



# Dignity Pledge

The people of the Chester County Intermediate Unit aspire to create a culture of dignity in the organization embodying principles of acceptance of identity, recognition, acknowledgement, inclusion, safety, fairness, independence, understanding, benefit of the doubt and accountability.

Dignity- the mutual recognition of the desire to be seen, heard, listened to and treated fairly; to be recognized, understood and to feel safe in the world.

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## We as an organization,

- **Embrace Dignity:** We recognize the importance of dignity, treating ourselves, each other, families, students, partners, community members and all we serve in a way that honors their value and worth and the significant role they play in the organization.
- **Embrace our Mission:** We are a dynamic educational service agency working together to provide quality, innovative and cost-effective services that profoundly enhance the lives of students, educators and members of our communities; we collaborate to serve our clients who are often the neediest and most underserved members of our community and, we put service above self.
- **Embrace Identity:** We want our employees and customers to be proud to be a part of an organization that puts recognition of their value and worth at the center of our brand and image. We will recognize and appreciate the efforts and achievements of our colleagues and team members while enhancing the lives of students, educators and members of our communities. Celebrating success and acknowledging hard work fosters a positive and uplifting atmosphere.
- **Embrace Our Individual Roles:** We recognize and value each and every team member's position and role in strengthening the CCIU as a whole. We continually aspire to treat each other with dignity and promote an organizational culture of learning through self-reflection and accountability.
- **Embrace Relationships:** We strive to build strong connections with all our work groups and are committed to building those relationships on a foundation of dignity.
- **Embrace Conflict:** We recognize that conflict is a normal occurrence and a useful signal of the need for change. We are committed to establishing a dialogue process so that conflicts and differences can be managed in a dignified way, ensuring that people's concerns are heard and acknowledged. We recognize that managing conflict and the need for change is key to the organization's continued growth and prosperity.
- **Embrace Community Impact:** We extend our commitment to dignity beyond the organization and into the communities we serve. By contributing positively to society, we can make a meaningful impact on the lives of others.
- **Embrace Learning and Personal Growth:** We are committed to supporting the personal growth and development of every individual within the organization. Encouraging learning and providing opportunities for advancement contribute to a culture of dignity.
- **Embrace Open Communication:** People want to work for our organization where they can enjoy their jobs and each other. We strive to make the work environment one where people feel free to "speak up" and be heard without fear of retaliation. We will promote open and honest communication, creating a safe space for individuals to express themselves, share ideas and provide feedback. Constructive dialogue will be encouraged to foster a sense of trust and cooperation.
- **Embrace Empathy:** We will cultivate empathy and understanding towards one another, recognizing that each person has their own challenges and circumstances. By intentionally building opportunities to put ourselves in others' shoes, we can better support and uplift each other.