



FY24-FY26 LONG RANGE PLAN

PILI is a thriving, evolving organization known as a leader in advancing public interest law and pro bono legal services to achieve greater equity in access to justice.

STRATEGIC AREA: PROGRAMS

ELEVATE OUR PROGRAMMATIC WORK TO ENCOMPASS MORE LAW STUDENTS, LAW SCHOOL GRADUATES, LAWYERS AND LEGAL PROFESSIONALS TO INCREASE OUR STATEWIDE IMPACT.

GOAL: PILI's Law Student Internship Program meets the needs of law students and our Participating Agencies.

TACTIC: PILI will implement the second phase of stipend increase in year 1 of the plan to get to \$6,500 for summer and \$3,250 for school-year Interns.

TACTIC: PILI will survey participating agencies to see what the capacity is for hosting additional Law Student Interns.

TACTIC: PILI will explore capacity to fund additional Interns and/or an additional stipend increase.

GOAL: PILI has a successful Graduate Fellowship Program with increased and robust participation.

TACTIC: PILI will work with firms currently offering the Fellowship Program to identify ways to increase interest and participation in the Fellowship Program.

TACTIC: PILI will identify 5-10 lapsed or new law firms to target to which PILI would pitch participation in the Fellowship Program.

GOAL: PILI effectively engages a network of Alumni of our Law Student Internship & Graduate Fellowship Programs.

TACTIC: PILI will evaluate its communications and engagement opportunities through its Alumni Network and make needed adjustments to expand the number of PILI Alumni actively engaged with PILI.

TACTIC: PILI will explore and implement ways to maximize the connection between PILI and its Alumni, especially focusing on the transition from Intern or Fellow to Alum.

GOAL: PILI's Pro Bono Program demonstrates impact and successfully addresses unmet legal needs through increased pro bono participation.

TACTIC: PILI will evaluate and adjust as needed its programming and other resources to support law firm and corporate pro bono programs, and to encourage greater attorney participation in pro bono legal services.

TACTIC: PILI will continue its efforts with its Judicial Circuit Pro Bono Committees to engage with local stakeholders to expand and enhance pro bono, and will host a summit of committee leadership to identify best practices, generate new ideas and examine partnership opportunities across the state.

TACTIC: PILI will explore ways that it can further address gaps in the delivery of legal services which can be addressed through new or expanded pro bono opportunities either by PILI itself or in partnership with others.

TACTIC: PILI will establish further evaluation mechanisms to evaluate the impact and success of its pro bono opportunities.

STRATEGIC AREA: JUSTICE, EQUITY, DIVERSITY & INCLUSION

INSTILL A DEEPLY ROOTED ORGANIZATIONAL COMMITMENT TO THE PRINCIPLES AND PRACTICES OF JUSTICE, EQUITY, DIVERSITY AND INCLUSION IN ALL THAT WE DO AND HOW WE DO IT.

GOAL: PILI's leadership entities and organizational structure reflect a commitment to JEDI values.

TACTIC: PILI will evaluate and reorganize volunteer leadership entities, as appropriate, to ensure greater diversity.

TACTIC: PILI will develop and implement a policy on recruiting staff members from diverse backgrounds.

TACTIC: PILI will promote a culture that is supportive of and responsive to the needs of leaders and staff from diverse backgrounds to ensure they thrive personally and professionally, and remain engaged with PILI.

TACTIC: PILI will review, monitor and adjust PILI's Diversity & Inclusion Policy, as appropriate, to ensure our compliance and its effectiveness.

GOAL: PILI meaningfully contributes to fostering greater diversity from all stages of the legal pipeline into the public interest law and pro bono community.

TACTIC: PILI will identify potential partners at the high school, college, law and post-law school levels and ways in which PILI can work with them to expand the pipeline.

TACTIC: PILI will evaluate and implement ways to increase diversity within its Law Student Internship Program.

TACTIC: PILI will look for ways to partner with individuals from diverse backgrounds throughout the pipeline in our pro bono opportunities.

GOAL: PILI is a source of robust JEDI programming and resources for its leadership and program participants.

TACTIC: PILI will provide JEDI training regularly throughout each year for its leadership and program participants.

TACTIC: PILI will develop a framework for ensuring JEDI principles are integrated into all of PILI's programming, evaluating its success and adjusting as needed.

TACTIC: PILI will engage speakers, authors and program participants from diverse backgrounds, experiences and thought as well as seeking input from such participants to better inform our programming.

GOAL: PILI engages people of diverse backgrounds in its work and supports their involvement in a way that is responsive to their needs.

TACTIC: PILI will seek input from program participants from diverse backgrounds to help inform and develop programming and resources that will support them in their professional development and work with PILI.

TACTIC: PILI will create space for constituents from diverse backgrounds to provide feedback for additional programming and support that is responsive to emerging issues and needs in the public interest law arena.

STRATEGIC AREA: EXTERNAL RELATIONS

AMPLIFY PILI'S MISSION AND WORK TO REACH AND ENGAGE MORE PROGRAM PARTICIPANTS, ORGANIZATIONAL PARTNERS, DONORS AND AMBASSADORS.

GOAL: PILI's mission and programs are well-understood and respected; its brand is clear and compelling.

TACTIC: PILI will establish a proactive, comprehensive, multi-channel marketing and communication strategy with a unified look and voice.

TACTIC: PILI will develop and promulgate the tools and information necessary to assist PILI ambassadors in increasing community awareness of our work.

GOAL: PILI is adequately supported by diversified funding sources to support our programmatic work.

TACTIC: PILI will create a three-year development plan with an emphasis on growing and diversifying funding sources consistent with the other goals of this plan.

TACTIC: PILI will adjust and grow its Giving Circles, Cornerstone Society and Legacy Society donor programs.

GOAL: PILI's special events raise our profile and more broadly engage the legal community in supporting and celebrating our work.

TACTIC: PILI will evaluate its special events to ensure their effectiveness in both fundraising and engaging their intended audiences.

TACTIC: PILI will look at ways to increase statewide participation in and support of special events.

GOAL: PILI will cultivate and foster relationships with partner organizations (e.g. bar associations, legal aid and public interest law organizations, law schools, etc.) to advance our work and support shared goals.

TACTIC: PILI will conduct a scan of the Illinois legal community landscape to identify additional partners to develop relationships with to advance our work.

TACTIC: PILI will develop a roadmap for ways in which community partners can work with us and we can work with them on shared goals.

STRATEGIC AREA: INFRASTRUCTURE

ENSURE AN EFFECTIVE AND WELL-RESOURCED INFRASTRUCTURE TO MAXIMIZE PILI'S ABILITY TO ACHIEVE ITS MISSION AND VISION.

GOAL: PILI secures the financial support needed to ensure we have the infrastructure, both people and resources, to carry out our work at the highest quality.

TACTIC: PILI will research and implement resources and trainings to support and enhance staff performance, and to aid in their personal and professional development.

TACTIC: PILI will seek funding to provide the needed support for the organization and the staff to optimize performance and growth.

GOAL: PILI's leadership structures maximize the ability of its leadership entities to accomplish its mission and vision.

TACTIC: PILI will refine and expand recruitment and engagement opportunities for members of its Alumni Network and Young Professionals Board to create a robust pipeline of future leaders.

TACTIC: PILI will develop and implement a succession plan for its Board of Directors to ensure that PILI can attract highly effective individuals who will be actively engaged in and supportive of PILI and its work.

GOAL: PILI preserves and maintains institutional knowledge at all staff levels to ensure future success.

TACTIC: PILI will conduct a review of all policies and procedures to ensure that those that are necessary are up to date and/or in place.

TACTIC: PILI will develop a staffing succession plan that preserves and maintains best practices to allow institutional knowledge to be stored and accessible to future staff.

GOAL: PILI's internal infrastructure cultivates and supports leadership within the organization.

TACTIC: PILI will develop a robust orientation process for all staff and volunteer leadership to ensure they have the information and access to the resources needed in their role.

TACTIC: PILI will ensure that its organizational environment encourages and supports growth and retention within the organization.