Martin Hernandez & Co-lead Robert Edwards	Kee Vang Bob Fletcher & Proxy Dave Metusalem	**Integrity**
6. Mohamed Liban & Co-lead Clara Ware	Ling Becker & Proxy Michelle Belitz	**Community/Lived Experience**
7. KaYing Jennie Marlow	Leonardo Castro & Proxy Ashlee Bryant	**Equity**