

RepresentUs Cultural Agreements

These agreements are the principles that guide the work we do and how we work together. They were developed collaboratively by a team of staff across the organization. It is critical to our success that all current and prospective staff review this document and agree to center these ideals in our work. We believe playing by and iterating on these rules will maximize the positive impact our organization has on the strength of America's democracy.

Our vision:

We envision an America where government is of, by, and for the people.

Our mission:

Make America the world's strongest democracy by 2050.

More perfect

We are a team full of top talent. "Your win is my win. Your loss is my loss." Teammates look out for each other. When we see someone stumble, we help them. We do our job effectively so that others can succeed.

Excellence is the floor, not the ceiling. This is a fast-paced environment. We challenge ourselves and each other to do everything to the highest standards to maximize our impact on the greater good. We expect to do our jobs better than our predecessors and better than ourselves last year. Excellence begins with each of us, and radiates out to our teams, our departments, and the organization as a whole.

Continuous feedback for continuous improvement. We embrace continuous feedback and deliver it with kindness, even when it's hard. We give feedback frequently, responsibly, and in a timely manner up, down and across reporting structures. We believe that every individual and the organization as a whole are always evolving, and constant feedback accelerates growth.

The pursuit of scrappiness

Be fierce. Be adaptable. We set goals together and we expect to meet them. At the same time, we recognize we may need to pivot to respond to fast-changing externalities, and that sometimes means changing our approach.

We understand that excellence requires unconventional solutions. Intuition drives innovation; data drives investment. Because our default mode is action, we are willing to fail and learn from our mistakes and move on with grace.

Lead it and own it. We prioritize a collaborative culture with clear decision-making processes. Leadership is not dependent on title. Decision makers at any level of the organization are responsible for seeking out and considering input from their colleagues before ultimately making the final decision. When we lead, we lead from start to finish, driving towards excellence, and clearing any obstacles that get in our way.

Of, by and for the people

We the people. We treat each other with professionalism and kindness, and demonstrate care for the whole person, not just the “employee.” Though the work sometimes demands all hands on deck beyond the regular schedule, that isn’t our cultural norm. We offer generous paid time off, wellness benefits, and other perks that support a healthy work-life balance and promote wellbeing. We also believe in a lively, open and friendly culture—we spend most of our waking hours at work, so we might as well enjoy it. Saving democracy doesn’t have to suck.

Compassionate, trusting and trustworthy. We operate with integrity and compassion at all times. We assume the best intent. We act with humility and recognize that we do not have a monopoly on wisdom or intelligence. We engage our work and our differences with courage, honesty, intellectual curiosity, kindness and respect.

This land is your land

Country over party: We leave personal politics at the door. We bring together people from all political ideologies to win. We are a diverse team that values each other’s political differences, though we make it a point to solely focus on our non-partisan mission.

Trust-based philanthropy. Funders at every level make the work we do possible. We adhere to the Association of Fundraising Professionals [Donor Bill of Rights](#) and because one of our core values is transparency, we [publish a list](#) of our current funders every fiscal year. We value trust-based relationships that will allow us to grow with and learn from those who support us. We use their investments in our works responsibly and efficiently, and we report our impact in clear terms.

Movement-generous. We are magnanimous. We do what we do to win for our movement, not just for ourselves. We believe that partnership and alignment, with a little friendly competition sprinkled in, create a stronger movement.

Diversity belongs at RepresentUs. We are committed to building an inclusive and equitable organizational culture. It is essential to have a diverse team equipped to understand and effectively respond to the range of challenges the country faces. At RepUs, we welcome and celebrate our differences. We do not expect any individual to speak for an entire group. We make deliberate efforts not just to recruit and hire diverse teams, but invest in cultivating an equitable culture of belonging.

Welcome to RepresentUs!