
OTTAWA LEGAL CLINICS TRANSFORMATION PROJECT

MONTHLY NEWSLETTER

NOVEMBER 2015

TRANSITION PLAN DEVELOPMENT

Now that a proposed model has been developed for the three participating legal clinics, the Ottawa Legal Clinics Transformation Project is moving into the exciting stage of transition plan development. During this phase, an engagement strategy will be launched which focuses on how the proposed model will be put in place. In this phase we will also be working with staff, partners, board members and other stakeholders to make sure that this shift will be as smooth as possible.

THE PROPOSED MODEL

After conducting extensive research on the communities served by the three participating community legal clinics, a proposed model was developed and approved by each of the legal clinics' Board of Directors, membership and Legal Aid Ontario.



The model proposed is displayed in the wheel to the left. This model includes amalgamating administrative (or 'back office') functions, like bookkeeping and human resources, while maintaining three separate office locations.

This new amalgamated clinic will also share one executive director, one Board of Directors and one office manager. In this new model, some staff roles will shift to support the new structure of the amalgamated clinic. Implementing this structure and shifts in staff roles will be investigated in Phase II of the project 'Building the Transition Plan'.

One of the goals of our new model, as recommended in the report we received from our consultants earlier this year, is to find efficiencies and make some shifts in our work so that we can increase direct services to clients. To do that, some of the initiatives we are exploring are to create more legal clinic 'access points' in suburban and rural areas of Ottawa and for Ottawa's indigenous populations. We also hope to provide more community development and public legal education services through our partnerships with Ottawa's community service agencies.

To read more about the proposed model, go to www.ottawaclinics.ca.

BUILDING THE TRANSITION PLAN

Now that we have a model with goals to work towards, the next phase of our work looks at the details of how the legal clinics can transition from our current situation to the new model. In this phase, there will be continued support from the project's Steering Committee, as well as input and investment by staff teams, board members, community partners, clients and community members. We will engage in continued consultation with these stakeholders to ensure a transition that is as smooth as possible. In December, we will be meeting individually with staff members to

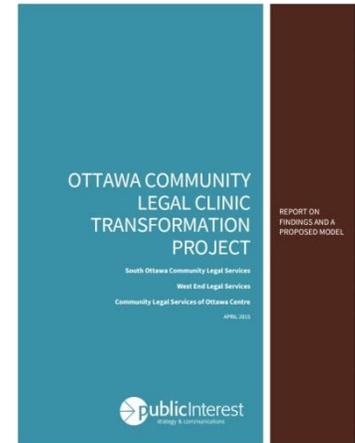
discuss the effects that the transition will have on their day-to-day work. Then, beginning in January, we plan to develop staff working groups to discuss specific issues. There will also be input from the three legal clinics' boards of directors, interviews with community partners and a community information and feedback session.

We are excited for this opportunity to better serve the community!

OTHER BACKGROUND INFORMATION

A lot of background research was done to reach the proposed model discussed above. This research included community consultations with staff, clients, board members, community partners and discussions with the executive directors. The research also included a review of relevant literature which included studying Ottawa-specific priorities like serving Francophone populations, Aboriginal populations, and rural communities. Demographic themes, social service patterns and administrative structures were also studied, to better understand what kind of legal clinic structure would best serve Ottawa's marginalized populations.

All of this information was analyzed to develop a set of priorities for growth and promising practices for meeting those priorities. These priorities and practices fed directly into the development of what is now the proposed model.



To read and download the final report, go to <http://www.ottawaclinics.ca/the-report.html>.

YOUR INPUT

If you have concerns or feedback, or would like to know more about the project we would love to hear from you!

To contact us, please email info@ottawaclinics.ca OR contact your local community legal clinic.

NEXT STEPS

The Steering Committee will now be talking to staff about implementing the changes discussed in the proposed model. The first stage in this process will be meeting with community legal clinic staff to discuss what this transition will look like in the day-to-day work of the clinic, and how staff roles will be affected by the transition. The Steering Committee is dedicated to working with staff openly and frequently in each stage of the project.

To learn more about this process, please visit www.ottawaclinics.ca.

To contact us, please email info@ottawaclinics.ca.