



Pando Core Values for the Pro Bono Profession

The core values for the pro bono profession are community, connection, equity, justice, and action. Together, they define the shared pro bono community and norms participants want Pando to model externally.

Core Value	Practical meaning
Community	Pro bono professionals at law firms, corporations, and legal services organizations (LSOs) are part of one community. We cannot do our work without each other.
Connection	Relationships and connection are at the heart of our industry. To work well across institutions we must know and care about one another as people. We must also regularly consult with one another about the work and as important events occur.
Equity	No category of pro bono professional is more important than any other. We all deserve to have an equal voice in the work.
Justice	We should all strive to address the justice gap and center clients in all of our conversations, collaboration, and work.
Action	We should strive to take action together as a community to benefit our clients and improve our work.