

ONA Staff & Team Core Values

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The ONA staff culture is about talented individuals coming together in meaningful and rewarding ways to advance our mission to inspire innovation and excellence in digital journalism. Our personal successes and the association's success both depend on shared, active commitments to five key pillars of our culture.

Growth Mindset: We are deeply committed to personal and professional growth as individuals and as a team. We accomplish this through curiosity, ongoing learning, innovation, leadership development, reflection, and appropriate risk-taking to our work.

Community Centeredness: Our decisions are driven by our community's needs and experiences because we believe in our mission and the critical role journalism plays in the world. We serve our community with passion and expertise through strategic thinking, building and sustaining relationships with stakeholders and our knowledge of the industry.

Accountability and Respect: We uphold a culture of mutual accountability, trust and respect for each other through kindness. Each person is aware of the energy they bring in a room to nurture an environment that provides and accepts constructive feedback and high levels of reliability. We work through challenges creatively and collaboratively to help each other be our best and recognize each person's contribution to the team.

Inclusivity: Together, we continue to build an inclusive culture that encourages, supports, and celebrates all forms of diversity - voice, experience, background, and perspective of individual employees. We actively advance ONA's diversity statement of principles and strive to be a leader in diversity, equity and inclusion best practices both internally and externally. It isn't just a goal, it's a reality at ONA and fuels our innovation and connects us closer to each other and the communities we serve.

Self-care: We believe that healthy, happy, well-rounded people make the best employees. As such, we promote a caring atmosphere where people can achieve personal and professional balance and are enthusiastic about their own contributions to the world both within and outside of the association's efforts. This is accomplished through high levels of flexibility, autonomy, and respect for individual needs.

BOARD OF DIRECTORS DIVERSITY STATEMENT OF PRINCIPLES

ONA embraces, supports and champions diversity in its community, membership, training, hiring, research and networking initiatives. It strives to serve the evolving digital news and journalism community, inclusive of geographic location, sexual orientation, gender identity, economic status, physical ability, cultural, racial and ethnic background, as well as diversity in media organizations and their platforms.

(Created in 2010 by the ONA Diversity Committee; updated in 2015.)