

# DEFINING OUR CULTURE

## NIWL VALUES



**Collaborate**  
We work together to produce the best results for the individual and communities we serve.



**Respect All People**  
We intentionally weave equity principles through the fabric of our work to create an inclusive environment for individuals and communities.



**Innovate**  
We foster a culture of continuous growth and learning to build sustainable capacity.



**Deliver with Integrity**  
We hold ourselves accountable, relying on evidence to produce quality work that partners can trust.

## COLLABORATE

At the end of the last calendar year, the National Institute for Work and Learning held a series of reflection sessions with its staff. We asked project and portfolio managers what makes them tick; what principles or values they bring to their work; and how these play out in their every day. We captured four cardinal values that form the basis of NIWL's culture and describe them here.

For NIWL, collaboration means **co-creation**. We join with our partners and clients to design a study, map the services needed by returning young adults after incarceration, or listen to program participants about their challenges. And we ask for feedback again and again to course correct if necessary.

“(We collaborate) with authenticity. We know who we are and what we bring. The process requires us to collaborate.”

– Pam Carter, Director, NIWL Research

FHI 360 manages GE Foundation's **Next Engineers**, an employee-based volunteer program to increase the diversity of young people in engineering, particularly girls and young women. It operates in the United States, England, and South Africa. The program model engages a local community partner to recruit students from local secondary schools and deliver engineering and college and career readiness activities, connect students with GE volunteers, field trips, design challenges, , and more to inspire students to pursue careers in engineering. Collaboration is essential to deliver relevant programming at each particular site, as definitions of diversity and levels of STEM awareness exists vary from one location to another. Developing appropriate content and activities requires intense collaboration at the local level with all involved.

“(The) goal is to stay on track with Next Engineers. We're working with community partners providing support to meet their deliverables. We're in this together. Their success is our success. Together we're setting up for success in 2023 (and have a ) good planning process.”

– Erica Spangler, NIWL Project Manager