

## Orinda Horsemen's Association (OHA)

### Culture of Cooperation

<b>Scope</b>	The OHA Culture of Cooperation applies to all Proprietary and Associate members and also extends to Riding Partners and Professional members.
<b>Purpose</b>	This OHA Culture of Cooperation has been developed to inspire and develop a culture encouraging tolerance, cooperation and inclusion among the members of OHA.
<b>Shared Values</b>	The power of shared values explains how we make decisions and take action and forms a foundation for sustaining and flourishing our cooperative environment. The specific shared values are referred to in the purpose statement above: <ul style="list-style-type: none"> <li>• Cooperation</li> <li>• Tolerance</li> <li>• Inclusion</li> </ul>
<b>Shared Principles</b>	The principles outlined below define the specific standards of cooperative behavior expected of the members of OHA.
<b>Implementation</b>	Culture of Cooperation will be distributed to the membership at initial implementation. New members receive and sign receipt of the Culture of Cooperation in their new member packet.

### Preamble

**Creating a Cooperative environment...ask yourself: What do we want to create together at OHA and read on with an open mind.**

OHA continues to face challenges as the complexity of managing our cooperative grows. We have been through numerous struggles/conflicts in recent years on both the communications front and relationship interactions. Many of these interactions have been detrimental to a cooperative environment and have caused stress. As a cooperative, we need to learn (and put into practice) how to handle conflict in a more productive and caring manner.

**So again ask yourself: What do we want to create together?**

The guiding principles for creating a Culture of Cooperation are being put forth to the membership to guide us in our communications and interactions toward a positive change in our cooperative environment.

**The OHA Board hopes that all of our members share this commitment to creating a Culture of Cooperation.**

### To create a culture of cooperation

#### Respect

- Maintain civility in all interactions with other members. Basic rule of civility: treat others as you would have them treat you.
- Commit to resolve issues through direct communication in a respectful manner. In the case of email, connect privately before responding publicly or escalating to the board or general membership.

- Keep a respectful tone of voice in all interactions; when in writing, a respectful written manner.
- Provide a safe, healthy and respectful cooperative environment.

### **Honesty and Integrity**

- Uphold community values; strive for a trusting atmosphere.
- Strive to hold to principles of honesty and integrity
- Honor leadership decisions; specifically, the elected Board's decisions and follow the stated grievance process as needed.
- Relate incidents truthfully rather than being influenced by personal bias.

### **Value diversity**

- Value diversity of viewpoints, opinions, contributions and appreciate the benefits of diversity to the organization.
- Be open-minded; demonstrate the ability to listen to others without allowing personal bias to interfere.
- Demonstrate tolerance toward diverse styles of animal husbandry.
- Respect members' right to privacy as pertains to their animals.

### **Commitment and Accountability to Cooperative Community**

- Fulfill the community obligations you have accepted through membership, and endeavor to do so in a cordial manner.
- Strive to make the community better through support and contribution as a member.
- Uphold covenant to care for other's animals as required when the owner not available.
- Focus on constructive comments rather than negative criticism. Learn from others.
- Work to build a good reputation as someone that can be counted on in a crisis and who holds high principles.
- Create an atmosphere where trust can grow and flourish.