

ACY VALUES



Advocates for Children and Youth is committed to a workplace where we:

Are driven by passion and purpose. We are dedicated to the mission of the organization. While the challenges can seem insurmountable, we celebrate the wins along the way and keep on fighting. We are unwavering in our resolve yet creative in our actions, seeking unconventional solutions to conventional problems.

Act as a collaborative team. We are colleagues and partners in this work, and look for opportunities to work across issues and support each other. We make time to come together whether by scheduling a meeting, sharing our lunch hour, or keeping our doors open to talk.

Appreciate each individual. We each have autonomy over our work, and every one's voice is given equitable weight and respect. We affirm and celebrate individual success. We create success through clear expectations with regular guidance or reviews. We seek ways to develop each person's skills and to ensure personal growth and development.

Demonstrate integrity and trust. We engage in direct, honest communication with each other and do not tolerate unspoken or personal agendas. When airing frustrations, we give clarification around boundaries and roles to ensure information is received and shared appropriately. We provide direct, constructive, immediate feedback for any issues that arise.

Understand that we cannot achieve our mission without addressing systemic racism. We know the legacy of racism in our world, in our systems, and in ourselves is creating inequitable outcomes for Maryland's children and youth. We apply a Race, Equity, and Inclusion lens to our work and to ourselves to ensure that our every action is undermining these systems, not reinforcing them. We also understand that truly becoming an inclusive and anti-racist organization is a journey, and we are committed to the time, effort, and accountability to move us forward along this path.

Are grounding our work in community. We are actively building and strengthening relationships with organizations and individuals who are directly impacted by our work. Our policies and strategies should be informed by community, and our organization should be accountable and responsive to those individuals.

Work hard while honoring and caring for ourselves. We acknowledge life's rhythms, and encourage staff to set schedules that balance work and personal commitments. As an organization, we are committed to offering generous leave and encourage staff to use the time provided to take care of families and self.