

Friends and allies,

The past few years have presented immense challenges to our rights and freedoms, both within Delaware and across the country. But we know that when our democracy is threatened, it's more important than ever to band together, educate each other, and strategize to protect our communities.

That is why the ACLU of Delaware has worked hard to establish a clear strategic plan that will guide us toward a more perfect union with the following goals:

1. Protecting and expanding the right to vote;
2. Reforming Delaware's criminal legal system;
3. Ensuring every child receives a fair and equitable education;
4. Strengthening our engagement with Delaware communities; and
5. Ensuring the effectiveness and accountability of our board and staff.

We are energized and optimistic about what is possible over the next three years. Thank you for your support in helping us make a more just and equitable Delaware.

In solidarity,

Mike Brickner
Executive Director, ACLU-DE

Ariel Gruswitz
President, ACLU-DE



Coalition members engaging legislators on probation reform.

ACLU-DE staff working with Delaware youth.



Smart Justice Ambassadors canvassing in Kent County.



ACLU-DE and national ACLU staff rallying for reproductive freedom.



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ABOUT ACLU-DE

Since 1961, the ACLU of Delaware has worked to defend and expand civil liberties across the First State. Over the years, we've played key roles in landmark litigation and vital legislation to ensure the constitutional rights of all Delawareans. Our mission is to preserve and advance civil liberties and civil rights in the State of Delaware as enshrined in the United States and Delaware Constitutions through education and advocacy without consideration of political association.

HOW WE'LL DO IT

Amend the State Constitution

to ensure equal voting access for groups who have been historically disenfranchised.

Build public enthusiasm

for and engagement in the constitutional amendment campaign to ensure free and fair elections for all Delawareans.

Ensure Delaware voters are knowledgeable

of how their vote will impact civil liberties and are empowered to act to preserve them.



Newly trained volunteers for the Every Vote Counts campaign

GOAL

Ensure that all Delawareans may cast an informed ballot freely and fairly.

VOTING RIGHTS

1

GOAL

Provide leadership to ongoing justice reform efforts to **reduce racial disparities** in and reliance on Delaware's criminal legal system.

JUSTICE REFORM

2

HOW WE'LL DO IT

Ensure the police operate transparently

and with community oversight, while replacing the law enforcement approach to crime and social control with more collaborative, problem-solving strategies and creative partnerships that build relationships, repair harms, and create strong, safe communities.

Develop and implement a decarceration strategy

that reduces prison admissions and addresses policies leading to excessively long prison terms.

Reduce the collateral sanctions

people with arrest and conviction records face when accessing employment, housing, and educational opportunities by eliminating barriers to automatic expungement access.

Smart Justice Ambassadors lobbying for probation reform

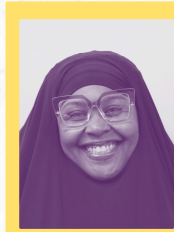


HOW WE'LL DO IT

Reduce barriers to engagement for parents and students, particularly people who have been historically denied access to power, so they may be active participants in decision-making at the school and district level.

End the school-to-prison pipeline by reducing the use of detention, suspension, and arrest, especially against Black, brown, and disabled students.

Develop and implement a strategy to narrow the \$600 million funding gap in Delaware's public education system.



Members of the most recent Education Equity Ambassador cohort

GOAL

Ensure that Delaware delivers on the promise of fair and equitable education for all children.

**EDUCATION
EQUITY**

3

GOAL

Strengthen our presence in and engagement with communities throughout Delaware.

COMMUNITY
FIRST

4

HOW WE'LL DO IT

Solidify our presence and engagement

in southern Delaware to demonstrate our state-wide commitment.

Strengthen our connections and partnerships

with Latinx and Haitian communities in southern Delaware.

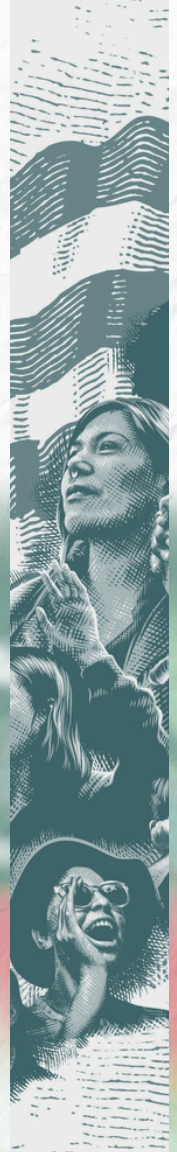
Increase and/or diversify philanthropic revenues and volunteer engagement.

Ensure a sustainable, community-informed legal strategy

through deeper connections with community members, cooperating attorneys, and the ACLU National office.



ACLU-DE staff & Entre Nosotr@s radio host, Charito Calvachi-Mateyko





HOW WE'LL DO IT

Ensure that our Board of Directors is representative of the communities we serve.

More effectively engage board members in order to utilize their skills, talents, and resources.

Continue to invest in a strong board-staff partnership.

More fully embody ACLU values of social justice and racial equity in organizational operations and governance through targeted joint Board-Staff efforts.

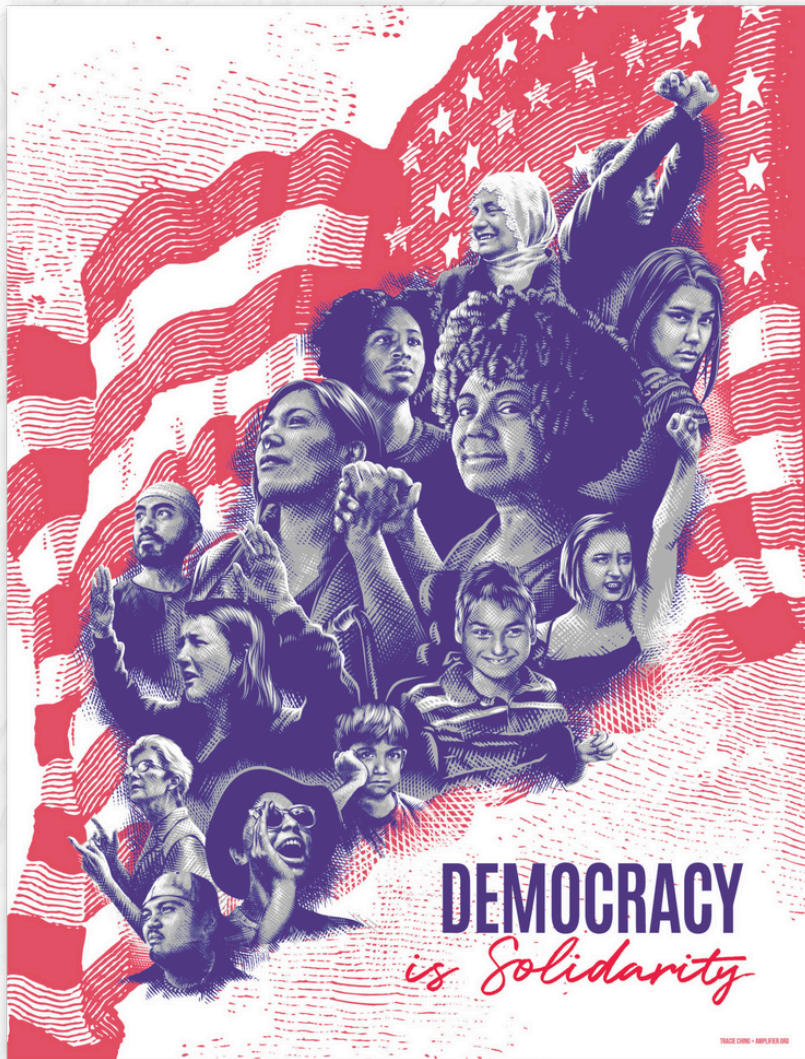
Foster a culture of reflection, learning, and effective governance through on-going board self-assessment.

GOAL

Ensure our effectiveness as members of the Board and Staff through systems and structures that **hold us accountable** to our values of engagement, social justice, and racial equity.

ACCOUNTABILITY

5



Democracy is Solidarity

by Tracie Ching

The artwork used here is distributed by Amplifier, a nonprofit design lab built on a foundation of free and open source art and media experiments to amplify social movements for change. Activists use art and design to advocate for voting rights, criminal justice reform, immigrants' rights, and much more.

(Learn more at amplifier.org)

We hope you will use the poster design on the back of this plan to make visible **your support for democratic solidarity in our Delaware communities.**

To learn more about how we're advancing democracy in Delaware, and how you can take part in our work, visit www.aclu-de.org.

ACLU
Delaware