

WORKSHEET #1: Living our values

1. List some of your personal values in the chart below.
2. Then make some notes about the way you bring them to life.

| Personal values | Actions or ways of being that reflect those values |
|-----------------|--|
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3. List a few of your organizational values in the chart below.
4. Then note systems, structures, and other ways you bring them to life.

| Organizational values | Systems, structures, other organizational practices that reflect those values |
|-----------------------|---|
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5. What comes up for you as you consider these lists? Are there personal and/or organizational changes you'd like to make? Are some values easier to live than others?

WORKSHEET #2: Making the case

1. What are one or two primary barriers to paying a thriving wage?

Barrier # 1: _____

Barrier # 2: _____

2. What stakeholders do you need to make the case with?

3. In your own words, how will you make the case that it is the right thing to do:

4. How will paying a thriving wage contribute to stability in your organization?

5. How does the “charitable work mentality” show up in your organization? How will paying a thriving wage mitigate that dynamic?

6. Are there any other arguments you can make?

7. How will you prepare to bring conviction and confidence to the conversation? Are there any supports you need? How will you ensure you have them?

8. If it would be helpful to connect with your partner or partners before and/or after making the case, please exchange contact information and make a plan to connect.

WORKSHEET #3: Ensuring benefits are equitable

1. Choose a benefit to assess (ie: health or other insurance, paid leave time, professional development, flexibility/report work, or something else)
2. Who is most able to take advantage of or leverage that benefit (who benefits most from it?) What is their role? What is their identity? How long have they worked with your organization? Do they or their job have other defining characteristics?
3. Who is least able to take advantage of or leverage that benefit (who benefits least from it?) What is their role? What is their identity? How long have they worked with your organization? Do they or their job have other defining characteristics?
4. Given your reflections above, are there any changes that would make this benefit more equitable? And if so, what will be your first step?

If you and your partner have time, use the same process to consider another benefit.

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4. Given your reflections above, are there any changes that would make this benefit more equitable? And if so, what will be your first step?