

SFCASA Values

Strengths-based

SFCASA believes that everyone in our community has unique strengths and relevant experiences. We are committed to helping foster youth explore and celebrate their strengths. We intentionally practice a strengths-based approach with youth and families involved in foster care, as well as with SFCASA's organizational partners, staff and volunteers.

Expectations for employees related to a strengths-based approach: Employee brings a "solution-based" orientation to discussions and meetings, has a positive attitude even when working with difficult personalities, sets an example for volunteers/partners/stakeholders by personally embodying a strengths-based approach and language; managers actively engage strengths and skills of employees supervised to make contributions to organization.

Commitment

SFCASA believes that a consistent, committed, and caring adult in the life of a foster youth has an enormous positive impact. We seek to provide consistency and responsiveness in the relationships between youth and volunteer advocates; in turn, we make that same commitment to our own staff, partners, and stakeholders.

Expectations for employees related to consistency & commitment: Employee is a consistent and dependable individual contributor and team member, goes above and beyond to provide great service, is responsive to needs to stakeholders, takes initiative and "steps up" without being asked to contribute to recruitment, fundraising, communications, office operations, culture, teambuilding, etc.

Cultural Humility

SFCASA strives for cultural humility in our work and values the unique experiences of foster youth, community volunteers, staff, and collaborative partners. We seek to be non-judgmental listeners and learners who make ourselves vulnerable to better understand the experiences and reality of the foster youth and families we serve and of the partners with whom we collaborate.

Expectations for employees related to cultural humility: Employee acts with diplomacy and tact, demonstrates respect of all people regardless of socioeconomic background, culture, religion, sexual orientation, disability, or gender identity, appreciates and celebrates working with culturally diverse populations.

Community

SFCASA values the involvement and engagement of the community and respects the role that community-based volunteer advocates play in enriching the lives of foster youth and influencing systems. We believe our work is advanced by leveraging the time and skills of our community, which holds a paramount responsibility towards youth in foster care.

Expectations for employees related to community engagement: Employee respects and honors the role of volunteers (including CASAs, board members, office interns, event/day of, etc.), actively participates in events geared towards recruitment, volunteer/donor cultivation and appreciation, seeks out their own communities as donors, volunteers, etc.

Voice

SFCASA knows we cannot do this work alone, and we actively seek out opportunities to collaborate with others, including individuals and organizations representing and advancing the rights and well-being of foster and justice-involved youth, while also centering the expertise of those with lived systems' experiences among staff, volunteers, board members, community partners, client youth and their families.

Expectations for employees related to voice: Employee is consistently growing their understanding of lived systems' experiences within the SFCASA community and incorporates and creates allied spaces for voice in court and community advocacy through collaborative teamwork and partnerships.