

# MLAC Strategic Plan

## **VISION STATEMENT**

For 25 years, the Massachusetts Legal Assistance Corporation has worked to open the doors to justice for low-income people in Massachusetts. This historical commitment to access to equal justice is the foundation of our strategic vision. We strive to build a civil legal services delivery system in Massachusetts that is integrated, coordinated and broadly accessible.

As the largest statewide funder of legal aid programs, MLAC has a unique and critical role to play, providing direction and acting as a catalyst for collective action to effect change across the entire legal services system.

The increasing cultural and linguistic diversity of Massachusetts legal aid clients also informs our vision. Supporting cultural and linguistic competence, as well as increasing diversity on the staff level, is a crucial part of MLAC's vision of the future.

## **VALUES**

Our work is driven by a strong commitment to the following values:

### **Open and Honest Communication**

MLAC believes in an atmosphere of trust and mutual respect that rewards open and honest communication.

### **Diversity**

MLAC is committed to employing a qualified and diverse staff that reflects fully the communities that legal aid serves. MLAC is committed to fostering diversity and cultural awareness within the programs it supports.

### **Collaboration**

MLAC believes in working together to achieve strategic goals and values. MLAC welcomes a variety of ideas and different ways of thinking.

### **Respect**

MLAC values and respects all members of the organizations, programs and clients. MLAC supports each individual's efforts to achieve their highest potential. This commitment requires fair and equal treatment of all.

### **Growth**

MLAC encourages all employees to pursue education and training that fosters growth and professional development. MLAC provides meaningful and challenging work and provides opportunities to acquire new and valuable skills to meet those challenges.

## **Commitment**

MLAC is committed to ensuring that high quality legal assistance is available to low income people.

## **PRIORITY STRATEGIC GOALS FOR FY07-FY09**

- MLAC will ensure that high quality legal services are delivered to clients.
- MLAC will expand the reach and impact of legal services programs.
- MLAC will raise the visibility of the legal services system to communicate to key audiences its impact and relevance.
- MLAC will expand access to justice by increasing the financial resources that support the activities of the programs and statewide legal services activities.
- MLAC staff will have a shared commitment to the strategic direction and support one another to achieve MLAC's vision.