

AIHA Board of Directors Statement on Cultural Values & Norms

Approved May 2018; Revised November 2019

Cultural Values

The AIHA Board of Directors has always conducted its business with a high degree of integrity, collaboration, trust, and respect. To continue to hold ourselves to the highest ethical standards, and to capture these cultural values for future AIHA Boards, we have developed and approved the following statements, which are to be considered in addition to the AIHA Code of Conduct.

- We act with integrity and in a spirit of collaboration with each other and toward all AIHA members, volunteers, and staff. We work together with a common purpose in achieving objectives.
- We make effective, member-focused decisions.
- We trust one another, and our individual and corporate actions are based on maintaining mutual trust.
- We come to each board meeting and activity prepared and on time and with a strong sense of engagement and commitment. We seek to develop future engaged leadership.
- As servant leaders, we respond to the needs and concerns of members, volunteers, staff, and the public.
- We conduct our business openly and with transparency.
- We encourage diversity of membership and leadership in AIHA. We value each other's time and we conduct debates with respect for all. We encourage diversity of opinion but speak with one voice regarding board decisions.

Board Norms

- **Trust & Respect:** We will show RESPECT and TRUST by following our norms and holding one another responsible for the same.
- **Diversity:** DIVERSITY is essential to best represent our members and their unique thoughts and approaches to solutions; allowing space for differing viewpoints and thoughts while recognizing our own unintentional biases.
- **Participation & Communication:** During interactions, we will actively listen and contribute to ensure full PARTICIPATION and COMMUNICATION.
- **Transparency & Accountability:** We will hold ourselves ACCOUNTABLE for expressing ourselves openly and honestly and making sure our members are heard and act TRANSPARENTLY to keep members abreast of decisions and emerging issues.

- **Preparation:** We will make the best use of each other's time; we will show up PREPARED.

