



FLY Values 2020

At FLY, we are:

- 1. Accountable:** We own our work and take responsibility for our behavior and impact. We also name and repair mistakes when our intent doesn't match our impact. Both are vital to earning and maintaining the trust of our youth, stakeholders, and each other.
- 2. Dedicated:** We are passionate, creative, and relentless in working to overcome challenges and obstacles. We are also committed to being authentic and acting in integrity so that we can show up as the best version of ourselves for our kids, our community, and each other.
- 3. Respectful:** We believe in the inherent worth and dignity of every person and their lived experience. We demonstrate respect through humility, attentive listening, an attitude of gratitude, and being deeply present with each other in whatever we are doing.
- 4. Equitable and Just:** We recognize that equity starts with our internal policies, practices, and commitment to our culture. Engaging in this continuous work within FLY strengthens our commitment to identifying the root causes of inequity in the education and juvenile justice systems, and to helping rebuild those systems to be more effective, humane, and just.
- 5. Loving:** At FLY, we commit to deep, authentic, unconditional care and empathy for each other and all those in our community. We believe that everyone deserves to be seen, appreciated, and celebrated for the value they bring.
- 6. Innovative:** We are adaptive so that we can respond to the needs of our youth, and we challenge conventional thinking when it will make our communities stronger. Because we strive for continuous learning, we will try new ideas with the understanding that they may, at times, result in failures that we can embrace in order to improve and grow.
- 7. Hopeful:** We embody a contagious, strength-based, forward-looking approach to our work, even in the most challenging times. With our optimism, we build bridges between youth and the systems that impact them in order to heal the wounds of injustice.
- 8. Youth-Centered:** We are guided by the voices of our youth and see them as the experts regarding their own experiences. By partnering with our youth, we are a more accountable and effective organization because their needs inform and influence our values, our model, and our vision for justice.