WE ARE DINNER PARTIERS.

Our interest is not solely in what we do, but how we do it. We ask that every member of The Dinner Party community — from staff to hosts to Dinner Partiers — seek to model these core values and principles:

1. We care for our people.
   We see each other through our worst days and celebrate each other’s best.
   When we have the capacity and the resources we need to be of service, we serve.

2. We know that caring for our people demands we care for ourselves.
   We trust that we are each our own best expert and we strive to name what we need.
   We know that we are the work, and we treat our own wellness with the same standards with which we serve others.
   We do not fear expressions of pain and frustration, but neither do we make ourselves a punching bag for pain.
   We name our boundaries, knowing that martyrdom serves no one.

3. We are never alone.
   We commit to collaborative leadership, and to creating an environment in which every member of our community can capitalize on their own passions and expertise.
   We commit to asking for help, knowing that it is easier to give help than it is to ask for it.
   We succeed together, we fail together, and what we build, we build together.

4. We refuse to make shit up.
   We use data to learn and to make decisions with and for our community.
   We admit what we don’t know. We ask questions, rather than presume we have answers.

5. We take play seriously.
   We believe in joy as engine fuel, and we aspire to maintain full tanks — both in spite of and because of the experiences that brought us to this community.
   We are disciples of Mary Poppins, and revel in surprise and delight.
   We know laughter and tears are not mutually exclusive.
   We use humor as a tool to disarm, to engage, to name the unnameable, to survive and to thrive.

6. We know that our hardest conversations are some of our most important conversations.
   We choose to name the elephant, preferring to keep the tiny elephants tiny, lest they grow big.
   We value honesty over pretense, and consider disagreement a hallmark of real relationships.
   We strive for constructive conflict over destructive conflict and trust in our shared capacity to grow.
   We take our conflicts and disagreements directly to the source.
   We know that to be human is to screw up sometimes, so we name it when we do.

7. We believe that to be welcome in The Dinner Party is a basic right — one that we cannot attempt to claim for ourselves, and deny for others.
   We exercise zero tolerance for racism, sexism, homophobia, transphobia, classism, ableism, antisemitism, Islamophobia or any other form of discrimination at the table.
   We recognize that grief is not shared equally, and we seek to undo the systems of oppression that perpetuate trauma and loss.