Salisbury University's Re-envisioning Ethics Access and Community Humanities (REACH) Initiative: Integrating Community and Curricular Ethics is grant-funded by the National Endowment for the Humanities (NEH) Humanities Connections Program. REACH, led by Co-Directors Michèle Schlehofer, Timothy Stock and Jennifer Nyland, focuses on ethics, ethics literacy and ethics agency through new curricular and co-curricular resources, and connecting with the community.

7 CORE AREAS OF ETHICAL PRIORITIES

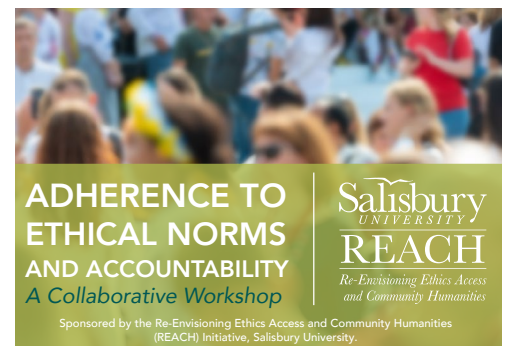| 1 goodness | 2 providing care | 3 authenticity | 4 behavioral action | 5 equality | 6 diversity | 7 commitment to the truth |

Ethical Priorities and Organizational Transformation

What ethical priorities guide your organization? Our listening sessions found that stakeholders in our community place their priorities in at least one of seven core areas – and sometimes more. Organizations that prioritize **goodness** place their emphasis on contributing to a greater good, benefiting society, selflessness and working for common good. Prioritizing **providing care** entails emphasizing human rights, caring for others, wanting to help others and genuine respect for others. Organizations prioritizing **authenticity** place value on doing the right thing, trusting themselves, personal ethics and integrity. **Behavioral action**-oriented organizations prioritize putting their values into action, being consistent in expressing their values across multiple situations and using ethics as a framework to guide their professional behaviors. Organizations prioritizing **equality** place emphasis on equity, equality, fairness, working against biases, and acting in ways that are nondiscriminatory and do not indicate preferential treatment. Prioritization of **diversity** includes placing value on consideration of opposing views, collaborating with others who are different, and understanding culture and context. Finally, organizations that place their ethical priorities on **commitment to the truth** place value on transparency, accountability and facts, and they prioritize responsibility and honesty. Which ethical priority is furthest from the mission or practices of your organization? Which ethical priority, if adopted, would lead to organizational transformation? Working through these questions can help organizations better align their work with their mission, identify instances of "mission drift" and build a stronger organizational culture. Additionally, clarifying your ethical priorities can be the key to organizational transformation – by discovering what new orientation your organization needs to grow, succeed or adapt to new challenges.

First Ethics Workshop a Success

Thank you to those who attended our first workshop, *Adherence to Ethical Norms and Accountability*. We were fortunate to have participants from six local organizations, in a wide range of organizational roles. Workshop attendees worked to identify a variety of key stakeholders, both in and outside their organization, and the ethical priority that guides each stakeholder relationship. We discovered that conflicts often arise when collaborating organizations or individuals have different ethical priorities; attendees worked through processes of identifying differences in ethical priorities and ways of building common ground. Finally, attendees learned various mechanisms of building accountability processes that extend beyond just reporting organizational activities to the community. In coming months, we will be offering additional workshops and trainings, and we are willing to facilitate individual workshops internal to a team or in collaboration between institutional partnerships. We are also in the process of creating an online, self-paced course from our materials. Stay tuned for more information.

ADHERENCE TO ETHICAL NORMS AND ACCOUNTABILITY
A Collaborative Workshop

Salisbury UNIVERSITY **REACH**
Re-Envisioning Ethics Access and Community Humanities

Sponsored by the Re-Envisioning Ethics Access and Community Humanities (REACH) Initiative, Salisbury University.

ETHICS PROFILE: Martin Hutchison
Community Impact Associate, United Way of the Lower Eastern Shore

Tell us about your organization and what you do.

At the United Way of the Lower Eastern Shore, we seek to harness the power of our community to advance health, education and financial stability. We do that through partnerships with 27 non-profit agencies throughout the Lower Eastern Shore (Dorchester, Wicomico, Somerset and Worcester counties). In addition, we also have several programs that we administer directly, the largest of which is Dolly Parton's Imagination Library, which seeks to put a book a month in the mailbox of every child from birth to age 5.

What drew you to be a part of the Community Ethics Network?

I am always looking for opportunities to strengthen the work I do in the community and personally know one of the REACH team and respect his work. It was also an opportunity to join with other colleagues in the community to explore a topic of vital importance to our work in the community. In addition, I was intrigued by the idea of ethics increasing community engagement and accountability.

How does ethics improve your work?

Ethics helps us identify the standards and norms by which we operate in the community and accomplish the collaborative work we do with our various partner agencies. It helps us to be accountable to both our donors, whose funds we steward, and to the agencies with which we work. I highly recommend the folks at REACH and the work they can do in consulting with your organization related to ethics and accountability.

REACH Attends 2022 Lower Shore Nonprofit Summit

REACH was pleased to be a vendor at the inaugural Lower Shore Nonprofit Summit. Hosted by the Community Foundation and United Way, this event brought together staff at nonprofits across the region for training and professional development in a number of areas, including restorative practices, building equity in organizational culture, forming and sustaining collaborative partnerships, and organizational cyber security. Thank you to everyone who stopped by our vendor table to chat. If your organization is hosting an event for organizational leaders and have vendor opportunities, please reach out to us at REACH@salisbury.edu.

Save the Date!

Save the date! Our next community listening session will be held **November 2 and 3**. Attendance is free and open to leaders of any regional nonprofit, for-profit enterprise, governmental organization, faith or religious-based organization, and advocacy or activist group.

Salisbury
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