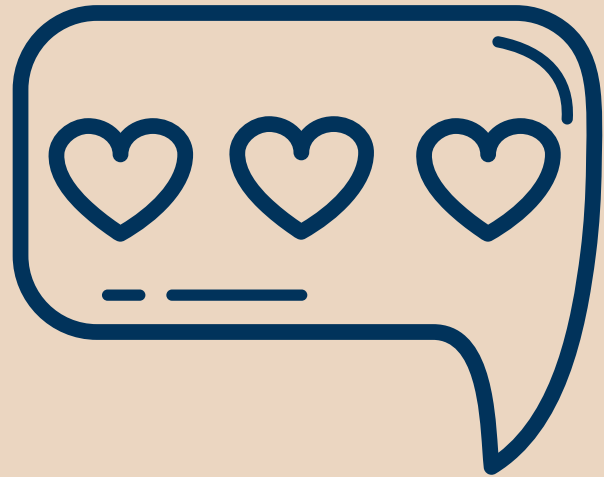


THE 5 P'S OF A TRANSPARENT CULTURE



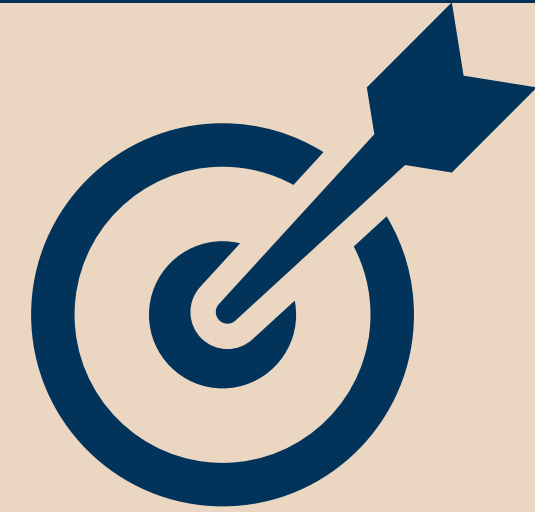
PERSONAL TRANSPARENCY

feelings | boundaries | capacity |
honesty | needs



PROCESS TRANSPARENCY

policies | decisions | resources |
compensation | norms | communications |
access | operations | plans



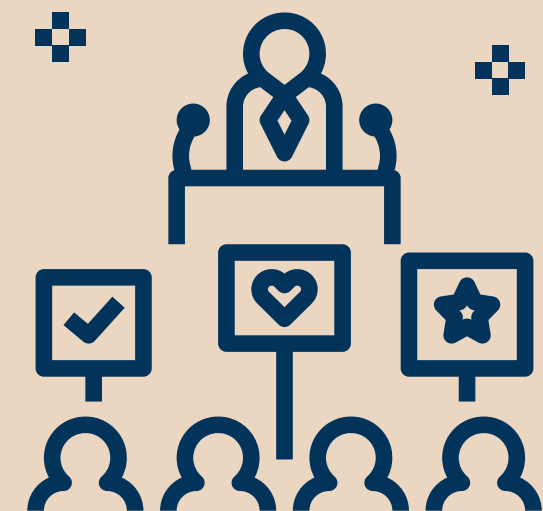
PURPOSE TRANSPARENCY

intention | clarity | communication |
simplicity | same page



TRANSPARENCY ABOUT THE PAST

historical context | harm caused | repair |
lessons learned



TRANSPARENCY ABOUT POWER

who has it | how it operates |
accountability

