# Disability Law 2028

**Introduction**

*Disability Law 2028* is the strategic plan for Auckland Disability Law Incorporated ("**ADL**"). It paints a picture of where we want to be in five years’ time by setting the direction of travel and priorities for ADL.

*Disability Law 2028* was developed over the course of 2022 and 2023. It was developed in consultation with the ADL Steering Group, management, staff, and stakeholders from the Deaf, disability and justice communities.

*Disability Law 2028* is owned by the ADL Steering Group. The management of ADL is responsible for implementing *Disability Law 2028*. Management will prepare an annual work plan, and report against the workplan at each ADL Steering Group meeting.

# **Please note that this document sets out the *Disability Law 2028* strategic plan in both a standard letter format and a table format.**

# WHY WE ARE HERE

Our Purpose is to **Transform lives - Make justice accessible**

Our Mission is to:

* provide accessible justice services to the Deaf and disability communities
* use the law as a vehicle for individual and systemic change
* work alongside our partners
* have the trust and confidence of:
	+ the Deaf and disability communities
	+ the justice sector
	+ the government, while preserving our independence

# OUR KEY STRATEGIES

1. **Properly resource our three core activities**
* Law Reform – changing the law to reduce need by utilising our unique voice at the intersection of our communities and justice
* Legal Education – increase the prevalence of accessible services, and reduce harm and escalation
* Legal Services – transform individual lives and capture strategic ground for our community
1. **Provide quality frontline services**
* Transform individual lives through excellent casework services
* Improve access by teaching professionals about the law and accessible practice
* Prevent escalation by providing high quality legal information and education to the Deaf and disability communities and relevant sectors which regularly engage with such communities
* Identify systemic priorities from our casework services
1. **Do work with a systemic impact**
* We will work to change the system to make it more fair and accessible
* Use our unique insights and position at the intersection of the legal community and the Deaf and disability communities to effect change
* Integrate our legal services with our systemic work
1. **Follow the evidence and be deliberate**
* Use empirical evidence to inform our decision-making
* Choose activities that produce a high impact
* We will be thorough when preparing for new activities
1. **Build great relationships**
* We will be guided by the principle that we cannot reach our goals alone
* We will work alongside and with organisations whose own work we support including:
* Community Law Centres
* Government, academics and policy influencers
* Deaf and disability organisations
* Engage with individuals representing Maori and Pasifika and the diverse range of nationalities in Aotearoa

# HOW WE DO IT

**Law Reform**

* Targeting issues, we identify from a variety of sources, not just our casework
* Using a range of tactics such as submissions, strategic litigation, media and campaigns
* Working with other relevant services to reach our goals, such as the Ombudsman

**Legal Education**

* Educating legal professionals (lawyers, law centres and advocates) with regards to accessible practice
* Building capability and capacity within the legal profession to identify and resolve disability related legal issues
* Building capability and capacity within the Deaf and disability communities, as well as their support networks

**Legal Services**

* Presenting ourselves as the first stop for the Deaf and disability communities to seek legal support for disability and non-disability related issues, and
* Providing legal support through both casework services and, where appropriate, include a portion of litigation.
* Covering all disabled New Zealanders, regardless of their location
* Delivering advice covering a range of areas while being flexible in integrating other services to address complex needs beyond the scope of our specialist knowledge
* Facilitating access to a large network of skilled staff and training pro bono workers / volunteers
* Delivering services in a holistic, wraparound way
* Providing clients with all available options to progress a legal issue
* Communicating to the right people in an accessible manner, for example, by speaking in their first language

**Resources**

* Sustainable layer team with integrated succession
* Large network of trained volunteers and pro bono workers
* Full suite of accessible information on accessible practice, common legal issues faced by Deaf and disability communities, and disability related legal issues
* High profile reputation for excellence as an organisation trusted by the Deaf and disability communities and whose perspective is sought out by government and stakeholders
* National service through ADL's board and presence, with staff operating from Community Law Centres based in locations around New Zealand
* Professionally built, accessible website which features a comprehensive suite of precedents
* Client relationship management through email marketing capability and utilising digital and non-digital channels

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**Our Key Strategies**

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**Client relationship management**

• CRM through email marketing and using digital and non-digital channels

• High profile reputation for excellence as a trusted organisation

• National service through ADL's board and presence throughout NZ

**Resources**

• Large network of trained volunteers and pro bono workers

**Office**

• Full suite of accessible information on accessible practice and relevant legal issues

**Accessible information**

**Reputation**

**National presence**

**Website**

• Professional and accessible website featuring precedents

• Sustainable layer team with integrated succession

**Team**

**Law Reform**

**Legal Education**

**Legal Services**