



Institute for Policy & Social Research

IPSR Shared Values

IPSR staff values clear and open communication:

- Roles and resources are defined and shared
- Ideas are shared
- Expectations are clear

IPSR staff values and cultivates trust and respect, which includes:

- Bringing kindness and courtesy to interactions
- Being encouraged to give feedback and ask questions
- All people, regardless of role, are equally respected

IPSR staff values and cultivates an environment of well-being through:

- Supporting a healthy work-life balance
- Collectively celebrating our successes and supporting each other's challenges
- Prioritizing physical safety

IPSR staff values and cultivates an engaged and committed staff through:

- The ability to determine one's own course of growth
- Encouragement of professional growth and new skills
- Opportunities for cross-team and cross-role collaboration and mutual support
- Conducting high quality, professional work

IPSR staff proactively creates a fair, safe and just environment:

- Opportunity to do meaningful work
- Challenge assumptions and engage in open discourse
- Value others' backgrounds, values, life experiences and identities