

# OUR VALUES

Early childhood--from pregnancy to age 5--is the most important developmental period in a person's life. Our youngest are our most vulnerable. They are at the mercy or good fortune of the environments they are born into. They are also our future--the source of our collective social prosperity, innovation, and progress to come.

At Promise, our values reflect our commitment to our youngest community members and the potential they hold to transform our society into the best it can be.

## WE SEE INNATE PROMISE IN EVERY CHILD.



To achieve our mission, we seek ventures and partners who innovate in pursuit of scaled impact--breakthrough outcomes for all children and families.

We prioritize our time, resources, and relationships in service of solutions that support children and families facing the greatest adversities; we define this as those facing structural racism and other systemic inequities.

## WE PUT EQUITY AT THE CENTER BECAUSE OPPORTUNITIES ARE UNEQUAL.

Structural racism and other systemic inequities are the root causes of the obstacles we exist to overcome.

We seek to proactively build programs, a team, a venture community, and an innovation ecosystem that are anti-racist and anti-bias.



## WE ARE ALL SOCIAL ENTREPRENEURS.

We embrace constructive dissatisfaction with the status quo and unbounded optimism about what can be achieved together.

We take a lean, iterative, collaborative, and user-centered approach in our work and partnerships.



## WE LEAD WITH HUMILITY IN RECOGNITION OF EXISTING WISDOM.

With gratitude and respect, we build and nurture relationships to accelerate connection and impact throughout a thriving Early Childhood ecosystem.

We are conscious of our privileged role connecting ecosystem stakeholders (social entrepreneurs, funders, academics, practitioners, policymakers) and do so with an appreciation for the many strengths and perspectives each brings to the table.



## WE CHOOSE JOY AND PRIORITIZE WELLNESS.

Early childhood is a period of intense personal growth and unparalleled joy. We aspire to emulate both in our work.

We welcome our teammates' and partners' whole selves to work and acknowledge that our whole selves are more than just our work.

