



## Strategic Plan 2017-2020

### VISION

We envision a country in which immigrants are accepted and valued as full participants in the community.

### MISSION

The Immigrant Law Center of Minnesota enhances opportunities for immigrants and refugees through legal representation for low-income individuals, and through education and advocacy with diverse communities.

### VALUES

**ILCM's values are grounded in respect for and partnership with our immigrant and refugee clients.**

- We bring our full legal passion, dedicated attention and highest quality service to our low-income immigrant and refugee clients and their families;
- We value relationships with the communities we serve and seek to express their full potential and contributions through our work together;
- We work with excellence and integrity; and
- We believe in taking action to make immigration systems work for all.

### GOALS AND STRATEGIES

**Goal 1: Ensure and develop organizational infrastructure by prioritizing staff, funding, and use of technology:** ILCM believes its internal strength depends on having reliable, hardworking, diverse staff, flexible, diversified funding sources, and technological infrastructure that supports efficiencies.

**Strategies:**

- Supported and diverse staff
- Flexible and diversified funding sources
- Dependable technology for increased efficiencies

**Goal 2: Expand the community's mindset and knowledge base:** ILCM aims to influence the dominant narrative depicting immigrants and refugees' experiences and rights, and expand the mindsets of anti-immigrant populations. It intends to expand immigrants and non-immigrant allies' understanding of immigration-related legal issues.

**Strategies:**

- Continue and deepen ILCM's status as a leader in shaping messaging about immigration issues
- Expansive and intentional education

**Goal 3: Continue to enhance and expand access:** ILCM aims to expand access to their services and coordinate with other organizations to ensure clients' legal needs are holistically met.

**Strategies:**

- Expanded and enhanced access through extended intake hours, expanded staff capacity, and expanding geographical area of service.
- Collaborative services

**Goal 4: Diversify and deepen strategic partnerships for greater impact:** ILCM aims to strengthen its mission by intentionally developing relationships with government agencies, schools, community-based non-profits (e.g., community organizing or holistic service), private companies, pro bono lawyers, and other volunteers. The goal of developing partnerships cuts across all other goals, as it is a means to realizing ILCM's other priorities.