

Integrity Framework

Purpose	<p>We are committed to everyone affected by our decisions and behaviors including our staff, our volunteers, our partners, and the community. This document clarifies our shared understanding about what we believe in; how we approach our work; what we base decisions on; and how we interact with everyone. It is the basis for our integrity as individuals and as an organization and the thing we agree to hold ourselves and each other accountable to.</p> <ul style="list-style-type: none"> • We understand that the language will be imperfect and that it will require us all to learn, unlearn, and relearn things as we practice it. <ul style="list-style-type: none"> ○ <i>It is aspirational</i>, because we know many of these things are not yet true for everyone affected by us and our work AND we expect and honor feedback that helps us understand how we can better uphold these commitments ○ <i>It is directive</i>, because we all commit to actively and consciously aligning our behavior as individuals and as an organization to ALL of these items, everyday, in every context. • We know that we may experience situations when the ideas and ideals expressed here feel in conflict with each other. We recognize that those situations require time for conversation and negotiation to determine the greatest benefit to all those affected. • We acknowledge that determining ‘success’ is complex and requires balancing the effect on individuals, on the organization, on our partners, and on the community.
Vision	<p>We envision communities where individuals and families care and advocate for each other and invest in supporting the conditions needed to ensure that families and children thrive</p>
Approach	<p>We advocate for and work in partnership with families and caregivers to create the conditions that lead to healthy and nurturing environments for all children in our region</p>
Valued Behavior	<p><i>When making decisions and taking action, the board, staff, and volunteers will be accountable for and intentional at aligning our behavior with the following:</i></p> <p style="text-align: center;">Leadership</p> <p>We act to create change and achieve positive benefits in the community by engaging clients, staff, volunteers, partners, and the public in determining what it takes to achieve our agreed upon outcomes.</p> <p style="text-align: center;">Inclusiveness</p> <p>We believe in the intrinsic worth of everyone.</p> <p>The community and our understanding of our work is richer when we value and embrace the perspectives of all those affected by our decisions and actions.</p> <p>We actively seek opportunities to engage those we affect, especially if their perspective has been historically excluded, dismissed, or under appreciated</p> <p>We ensure that people have a shared and agreed to understanding of the language and terminology we use</p> <p style="text-align: center;">Empathy</p> <p>We actively and intentionally work to understand both our own and each other’s aspirations, experiences, strengths, and needs in order to better engage in ways that honor, support, and acknowledge people with grace</p> <p style="text-align: center;">Personal Growth</p> <p>We support each person’s ability to stretch and grow in the ways they determine appropriate and beneficial to their success in their lives</p> <p style="text-align: center;">Integrity</p> <p>We are diligent and seek solutions that create equitable outcomes for everyone in our community</p> <p>We engage with all people in a fair, honest, and transparent manner.</p> <p>We own the decisions that we make and answer for the things that do and do not go well.</p> <p>We ensure that our systems/procedures/policies are aligned with what we value; contribute to advancing our desired outcomes; and are consistently and equitably applied</p>

Guiding Frameworks	<p><i>We apply the following frameworks as lens to understand our own work and the systems we are a part of</i></p> <p>Anti-Racist, Strength-Based, Outcomes Oriented, Self-Determination</p>			
Areas of Focus	<p><i>We contribute to our vision of the community by advancing positive outcomes in the following areas</i></p>			
Targeted Outcomes	<p>Quality & Accessible Childcare</p> <p>QC</p>	<p>Strong Families</p> <p>SF</p>	<p>Connected & Informed Community</p> <p>CC</p>	<p>Integrated, Community Focused Policies and Practices</p> <p>PP</p>
	<p>Children have a safe, stable, nurturing environment that fosters a strong social-emotional foundation and a developmental path to a thriving life</p> <hr/> <p>Childcare providers are respected, appreciated, and supported in their role in creating thriving children, families, and communities</p>	<p>Parents/guardians have access to knowledge, education, and resources that support their ability to thrive as caregivers and fully engage in the lives of their children</p> <hr/> <p>Parents and children have places to thrive that foster their ability to engage with one another and the broader community</p>	<p>People feel welcome and connected to others including family, peers, and the broader community</p> <hr/> <p>People feel safe interacting with people across their communities regardless of similarities or differences - including race, ethnicity, backgrounds, and experiences</p>	<p>People believe & trust that systems are accessible to them and that the systems work to strengthen their communities</p> <hr/> <p>Everyone feels represented and invested in community issues, feeling welcome and safe giving voice, expressing desires, and influencing policy decisions</p> <hr/> <p>Systems, policies, and processes adapt and remain accountable to creating positive community benefit</p>
Methods We Use	<p>Educate childcare providers and parents with relevant knowledge, approaches, and tools to improve the quality, effectiveness, and appropriateness of their care for children through workshops, peer-groups, and accessible resource libraries</p> <p>QC SF</p> <p>Coach individual childcare providers in assessing, developing, and implementing organizational practices that ensure quality care, regulatory compliance, and equitable access to childcare for the community</p> <p>QC SF</p> <p>Connect family members with community support systems and provide ongoing, safe learning environments that enable them to thrive as parents and community members</p> <p>CC SF</p> <p>Provide individualized services to families to support childcare success through consultation and referral to resources within the community</p> <p>QC SF CC</p> <p>Mobilize community resources and assets through policy advocacy, public engagement, organizing, and community education to build awareness and community capacity to support quality, equitable, accessible childcare for all</p> <p>CC PP</p>			