



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

ONE

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



TWO

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

A person wearing a hat and a light-colored long-sleeved shirt is working in a field of tall, thin plants, possibly a rice paddy. The person is leaning forward, reaching towards the plants. The background is filled with similar plants, creating a dense, textured environment. The overall tone is muted and naturalistic.

FOUR

LIKE THE BEST COMMUNITY PARALEGALS,
WE TAKE A PROACTIVE AND IMAGINATIVE APPROACH
TO FULFILLING GOALS

FIVE

CHERISH FEEDBACK AND
GIVE FEEDBACK RESPONSIBLY

A grayscale photograph of two women sitting at a table, looking at a document together. The woman on the left is pointing at the document, and the woman on the right is looking at it. The image is semi-transparent, serving as a background for the text.

FIVE

WE ARE COMMITTED TO
CONTINUOUS LEARNING AND GROWTH.
FEEDBACK IS UP, DOWN, AND SIDeways.

SIX

COLLABORATIVE CULTURE AND CLEAR LINES OF DECISION MAKING

A group of approximately 12 women are gathered outdoors, standing in a loose circle. They are all wearing white headscarves and traditional patterned dresses. The background shows a simple building with a thatched roof and some trees. The overall scene is brightly lit, suggesting a sunny day.

SIX

WE AIM TO HAVE MAXIMUM TRANSPARENCY
AND OPENNESS. EVERY TEAM MEMBER IS EXPECTED
AND ENCOURAGED TO WEIGH IN AND CONTRIBUTE TO
IDEAS AND DECISIONS.



SIX

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



SEVEN

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.

EIGHT

SAFETY



EIGHT

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



NINE

WE WALK WITH OUR CLIENTS, AND WITH EACH OTHER.
WE ARE INVESTED IN NAMATI AS A WHOLE,
AND WE WORK AS A TEAM.

TEN

INTEGRITY AND HUMILITY



TEN

WE ARE HONEST AND HUMBLE,
WITHIN NAMATI AND AMONG THE BROADER COMMUNITY

ELEVEN

RESPONSIBLE, COST-EFFECTIVE
USE OF RESOURCES

A woman wearing a hat and a patterned skirt is watering a field with a watering can. She is carrying a bucket on her shoulder. In the background, there is a large metal structure, possibly a power line tower, and some trees. The scene is outdoors and appears to be a rural or agricultural setting.

ELEVEN

WE STRETCH EVERY DOLLAR TO ADVANCE JUSTICE. WE
STRIVE TO MINIMIZE HARM TO OUR ENVIRONMENT

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THANK YOU TO OUR FRIENDS AT AVAAZ.ORG
SOME OF THESE PRINCIPLES DRAW FROM THEIRS

