Spanish, Italian and Portuguese
Adopted by unanimous vote of the Department (faculty and staff), **February 27, 2026**

Statement of Aspirational Culture

We grow individually and as a community by cultivating a culture where all are safe, respected, and supported. In SIP, we commit to a culture of openness, respect, humility, transparency, and shared responsibility. In SIP, diverse perspectives are welcomed, dialogue is open, and differences strengthen our shared purpose. The pillars of our Department Charter are **Transparency**, **Curiosity**, and **Care.**

Synthesized Definitions

Transparency

- We value equality and horizontality nurtured through open dialogue, information sharing, and democratic decision making.
- We commit to a culture where all can speak freely and fairly, without fear of retaliation.
- We take responsibility for our words and actions, our impact on others, and the health of the community we are building together.
- ***Exemplary Behaviors***
    - Asking honest questions and providing honest responses
    - Straightforwardness in decision making
    - A commitment to following relevant policy (Department, College, University)
    - A dedication to fairness and equity
    - Admitting mistakes and apologizing

Curiosity

- We listen to and learn from each other by asking questions, exploring ideas, welcoming new and divergent perspectives, and being willing to change our minds.
- We try to bracket our assumptions, limit our expectations, and be patient regarding the payoff of decision making.
- ***Exemplary Behaviors***
    - Deep / Active listening
    - Compromise
    - Asking questions without self-interest or pre-determined outcomes
    - Being open to change / changing perspective / new ways of doing things
    - Inviting / calling others in (“tell me about your perspective on this”)
    - Taking ownership of one’s limits
    - Asking for help
    - Assuming positive intent

Care

- We invest in the success and well-being of others by providing encouragement, celebrating their accomplishments, and fostering their well-being.
- We share resources and help others secure the resources they need.
- We assume service and leadership roles when it is our turn.
- ***Exemplary Behaviors***
    - Mentoring
    - Validation
    - Reciprocity
    - Collaboration
    - Sharing syllabi, bibliographies, information about opportunities, etc.
    - Showing up for and helping with events organized by colleagues
    - Anticipating needs
    - Recognition for work well done