



THE CENTER FOR EFFECTIVE PHILANTHROPY

CEP'S CULTURE: A WORKING DOCUMENT

The following was created by a cross-organizational task force and is based on input from full staff. It documents what we believe to be our culture today and the culture we intend to foster going forward.

FOCUSED ON OUR MISSION

We have a passionate commitment to the missions of CEP and YouthTruth.

- We believe in our missions and we walk our own talk of effectiveness and improvement

PEOPLE

Our people are our greatest asset. We are a group of high performers doing high-quality, meaningful work with a commitment to excellence.

- We hold ourselves to high standards; accountable to ourselves and to our teams
- We take initiative and solve problems, independently and together
- We set up our operations and policies so that we can consistently do our best work
- We take responsibility for our individual learning and growth, and have access to (financial and non-financial) resources and support so we can learn and grow, whether at CEP or in moving on to other opportunities

BIG GOALS & CLEAR ROLES

Stemming from our passion about our mission, and our commitment to excellence and high-quality work, we set ambitious, lofty — and achievable — goals for ourselves and our teams and set ourselves up for success.

- We have clarity about our roles and how they inform our goals and impact, across teams and across the organization
- We have appropriate decision-making authority over our work

DIVERSITY

We are committed to a diverse, equitable, and inclusive work environment.

- We believe that diversity of thoughts, experiences, backgrounds, personalities, and identities helps us think bigger and better, and we practice respect for qualities and experiences that are different from our own

VOICE

All of us have an important and valued voice, and we believe that great ideas come from across the entire organization.

- Our ideas might not “win” but our culture empowers us to share our opinions and perspectives, including when they are dissenting or unpopular
- We are thoughtful, attentive listeners

LEARNING TO IMPROVE

In our effort to be impactful and effective, we are always learning, changing, and improving. That means we take calculated risks, make mistakes along the way, and take the time to learn from them.

- How we can get better is an ongoing conversation across all levels and functions of the organization
- We are curious and engaged; we ask lots of questions
- We are committed to innovation, creativity, and professional development
- Sharing and discussing different points of view enriches us and makes us smarter

AUTHENTIC & OPEN COMMUNICATION

We thoughtfully and respectfully say what we mean and we mean what we say.

- We deliver candid, open, and honest communication, especially in moments of change
- We seek to be transparent and as inclusive as possible in our decision-making process, and we are transparent about when we can (and can't) be transparent
- We believe that giving in-person feedback with good intentions is how we learn and improve

HARD WORK, NOT OVERWORK

We value hard work and productivity just as much as we value a flexible workplace that allows us all to have a life.

- We believe that busy doesn't mean better, and we don't glorify grueling hours
- We approach tasks and responsibilities with rigor to produce impactful and quality work

SUPPORTIVE, CARING & COLLEAGIAL ENVIRONMENT

We have a culture of genuine care, concern and mutual respect in a positive environment that builds honesty and trust; one in which we share successes and responsibilities.

- We have a culture of teamwork and personal accountability
- We help each other, pitch in, and lend a hand and a listening ear when needed (whether personal or professional)
- We cooperate and collaborate, independently and in teams
- We celebrate our contributions and successes

FUN!

We're a group of friendly folks that enjoy each other's company.

- We value coming together informally for lunches, snacking, games and events