



# Race Equity in Action

## Who We are

For more than 111 years, NLADA has provided solution-based and creative leadership to the community of equal justice advocates. We are America's oldest and largest nonprofit association devoted to excellence in the delivery of legal services to those who cannot afford counsel. NLADA has pioneered access to justice at the national, state, and local levels, and works to establish and strengthen the nation's public defense and civil legal aid systems. There is no other legal organization that touches on all the access points of poverty as does NLADA.

The NLADA community advocates for equity and equal justice, and is uniquely positioned to drive change. As civil legal aid and public defense attorneys and staff, legal navigators, client and community advocates and private bar allies, we witness and fight against the intersectional symptoms of systemic racism every day. We are among the first responders in the justice system. We witness the human consequences of these systems and we witness the patterns of these impacts. We know the law and its limitations. Collectively, we have a deep bench of nationwide experts who work in virtually every legal system as well as other systems that perpetuate racial inequity.

## Our Guiding Principles

**We believe in universal human rights, dignity, and self-determination.**

- We believe that directly impacted people should **control the power and resources within their own communities.**
- **We aspire to be anti-racist:** by holding ourselves accountable to racially-oppressed communities, by sharing power with those most impacted, and by proactively advocating against systemic racism within and outside of our institutions.
- **We believe in the power of collaboration** with diverse constituencies, inclusive of organizers, client and community advocates, business leaders, law firm professionals, educators, healthcare providers, and families, to better understand the systems and dynamics at play within each of our communities and each of our respective roles.
- **We have an affirmative responsibility to educate ourselves about the history and culture of the communities** in which we operate as service providers and collaborators. This understanding is foundational to advancing racial equity through our work.



# Race Equity in Action

**As a country, we are living through a new chapter of the civil rights era.** NLADA members and partners must be equipped with the cutting edge and innovative tools needed to actively and effectively address race equity issues in their offices, courtrooms, policy tables, and in the community. The NLADA Race Equity in Action will actively support the transition from racial equity awareness to ACTION and IMPLEMENTATION. Towards those goals, NLADA Race Equity in Action will focus on three key strategies to eradicate racial inequity on the individual, organizational, and systemic levels. The Initiative will:

- 1. Nurture Transformational Leaders.** We seek to train and equip individuals with the tools to unleash courageous leadership within their organizations and communities. Through NLADA leadership training, we will build a community of leaders who embrace shared purpose and operationalize effective 21st century leadership skills to drive this country towards racial equity.
- 2. Ensure all NLADA Members Adopt and Actualize Anti-Racist Practices.** Our members will receive tools and strategies to shift from addressing the symptoms of structural racism to tackling its root causes and eliminating racial inequities.
- 3. Help NLADA Members and Partners Own and Use Collective Power to Drive Systems Change.** We will collaborate with our private sector community to collectively move America's institutions, systems, and policies toward equity.

## Racial Equity Institute

**NLADA's Racial Equity Institute.** This national hub will bring the client, civil legal aid and public defender communities plus our partners in the private bar and in-house counsel, together to develop and implement anti-racist strategies that will actively transform their organizations and the legal system.



# Invest in NLADA's REI-DEI Fellowship & Nurture Transformational Leaders

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The NLADA Racial Equity Institute – Diversity Equity & Inclusion (REI-DEI) Fellows participate in a six month emerging leaders training or twelve month advanced leaders training institute to equip Fellows with core competencies on racial equity required to launch and implement DEI initiatives within their organizations and beyond. These Fellowships bring together diverse groups within the legal community which include the defender, civil, client/impacted community, and private sector, and focus on how these groups can collaborate to accelerate racial equity within the law.

REI-DEI Fellowships aims to foster a balanced, collaborate learning experience that breaks down the silos between the various communities within NLADA to work together toward equity and inclusion. Members of BIPOC communities who apply will be prioritized as our goal is to offer training and create a leadership pipeline for diverse NLADA community members.

We invite you to invest in an Emerging or Advanced Fellow named for your organization.

<b>Emerging Leader Fellow—6 months of content &amp; mentoring</b>	<b>\$10,000</b>
<b>Advanced Leader Fellows—12 months of content &amp; personal coaching</b>	<b>\$25,000</b>

For additional information on how your organization can sponsor a named Fellow, please contact Aileen Moffatt, Vice President of External Affairs, at [a.moffatt@nlada.org](mailto:a.moffatt@nlada.org).



# Support the NLADA Racial Equity Initiative

Based on your level of commitment, your organization can receive the following benefits below.

- Prominent listing as a 2022 REI Benefactor on the Campaign's landing page
- Prominent listing as an REI Benefactor in the 2022-2023 Annual Impact Reports
- Social media recognition (individual and in group posts on Facebook, Twitter, & Instagram)
- Invitation to join the REI Benefactor Campaign Advisory Group
- Annual subscription to NLADA newsletter (Messenger) for all of your staff
- 30 minute meeting/briefing with the NLADA President & CEO (virtual or in-person as applicable)
- Invitations to VIP and other campaign events TBD: (virtual &/or in-person as applicable)
- Quarterly donor's exclusive insights/memo on recent NLADA policy and programmatic work
- PLUS other benefits to be negotiated: Anti-racist trainings; pro bono opportunities; front-line engagement with NLADA members

For more information, contact Aileen Moffatt at [a.moffatt@nlada.org](mailto:a.moffatt@nlada.org).