# 2021-2023 Strategic Plan Pursuing Fair and Equal Justice



#### **Accessible Services**

Strengthen our committment to equity, centering our clients who are furthest from justice

Prioritize geographic growth in underserved communities

Deliver services in a way that best meet client needs, including, but not limited to, remote access

Adapt services in response to economic and social crises

## **Engaged Communities**

Build agency and promote self advocacy for community members to solve their legal problems

Extend cross-sector partnerships with stakeholders fighting poverty, racism, and domestic violence

Deepen collaboration with peers within the legal assistance field

Engage financial supporters across sectors

## Strong People

Increase board, staff, and volunteer diversity to better reflect ELAP's community and our stance as an antiracist organization

Support retention and care of all employees, including investing in professional development and self-care

Ensure all volunteers are equipped to serve clients facing trauma, racism, and economic barriers

Increase staffing in the areas of finance, data management, and communications

## **Effective Systems**

Support workforce flexibility through technological and office innovation and office space

Ensure organizational policies and systems operate as anti-racist

Scale resource development to sustain organizational growth

Ensure operational protocols and data practices are clear and practiced consistently across the organization

#### In all things we will...

Pursue fair and equal justice and amplify voices of marginalized communities | Respond flexibly to community-identified needs Treat people with dignity, compassion, and respect | Question the status quo, embrace feedback, and be willing to change