

Dundee University Students' Association Culture Statement

Dundee University Students Association (DUSA) is a charitable organisation, devoted to assisting those in need and providing appropriate and valued services and supports to our members.

We are committed to creating an environment in which all staff, volunteers and members are supported to continuously develop their talents, skills, and knowledge. Over the last year DUSA has invested in a Future Leaders Forum and a Collaborative Leadership Programme, supporting staff and students to develop their skills, and capacity to lead collaboratively.

By collaborative leadership, we mean the process of engaging collective intelligence to deliver results across organisational boundaries. It is grounded in a belief that together we are smarter, more creative, and more competent than any of us individually, especially when it comes to addressing complex issues. Success depends on creating an environment of trust, mutual respect, and shared goals in which we all can contribute fully and openly to achieving. Collaborative leadership will ensure that our organisation is responsive and equipped to meet the changing requirements of our diverse student population.

We treat everyone with dignity and respect:

- We inherently value people regardless of their status or situation
- We listen to and try to understand other people's perspectives and opinions
- We validate and acknowledge other people's contributions by giving positive feedback
- We respect confidentiality and do not discuss other people's circumstances or personal information outwith appropriate channels
- We promote wellbeing and encourage access to appropriate support
- We challenge behaviour which negatively impacts on others, is unacceptable to the organisation or is against organisational values
- We hold ourselves to the highest standards of non-discriminatory and respectful behaviour
- We actively champion the principles of equality and diversity
- We embrace difference, actively reaching out to minority and underrepresented groups

We build community:

- We are diverse and inclusive
- We are friendly and approachable
- We celebrate special events
- We share knowledge, experience, and expertise
- We show care and concern for others

- We look out for each other
- We accept help from others

- We help others where we can
- We work collaboratively
- We express gratitude
- We undertake joint projects and share resources where possible

We demonstrate honesty and integrity:

- We are truthful to ourselves and to others
- We carry out our work to the best of our ability
- We let others know if we are unable to meet agreed expectations
- We are trustworthy
- We act as role models for honesty and integrity and actively support and encourage reporting of inappropriate behaviour
- We accept failure as a normal part of trying out new things, and learn from it

We are innovative:

- We champion new initiatives for an achievable benefit
- We constructively challenge the status quo
- We think 'big picture' when developing ideas
- We use pilots and prototypes to test out new initiatives through intrapreneurship
- We seek feedback and suggestions for improvement
- We fail fast and recover quickly
- We apply findings from market research
- We embrace new technologies to aid creativity and innovation
- We embrace a positive 'can-do' attitude
- We are agile and responsive to the needs of our members
- We have a proactive, positive, and enthusiastic attitude and maintain an open environment where creativity and curiosity are encouraged
- We develop mutually beneficial partnerships with individuals, groups, and organisations that benefit our members

Our culture enables us to create welcoming, safe, and valued physical and virtual spaces for our members. DUSA plays a key role in supporting students to come together to socialise, be part of clubs and societies, learn, volunteer, work and access advice, guidance, and support. We enable them to pursue their ambitions and maximise their individual and collective impact. Our future success is dependent on our ability to continue to serve our members well as our membership changes, by proactively responding to their requirements, through collaborative leadership.