

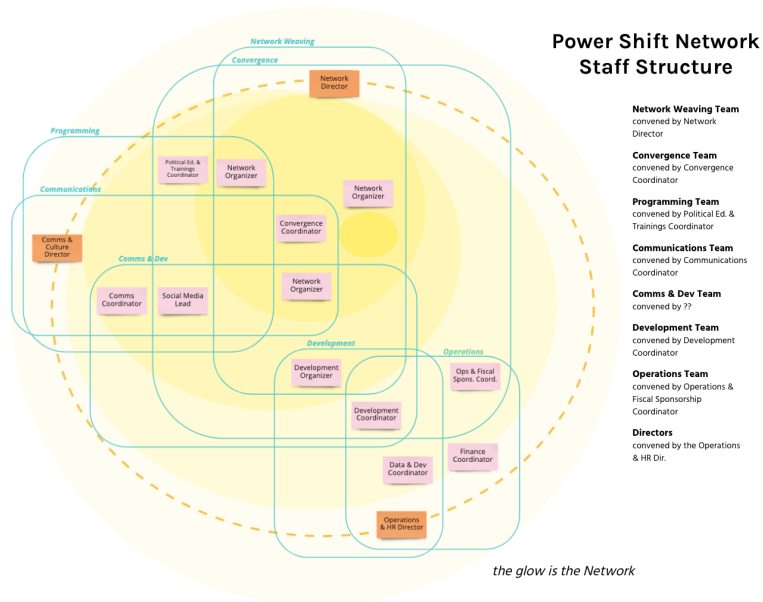
So You Want To Know About PSN's Work Culture?

Here's our approach:

This has been a collaborative process and effort between PSN's Ad Hoc Staffing and Compensation Working Group (which consists of 4 PSN staff members), PSN's Board, and the rest of PSN staff. This is an ongoing process that has involved a lot of conversation, questions, transparency, and honesty in regard to staff's needs and desires.

Centering decentralization

- STAFF STRUCTURE
 - Here's what we wanted it to accomplish / what our values are:
 - We want to acknowledge that the larger our staff size gets, the more difficult it will be to create an equitable staff structure and compensation policies
 - Have a clear decision making structure that gives staff more capacity and room for rest, while still receiving leadership opportunities and supervision to help with professional growth
 - How we plan to get there:
 - MOCHA system to develop decision making chart (thanks to resources from The Management Center)
 - This isn't a perfect system but we are prioritizing clear decision making
 - Introducing a trio ED leadership model



Centering equity

- **SALARY**
 - Here's what we wanted it to accomplish / what our values are:
 - Our goal is for every person who works at PSN to be able to afford to live independently and save money
 - Our goal is also to demystify operations within an org
 - How we plan to get there:
 - Leaning on resources like Vega Mala to demystify conversations around salary
 - Exploring anti-colonial ideas like polyamory to help us incorporate clearer communication and boundaries as a staff
- **BENEFITS**
 - Here's what we wanted it to accomplish / what our values are:
 - Our goal is to not only meet staff's basic needs and survive, but allow them to save money and thrive
 - How we plan to get there:
 - Researching student loan relief options

Centering rest & being humans

- 4 day work weeks since summer of 2021
- Flexibility and transparency in needing time off - mental health days and weeks
- In person staff retreats for human connection