OUR CULTURAL PRINCIPLES
OUR CULTURE UNITES US AND OUR PRINCIPLES GUIDE US. THEY ARE NAMATI’S FOUNDATION.
NAMATI’S ELEVEN CULTURAL PRINCIPLES
ONE OUR MISSION IS OUR NORTH STAR

TWO EMPOWERMENT

THREE COMMITMENT TO EXCELLENCE

FOUR NIMBLE, CREATIVE PROBLEM SOLVING

FIVE CHERISH FEEDBACK AND GIVE FEEDBACK RESPONSIBLY

SIX COLLABORATIVE CULTURE AND CLEAR LINES OF DECISION MAKING

SEVEN HEALTHY WORK-LIFE BALANCE

EIGHT SAFETY

NINE SOLIDARITY

TEN INTEGRITY AND HUMILITY

ELEVEN RESPONSIBLE, COST-EFFECTIVE USE OF RESOURCES
OUR MISSION IS OUR NORTH STAR
ONE

The mission is to build a movement of grassroots legal advocates who advance justice. Everyone takes responsibility for that mission being achieved. In debates or questions that come up in the course of our work, we try to set egos aside, and let the mission guide us.
TWO

EMPOWERMENT
WE ASPIRE TO TREAT THE PEOPLE WITH WHOM WE WORK AS AGENTS RATHER THAN AS VICTIMS REQUIRING A SERVICE. OUR INTERVENTIONS SHOULD RAISE OUR CLIENTS’ KNOWLEDGE, CAPACITY, AND CONFIDENCE TO STAND UP FOR THEMSELVES AND TO SOLVE JUSTICE PROBLEMS ON THEIR OWN WHENEVER POSSIBLE.
THREE

COMMITMENT TO EXCELLENCE
THREE

WE WORK WITH PROFESSIONALISM, RIGOR, DISCIPLINE, AND PERSEVERANCE. WE PAY ATTENTION TO DETAIL AND DRIVE TO ACHIEVE RESULTS. WE AIM FOR NO DROPPED BALLS. A COMMITMENT TO EXCELLENCE ALSO MEANS BEING ABLE TO SAY NO IF WE CAN’T DO SOMETHING EXCELLENTLY.
FOUR

NIMBLE, CREATIVE PROBLEM SOLVING
LIKE THE BEST COMMUNITY PARALEGALS, WE TAKE A PROACTIVE AND IMAGINATIVE APPROACH TO FULFILLING GOALS
CHERISH FEEDBACK AND GIVE FEEDBACK RESPONSIBLY
WE ARE COMMITTED TO CONTINUOUS LEARNING AND GROWTH. FEEDBACK IS UP, DOWN, AND SIDEWAYS.
COLLABORATIVE CULTURE AND CLEAR LINES OF DECISION MAKING
WE AIM TO HAVE MAXIMUM TRANSPARENCY AND OPENNESS. EVERY TEAM MEMBER IS EXPECTED AND ENCOURAGED TO WEIGH IN AND CONTRIBUTE TO IDEAS AND DECISIONS.
BUT FOR ANY GIVEN WORKSTREAM OR DECISION, THERE IS ALWAYS ONE CLEAR DECISION MAKER. THAT PERSON WILL TYPICALLY LISTEN TO ALL VIEWS, AND THEN MAKE THE BEST DECISION THEY CAN.

THE TEAM RESPECTS THIS DECISION, REGARDLESS OF INITIAL PERSONAL VIEWS, AND ENDEAVORS TO IMPLEMENT IT WITH EXCELLENCE.
SEVEN

HEALTHY WORK-LIFE BALANCE
IT IS A PROFESSIONAL RESPONSIBILITY TO MAINTAIN A HEALTHY WORK-LIFE BALANCE. BECAUSE DOING SO WILL ENSURE THAT OUR CREATIVITY, DRIVE AND MOTIVATION STAYS FRESH AND VIBRANT OVER THE LONG TERM. WE ALL SURGE AT KEY MOMENTS, BUT WE TAKE CARE TO COMPENSATE BETWEEN THEM.
SAFETY
WE DO EVERYTHING IN OUR POWER TO MITIGATE RISK AND TO ENSURE THE SAFETY OF OURSELVES AND OF THE PEOPLE WITH WHOM WE WORK
NINE

SOLIDARITY
WE WALK WITH OUR CLIENTS, AND WITH EACH OTHER. WE ARE INVESTED IN NAMATI AS A WHOLE, AND WE WORK AS A TEAM.
INTEGRITY AND HUMILITY
WE ARE HONEST AND HUMBLE,
WITHIN NAMATI AND AMONG THE BROADER COMMUNITY
RESPONSIBLE, COST-EFFECTIVE USE OF RESOURCES
WE STRETCH EVERY DOLLAR TO ADVANCE JUSTICE. WE STRIVE TO MINIMIZE HARM TO OUR ENVIRONMENT.