
Values and Principles

The NC Community Health Worker Initiative works from shared core values and principles with the intention to support Community Health Workers in their vocation as CHW and CHW allies. The values and principles enables all to collaborate and work together to have the greatest impact.

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Values

- **Trust:** We have confidence in the fairness and reliability of partners and organizations.
- **Integrity:** We come together based on a foundation of trust and truth and we do the right things even when no one is watching.
- **Respect:** We listen and follow through on commitments. We build caring relationship with individuals we serve, within our teams, and our communities.
- **Honesty / Authenticity:** We consistently present the truth and maintain an environment of openness that enables others to present the truth. This includes aligning our values, ideals, and actions, and taking responsibility for mistakes.
- **Brave, Safe Space:** We maintain a safe environment where individuals are not judged, are not given unsolicited advice, and are able to draw upon the collective strength of others.
- **Humility:** We understand our value and this understanding drives us to prioritize listening to and receiving feedback from others and be open to continual improvement

Values

- **Empathy:** We can understand the wants, needs, and viewpoints of those around us while not currently experiencing these ourselves, and this understanding drives us to behave with compassion
- **Resiliency:** We support one another to anticipate and prepare for adversity and adapt to adversity in order to continue our collective work.
- **Empowerment:** We value others by providing them with the information and tools they need to resolve problems and contribute to our collective mission.
- **Lived Experience:** We recognize, respect, and value first-hand experiences persons bring to our work.
- **Equity:** We embrace, celebrate, and value diversity. We demonstrate this by providing a safe and welcoming environment and serving as champions for one another, our communities, and the people we serve.

Principles

- We Center CHWs in All of our Work
- We Prioritize Systems and Policy Change
- We Strive to Share and Neutralize Power
- We are Committed to Brave Conversations
- We Promote Accountability
- We are Committed to Equitable and Formative Evaluation