BOYS & GIRLS CLUBS
OF BELLEVUE

209 100TH AVE NE
BELLEVUE, WA

DNA CODE

BGCBELLEVUE

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BGCB DNA CODE

This is what it means to be part of our team. We are committed to embodying these core behaviors every day as we focus on our mission: to inspire and enable young people to reach their full potential. We hold ourselves and each other accountable for demonstrating each behavior as we fulfill our Club DNA.

1. We are a Team of Leaders. Leaders build leaders.

Everyone in our organization, regardless of role or title, is a leader in the eyes of our youth, and we take the responsibility seriously. As leaders, we are learners. We value a growth mindset and are transparent about pathways for growth. We are open to new ideas and ready to embrace change. We model leadership by doing the right thing when no one is looking, staying true to our word, and getting back up when we fall. We intentionally celebrate wins in all forms, and we proactively advocate for each other's success.

2. We Own Our Impact. How we show up matters.

We take ownership of our behavior in the workplace and recognize the impact our actions have on achieving our organization's mission. We take responsibility for broadcasting a positive attitude in our work environment because we know it directly impacts the experience our team and community have with our organization. We contribute to an uplifting workplace culture through our words and actions. We hold ourselves and our colleagues accountable for delivering high-quality work. We are never too big to do the small things that must be done. We are solution-oriented - when we see a gap, we lean in and take the initiative to fill it.

3. We are Stronger Together. We see our differences as strengths.

We recognize that everyone's lived experiences and backgrounds are unique and valuable. We acknowledge all input without judgment and actively listen before responding or dismissing an idea. When we don't understand something, we ask questions. We assume positive intentions from others and use the same kindness, empathy, and compassion modeled for the kids we serve with each other. We recognize that every person, no matter their role, is a vital part of the organization's flow and functioning. We appreciate the value they bring to making the Club a better place for our members and families.

4. We are Big Fans of Feedback. Giving and receiving feedback is essential.

We regularly give both positive and constructive feedback to our team members and expect them to do the same for us. We believe that clear is kind, so we take time to communicate expectations clearly and effectively to support the outcomes of each other's work. We resolve conflicts face-to-face and address concerns in a manner that is open, honest, and gracious.

5. Everyone Belongs at the Club. We welcome everyone into our doors.

We commit to creating an inclusive & safe environment for all members of our diverse team to thrive within, regardless of race, ethnicity, gender identity, sexual orientation, ability, nationality, religion, socioeconomic class, and/or age. We honor each other's experiences, perspectives, and unique identities and approach them with acceptance and open-mindedness. We value diversity because it allows us to think critically about ourselves and the community we serve. We value equity and equality and work hard to level the playing field by providing various levels of support to meet the differing needs of our staff, youth, and families.