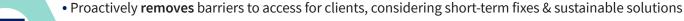


# Equitable • Excellent • Inclusive • Kind • Respectful

## **EQUITABLE**



- Acknowledges how different identities influence and inform each person's worldview, expertise, and ability to access to justice
  - Asks of others, "What do you believe is best for you? What do you prefer and/or need?"
  - Openly discusses how they distribute the opportunities and burdens of the work across the team
  - Acknowledges racial identities and injustices in pursuit of truth and improvement



### **EXCELLENT**

- **Listens** carefully to others, **spots** the issue beyond their primary concerns, and **strives** to holistically meet their needs
- Asks, "Are we delivering the best results for our clients?"
- Reviews own work product, and asks for, incorporates, and responds to feedback on work product
- Admits mistakes promptly to remedy them
- Takes initiative to see and respond to problems



## **INCLUSIVE**

- Seeks out and considers alternative points of view from colleagues and clients, regardless of their position or rank
- Asks before making an important decision or policy,
  "Who else needs to be consulted with on this, internally and externally?"
- Welcomes and accommodates everyone, regardless of disability, identity, language, or preference
- Makes an effort to understand the work of colleagues, and appreciate the value that they bring
- Recognizes the contributions and successes of individuals across the organization

### KIND

- Listens to others and acknowledges their needs
  - Acknowledges and apologizes when they have said or done something hurtful
    - Expresses gratitude toward others, including when they offer help or support
      - Gives people the benefit of the doubt
        - Asks, "How might these words or actions impact others?" and considers all stakeholders

# RESPECTFUL



- Acknowledges the value of others' ideas and experiences, even when disagreeing
  - Demonstrates an appreciation for others' time through punctuality & preparation
    - Invites new ideas from all levels, statuses, and perspectives
      - Listens without interruption to get the full meaning of the person speaking
        - Acknowledges the decision-making autonomy of others