

Strategic Plan 2018 - 2022

Vision

A socially just world in which power, resources and opportunities are shared equitably, all people are fully valued and included, and people live sustainably and free from violence, abuse and exploitation

Purpose

To advance social justice by strengthening the enablers and reducing the barriers to positive social change

Values

- Integrity
- Learning
- Collaboration & community
- Positive effective change

1 Strengthen social justice initiatives

Through high quality values-based consultancy we will support individuals and organisations to overcome barriers and undertake more effective, ethical, sustainable social justice work

- Make high quality consultancy accessible to people engaged in social justice work
- Develop and implement a financially sound consultancy model
- Improve our consultancy methods, tools and expertise to provide more effective support
- Strengthen our profile and relationships across multiple sectors to enable collaborative work
- Proactively target assistance to promising social justice initiatives

2 Build capacity for positive change

We will develop and share knowledge, skills, frameworks, tools and strategies for social justice, and build the capability and resilience of those working to address injustice

- Develop and deliver capacity building programs for selected sectors incl. NDIS, TAAP, ACCOs
- Build capacity for planning, monitoring and evaluation in the community sector
- Develop and share information resources and tools
- Develop training programs which target capability gaps in social justice work
- Develop coaching and support programs for social justice leaders

3 Create space for social justice

Through strategic interventions in systems, processes and discourses, we will help to influence the social and political landscape so that social justice efforts can be more fruitful

- Increase public perceptions of the importance of social justice
- Advocate on current political and social issues which affect the success of social justice efforts
- Develop and pilot alternatives to damaging social structures, processes and ideologies

4 Build a vibrant, sustainable organisation

We will continue to develop and strengthen Lirata's people, culture, structures, systems and resources so that we can work effectively in an environment we enjoy

- Continue to build a great team and culture by attracting and nurturing the best people
- Evolve our operational and governance structure to grow our capacity
- Strengthen our financial position and infrastructure
- Build our supporter base through clear, engaging marketing and communications
- Develop fit-for-purpose policies and corporate systems to support our work and future growth