



LAW SOCIETY
of ALBERTA

STRATEGIC PLAN

2020-2023

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STRATEGIC GOALS

Goals will serve the Law Society for the next four years. They are outcome-oriented statements that represent what will constitute the organization's future success. The achievement of each goal will move the Law Society towards the realization of its mission.

Objectives describe what we want to have happen with an issue. What would constitute success in observable or measurable terms? They indicate a direction – increase, expand, decrease, reduce, consolidate, abandon, all, distribute, none. Objectives have a three to five-year timeframe and are reviewed every year by the Board.



**INNOVATION & PROACTIVE
REGULATION**



COMPETENCE & WELLNESS



ACCESS



**EQUITY, DIVERSITY
& INCLUSION**





INNOVATION & PROACTIVE REGULATION

The Law Society regulates the legal profession in a manner that is innovative, proactive, transparent and proportionate.

1. Expand the Law Society's ability to be innovative and proactive through new governing legislation.
2. Reduce regulatory barriers to innovation in the delivery of legal services.
3. Consider ways to reduce regulatory oversight where possible and to otherwise incorporate proportional regulation.
4. Increase innovation, efficiency and transparency of all regulatory and governance processes.
5. Increase Law Society communication and engagement with the public and the profession.
6. Commit to continuous improvement of governance practices.
7. Increase the Law Society's use of progressive, responsive and efficient business practices.



COMPETENCE & WELLNESS

The Law Society promotes a broad concept of competency and wellness in the legal profession.

1. Evaluate and improve the training programs for new lawyers.
2. Increase the practice management and client relationship management skills of the profession.
3. Broaden the concept of competency, within both the Law Society and the profession, into non-traditional areas, such as technological and cultural competence.
4. Reduce the stigma related to mental and physical health issues by creating a supportive regulatory environment.
5. Increase dialogue with the profession about ways it can innovate to provide efficient and effective legal services and provide resources to support technical competence.



ACCESS

The Law Society promotes affordability of legal services and removes regulatory barriers to access where reasonable and appropriate.

1. Reduce unnecessary regulatory barriers to access related to language, geographic location, literacy, disability and technology.
2. Increase support for lawyers in providing timely and appropriate legal services.
3. Increase resources providing information for the public about legal services and assistance in finding the services it needs.
4. Increase collaboration with other legal organizations and service providers to address unmet legal needs.
5. Increase support for lawyers providing accessible legal services in innovative ways.





EQUITY, DIVERSITY & INCLUSION

The Law Society leads the profession to increase cultural competency and promotes a profession that is representative of the public it serves.

1. Increase cultural competency of the organization and the profession.
2. Increase diversity and inclusion in the delivery, development and engagement of Law Society programs and services.
3. Increase diversity and inclusion on the Law Society Board.
4. Increase retention of lawyers from diverse communities in the profession.
5. Remove barriers to accessing Law Society resources, programs and services.
6. Increase collaboration with stakeholders to respond to the Truth and Reconciliation Commission's Calls to Action.



CORE IDEOLOGY

Core ideology describes an organization's consistent identity that transcends all changes related to its relevant environment. Core ideology consists of three notions: **core purpose, mission and core values.**

Core purpose describes the organization's reason for being.

The mission describes who we are, what we do and how we do it.

Our **core values** are the enduring principles that guide the behaviour of the organization.

CORE PURPOSE

Regulate the legal profession in the public interest.

MISSION STATEMENT

Ensure high standards of professional conduct and competency through the governance and independent regulation of the legal profession.

CORE VALUES

The Law Society of Alberta values:

- › **Integrity** – Honest and ethical behaviour.
- › **Transparency** – Open, timely and clear processes.
- › **Fairness** – Equitable treatment of people interacting with the Law Society and the profession we govern.
- › **Respect** – Equity, diversity and inclusion in the profession, the Law Society and our interactions with the public.
- › **Independence** – Autonomous regulation of an independent legal profession and commitment to the rule of law.
- › **Visionary Leadership** – Innovation in regulation, governance and business operations.



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