

**Integrity**—The Endowment for Health will conduct itself with integrity in all of its actions and relationships.

- We will be clear and open in our actions and communications.
- We will subject our financial records and transactions to independent scrutiny.
- We will invite internal and external review of our processes.

**Stewardship**—The Endowment for Health will be a good steward of all of its resources.

- We will use the Endowment's assets wisely while protecting and growing the principal for the future.
- We will partner with others, including other funders, to expand the impact of our work.
- We will treat our relationships with our partners as one of shared responsibility and accountability.

**Fairness**—The Endowment for Health will strive to be fair to all.

- We will ensure that all funding requests are handled with a clear process and without bias.
- We will work to ensure that all applicants have equitable access to Endowment resources.
- We will remain non-partisan.

**Respect**—The Endowment for Health will treat everyone with respect.

- We will recognize and honor the humanity in all people.
- We will consider all voices and listen carefully.
- We will strive to understand and respect social and cultural differences.

**Compassion**—The Endowment for Health will approach its work with compassion and understanding for its partners and all of the people in the larger community of our state.

- We will listen with an open mind and an open heart.
- We will work to understand the circumstances and challenges faced by our partners and our communities.
- We will do all we can to support our partners' vision.

**Courage**—The Endowment for Health will have the courage to live up to its mission.

- We will give voice to important issues, even when unpopular or uncomfortable.
- We will be willing to invest Endowment resources in uncertain but important outcomes.
- We will speak up when one or more of us are not acting according to our values.