

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, not blame
- Supportive
- Committed to diversity of person and opinion
- Individuals are trusted and given opportunities to grow, advance and lead
- Knowledge is shared, not hoarded
- Give credit where credit is due
- Center marginalized voices
- Support our community partners

How we approach our work:

- Team oriented
- Do the whole job from dishes to testifying
- Nimble and flexible
- Professional
- Accountable
- Reliable
- In it 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
- Provide healthy food options for meetings
- Work at maintaining relationships with community partners and meeting them where they are at