



What is Valued by DANA

When making decisions and taking action at DANA, the board, staff, and volunteers will be accountable for and conscious of the following:

Integrity

People trust that our behaviors, programs, and policies authentically contribute to advancing outcomes; are aligned with our values; and are consistently and equitably applied. We take responsibility for commitments, decisions, and actions and communicate openly and honestly about our failures and successes.

Empowerment

People are able to express their experience and points of view; their voice and strength is acknowledged and appreciated; and they engage with, make choices about, and influence the things that affect their lives, work, organizations, and communities.

Adaptation & Innovation

We challenge ourselves and others to take time to ask what it takes to accomplish our desired outcomes today and into the future. We adopt new behaviors, processes, and strategies that improve our individual and collective ability to serve Delaware communities.

Equity

We are committed to creating sustainable outcomes for everyone throughout Delaware. We recognize that people and organizations have varying access to resources. This requires different supports so they can take fair advantage of opportunities that allow them and their communities to thrive.

DANA's Guiding Perspectives

We apply the following frameworks to our work:

Constructive Partnerships

Attaining thriving, equitable communities require alignment, coordination, and collaboration across people, organizations, and government. Building trust and stewarding connections is necessary to achieve organizational visions and missions.

Outcomes-Based Planning

Centering desired outcomes in our planning, choices, and action with those involved results in what it takes to realistically and authentically achieve their outcomes.

Systems Thinking

Changing outcomes requires acknowledging, identifying, and evolving systems. We acknowledge the complex interconnection and interdependence of structures that influence the conditions people experience.

Adaptive Leadership

Working together to adapt to challenging and changing circumstances - leveraging lived experience and knowledge, equity, and ongoing innovation that drives positive change.