

National Association of Women Judges



Women Judges in Leadership & Action:

Long-Range Strategic Plan

2007 -2012

With Amendments

2013-2018

VISION FOR THE FUTURE

NAWJ's desired future includes NAWJ's:

- ◆ Public, Passionate Voice for Fairness, Accessibility, and Equality
- ◆ Balance of Programs for Professional Development and the Administration of Justice
- ◆ Inclusive Regional and Electronic Outreach
- ◆ Productive, Collaborative Relationships
- ◆ Efficient and Effective Leadership and Operations

CORE VALUES

The Core Values for which NAWJ stands that do not change over time are:

- Fair, Equal, and Accessible Justice for All
- Judicial Competence and Independence
- Excellence, Effectiveness, Equality
- Judicial Diversity & Diversity Awareness
- Judicial Leadership
- Leadership on Gender Bias & Other Fairness Issues
- Professional and Personal Development
- Networking and Support

MISSION

NAWJ's mission is to:

Promote the judicial role of protecting the rights of individuals under the rule of law through strong, committed, diverse judicial leadership, fairness and equality in the courts, and equal access to justice.

GUIDING PRINCIPLES

NAWJ provides leadership based on the following principles:

- ◆ Ensuring equal justice and access to the courts is a vital cornerstone of American democracy:
 - Vigilance in identifying and advocating on behalf of fair and equal justice
 - Gender-fair decision-making

- ◆ An inclusive, diverse membership demonstrates leadership and commitment to the true meaning of “justice for all”:
 - Reaching out to jurists at all levels of state and federal courts
 - Encouraging increasing numbers of women on the bench
- ◆ High quality is an expectation throughout the organization:
 - Providing quality collaborative education and interaction activities for professional and personal development
 - Preparing, supporting and encouraging women judges in leadership
 - Meeting high standards of efficiency and effectiveness

STRATEGIC DIRECTION 1: DEVELOPING AND DELIVERING QUALITY, RELEVANT PROGRAMMING

GOAL 1. NAWJ’S TOP QUALITY, RELEVANT PROGRAMS AND SERVICES ARE A BALANCED MIX OF ENHANCING JUDICIAL SKILLS AND PRESENTING “CUTTING EDGE” JUDICIAL ISSUES, PRESENTED IN A VARIETY OF WAYS, TO MEET MEMBER PROFESSIONAL AND PERSONAL DEVELOPMENT NEEDS AND JUSTICE SYSTEM LEADERSHIP NEEDS.

Strategy 1.1 Relevant Programs and Services – meeting member-identified needs for judicial skills enhancement, judicial leadership on access, fairness, and diversity issues, and personal work/life balance issues.

Strategy 1.2 Variety of Program and Service Delivery Approaches – offering options for delivery of services including local and regional events and the use of technology to enhance member participation and satisfaction.

Strategy 1.3 Ethics Awareness -- enhancing members’ ethics awareness to help judges maintain the highest standards of impartiality and effectively address challenges to the independence of the judiciary.

STRATEGIC DIRECTION 2: BUILDING COLLABORATIVE RELATIONSHIPS

GOAL 2. NAWJ DEVELOPS AND MAINTAINS A WIDE RANGE OF COLLABORATIVE RELATIONSHIPS WITH OTHER JUSTICE-RELATED AND WOMEN’S ORGANIZATIONS TO INCREASE AND LEVERAGE AVAILABLE RESOURCES FOR PROGRAMS AND SERVICES.

Strategy 2.1 Partnering for Effective Use of Resources -- ***collaborating for data gathering and analysis and mutually beneficial programs and services.***

Strategy 2.2 Building Collaborative Relationships. ***Cultivating collaborative relationships with women lawyers’ associations.***

STRATEGIC DIRECTION 3: PROMOTING NAWJ

GOAL 3. THE LEADERSHIP AND GOOD WORKS OF NAWJ ARE RECOGNIZED, RESPECTED AND COLLABORATIVELY SHARED WITH JUDGES AND OTHER JUSTICE SYSTEM LEADERS WITHIN THE U.S. JUSTICE SYSTEM (STATE AND FEDERAL COURTS) AND INTERNATIONALLY.

Strategy 3.1 NAWJ Leadership – encouraging member participation in NAWJ Board service and other leadership roles.

Strategy 3.2 Getting the Word Out – enhancing awareness of NAWJ as a “national voice for women judges.”

STRATEGIC DIRECTION 4: BUILDING NAWJ INFRASTRUCTURE

GOAL 4. NAWJ’S OPERATIONS CONSISTENTLY MEET THE HIGHEST STANDARDS OF ADMINISTRATIVE EXCELLENCE AND ARE SUPPORTED BY A WIDE-RANGE OF DEDICATED AND SUPPORTIVE FUNDING SOURCES AND A DIVERSE, STABLE MEMBERSHIP.

Strategy 4.1 Membership Recruitment and Retention –maintaining a comprehensive, structured, and streamlined membership recruitment and retention program.

Strategy 4.2 Revenue Enhancement Strategies -- creating a multi-tiered funding scheme to provide a consistent, stable funding stream for NAWJ operations.

Strategy 4.3. Planning for Success – enabling NAWJ to achieve its long range vision through effective planning and implementation.

Strategy 4.4. Streamlined Administrative Practices – streamlining administrative practices and maximizing the use of technology.

Strategy 4.5. Effective Intra-Organization Information Sharing -- sharing of information effectively among Board, staff, members, and volunteers.

APROVED AMMENDMENTS TO NAWJ STRATEGIC PLAN

2013-2018

Committee:

Brenda Stith Loftin, Chairperson,
Joan Churchill
Amy Nechtem
Anna Blackburne-Rigsby
Dana Fabe
Nan Duffly
Carol Feinman
Jamoia Moberly
Marie Komisar
Craig Evans

Strategic Direction #1

Developing and Delivering Quality Relevant Programming (No Change)

NAWJ shall ensure that our conference curriculum meets the needs of our members. To offer courses addressing universal interests, and the needs of all specialized and general jurisdiction courts, not limited to, but inclusive of, topics such as, mentoring, ethics, professional responsibility, access to justice initiatives, judicial independence, mind/body awareness and judicial stresses and current national evidentiary issues.

Strategic Direction#2

Promote Diversity on the Bench and in the Profession and Build Collaborative Relationships

NAWJ shall continue to foster collaborations with the ABA, NAWL, Legislative Caucus', the Resource Board and other local and national associations, in furtherance of NAWJ's commitment to diversity and gender equality consistent with our mission statement.

Strategic Direction #3 Promoting NAWJ (No Change)

Strategic Direction #4 Secure Financial Stability and Build Infrastructure

NAWJ shall develop partnerships with legal and corporate sponsors and involve our Resource Board Members in the presentation of programs/projects of national concern . NAWJ shall focus and fund raise around projects of particular topics, such as human trafficking, voter education, juvenile justice initiatives and parity for girls, equality for women in prison and other cutting edge relevant issues of the day. NAWJ shall explore possibilities of enhancing the role of life membership and its benefits.