



# The Kempe Center Vision, Mission and Values

# Our Vision & Mission



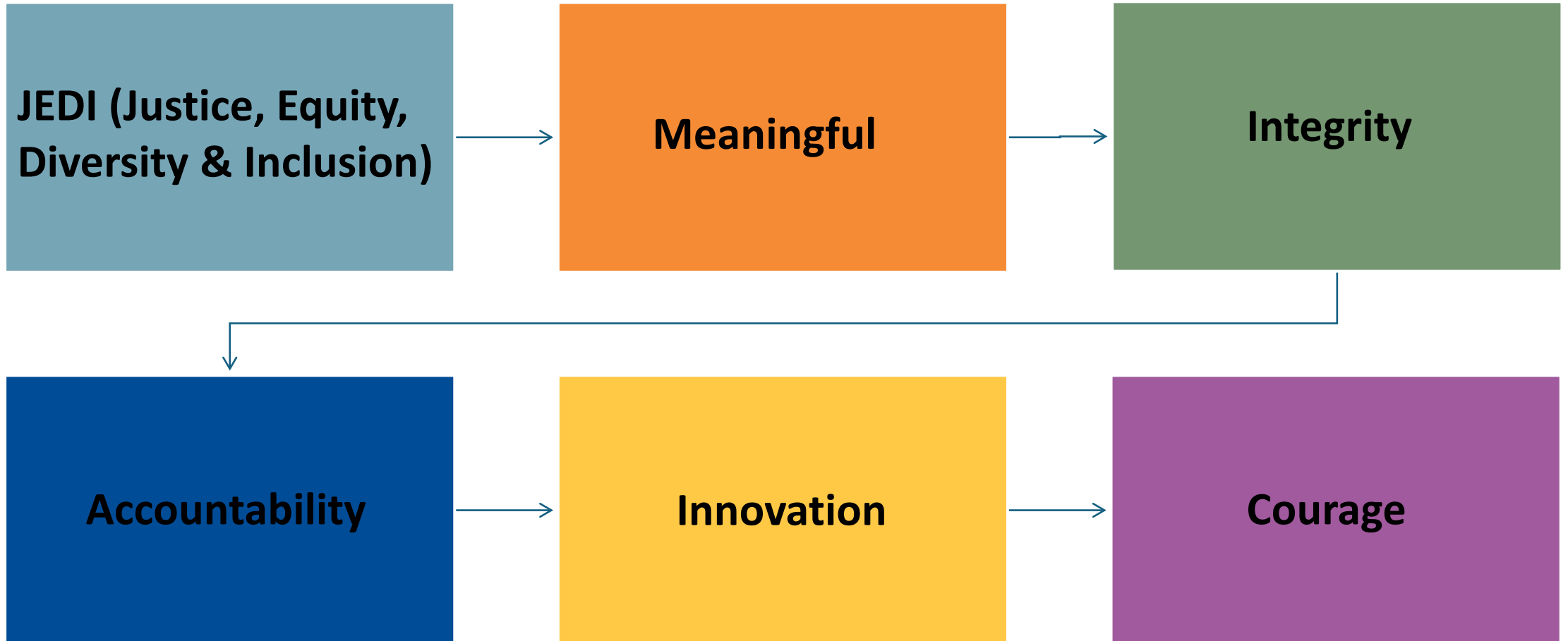
**Our vision** is a world without child maltreatment.



**Our mission:** Through an equity lens, we address child maltreatment by improving the well-being of children and families, strengthening their communities, and enhancing the systems serving them through evidence-informed services, transformative research, learner-centered education, and effective advocacy.



# Our Values



# JEDI (Justice, Equity, Diversity & Inclusion)

## Why it's Important:

- People working at the Center feel like they belong and are treated equitably.
- Marginalization based on identity is a form of maltreatment.
- To prevent and treat maltreatment is to uphold these values as important for all children and families.
- We integrate JEDI in all our work because when people recognize the human potential in all of us regardless of identity, we create a better world for children and families.
- We seek out partners to help us evolve and elevate the work that we do.



# JEDI (Justice, Equity, Diversity & Inclusion)

## **Ways we live into the value:**

- We actively practice living into JEDI values.
- We wrestle with how to be more just, equitable, diverse, and inclusive in our work.
- We actively use tools and strategies that improve our ability to integrate JEDI principles into our work.
- We take a stand against unfair treatment and advocate for fair practices for children and families.
- We raise our consciousness about the power and biases that we hold and how to share power and minimize bias to best support children and families
- We collaborate with people, partners, and other systems to expand our awareness.

# Meaningful

## Why it's Important

- We begin and end with why we are here.
- We are a mechanism for change to advance the well-being of children and families.
- A reason for being here – at the Center



# Meaningful

## **Ways we live into the value:**

- What we do has a meaningful impact.
- We strive to work on what matters to eliminate child maltreatment in our world.
- We can describe how each project/initiative aligns with our Kempe values and mission.
- We demonstrate value for what we do to all - those outside of the center can describe what we do and what we care about.

# Integrity

## Why it's Important

In everything we do, we expect integrity in our actions. This value holds us responsible for what we say and do and requires that we acknowledge any missteps and new knowledge that may be counter to previously held beliefs.





# Integrity

## **Ways we live into the value:**

- We evaluate our work using high-quality methods that incorporate JEDI principles.
- We strive to be respectfully truthful in our communications, even when it's difficult or uncomfortable.
- We actively seek and act on feedback to improve our behavior and practices.
- We do what we say we will do.

# Accountability

## Why it's Important:

Taking responsibility for our actions, decisions and their consequences imbues trust, integrity, and reliability for our work and with our team members. These attributes are critical to being a center of excellence.



# Accountability

## Ways we live into the value:

- Acknowledging we own our efforts, mistakes, and promises.
- Ensures that others can rely on their colleagues to uphold their responsibilities and commitments to the Center's mission.
- Nurtures mutual respect among the team members of the Center contributing to a cohesive and supportive environment.

# Innovation

## Why it's Important:

Our commitment to continuous improvement, creativity, and adaptability plays a unique and crucial role in driving the Center's relevance, growth, competitiveness, and long-term success.



# Innovation

## Ways we live into the value:

- We push boundaries that exist at the edges of what we know and do not know.
- We think creatively and propose new ideas without fear of failure or rejection.
- We are willing to try new things and engage in brainstorming and conversations that seed new ideas and opportunities.
- We engage in learning opportunities to develop new understandings, and skills, and apply them in ways that advance our mission.
- We adapt to changes in the field, emerging trends, and new technologies.
- We are known for excellence in addressing the priority issues for preventing and treating child maltreatment.

# Courage

## Why it's Important

- We must take bold actions, face challenges head-on, and foster a culture of transparency and integrity.
- We recognize that courage is the root of advocacy and encourages us to take risk be a brave voice for change for children and families.



# Courage

## Ways we live into the value

- We are establishing ourselves as a leader in advocating for positive change with partners that includes the community.
- We are solution oriented, facing and overcoming obstacles, and show resilience in the face of adversity.
- Growth mindset
- We collaborate and lean into our team at the Center for support.
- We encourage honor, trust, and support each other by offering thoughts and suggestions when asked as we see ourselves as an important voice at the Center.