

## **National Association of Women Judges Strategic Plan 2024-2029**

### **Our 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.

### **Our Values:**

Adherence to the Rule of Law  
Collegiality  
Diversity & Inclusion  
Fair and Equal Access to Justice  
Fair and impartial courts  
Judicial Competence and Independence  
Non-partisanship  
Organizational excellence  
Professionalism  
Sisterhood

### **Our Vision**

The National Association of Women Judges is the premiere organization for supporting and promoting women in the judiciary across borders and generations in pursuit of fair and equal access to justice.

### **Our Tag Line**

The Leading Voice of Women in the Judiciary.

**Goal #1: To be the nationally recognized leader in serving women on the bench and in promoting equal opportunities and representation of women in the judiciary.**

#### Areas of Focus:

1. Deploying consistent and impactful communications, branding, and marketing across platforms, audiences and venues.
2. Continuing outreach to and partnership with mission-aligned organizations.

**Goal #2: To be the premiere national association of choice for members' professional and personal growth.**

1. Providing a unique community of peer-to-peer networking, learning, and support.
2. Facilitating the career advancement and satisfaction of women in the judiciary.
3. Providing cutting edge educational programs and keynote speakers on topics of relevance to the professional and personal growth of its members.
4. Offering opportunities and support for members to serve their communities and promote public understanding about the law and the legal system.

**Goal #3: To ensure organizational excellence and sustainability.**

Areas of Focus:

1. Aligning our governance structure with our mission, vision, and goals.
2. Succession planning and leadership development to increase the leadership pipeline.
3. Supporting and continued strengthening of engagement with district directors to facilitate local programming and outreach.
4. Investing in staff resources and infrastructure to support organizational priorities.
5. Providing a rewarding and engaging experience for leaders at all levels of the association.

**Goal #4: To cultivate financial stability and growth.**

Areas of Focus:

1. Methodical and deliberate development and sustainability of unrestricted funding, sponsorship, and development revenue.
2. Partnering and co-sponsoring with aligned organizations.
3. Ongoing strategic alignment of programs and activities with return on investment of volunteer and staff resources, time, and money.
4. Identifying, expanding, and engaging Resource Board members drawn from corporate, legal, and private and public entities.
5. Expand and strengthen grant funding.