

Strategic Plan 2014-17
Of the International Association of Women Judges
[Adopted May 5, 2014 by the IAWJ Board of Directors]

Mission:

The mission of the IAWJ is to promote women's access to the courts and advance women's rights to equal justice by eliminating gender bias from judicial systems, and by educating the judiciary about human rights law and the role of the judiciary in protecting the rights of women.

VISION FOR THE FUTURE:

The IAWJ is founded on a shared determination to build a world founded on respect for human rights, democracy and the rule of law. Respect for human rights and for the equality of women cannot be taken for granted. Their universal nature is questioned on grounds of cultural differences. The IAWJ is aware of these challenges and determined to strengthen its efforts to ensure that human rights are realized for all. The IAWJ is dedicated to educating the legal community, especially judges, in nations throughout the world in the jurisprudence of human rights and equality for women, in order to eliminate violence, and discrimination, and improve access to justice, especially for vulnerable groups.

CORE VALUES:

Access to Equal Justice for Everyone
Use of Human Rights Laws as a vehicle to fully integrate women in society
Respecting and Valuing Cultural Diversity
Exercising Judicial Leadership Boldly, Independently and Creatively
Increasing Communication, networking and support

GUIDING PRINCIPLES AND OBJECTIVES:

The IAWJ provides leadership based on the following principles and objectives:

- The promotion of women in the administration of justice
- The promotion of access by women to the courts and advancement of a woman's rights to equal justice;
- The elimination of gender bias from judicial systems;
- The promotion of cooperation and collaboration among women judges of all nations through exchange of ideas, knowledge and wisdom , good practices and jurisprudence;
- The promotion of the representation of women judges at all levels of the judiciary;
- The promotion of education about the broad range of social, economic, psychological and cultural factors that influence women affected by court systems;

- **The promotion of education among the judiciary about human rights laws and the role of the judiciary in protecting the rights of women and the protection against gender-based violence;**
- **Women judges at all levels of the judiciary should reflect the diversity of the populations they serve.**

IAWJ Strategic Plan for 2014-2017

The IAWJ, formed in 1991, has a commendable record of achievements and is experiencing unprecedented growth. The IAWJ is realizing its potential for organizing women judges around the thematic issues affecting access to justice, and is providing judicial training on gender equality. The IAWJ has developed educational programs to advance human rights, eliminate gender discrimination, and to make the justice system more accessible for the vulnerable. This strategic plan will guide future growth, provide for institutional accountability, and promote the shared visions, values and mission of its members for the next three years.

STRATEGIC DIRECTION 1: Strengthen IAWJ infrastructure

Goal 1: The vitality of the IAWJ global network and the quality of IAWJ programs and services is ensured by a highly skilled and motivated staff, committed membership and dedicated funding sources.

Strategy 1.1: Maintain a strong staff to facilitate effective communication between members and to provide effective development, management and expansion of educational programs on specific subjects or in specific geographical areas.

Strategy 1.2: Recognize the support and resources needed to maintain and expand a strong and stable staff as well as anticipate and plan for transition of leadership.

Strategy 1.3: Continue to develop and maintain an accurate database of members, including their areas of expertise to facilitate communication among members.

Strategy 1.4: Expand membership recruitment and retention to new geographic areas, revitalize dormant groups, and energize active groups. Equip regional directors with tools and materials to develop membership within the region. Conduct effective outreach to and communication with women judges in fragile states to promote membership and to give support in accordance with IAWJ's goals.

Strategy 1.5: Increase communication from the IAWJ center of operations to the membership and expand the coverage of news and information from members on the organizational website using the new media when adequate.

Strategy 1.6: Encourage increased numbers and the advancement of women judges and magistrates at all levels, nationally and internationally, so that each judiciary reflects the diversity of the population it serves.

Strategy 1.7: Create a multi-tiered funding scheme to provide consistent, stable funding for operations, to include an increased level of fund development by the Board of Directors and the Board of Managerial Trustees, and a membership-wide fund development long-term plan.

Strategy 1.8: Increase the level of unrestricted long-term funding; identify and reach out to national and international corporate, legal and private sponsors.

STRATEGIC DIRECTION 2: Promote the IAWJ

Goal 2: The success of the IAWJ's work to decrease violence and discrimination against women, to ensure access to justice by vulnerable groups and to promote diversity and independence in judicial systems shall be communicated to international organizations, judges and other justice system leaders internationally.

Strategy 2.1: Continue to establish the IAWJ as a global leader, an advanced network of eminent experts, and a world wide resource center for issues involving access to justice for women and children, including a repository for judicial opinions informed by the Jurisprudence of Equality Program and human rights principles.

Strategy 2.2: Develop an appropriate media campaign to highlight IAWJ accomplishments, to include press releases, brochures, regular newsletters and other publications, websites, and promotions to the legal community and a wider audience. Where possible, present these in various languages, especially English, Spanish and French.

Strategy 2.3: Continue to expand, update and maintain the IAWJ website, including ease of functionality, using a variety of online media and formats to provide current and relevant information to members and the wider public and to reach out to potential new members and donors.

STRATEGIC DIRECTION 3: Continue to develop and deliver quality programming to members of judicial systems

Goal 3: IAWJ educational programs shall reflect and effectively meet the needs of the international membership.

Strategy 3.1: Engage members in ongoing dialogue to identify the needs of IAWJ associations and members in individual countries and/or regions so as to maximize the effectiveness and impact of IAWJ educational programs on judicial training, judicial leadership on access, fairness and diversity issues and skills enhancement.

Strategy 3.2: Strengthen relations with programs engaged in research on issues affecting women and the law around the world (legal gender equality, nexus between judicial diversity and judicial independence, gender bias, property rights, women in prison, sextortion, and role of courts in addressing domestic violence, ensuring protection of women) through clinics, curriculum, international legal education programs and academic experts.

Strategy 3.3: Expand the number of partnerships with law schools to provide LL.M opportunities to IAWJ members.

Strategy 3.4: Encourage more frequent and regular national and regional conferences/meetings to increase opportunities for education and exchange of best practices among members.

Strategy 3.5: Promote programs regarding the simplification of court access and court procedures.

Strategy 3.6: Increase funding and staff so that: (a) opportunities for and frequency of educational programming can be extended to a wider range of IAWJ membership; (b) the IAWJ is able to meet members' request for training on case management, either by developing such programming itself or partnering with those who can deliver such training; and (c) trainings have sufficient availability and depth of staffing.

STRATEGIC DIRECTION 4: Build collaborative relationships

Goal 4: The IAWJ shall encourage cooperation and foster exchange between international women's and justice organizations to gather and analyze data, to present educational programs, and to increase the impact and reach of IAWJ judicial programs worldwide.

Strategy 4.1: Foster continuing relationships with major national and international organizations for the purpose of providing expert information about international women's rights education. In addition, the IAWJ will continue to work with partner organizations to identify areas where the knowledge and experience of IAWJ members can be used to support projects which bolster human rights, including support for women's rights education and training

Strategy 4.2: Continue establishing the IAWJ as a leader in working with national and international court systems, and women's organizations to ensure gender equality in the law.

Strategy 4.3: Establish closer ties with judges worldwide, international relations experts, international bodies and government organizations to demonstrate how the work of the IAWJ contributes to strengthening access to justice for all.