



LSNV

VALUES STATEMENT

We value promoting and enhancing the careers of our staff and advocating for equal justice by recognizing the pervasive inequities that are often barriers to advancement. In the face of historic and systemic inequities, we must speak out and lead in order to ensure change.

EQUITY

We commit to leveraging our professional time and abilities to provide high-quality services in support of our clients, community partners, and colleagues. We acknowledge our country's shameful and wrongful history, including white supremacy, and its effect on present-day institutions, specifically within the judicial system. We commit to addressing and correcting bias, prejudice, and racism wherever we may find them, even within our own organization. We stand together to improve our delivery of legal services for everyone, regardless of race, color, national origin, religion, gender, gender identity or expressions, genetics, sexual orientation, sex, pregnancy, childbirth or related medical conditions, marital status, familial status, disability, age, or veteran status.

INCLUSION

We create a culture of warmth and belonging, where everyone is welcomed and valued equally. We own our individual power and privileges and make sure these are not a barrier to inclusion, equity, and respect. We trust each other's experiences of exclusion and address our conscious and unconscious biases.

INTEGRITY

We pledge to do the right thing even when no one is looking. We are honest, open, ethical, and fair. People trust us to adhere to these principles in the organization and community. We will restore trust between the legal community and the population we serve by highlighting and opposing judicial bias to improve confidence in the legal system.

QUALITY

We strive for excellence through continuous improvement as individuals and as an organization. We take pride in our supportive work environment while making an impact on our community and promoting access to justice.

CLIENT CARE

We believe our clients deserve respect. As such, we strive to always treat each client equitably and fairly, free from any type of bias during interactions with us on the phone, in person, or in writing. We commit to interacting with all our current and prospective clients in a manner consistent with the spirit and letter of this Values Statement.