

FELLOW VALUES, PRINCIPLES OF ENGAGEMENT & EXPECTED CONDUCT

In alignment with these interconnected values, Academy Fellows are expected to adhere to the Principles of Engagement as well as to demonstrate the expected conduct and behaviors that uphold these principles and values.

INTEGRITY

The upholding of moral and ethical convictions, rooted in our collective nursing values, in an authentic and sincere manner, regardless of the audience or location.

COURAGE

A quality of mind that consistently supports one's strength to be vulnerable, bold, and daring in one's actions towards progress despite adversity.

INQUIRY

The constant pursuit of new information that supports the embodiment and sustainability of the spirit of openness, understanding, curiosity, and knowledge acquisition.

DIVERSITY

Affirming all the ways in which people differ, including the innate and acquired characteristics.

INCLUSIVITY

The welcoming and active engagement of all voices within every aspect of the organization and with an intentional emphasis on acknowledging those who experience or have experienced marginalization or disenfranchisement.

EQUITY

Assuring the right conditions for all people to thrive and achieve their full potential.

PRINCIPLES OF ENGAGEMENT



Respect each other and diverse perspectives.



Set clear goals and tactics while being transparent throughout the process.



Be accountable to yourself and others.



Be flexible, open-minded, and nimble.



Show a willingness to rethink and challenge traditions within the context of understanding and reconciling the past.











Communicate clearly, consistently, and continuously.



Commit to an authentic engagement.

EXPECTED CONDUCT AND BEHAVIORS

-  We encourage respect and create opportunities for the expression of different ideas.
-  We will ensure one person speaks at a time so that all members are fully present for intentional listening to the person who is speaking.
-  We are “fully present” in our roles. This includes:
 - Attending all calls and in-person meetings;
 - Refraining from distractions.
-  We take collective responsibility for creating brave and safe spaces for our deliberations that include:
 - Ensuring that confidential discussions remain as such;
 - Providing sensitive, civil, and constructive feedback on ideas, rather than people;
 - Bringing concerns about the Academy’s work or individuals back to the staff or Board of Directors;
 - Operating without fear, being willing to put forth bold ideas or concerns that may be controversial, and knowing that Fellows will listen without judgment;
 - Creating safe spaces for the expression of multiple viewpoints so that we can grow and learn together;
 - Intentionally inviting contrasting or unique perspectives.

-  We will fulfill our responsibilities as Fellows; this may include attending meetings, communicating with the chairs or Board between meetings, and representing the group’s issues to the Fellowship.
-  We will each bring new ideas and possibilities for acquiring the resources and strategic partnerships and relationships to support the strategic plan and Academy initiatives.
-  We will be champions of the Academy, communicating with Fellows, other nurses, and key stakeholders about the work of the Academy.
-  We will be attentive to ensuring transparent communication that aligns with all of the Academy’s values.