**CORE VALUES IMPACT ASSESSMENT FOR UMB BUDGET REQUESTS**

**For Use at the Campus-Level or Individual Unit Level**

*DISCOVERY AND INNOVATION*

Does the proposed budget request promote employees proposing, exploring, and/or implementing novel ideas that create value for UMB, its clients, its patients, and/or its surrounding communities?1 If so, how?

*EQUITY AND JUSTICE*

 Does the proposed budget request enhance diversity, equity, inclusion, or justice outcomes? If so,

1. How will impact be measured?
2. Which groups do you predict will be impacted most? How so? What evidence supports (1) your prediction, and (2) your plan of action?

*RESPECT AND INTEGRITY*

Does the proposed budget request promote an organizational environment where all employees act with integrity and demonstrate respect for all people? If so, how?

*WELL-BEING AND SUSTAINABILITY*

 Does the proposed budget request improve the health of human beings and the physical environment at, and around, UMB? If so, to what degree does the budget:

1. Increase, maintain, or decrease UMB’s carbon footprint
2. Increase, maintain, or decrease the amount of waste produced by UMB in a year; and
3. Improve the health, morale, or work-life balance of UMB employees?