



## Values & Signal Behaviors

Values are powerful drivers of how we think, make decisions, and behave. They define the culture of our organization. The following are OMSI's Values and the signal behaviors that indicate that we live those values everyday.



### CORE VALUES

Practiced nearly all the time by nearly all our people

**Learning** teaching; asking questions; sharing; experimenting

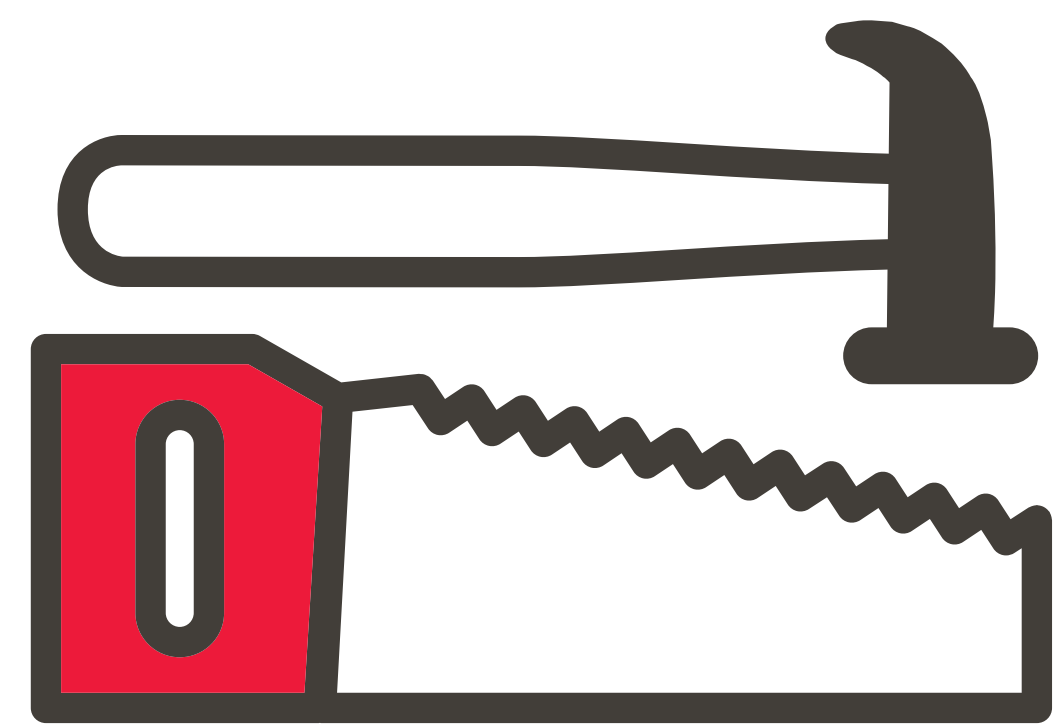
**Creativity** making (new) mistakes; sharing ideas; innovating; pushing the envelope

**Integrity** publishing visitor comments; accepting and acting on feedback; taking pride in our work; presenting accurate science; supporting honest communication; taking responsibility for our actions

**Sustainability** promoting fiscal responsibility; making triple bottom line decisions (\$/environment/people); identifying and meeting community needs; measuring and reporting impacts and results for all activities

### OMSI EQUITY STATEMENT

OMSI respects, values, and celebrates the unique attributes, characteristics, and perspectives that make each person who they are. We believe that we will be successful in accomplishing our mission and vision when we seek out and respond to diversity of participation, thought, and action. We will work to dismantle barriers to equity and access to the experiences OMSI provides and to create welcoming environments and conditions where all people can reach their full potential. **We lead with race.**



### STRATEGIC VALUES

In practice, but we want to make them more core

**Our People** providing a flexible and fun workplace; listening and communicating openly; compensating fairly; allowing people to grow in and outside of their jobs; providing the tools to do the job; setting measurable goals and holding ourselves accountable to results

**Collaboration** creating high performing work teams; supporting onstage staff during busy times; exchanging value with partners; caring about each other

**Accessibility and Equity** listening to audiences we are trying to reach; offering a welcoming guest experience; proactively increasing diversity of staff/diversity of guests; serving underserved audiences through sustainable programs; proactively working to eliminate barriers