




NAMATI

Cultural Principles

Our culture unites us and
our principles guide us.
They are the foundation of
how we work.

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- 01 Our mission is our north star
 - 02 Empowerment
 - 03 Commitment to excellence
 - 04 Nimble, creative problem solving
 - 05 Cherish feedback and give feedback
 - 06 Collaborative culture and clear lines of decision making
 - 07 Healthy work-life balance
 - 08 Safety
 - 09 Solidarity
 - 10 Integrity and humility
 - 11 Responsible, cost-effective use of resources

01

Our mission is our north star

Our mission is to advance social and environmental justice by building a **movement of people who know, use, and shape the law**. Everyone takes responsibility for that mission being achieved. If debates or questions come up in the course of our work, we try to set egos aside, and let the mission guide us.



02

Empowerment

We aspire to treat the **people with whom we work as change agents** rather than victims requiring a service. Our interventions should raise their knowledge, capacity, and confidence to stand up for themselves and to solve justice problems on their own whenever possible.




03

Commitment to excellence

We work with professionalism, rigor, discipline, and perseverance.

We pay attention to detail and strive 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.



04

Nimble, creative problem solving

Like the best community paralegals, **we take a proactive and imaginative approach to fulfilling goals.**



05

Cherish feedback and give feedback responsibly

We are committed to continuous learning and growth.
Feedback is up, down, and sideways.



06

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 implements it with excellence.



07

Healthy work-life balance

It is a professional responsibility to maintain a healthy work-life balance. 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.



08

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.



09

Solidarity

We walk with community members, Network members, our partners and with each other. We are invested in Namati as a whole, and **we work as a team.**



10

Integrity and humility

We are honest and humble, within **Namati** and among the broader community.



11

Responsible, cost effective use of resources

We stretch every dollar to advance justice. **We strive to minimize harm to our environment.**



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