

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

A. 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

B. 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

C. 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

D. 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

E. 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

Why We Are Here

Our Purpose

- Transform lives
- Make justice accessible

Our Mission

- 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 and the government, while preserving our independence

Our Key Strategies

Properly resource our core activities	Provide quality frontline services	Do work with a systemic impact	Follow the evidence and be deliberate	Build great relationships
• Law Reform to change the law to reduce need • Legal Education to increase the prevalence of accessible services and reduce harm and escalation • Legal Services to transform individual lives and capture strategic ground for our community	• Transform lives through excellent casework services • Improve access by teaching professionals about the law and accessible practice • Prevent escalation by providing high quality 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	• 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	• Use empirical evidence to inform our decision-making • Choose activities that produce a high impact • We will be thorough when preparing for new activities	• 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, academic 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		Legal Education		Legal Services		
• 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		• 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		• Presenting ourselves to all as the first stop for the Deaf and disability communities to seek legal support for disability and non-disability related issues • 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						
Team	Office	Accessible information	Reputation	National presence	Website	Client relationship management
• Sustainable layer team with integrated succession	• Large network of trained volunteers and pro bono workers	• Full suite of accessible information on accessible practice and relevant legal issues	• High profile reputation for excellence as a trusted organisation	• National service through ADL's board and presence throughout NZ	• Professional and accessible website featuring precedents	• CRM through email marketing and using digital and non-digital channels