

# **PRINCIPLES OF LEADERSHIP AND DIVERSITY FOR NEW YORK&#x2122;S LEGAL SERVICES COMMUNITY**

Civil legal services providers want to ensure that diversity and inclusion are a priority in how we conduct business, practice law and connect with our communities. We define diversity and inclusion broadly to mean the goals of accepting, respecting and valuing differences that may include attributes such as age, race, gender, ethnicity, religion, sexual orientation, gender expression, sexual identity, disabilities, language, family circumstances and cultural backgrounds.

## **Workplace of Choice**

We strive to offer a workplace of choice that includes excellent staff and management from all cultures, lifestyles and experiences &quot; acting on the belief that an inclusive work environment provides an atmosphere that allows all individuals to attain their greatest potential and achieve the greatest benefits for clients.

## **Value Ideas**

We appreciate and value ideas that come from a diverse work environment and want to bring diversity of thought, experience and expertise to bear on everything we do.

## **Infuse Principles of Diversity and Inclusion**

We infuse the principles of diversity and inclusion in community partnerships and outreach, client contact, strategic planning, hiring, promotion, retention, and staff and board operations at every level. We also periodically review and modify our policies, procedures and practices to improve our efforts to promote diversity and inclusion as well as draft new policies whenever necessary to achieve our diversity and inclusion goals.

## **Reflect the Environment**

We are committed to creating workplaces in which staff in all positions and job titles are culturally sensitive and diverse so that we can better serve our clients.