

**ACLU**

Nevada

# Strategic Plan

2022 - 2024



# Message from Leadership

In 1966, a group of civil libertarians, attorneys, and academics founded the ACLU of Nevada. Since that time, we have stood strong in our commitment to advancing and protecting the civil rights and liberties of all Nevadans. We are excited to continue to support the community with a renewed vision for the coming years. Over the past year, the ACLU of Nevada has developed an inclusive framework to guide our work over the next three years. This plan focuses on our strategic priorities for 2022-2024.

According to the 2020 Census, Nevada continues to be one of the fastest growing states in the country. Our diversity index is now the third highest in the country, our urban population centers in Northern and Southern Nevada continue to attract people of all ages and backgrounds from across the United States and the world, and our rural communities continue to evolve and diversify. This means that in addition to our strategic priorities, we must remain committed to being responsive to changing community needs. Equity, Diversity, Inclusion, and Belonging permeate all aspects of our work.

We know, however, that progress is not possible without reconciling with our past. We acknowledge that our work must be grounded in equity and social justice, with an emphasis on dismantling the systemic inequality that permeates the structures within which we operate. We understand that the work of social justice is transformative - not transactional - and we will actively engage in efforts to uplift, involve, and support the community around us.

Through this aspirational plan and with your support, we will achieve our mission to defend and advance the civil liberties and civil rights of all Nevadans, while pursuing our vision of a just and fair society in which all can participate, prosper, and reach their full potential.

Your Partners in Protecting Civil Rights and Liberties,

**ATHAR HASEEBULLAH, ESQ.**

Executive Director

**ROBERT LANGFORD, ESQ.**

Board of Directors - President

**MACY HAVERDA**

Director of Finance and Administration

# Our Mission

The ACLU of Nevada is a nonpartisan organization that works to defend and advance the civil liberties and civil rights of all Nevadans.

We work in three main areas: litigation, advocacy, and public education. Our litigation work serves to defend the rights and liberties of individuals when they have been violated. Our advocacy efforts serve to inform and educate public officials about liberties and rights. And our public education efforts serve to help the public understand their liberties, rights, and responsibilities.

*"We envision a just and fair society in which all Nevadans can participate, prosper, and reach their full potential free from the hindrance of oppression."*

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## Grounding Principles

Remaining responsive to and rooted in community needs and priorities while disrupting systemic barriers and inequalities across lines of difference, we ground our work, both internally and externally, in the following principles:

- › **Liberty** - Ensuring all individuals retain their constitutional freedoms
- › **Justice** - Advocating for equitable access to remedy under the law
- › **Democracy** - Ensuring all are able to meaningfully participate in governance
- › **Equality** - Defending equal protection under the law for all Nevadans

# Our Work & Priorities

The ACLU of Nevada has identified eight priorities for 2022-2024.

The priorities are broad enough to allow for both a focus on specific issues we have proactively identified, as well as an ability to be responsive to community needs as they arise.



**People Impacted  
by Discrimination**



**Policing and Mass  
Incarceration**



**Voting Rights  
and Elections**



**Economic  
Justice**



**Education  
Equity**



**First  
Amendment**



**Reproductive Justice  
and Health Equity**



**Organizational Growth  
and Sustainability**



## PEOPLE IMPACTED BY DISCRIMINATION

The ACLU of Nevada advances justice for people who have experienced discrimination but we recognize we must do more to assist those in need of our support. Those who have experienced discrimination because of race, color, religion/creed, national origin, gender, gender identity, sexual orientation, age, and/or any other attributes deserve our support when issues of systemic injustice arise.

We continue to advance racial justice via a number of actions, including both litigation and policy efforts to address the systemic inequities that impact people of color in numerous settings. In 2020, we won a ballot initiative campaign to amend the Nevada Constitution to remove the discriminatory definition of marriage. We also continue to push for equal treatment of women under the law and will be advocating for the Equal Rights Amendment in 2022.

The ACLU of Nevada will continue to advocate for people impacted by systemic discrimination and center our work around the issues impacting people in our community.

### Key Strategies

- Fight for racial justice whenever systemic injustice should arise across a spectrum of potential issues.
- Advocate for increased access to courts and counsel for immigrants.
- Ensure protections for LGBTQ+ individuals in schools, prisons and jails, and employment and healthcare settings.
- Advocate for communities traditionally underserved by the ACLU of Nevada, including the Indigenous and AAPI communities.
- Expand the affiliate's work on protections for transgender individuals.
- Advocate on behalf of the constitutional protection of equal rights in Nevada.

# 2

## POLICING & MASS INCARCERATION

The rate at which Nevadans are locked up in jails and prisons has risen significantly over the years, increasing by 39% and 40%, respectively, since the year 2000. BIPOC (Black, Indigenous, and People of Color) communities continue to face police violence, arrest, and incarceration disproportionately.

The ACLU of Nevada will contribute to a more equitable system focused on decarceration and humane treatment for the people impacted by criminal legal systems.

### Key Strategies

- End capital punishment in Nevada through public education, community organizing, and legislative lobbying.
- Advocate for ending solitary confinement and improving conditions in prisons and jails.
- Explore and address areas of improvement for law enforcement transparency, accountability, training, and oversight.



# 3

## VOTING RIGHTS & ELECTIONS

The ACLU of Nevada cares deeply about the right to vote. We've fought against voter ID laws and for same-day voter registration. We've shown up at the polls to make sure every eligible voter can cast a ballot. When the COVID-19 pandemic threatened the health and safety of Nevada voters, we fought for mail ballots and drop-boxes. As attempts to disenfranchise Black and Brown voters continue nationwide, we fight to be a leader in advancing voting rights.

The ACLU of Nevada will continue to focus on the expansion of access to the polls and free, fair, and safe elections across the state of Nevada.

### Key Strategies

- › Monitor Nevada's redistricting processes to ensure fair apportionment.
- › Advocate for the expansion of voting rights and access to the polls and combat efforts to suppress the vote from specific populations.
- › Lead and support efforts throughout the state to ensure fair elections via Election Protection work and key legislation.
- › Work to foster ACLU Voters who understand the issues and the civil rights priorities of candidates running for office.





# 4

## ECONOMIC JUSTICE

The Silver State used to be known for affordability of living, but recessions and economic downturns have underscored the reality for low-income Nevadans: how much is in your wallet matters a lot when it comes to housing and opportunities. Our struggles with unsheltered populations, houselessness, and evictions show that it is time to fight for systems that are fair for everyone.

The ACLU of Nevada will work to advance economic equity in our state for those impacted by systemic injustices.

### Key Strategies

- Fight for increased protections and resources for unsheltered Nevadans.
- Support efforts to address employment and housing discrimination.
- Engage in public education efforts related to housing and tenant rights.
- Advocate for equitable access to business opportunities and the fight for a fair minimum wage.





# 5

## EDUCATION EQUITY

Nevada's K-12 education system remains in poor condition, ranking near the bottom of national statistics surrounding educational quality. Students continue to be left behind and our community cannot advance without more equitable approaches to education. Education remains the civil rights issue of the future.

The ACLU of Nevada will advocate for improved quality of public education across the state.

### Key Strategies

- Advocate for a civil right to a high quality public education in Nevada.
- Engage in efforts to reduce the school-to-prison pipeline and minimize law enforcement presence in public schools.
- Fight for inclusive curricula and policies in both K-12 and higher education.



# 6

## FIRST AMENDMENT

The ACLU of Nevada has always advocated for free speech and will continue to support actions to ensure all First Amendment rights are protected where a civil liberties issue is occurring. We've fought for First Amendment protections for Nevadans feeding unsheltered individuals at parks, for street performers in public spaces, for high school students expressing political views, and more.

The ACLU of Nevada will continue to focus its work on public education related to constitutional rights and the protection of all First Amendment rights in public forums.

### Key Strategies

- › Protect First Amendment rights for all Nevadans at all levels of government.
- › Advocate for increased transparency in government.
- › Increase public awareness through community outreach efforts.





# REPRODUCTIVE JUSTICE & HEALTH EQUITY

As we watch the South strip away at abortion rights and just about ban them entirely, Nevada remains a haven for reproductive freedom. Because of the ballot measure in 1990, the right to an abortion is affirmed up to 24 weeks in the state of Nevada, and can only be changed by a vote of the people. We welcome those impacted by these dangerous laws to Nevada, and continue to strive to increase access to care in the rurals.

The ACLU of Nevada will continue to advocate for access to reproductive healthcare for all individuals across the state of Nevada, as well as equitable response to issues of public health.

## Key Strategies

- Increase access to free and safe abortion statewide by a public education campaign about the safety and efficacy of abortions performed by Advanced Practice Clinicians in order to provide abortion care in rural counties.
- Advocate for reproductive healthcare for individuals experiencing incarceration.
- Monitor and ensure equity in pandemic and health crises response statewide.



# 8

## ORGANIZATIONAL GROWTH & SUSTAINABILITY

The ACLU saw massive growth nationwide following the election of Donald Trump. With massive growth comes massive change. We have scaled up our organization from a staff of eight in 2015 to twelve in 2021. We have made strides towards grounding our organization in equity, diversity, inclusion, and belonging. We are focusing on employee wholeness and development and our shared desire to lead by centering our community.

The ACLU of Nevada will be positioned to financially and operationally navigate economic cycles and social challenges while also having competencies, people, and member resources to be agile in prioritizing and addressing civil liberties challenges as they arise.

### Key Strategies

- Invest in staff leadership development to expand capacity and recruit and retain talented people.
- Implement Board of Directors terms and diversify recruitment strategies for new board members.
- Foster a culture where all engaged are equally valued and a belief that a rising tide lifts all ships.
- Invest in paid internship positions.



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