

LEGAL COUNCIL FOR HEALTH JUSTICE

STRATEGIC PLAN 2022

VISION:

Everyone deserves a fair chance to lead a life of dignity and opportunity.

MISSION:

Legal Council for Health Justice uses the power of the law to secure dignity, opportunity, and well-being for people facing barriers due to illness or disability.

VALUES:

We operate with radical non-judgment.

- We meet people where they are.
- We are empathetic and compassionate.
- We uphold human dignity for all.

We collaborate and partner.

- Our work is built on trust and respect.
- We are powered by expertise.
- We are accessible.

We fight for people and change.

- We achieve equitable health outcomes for people.
- We share power with individuals, families, and communities.
- We combat individual and systemic racism as obstacles to good health.
- We hold inequitable systems accountable.

We are adaptable, persistent, and effective.

- Our expertise drives results and is shared.
- We adapt to changes in health care focused on client needs.
- We are driven to achieve results.

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STRATEGIC PLAN 2022

STRATEGIC PILLAR 1	Through expanded reach and impact, we overcome race and income-based inequities that clients and communities we serve face in achieving health and wellness.
GOAL 1	Establish guidelines for mutually effective community partnerships.
GOAL 2	Building on the guidelines set forth in goal one, expand or establish new Medical-Legal Partnerships in underserved communities.
GOAL 3	Track and measure case outcomes for success.
GOAL 4	Develop processes to obtain client evaluation/feedback (building on current AIDS Legal program client surveys and client advisory board).
GOAL 5	Create plan to attract and retain diverse staff for delivery of legal help.

STRATEGIC PILLAR 2	We dismantle systemic barriers to health equity.
GOAL 1	Collaborate with communities to identify barriers to health equity.
GOAL 2	Apply racial and health justice lens to all our efforts (e.g., how do we decide which projects to work on, how is race equity advanced in successfully dealing with an issue).
GOAL 3	Effect systemic change with significant wins (litigation, policy, legislative, etc.).
GOAL 4	Diverse staff inclusive in approach.

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STRATEGIC PLAN 2022

STRATEGIC PILLAR 3	We attract partners and supporters by publicizing our accomplishments and expertise to maximize our impact.
GOAL 1	Communicate a clear organizational identity and message internally and externally.
GOAL 2	Become known in the Chicago area for our work and impact.
GOAL 3	Attract an inclusive, diverse, and fulfilled team--staff, board, and volunteers.
GOAL 4	Be sought after by partners, and attract new and appropriate client referrals.
GOAL 5	Increase Pro Bono engagement.

STRATEGIC PILLAR 4	We nurture resilient, sustainable organizational culture and structure.
GOAL 1	Establish and maintain hiring and retention goals.
GOAL 2	Create a work environment that promotes staff work-life balance.
GOAL 3	Create a culture of excellence for staff.
GOAL 4	Cultivate Management and Leadership skills across the agency.
GOAL 5	DEI goals inform every aspect of our work and culture.
GOAL 6	Ensure sufficient organizational infrastructure.
GOAL 7	Set Board of Directors goals and expectations.

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STRATEGIC PLAN 2022

STRATEGIC PILLAR 5	We build flexible financial resources to achieve our mission.
GOAL 1	Ensure sufficient funding to support staff retention to build client trust and build institutional strength and expertise.
GOAL 2	Help with agency diversity by addressing staff issues including student loans, family health insurance, and other benefits to remain competitive with partner organizations.
GOAL 3	Increase flexible funding (unrestricted funds) in government contracts.
GOAL 4	Devise strategies to attract new funding sources, including individual and corporate donors.
GOAL 5	Create policies regarding program expansion with adequate financial support.