

Orinda Horsemen's Association (OHA)

Culture of Cooperation

Scope	The OHA Culture of Cooperation applies to all Proprietary and Associate members and also extends to Riding Partners and Professional members.
Purpose	This OHA Culture of Cooperation has been developed to inspire and develop a culture encouraging tolerance, cooperation and inclusion among the members of OHA.
Shared Values	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: • Cooperation • Tolerance • Inclusion
Shared Principles	The principles outlined below define the specific standards of cooperative behavior expected of the members of OHA.
Implementation	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.