



## Reconciliation Action Plan 2012/15

*NACLC acknowledges the traditional owners of the lands across Australia and particularly acknowledges the Gadigal people of the Eora Nation, traditional owners of the land on which the NACLC office is situated. We pay deep respect to Elders past and present.*



### Our vision for reconciliation

NACLC's vision for reconciliation is an Australia:

- ✘ where recognition of the history, cultures and rights of Aboriginal and Torres Strait Islander peoples is universally affirmed
- ✘ where the capacity of Aboriginal and Torres Strait Islander peoples, communities, and organisations is developed through education, employment and leadership opportunities
- ✘ where programs and policies are designed and delivered by Aboriginal and Torres Strait Islander peoples to overcome disadvantage and achieve outcomes to strengthen leadership and access to justice

We recognise the role NACLC can play in advancing the rights of Aboriginal and Torres Strait Islander peoples by:

- ✘ supporting Aboriginal and Torres Strait Islander peoples to advocate for law and policy reform
- ✘ being informed in our law and policy reform initiatives by the experience and perspectives of Aboriginal and Torres Strait Islander peoples
- ✘ supporting our members and partner organisations to provide Aboriginal and Torres Strait Islander people with equitable access to culturally safe legal services

### Our work

NACLC is the peak national organisation representing Community Legal Centres (CLCs) in Australia. Its members are the state and territory associations of CLCs that represent around 200 centres in various metropolitan, regional, rural and remote locations across Australia. NACLC's purpose is to assist disadvantaged and marginalised people in the Australian community obtain access to legal services.

NACLC provides a range of services direct to CLCs and in other ways actively supports CLCs in their work. NACLC also undertakes social justice campaigns itself, particularly by advocating for the legal protection of human rights. It provides practical and financial support to a number of National Networks of CLCs that work in specialised areas and works in collaboration with a number of these Networks and individual CLCs on many of its law reform and other projects. NACLC's governing body, the Management Committee, comprises state and territory representatives and elected office holders and meets several times each year. The Committee sets the priorities for NACLC in line with the fundamental principles set out in its strategic plan. Those principles include a commitment to being guided by the vision of Aboriginal and Torres Strait Islander peoples and working with them to achieve access to justice.

### Our Reconciliation Action Plan

This Reconciliation Action Plan was developed to be a priority in our 2012/15 Strategic Plan. The goals listed in our Reconciliation Action Plan have been identified and brainstormed through a collaborative process. Advice and feedback has been sought from a variety of internal and external stakeholders. We have endeavoured to list clear targets that can be easily measured when we review our progress. On a number of issues where we desire change but do yet not have a specific action planned, we have still listed the issue to show our intention to progress in these areas over the reporting period. Beginning this year we will be incorporating our Reconciliation Action Plan into our Annual Work Plan.

## Action Plan

### 1 Relationships

Ensuring that Aboriginal and Torres Strait Islander people have equitable access to culturally appropriate legal services is a key goal of NACLCL. We recognise the unique role of Aboriginal and Torres Strait Islander legal services as specialist and culturally appropriate legal service providers for Aboriginal and Torres Strait Islander peoples. We are committed to maintaining and developing mutually supportive relationships with Aboriginal and Torres Strait Islander legal services, giving us greater strength to pursue our shared goals. Secondly, NACLCL will work to encourage and support CLCs to provide culturally safe and appropriate services to Aboriginal and Torres Strait Islander people and culturally safe workplaces for Aboriginal and Torres Strait Islander workers.

#### FOCUS AREA: Strengthen NACLCL's relationship with Aboriginal and Torres Strait Islander peoples, communities and legal service providers

Action	Responsibility	Timeline	Measurable Targets
(a) Develop Memorandum of Understanding (MoUs) with Aboriginal and Torres Strait Islander legal services providers	Executive Director/Convenor	Nov 2013	(i) MoU with National Aboriginal and Torres Strait Islander Legal Service Forum (NATSILS).
	Executive Director/Convenor	Nov 2013	(ii) MoU with Family Violence Prevention Legal Services (FVPLS).
	Executive Director/Convenor	Nov 2013	(iii) MoU with National Network of Aboriginal and Torres Strait Islander Women's Legal Services (ATSILWS).
(b) Provide support for collaboration between legal service providers	Executive Director	Nov 2013	(i) Continue to inform ourselves of issues affecting Aboriginal and Torres Strait Islander legal services that may be relevant to our work and support them in ensuring that their perspectives are learned.
	Executive Director	Nov 2013	(ii) Continue our support of the National Network of Aboriginal and Torres Strait Islander Women's Legal Services (ATSIWLS).
	Executive Director	Nov 2013	(iii) Investigate the possible options for organising an Aboriginal and Torres Strait Islander liaison role or model in consultation with our Aboriginal and Torres Strait Islander National Network and the Aboriginal and Torres Strait Islander Legal Services, to improve communication between our services with the goal of providing better support for law reform, community legal education and legal service delivery for Aboriginal and Torres Strait Islander people.
(c) Relationships with other Aboriginal and Torres Strait Islander service providers and organisations	Executive director	Nov 2013	(i) Investigate the possibility of establishing relationships with other Aboriginal and Torres Strait Islander service providers and organisations including the National Congress of Australia's First Peoples and Aboriginal Medical Services.

(d) Convene a working group to facilitate the Reconciliation Action Plan process composed of NACLCL staff and colleagues from the National Network of ATSIWLS and/or the Aboriginal and Torres Strait Islander legal services	Executive Director	Nov 2013	(i) Working group meeting schedule: 2012: 2 meetings 2013: 2 meetings 2014: 3 meetings
(e) NACLCL celebrates National Reconciliation Week	Project Officer	Nov 2013	(i) Prior to National Reconciliation Week NACLCL staff discuss ideas and decide on one event that can mark our commitment to reconciliation. (ii) NACLCL staff are encouraged to attend Reconciliation Week events and a copy of NSW based events is available in the NACLCL office.

### FOCUS AREA: Promote culturally safe work practices in community legal centres

Action	Responsibility	Timeline	Measurable Targets
(a) Encourage CLCs to apply the principles of cultural safety to their work places and practices	Project Officer	Nov 2013	(i) Cultural safety indicators are currently recommended as good practice in our Accreditation Standards. Investigate the possibility of including them as mandatory standards, consult as to their adequacy and improve.
	Project Officer	Dec 2012	(ii) Investigate, in consultation with Aboriginal and Torres Strait Islander colleagues, the possibility of producing cultural safety guidelines, strategies or best practice information for CLCs.
(b) Encourage CLCs to produce their own Reconciliation Action Plans	Executive Director	Nov 2012	(i) Complete our own Reconciliation Action Plan and forward it to CLCs with advice on completing their own RAP and directions to the Reconciliation Australia website resources for putting together a RAP.

## 2 Respect

Respect for Aboriginal and Torres Strait Islander peoples, culture, history and traditional practices is fundamental to our work. Through our programs and activities we seek to affirm the right of Aboriginal and Torres Strait Islander peoples to choose how their lives are governed, participate in the decisions that affect them and have control over their lives and development.

Action	Responsibility	Timeline	Measurable Targets
(a) All staff are committed to NACLCL's vision for human rights and equitable access to justice for First Peoples	Project Officer	May 2012	(i) All staff share ideas to input into NACLCL's draft Reconciliation Action Plan.
	Project Officer	Jun 2012	(ii) Consultation with Aboriginal and Torres Strait Islander colleagues.
	Management Committee	Jun 2012	(iii) Management Committee endorse draft Reconciliation Action Plan.
	Project Officer	Oct 2012	(iv) Finalisation of Reconciliation Action Plan.
	Administrator	Nov 2012	(v) All new staff receive a copy of NACLCL's Reconciliation Action Plan.
	Executive Director	Oct 2012	(vi) Cultural awareness and commitment to Aboriginal and Torres Strait Islander social justice issues are taken into account when hiring staff.
	Administrator	Oct 2012	(vii) Circulate opportunities to attend cultural events and celebrations.
(b) NACLCL is a culturally safe environment for Aboriginal and Torres Strait Islander colleagues, contractors, visitors and people seeking directions to appropriate legal services	Administrator	Nov 2013	(i) All staff are trained to give appropriate information and referral to Aboriginal or Torres Strait Islander people enquiring about services.
	Administrator	Nov 2012	(ii) NACLCL's office space is decorated with posters that celebrate our commitment to Aboriginal and Torres Strait Islander social justice issues.
(c) Culturally safe communications	All staff	Oct 2012	(i) All business meetings and conferences include an Acknowledgement of Country and where appropriate a Welcome to Country.
	All staff	Oct 2012	(ii) All outgoing communications from NACLCL including emails, mail and publications include an Acknowledgement of Country.
	Communications Manager	Dec 2012	(iii) Investigate the possibility of retaining a consultant or setting up a sub-committee to consult when producing major communication materials and publications to ensure they are culturally appropriate.
	Communications Manager	Oct 2013	(iv) Communication materials and publications produced for Aboriginal and Torres Strait Islander peoples are to the best of our capacity, available and accessible, and where relevant translated into local languages.

(d) Assist and support CLCs to provide awareness-raising tools on issues affecting Aboriginal and Torres Strait Islander peoples	Project Officer	Nov 2012	(i) Coordinate a project to produce an information DVD on tenancy rights and responsibilities in remote Northern Territory communities, in consultation with local community workers, that is translated into a geographical spread of Aboriginal languages.
	Communications Manager	Nov 2013	(ii) Invite and encourage Aboriginal and Torres Strait Islander legal services to post good practice examples on our Community Legal Education And [Law] Reform ('CLEAR') database.
(e) Support the right of Aboriginal and Torres Strait Islander peoples to self-determination	Executive director	Nov 2013	(i) Where possible and agreed, collaborate with Aboriginal and Torres Strait Islander legal services on law and policy reform work and support the right of Aboriginal and Torres Strait Islander people to represent themselves in national and international forums.
	Conference Coordinator/ Convenor	August 2012	(ii) Ensure that National Conferences organised by NACLCLC are culturally safe and that Aboriginal and Torres Strait Islander peoples are supported to participate as speakers and attendees.
(f) Promote the implementation of the International Declaration on the Rights of Indigenous Peoples (IDRIP)	Executive Director	Nov 2013	(i) Ensure that our advocacy and law reform work advances the principles set out in the Declaration.

### 3 Opportunities

NACLC is committed to supporting initiatives that encourage Aboriginal and Torres Strait Islander people to find careers in the legal sector. We place a high value on the cultural knowledge, language diversity, experience and skills that Aboriginal and Torres Strait Islander peoples can contribute to NACLC and its member organisations. We support building the capacity of Aboriginal and Torres Strait Islander peoples and organisations through employment and education opportunities.

Action	Responsibility	Timeline	Measurable Targets
(a) Aboriginal and Torres Strait Islander participation on NACLC's Board	Executive Director	Nov 2013	(i) During the upcoming review of NACLC's Constitution ensure that the formal recognition of Aboriginal and Torres Strait Islander positions on NACLC's board is considered.
(b) Where possible facilitate employment opportunities for Aboriginal and Torres Strait Islander lawyers and law students	Executive Director Project Officer	Nov 2012 Dec 2012	(i) Where appropriate advertise job opportunities in Aboriginal and Torres Strait Islander media publications. (ii) Investigate becoming an employer with the government's Indigenous Cadetship Support program.
(c) Proactively seek recruitment of Aboriginal and Torres Strait Islander staff for roles at NACLC	Executive Director	Nov 2013	(i) Identify and pursue possible sustainable funding to recruit one Aboriginal and Torres Strait Islander staff member to build relationships with Aboriginal and Torres Strait Islander staff in member CLCs.
(d) Promote recruitment and retention of Aboriginal and Torres Strait Islander staff in CLCs	Executive Director Project Officer Project Officer	Nov 2013 Nov 2013 Nov 2013	(i) Aboriginal and Torres Strait Islander people are supported to fill leadership positions in CLCs. (ii) Devise a follow-up study of NACLC's Indigenous Employment Strategy, which provides recommendations for creating a good work environment, recruitment, support and retention of Aboriginal and Torres Strait Islander staff. (iii) Promote sharing of resources on Aboriginal and Torres Strait Islander employment strategies among members.
(e) Improve the recruitment and retention of lawyers in regional, rural and remote areas	5R Project Coordinator Project Coordinator	Nov 2013 Nov 2013	(i) While funding is available, continue 5R project to enhance the recruitment and retention of lawyers in regional, rural and remote areas. (ii) Encourage Aboriginal and Torres Strait Islander and non Aboriginal and Torres Strait Islander law students to work in the Aboriginal and Torres Strait Islander Legal Services and with Aboriginal and Torres Strait Islander communities in regional, rural and remote areas through the Practical Legal Training program.
(f) Support Aboriginal and Torres Strait Islander businesses, venues, professionals and services	Project Officer Project Officer	Nov 2012 Nov 2012	(i) Ensure projects are supplied through local Aboriginal and Torres Strait Islander businesses where possible. (ii) Develop and publish an Aboriginal and Torres Strait Islander contact list of services relevant to NACLC and member CLCs.

## 4 Tracking Progress and Reporting

Action	Responsibility	Timeline	Measurable Targets
(a) Publicly share our Reconciliation Action Plan	Communications Manager	Nov 2012	(i) Reconciliation Action Plan is distributed to member and partner organisations. (ii) Reconciliation Action Plan is included in our newsletter and posted on NACLAC and Reconciliation Australia's websites.
	Communications Manager	Nov 2012	
(b) Review and refresh our Reconciliation Action Plan	Executive Director	Nov 2013	(i) Review and refresh cycle: <ul style="list-style-type: none"> <li>× new Reconciliation Action Plan: every 3 years</li> <li>× refresh Reconciliation Action plan and incorporate into Annual Work Plan: annually</li> <li>× report to the Management Committee: annually.</li> </ul>