



# Integrity Framework

<b>Approach</b>	To Promote the well-being of Children, Youth and Families through collaborative partnerships by being a catalyst for agencies and other groups to collaborate to achieve positive results in the community (existing mission)		
<b>Areas of Focus</b>	<b>Affirmation &amp; Agency (AA)</b>	<b>Interdependence, Connection, &amp; Belonging (ICB)</b>	<b>Community Aligned Systems (CAS)</b>
<b>Community Outcomes</b>	<ul style="list-style-type: none"> <li>• People feel a sense of and genuinely have power/agency over their lives (AA1)</li> <li>• People can meet their basic needs (shelter, food, environment, health, education, play, work) and experience lives in which the social determinants of health are being met (AA2)</li> <li>• People feel and experience affirmation of their full humanity (AA3)</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals feel they are part of a culture that brings together people and ‘systems’ that help everyone connect and thrive in relationship to each other and the environment (ICB1)</li> <li>• People feel a sense of connection and belonging to family, place, and the broader community of Montgomery County (ICB2)</li> <li>• People appreciate the need for and the benefit of being in partnership with others in order to achieve beneficial community outcomes (interdependence emphasis) (ICB3)</li> </ul>	<ul style="list-style-type: none"> <li>• Organizations/Governments are engaging with and responsive to the people and entities most affected by their work and decision making (CAS1)</li> <li>• The people designing, implementing, upholding systems (programs) are knowledgeable of, have experience with, are guided by, and accountable to beneficial community outcomes (CAS2)</li> <li>• People (both within and outside) are influencing systems for the benefit of the community (CAS3)</li> <li>• Community Capacities (systems, structures, policies, and processes) are responsive, accountable, and adaptive in order to coordinate the best use of resources and assets for full community benefit (CAS4)</li> </ul>
<b>Guiding Perspectives</b>	<p>Concepts and/or Orientations that inform Collaboration Council’s world view, understanding, and behavior (will require further definition)</p> <p><b>Anit-Racist / Anti-Oppressive</b></p> <p><b>Systems Thinking</b> {requires articulating understanding and differentiation around small systems (organizational), intermediary systems (sectors - gov’t, institutional, group), societal systems (large scale societal structures / beliefs / assumptions – and clarifying how they are built and sustained by people}</p> <p>White supremacy, white privilege, white centered, capitalist economy, patriarchy, neo-religious</p> <p><b>Community-Driven</b></p> <p><b>Trauma Informed - Recovery Informed</b></p>		

**Empathy / Dignity / Care / Understanding**

People will be recognized as a whole person who is balancing their lives in order to be safe, happy, secure, and successful as a person

We will treat all people with dignity for who they are.

We approach engagement with others with an open mind - creating space for others to speak, listening in order to understand, confirm, and acknowledge what they are communicating to us and ensuring they feel valued and appreciated

We treat each other with kindness, appreciation, and honesty. We speak without the intent to hurt or harm others, and will acknowledge the harm we may cause. We use the terms "ouch" and "oops" to acknowledge harm.

**Integrity/Accountability/Community-Driven**

In order to maintain trust and integrity, we are honest about what we are able to do and when we can do it; we follow through and do what we say we will do; we ask for help when we need it; and, we are transparent and will provide an explanation when we are unable to meet a commitment.

We will actively consider whether our actions and behaviors, both individually and collectively, are aligned with and representative of the things we say we value – creating space to reflect individually and discuss collectively how well we align.

Anyone affected by a behavior who believes it is not in alignment with our stated values has a right to raise their concerns and deserves to be heard and acknowledged

**Collaboration/Partnership**

Our work will be informed by and be responsive to the community we are a part of and those affected by our work (clients, families, volunteers, staff, partners)

We rely on and actively engage in strong relationships based on collaboration and sharing.

We work to ensure that all partners (internal & external), as well as those most affected by our actions, are given voice and listened to; appreciated and acknowledged; and kept honestly informed.

**Innovation/Creativity**

We ask ourselves and others to consider what it takes to accomplish desired community outcomes and willingly adapt to and adopt new behaviors, processes, plans, and strategies that improve our individual and collective ability to serve our community.

**Growth / Improvement**

We support and reinforce personal growth for people, including ourselves, by actively extending beyond comfort zones, providing spaces where learning/relearning occurs, and taking risks and pursuing challenges.