

# GreenLight Fund VALUES

## WE ARE...



### ROOTED IN COMMUNITY

**We respect and amplify the transformative power of our communities.**

*This means we:*

- Place our communities at the heart of our work,
- Uplift those most proximate to the issues we aim to address, recognizing they best understand the challenges and what's needed to overcome them,
- Build robust coalitions to match the best solutions with the most urgent needs, and
- Actively listen to understand.



### COLLABORATIVE

**We create genuine connections and partnerships based on trust and authenticity.**

*This means we:*

- Are present, reliable, and vulnerable,
- Take personal accountability for our actions, intended or otherwise,
- Actively seek and provide help and input,
- Listen deeply,
- Celebrate success together, and
- Enthusiastically support our collective efforts that drive our impact.



### COMMITTED TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING

**We tackle ongoing disparities perpetuated over generations by unjust systems and policies.**

*This means we:*

- Center equity and in particular racial equity,
- Build diverse and representative teams so we can make better decisions,
- Celebrate the intersectionality of our identities, and
- Create spaces of belonging and acceptance.



### DEDICATED TO IMPACT

**We strive for measurable and lasting social change.**

*This means we:*

- Focus our efforts on those facing deep-rooted racial and economic inequities,
- Measure our results and the results of our portfolio organizations,
- Do this knowing it isn't easy and persist despite the challenges, and
- Balance the urgency of change with sustainability to achieve inclusive prosperity.



### INNOVATIVE & CONTINUOUS LEARNERS

**We welcome bold solutions and always aim to improve.**

*This means we:*

- Commit to working at the leading edge of trust based and community driven philanthropy,
- Reflect on and measure our results to learn from our successes and mistakes,
- Take intentional risks,
- Lean into difficult conversations,
- Hold ourselves to high standards, yet don't sacrifice progress for perfection, and
- Encourage our colleagues and partners to be ambitious and act.



### PEOPLE CENTERED

**We embrace the complexity of human experience and respect everyone.**

*This means we:*

- Care for and support the whole person,
- Respect each other's boundaries, and
- Aim for balance to best serve our communities.