



nawl National Association
of Women and the Law

anfd Association nationale
Femmes et Droit

*Advocating for feminist laws
that advance women's equality.*

SPRINT TO 50

STRATEGIC PLAN 2022-2024

ENGLISH

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EXECUTIVE DIRECTOR'S SUMMARY

It is my great pleasure to introduce *Sprint to 50*, the National Association of Women and the Law (NAWL)'s 2022-2024 strategic plan!

Sprint to 50 will guide us towards our upcoming 50th anniversary in 2024. The current federal landscape presents an exciting and vital moment in NAWL's organizational timeline to push forward its feminist law reform agenda. As NAWL's Executive Director, I am energized that our three-year plan provides such a strong foundation from which we can build and continue our work with others to push for substantive equality. The time truly is now for robust intersectional feminist law reform at the federal level in Canada.

NAWL's 2022-2024 Strategic Plan was generated with input from more than 50 stakeholders gathered through surveys and interviews. This consultation process enriched every aspect of the strategic plan, from what NAWL should focus on over the next 3 years to how it should carry out all aspects of its work. On behalf of NAWL, and the National Steering Committee, I extend a heartfelt thanks to the truly inspiring feminist community who contributed to *Sprint to 50*. The lessons learned from this co-creative and collaborative experience are enshrined in our 'Allyship and Accountable Collaboration' value. Experiences like this underscore the importance of listening to and collaborating with organizations, communities and individuals who are generous with their distinct expertise – all working alongside, and with us, to advance substantive equality in Canada.

Heading towards our 50th anniversary in 2024, NAWL will continue to play a key role in defending and advancing women's human rights through law reform advocacy, education and strategic legal interventions, all guided and supported by our mission, vision, values, and goals.

We will balance responsiveness to key national developments with advancing a proactive advocacy agenda in our priority areas of violence against women, reproductive rights, and women's rights in the climate crisis. And we look forward to doing this work thanks to our supporters, our community, and especially thanks to the hope we have for the future.

**In solidarity,
Tiffany Butler**



Mission, Vision, Values

MISSION

NAWL works to achieve substantive equality and the realization of human rights for all women in Canada through legal education, research, strategic intervention, coalition work and feminist law reform advocacy, particularly at the federal level.

NAWL'S VISION

Women's substantive equality is fully realized and supported by laws and policies in Canada; power is equitably shared in all areas of our lives.

NAWL'S VALUES

Our organization and our work are rooted in intersectional feminism and human rights, informed by the following values:

Anti-Oppression: We address and challenge all forms of oppression that affect women in intersecting, compounding and distinct ways. These systems of oppression take many forms, including patriarchy, gender norms, white supremacy, xenophobia, ableism, ageism, homophobia, transphobia, classism, and colonialism.

Reconciliation: We recognize that colonialism, both historical and ongoing, continues to subject Indigenous women and girls to violence, harm, and socio-economic disadvantage. We are committed to advancing decolonization in all aspects of our work and to working in solidarity with Indigenous women's organizations and communities.

Gender-Inclusion: We use the term women inclusively. Further, we recognize that patriarchy and gender-based discrimination impact the rights, dignity, and well-being of not only cisgender women but also of transgender, Two-Spirit, gender non-binary and gender-non-conforming individuals. We seek to act in solidarity with organizations advancing substantive equality and gender justice broadly defined.

Allyship and Accountable Collaboration: As a legal organization, we are committed to partnering with other feminist, Indigenous, and social justice organizations in a manner that recognizes our own privilege and power. We aspire to be good allies: to listen, to foster mutual respect and to amplify the voices of those in our movements and communities that have been historically silenced or disadvantaged. This requires us to be generous with our own expertise and to value the distinct expertise and experiences of allies working alongside and with us to advance substantive equality in Canada.

OVERVIEW

Goal 1: NAWL helps change laws that negatively impact women's lives. It works to advance women's human rights and substantive equality in the 3 priority areas of violence against women, reproductive rights, and the climate crisis.

- **Objective 1.1:** NAWL continues to advance its education mandate through the development, dissemination, and promotion of tools for feminist law reformers across Canada.
- **Objective 1.2:** NAWL develops and implements campaigns to reform laws that negatively impact women. Where necessary, NAWL intervenes in litigation to advance women's equality in its 3 priority law reform areas.

Goal 2: NAWL is collaborative. It understands its own unique privilege and power. Working collectively, it is a skilled convener, relied on for both its specific expertise and its capacity to bring together the diverse voices required to effect intersectional feminist law reform.

- **Objective 2.1:** NAWL deepens its relationships with stakeholders and continues to work with key partners to build an engaged and strong national coalition of feminist law reformers.
- **Objective 2.2:** NAWL is a widely recognized source of information, opinion, and analysis on feminist law reform by government, the media, social justice organizations, researchers and academics, students and civil society.

Goal 3: NAWL is thriving. It is a healthy, growing, and sustainable organization regardless of political climate.

- **Objective 3.1:** NAWL develops a long-term financial sustainability strategy.
- **Objective 3.2:** NAWL strengthens its financial management infrastructure.
- **Objective 3.3:** NAWL formalizes its governance structure. Both NSC members and staff are supported to do their best work in their respective roles.

Goal 4: NAWL is a voice at the table. It effectively responds to legislative proposals, tabled legislation, significant legal cases and other national issues that could advance or hinder the realization of substantive equality.

- **Objective 4.1:** NAWL has developed the capacity and networks to respond quickly and effectively to legislative proposals and legal intervention opportunities.
- **Objective 4.2:** NAWL is an effective ally to other feminist and social justice groups responding to emergent issues.