

ANSR Values

How We Communicate:

- Positive, concise, culturally appropriate messaging (translated when necessary)
- Respectful language, even to/about those we disagree with
- Attractive and positive materials
- Rules for what we say: Is it kind? Necessary?
- Compassion for people who are addicted to nicotine and other drugs
- The most knowledgeable/involved person does the interview

How We Treat Each Other:

- Forgiving and kind
- Look for solutions and how to improve, not who is to blame
- Support one another
- Committed to diversity of person and opinion
- Team is trusted and given opportunities to grow, advance and lead
- Knowledge is shared, not hoarded
- Credit where credit is due
- Centering marginalized voices
- Supporting our community partners

How We Approach Our Work:

- Team oriented/team work
- Do the whole job from dishes to testifying
- Nimble and flexible
- Professional
- Accountable and reliable
- In for the long haul, not the quick win
- Honest/stick to the facts
- Engage the community in real ways
- Respectful of community partners
- Balance in life is important; work is not everything
- Continuing education is the norm
- Science-based
- Use a health equity lens
- Support our colleagues. Pitch in to help our colleagues and the organization (volunteer to lead staff meetings/take notes, clean common rooms, etc.)

What We Do: _____

- Keep accurate records
- Spend money wisely
- Focus on high impact activities
- Reflect on areas of improvement

Community: _____

- Buy local whenever practical
- Protect the environment and reduce the climate impact of our work:
 - Reduce, recycle, reuse
 - Take alternative transportation (bus/ train/carpool/bike) whenever possible
 - Don't buy unnecessary trinkets/giveaways
 - Buy sustainable/recycled items for the office and giveaways
 - Say no to utensils when ordering food for the office
 - Reduce single-use plastic usage
- Provide healthy food options for meetings
- Work at maintaining relationships with community partners and meeting them where they are at

Staff Wellbeing: _____

- Utilize a flexible work schedule
- Take sick time for physical and mental health and caretaking without feeling guilty
- Prioritize work-life balance and take time for yourself
- Find ways to stay connected to reduce feelings of isolation while working from home
- Organize opportunities to bring the team together to connect