# Values

### Our Values

CSO’s belief in the partnership of humanity remains the guiding principle of their grant making, but the organization has refined and broadened its work over time to reflect changing national and world conditions.

Through our programs focused on Civil Society, Education, Environment and the Flint Area, the CSO seeks to fulfill its mission of supporting efforts that promote a just, equitable and sustainable society.

We believe our work in these critical program areas will lead toward systemic change that improves the lives of people, strengthens communities and fosters the success of institutions.



Certain values:

* Nurturing strong, self-reliant individuals with expanded capacity for accomplishment;
* Learning how people can create a sense of community, whether at the neighborhood level or as a global society;
* Building strong communities through collaboration to provide a basis for positive change;
* Encouraging responsible citizen participation to help foster social cohesion;
* Promoting the social, economic and political empowerment of all individuals and communities to preserve fundamental democratic principles and rights;
* Developing leadership to build upon the needs and values of people and to inspire the aspirations and potential of others; and
* Respecting the diversity of life to maintain a sustainable human and physical environment.

### Our Code of Ethics

Respect for the communities we work with and serve.

Integrity in our actions.

Responsibility for our decisions and their consequences.

We are committed to:

* Acting honestly, truthfully and with integrity in all our transactions and dealings;
* Avoiding conflicts of interest;
* Appropriately handling actual or apparent conflicts of interest in our relationships;
* Treating our grantees fairly;
* Treating every individual with dignity and respect;
* Treating our employees with respect, fairness and good faith and providing conditions of employment that safeguard their rights and welfare;
* Being a good corporate citizen and complying with both the spirit and the letter of the law;
* Acting responsibly toward the communities in which we work and for the benefit of the communities that we serve;
* Being responsible, transparent and accountable for all of our actions; and
* Improving the accountability, transparency, ethical conduct and effectiveness of the nonprofit field.