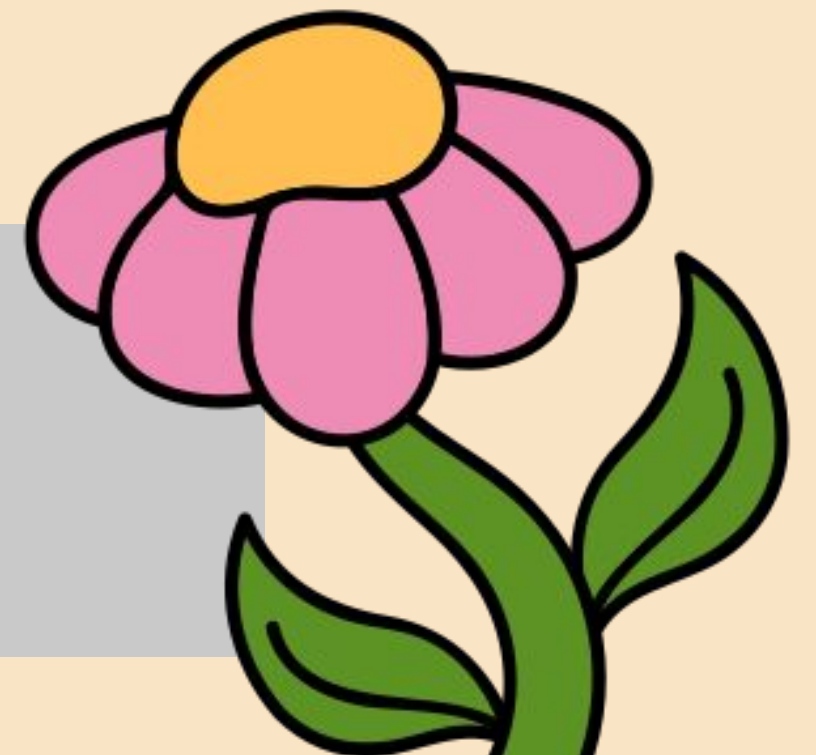
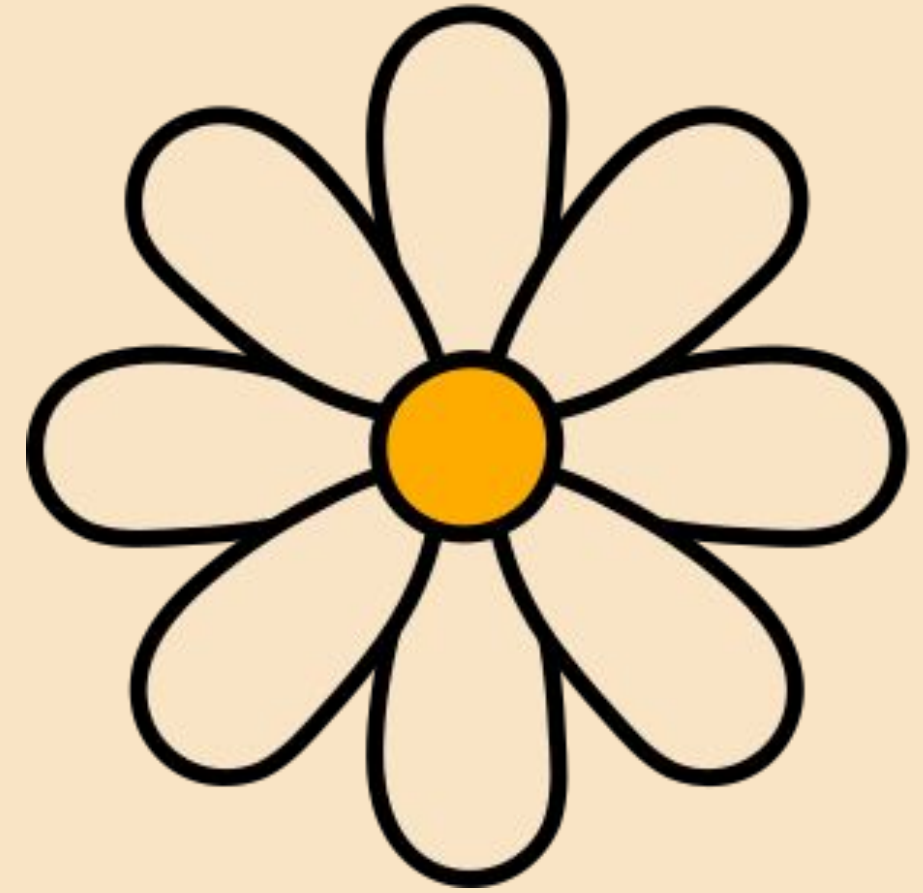


POLICY & VALUES

Chandra Valenza (she/her)

Tina Guenther (she/they)





AGENDA

- What Are Values?
- Four Corners Activity
- Partner Activity
- Brene Brown's Values List
- Table Conversations
- Recycle Colorado Values
- Closing

WHAT ARE VALUES?



TINA, HOW DO VALUES PLAY OUT IN POLICY WORK?

Values serve as fundamental motivators for our attitudes and behaviors. Individuals act in ways that allow them to express their values and attain the goals underlying them.



CHANDRA, LET'S TALK ABOUT PERSONAL VALUES

Personal values are subjective in nature, and reflect what people think and state about themselves.



FOUR CORNERS ACTIVITY

ROUND 1

Community

Respect

Environment

Learning

Discuss with others in your group:

Why did you choose this value over the other three?



FOUR CORNERS ACTIVITY

ROUND 2

Fairness

Success

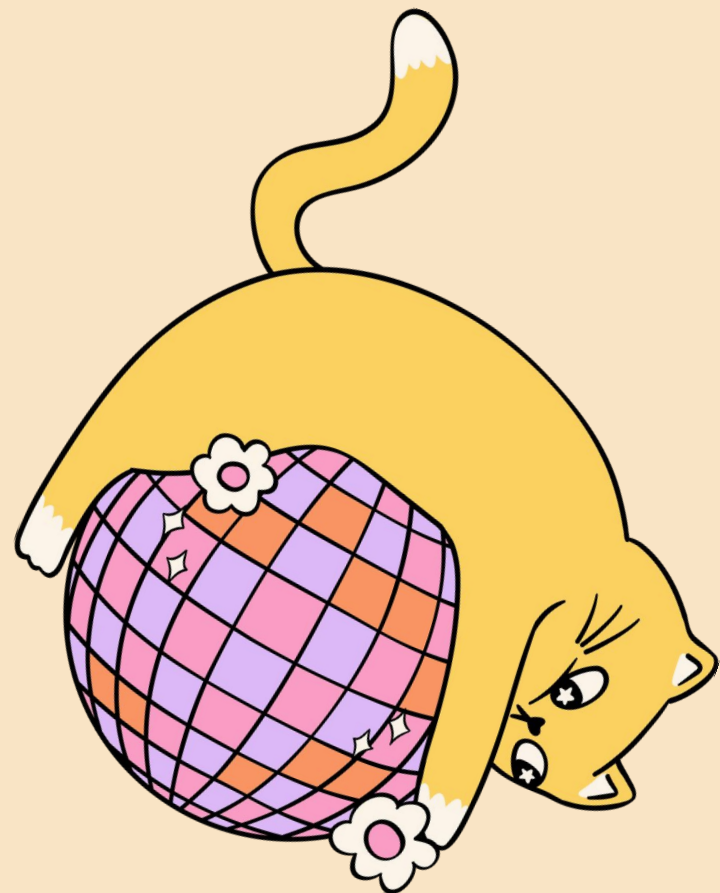
Order

Teamwork

Discuss with others in your group:

Why did you choose this value over the other three?

Side quest: Give 3 people a high five on your way back to your table



INTEREST CONVERGENCE



VALUES AS CORE
MEMORIES

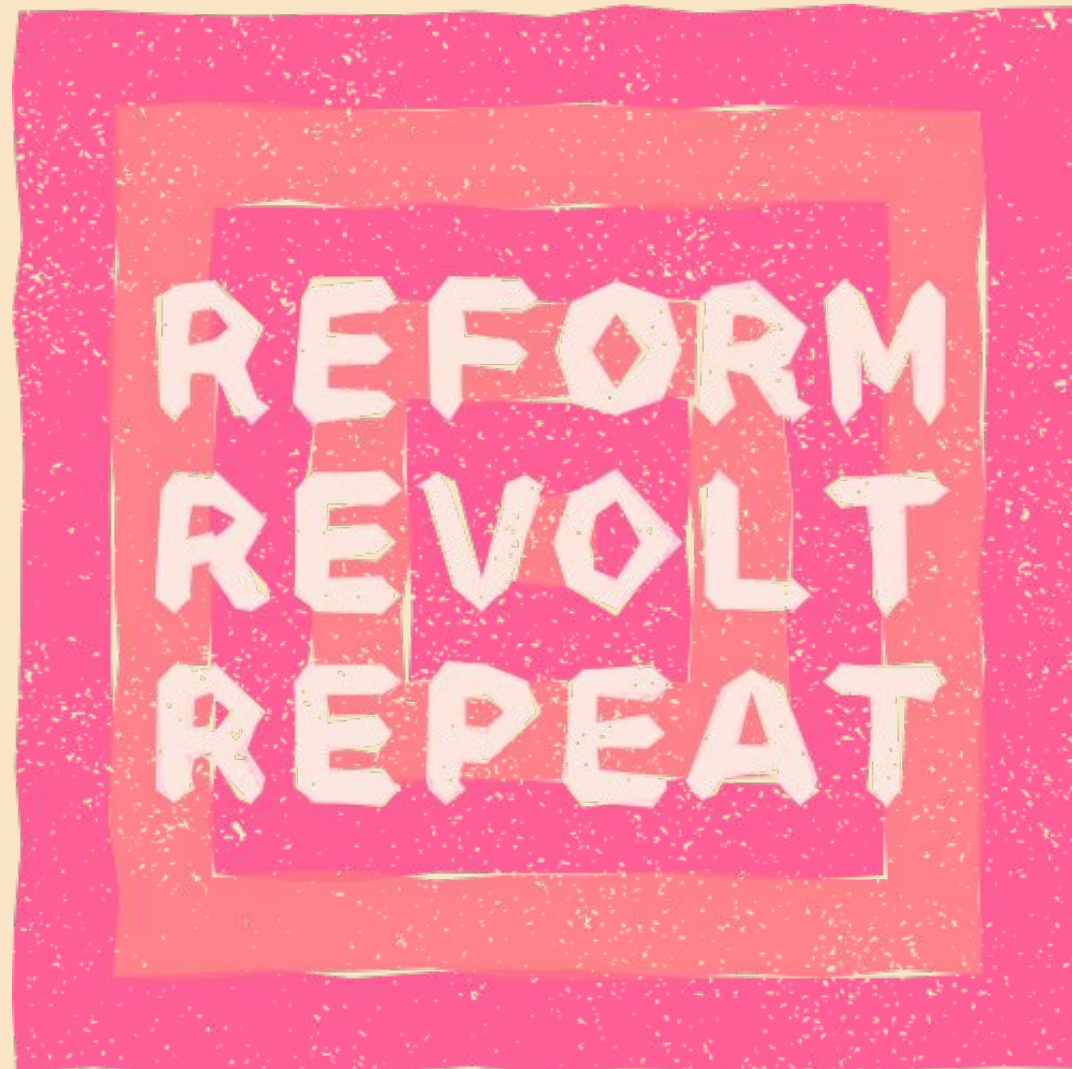
By digging deeper into what behaviors our values represent, we can begin to find alignment.

- Why do we hold these values?
- What actions do they represent to us?
- How do we define them?



VALUES IN
ACTION

INTER-RACIAL COLLABORATION



THE RAINBOW COALITION

- Anti-racist political organization that united members of the Young Patriots Organization, the Black Panther Party and the Young Lords
- **Valued** class solidarity, uniting poor and working-class people across racial lines against shared oppressions
- **Actions** included:
 - Using direct action to pressure local government actions, including: reducing unemployment, improving public education, and counteracting gentrification.
 - Sponsored service programs to their respective

ROLE PLAY!

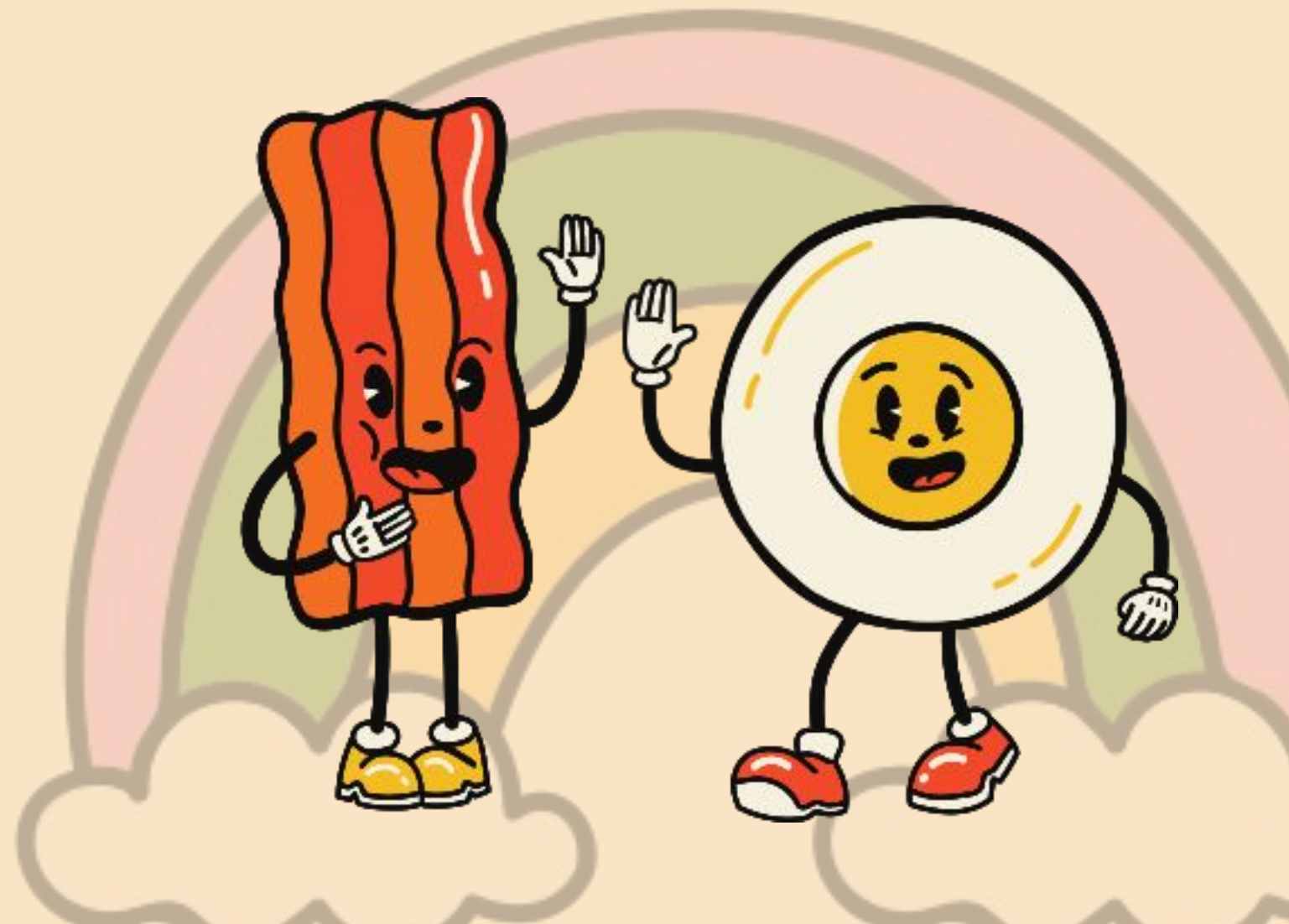
Recycle Colorado Policy Options

- Each set of partners will be given two values. Choose one to represent.
- If this is not a personal value of yours, we invite you to step into someone else's perspective and consider what actions and behaviors they might value.

ROUND 1

Tradition v. Innovation

- Require organic materials (food scraps, yard trimmings, or both) to be diverted from landfills.



ROLE PLAY!

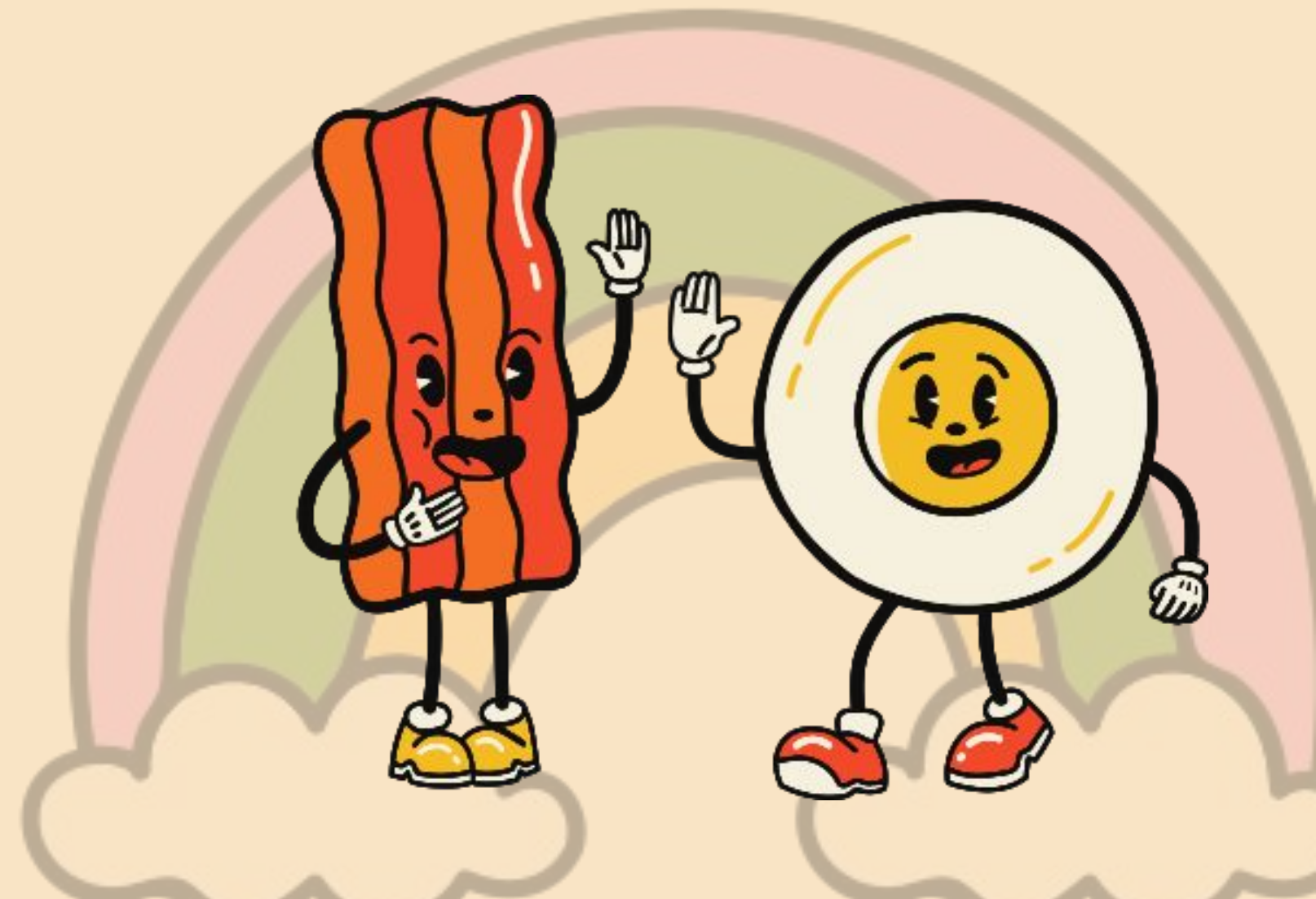
A previous Recycle Colorado Policy...

- Plastic Pollution Reduction Act (PPRA) – a charge for plastic bags and prohibits polystyrene cups and food containers

Round 2 Values:

AMBITION v. Compassion

- Based on your understanding of PPRA, the question to consider is: how should local governments and jurisdictions enforce the act.



BRENE BROWN'S LIST OF VALUES

LOCATE YOUR TOP 3 VALUES

- Self Reflection
 - How difficult was it to limit your values to 3?
 - How did you determine which values were most important to you?
 - What thoughts, feelings, actions and beliefs come up for each value?



dare to lead

List of VALUES

Accountability	Ethics	Kindness	Self-respect
Achievement	Excellence	Knowledge	Serenity
Adaptability	Fairness	Leadership	Service
Adventure	Faith	Learning	Simplicity
Altruism	Family	Legacy	Spirituality
Ambition	Financial stability	Leisure	Sportsmanship
Authenticity	Forgiveness	Love	Stewardship
Balance	Freedom	Loyalty	Success
Beauty	Friendship	Making a difference	Teamwork
Being the best	Fun	Nature	Thrift
Belonging	Future generations	Openness	Time
Career	Generosity	Optimism	Tradition
Caring	Giving back	Order	Travel
Collaboration	Grace	Parenting	Trust
Commitment	Gratitude	Patience	Truth
Community	Growth	Patriotism	Understanding
Compassion	Harmony	Peace	Uniqueness
Competence	Health	Perseverance	Usefulness
Confidence	Home	Personal fulfillment	Vision
Connection	Honesty	Power	Vulnerability
Contentment	Hope	Pride	Wealth
Contribution	Humility	Recognition	Well-being
Cooperation	Humor	Reliability	Wholeheartedness
Courage	Inclusion	Resourcefulness	Wisdom

TABLE CONVERSATIONS



If you know your values, share them with your tablemates.



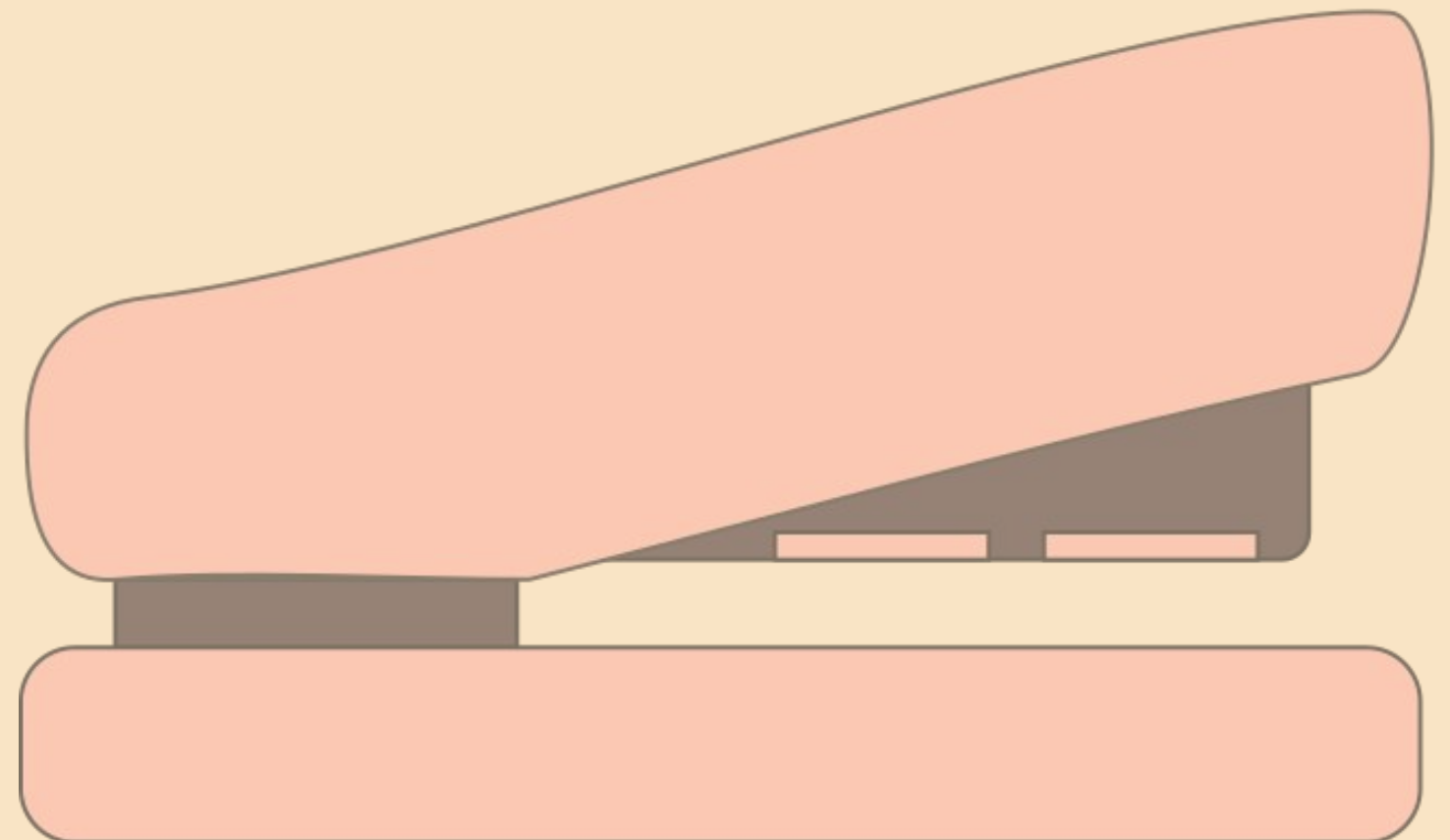
Is there a time when your values have been challenged?



How do your values show up in your policy work?



When have you had to talk with someone who you know had different values than you?



AN ORGANIZATION'S BIG PICTURE

Vision: What the organization hopes to achieve long-term

Mission: How the organization will achieve its vision

Values: The behavioral attributes required to deliver the mission and vision



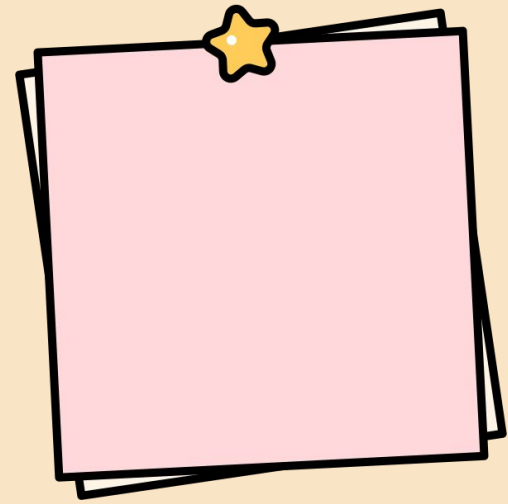
RECYCLE COLORADO

Vision: To transform Colorado into a national leader in waste reduction, recovery, and diversion.

Mission: To advance infrastructure, end markets, and state and local policies in waste reduction, recovery, and diversion.

Values: ??

What values should Recycle Colorado adopt?



Sticky Notes

One value per sticky note. Write legibly.
Post up!



Mentimeter

Scan this QR code to submit your value(s).



Resources and a Call to Action



- [ONLINE.HBS.EDU/BLOG/POST/HOW-TO-IMPLEMENT-CORE-VALUES-IN-THE-WORKPLACE](https://online.hbs.edu/blog/post/how-to-implement-core-values-in-the-workplace)
- [FORBES.COM/COUNCILS/FORBESAGENCYCOUNCIL/2024/05/03/MISSION-MISSION-AND-VALUES-HOW-THY-DIFFER-AND-WHY-THEY-MATTER/](https://forbes.com/councils/forbesagencycouncil/2024/05/03/mission-and-values-how-they-differ-and-why-they-matter/)
- [BRENEBROWN.COM/RESOURCES/DARE-TO-LEAD-LIST-OF-VALUES/](https://brenebrown.com/resources/dare-to-lead-list-of-values/)
- [CROSSCULTURALSOLIDARITY.COM/WP-CONTENT/UPLOADS/2021/03/CHICAGOS-WHITE-APPALACHI
AN-POOR.PDF](https://crossculturalsolidarity.com/wp-content/uploads/2021/03/chicagos-white-appalachian-poor.pdf)
- [WIKIPEDIA.ORG/WIKI/RAINBOW COALITION \(FRED HAMPTON\)](https://wikipedia.org/wiki/Rainbow_Coalition_(Fred_Hampton))

Keep in Touch

Chandra: cvalenza@bouldercounty.gov

Tina: tina.guentherca@gmail.com



THANK YOU!



Next Up: Current State of Supported Legislation