



**Team Values:** These values, developed by our collective staff, embody what we will expect from you and what you can expect from us.

- **Bring your voice.**  
Each team member has a unique perspective, and that perspective is valuable. You may see things the rest of us miss. So, speak up! We believe the best solutions are developed by diverse teams with a safe space to collaborate frankly and honestly. To do our best work, we need everyone to bring their voice and give space to listen to others.
- **Take Ownership.**  
Your cases and projects are yours. Own them. Educate yourself. Research it. Ask for advice. You may get a scenario that you haven't seen before. That's okay. You are capable and competent. You've got this. Dive in and figure it out.
- **Don't just say no.**  
As an innovative organization, we work creatively to close the justice gap. To be successful in our mission, we believe in being open-minded and curious. We are not afraid to take risks or try something new. We entertain suggestions from all team members. Before saying no, take a breath and consider what "yes" might look like to further the mission of CLA.
- **Take care of each other.**  
We value the individuals of our team and the roles they play. We help each other in this work-life-community balance. If someone needs to step back for a little while, step up. Pitch in where you can. Know that when life throws you a curve ball, you have a team behind you.
- **Stay on top of your business.**  
When our attorneys show up at hearing/mediation/trial, they know their case, they've done their research, and are as prepared as possible. Because we tackle things early, we spot issues in time to resolve them and can ask for help before it's an emergency. At some point, we all have a case/project/matter that we would really rather avoid, but that's a recipe for disaster and not the way we roll. As our Founder, Sally Newman often said, "Eat the frog" and be prepared.



- **Have compassion.**

For our clients. Our clients have a variety of backgrounds, education and worldly know-how. Check your frustration and embrace your patience as you engage with clients from backgrounds different from your own. Have compassion for their story and meet them where they are.

For our team and yourself. We are an innovative organization taking risks and not everything we try will pan out. That's ok. We learn, adjust and keep tackling the justice gap. Sometimes, we get it wrong or misstep. When that happens, have a little compassion for your teammate and for yourself.

- **Be responsible with client and donor dollars.**

Know the value of a dollar for our clients. \$50 can be a large amount of money. Before taking a case, be up front with clients about what it will cost and weigh the benefits of a consultation, limited action, and full representation. After taking a case, engage your client in considering the costs and benefits of discovery, motions, etc. Both our clients and our organization have limited resources. Be responsible with those resources and use them well.

- **We are passionate about diversity, equality, inclusion, and belonging.**

We are committed to building a team with a variety of backgrounds, skills, and views, where everyone feels empowered to bring their full, authentic selves to work. The more inclusive we are, the better our work will be. We celebrate multiple approaches and points of view and are passionate about empowering the diverse communities we serve.