

**Oregon State Bar  
Updated Organizational Values  
May 22, 2025**

This document outlines the updated organizational values of the Oregon State Bar (OSB). These values were derived from (a) a review of the OSB's existing values and prior data gathering efforts, (b) input by a strategic planning workgroup consisting of key internal and external constituents via a survey and a facilitated visioning session with the Avarna Group, and (c) a survey and discussion facilitated by Chief People and Culture Officer Tria Vang that gathered input from all staff. The Board of Governors adopted these values on May 23, 2025, to guide the work of OSB throughout and beyond its five-year strategic plan.

1. **Diversity** is the range and intersections of individual experiences, perspectives, and identities that collectively enrich our society.

Valuing diversity means the OSB embraces the differences of those we serve as well as the intersectionality and expression of such differences. It also means the OSB recognizes the diversity of paths into the legal profession, areas of practice, roles, geographic areas, and practice settings. Finally, valuing diversity signifies the commitment of OSB to equitable policies and safe environments for legal professionals and their clients.

2. **Equity** is enabling equal access to opportunities and resources.

Advancing equity means the OSB (a) strives to ensure public access to legal support, processes, and courts for clients of all financial means, identities, and backgrounds, and (b) works to provide affordable legal education, meaningful opportunities, reasonable workloads, and equal pay for legal practitioners.

3. **Inclusion** is ensuring everyone has access to opportunities to provide input and feels valued, respected, safe, and represented in decisions impacting them.

Fostering inclusion means the OSB works to challenge stereotypes, promotes well-being for all legal practitioners, welcomes and amplifies diverse perspectives, and considers the needs of those most affected by its decisions.

4. **Justice** is ensuring fair processes and outcomes for all people.

Centering justice means that the OSB works to (a) ensure fair, respectful, and humane administration and resolution of legal proceedings; (b) address, mitigate, and remove barriers impeding fair legal proceedings, including barriers specific to clients with particular identities and backgrounds; and (c) achieve fair legal outcomes for all.

5. **Well-being** is the cultivation of practices that sustain individuals physically, mentally, emotionally, socially, occupationally, intellectually, culturally, and spiritually.

Promoting well-being in the legal profession means the OSB creates structures and policies that support professional growth and fulfillment, encourage mutual support among colleagues, and affirm the importance of prioritizing well-being through work-life balance. It recognizes the disparate well-being impacts and needs of a diverse legal community and affirms a commitment to destigmatize help-seeking for all health challenges.

6. **Transparency** is the clear, accurate, honest, timely, and accessible communication of relevant information, ensuring that it is easily understood and that expectations are effectively managed for everyone who needs it.

Ensuring transparency means the OSB enhances communication by adhering to public record laws, proactively and frequently sharing information both internally and externally, offering accessible content in multiple formats and languages, and clearly explaining the reasoning behind its operational and programmatic decisions.

7. **Humility** is an ongoing process of learning, self-reflection, striving for self-improvement, acknowledging one's limitations, accepting that making mistakes is part of growth, avoiding the role of sole authority, and openly admitting mistakes.

Being humble means the OSB consistently seeks feedback, strives to improve, recognizes its limitations, acknowledges its positionality and perspective, values the expertise of partners and the community, and takes responsibility for its actions, including the outcome of its mistakes.

8. **Compassion** is the practice of holding space—for others and for ourselves—with curiosity, care, and a recognition of our shared humanity, autonomy, and dignity.

Valuing compassion means the OSB creates opportunities for different viewpoints and lived experiences, recognizes emotions, seeks to understand perspective and impact, listens attentively to all its constituents, recognizes power differentials, and collaboratively partners with its constituents. It invites us to engage with differing perspectives not as obstacles, but as opportunities for connection, understanding, and growth.

9. **Innovation** is embracing novel approaches without being bound by tradition, with a willingness to make and learn from mistakes.

Catalyzing innovation means the OSB explores new practice areas and new approaches to addressing issues in collaboration with impacted communities.