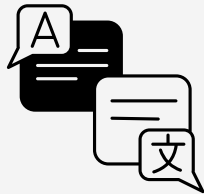




## Why is this project important?



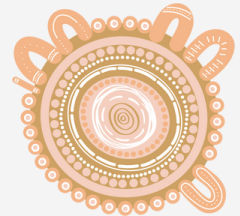
563 Applications



10.9% CALD \*



5% requested interpreter



7.2% First Nations

Information taken from the 2022 Law Access Impact Report

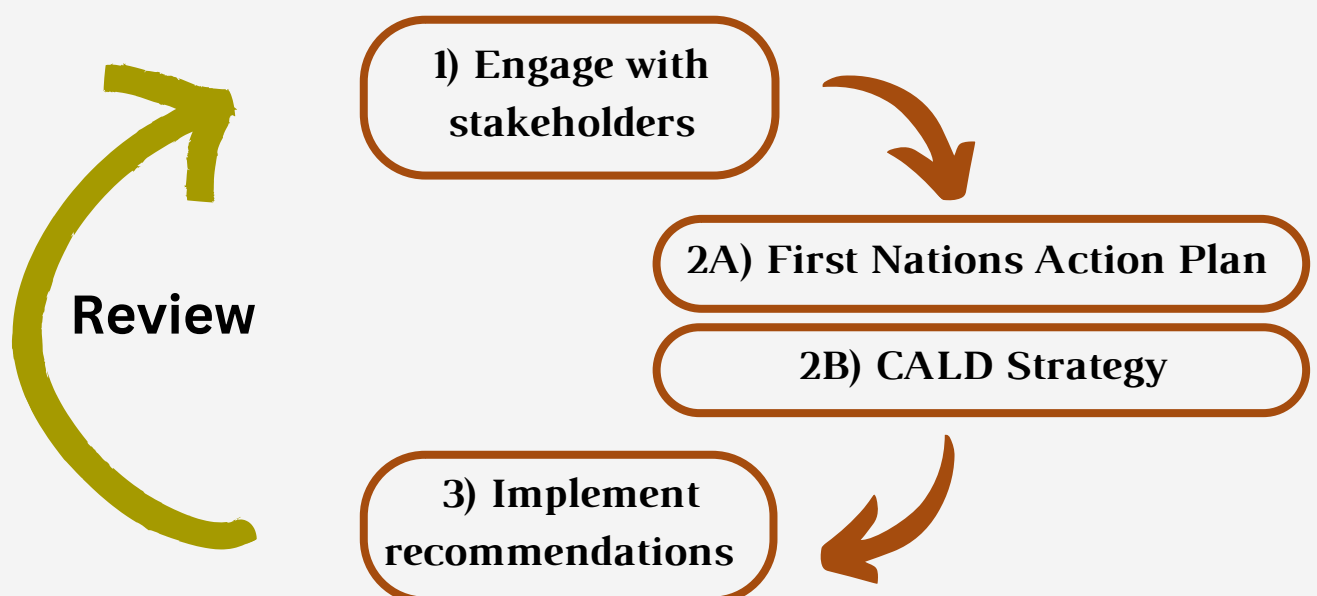
\* CALD = Culturally and Linguistically Diverse

## GOALS

- To ensure that Law Access is providing an accessible and supportive service and effectively engaging with First Nations and CALD communities.
- To assist pro bono lawyers develop cultural competence in their practice.



## Implementation Plan





## ENGAGING WITH STAKEHOLDERS

### First Nations People

### CALD People

- How should we engage with members of your community?
- What do you think we need to know and understand?
- How can Law Access best support your community?
- What do you think we should do differently or improve?
- How should we monitor progress against our goals?

### Law Access staff

### Law Access stakeholders

- How would you like to be involved in our journey?
- What do you think you need to know and understand?
- How can Law Access best support your cultural growth?
- What do you think we should do differently or improve?
- How should we monitor progress against our goals?



## FIRST NATIONS ACTION PLAN

### What is it?

A FNAP is a strategic document that outlines concrete ways Law Access can contribute to the national reconciliation movement both internally and within our community.

### What does it aim to address?

It aims to address the five dimensions of reconciliation.

1. Historical acceptance
2. Race relations
3. Equality and equity
4. Institutional integrity
5. Unity

### Collaboration

Developing a FNAP is a collaborative journey that we hope to take with First Nations people as our guides and taking along with us our community of stakeholders.

NOTE: Refer to the Reconciliation Australia website as a useful resource  
<https://www.reconciliation.org.au/reconciliation-action-plans/the-rap-process/>



## CALD STRATEGY

### What is a CALD Strategy?

A CALD strategy is a formal framework an organisation can create to commit to being supportive and aware of the culturally and linguistically diverse communities they interact with.

### Proposed Format

- Message from CEO
- Why does Law Access value providing an accessible and supportive service to CALD communities?
- Goals and actions of the CALD strategy
- How Law Access will hold itself accountable
- Implementation matrix

NOTE: Refer to the Australian Government Department of Foreign Affairs and Trade CALD Strategy as a useful resource: <https://www.dfat.gov.au/sites/default/files/cald-strategy-2018-2021.pdf>



## REVIEW PROCESS

### Step One

Evaluate, with our stakeholders, the effectiveness of strategies and activities implemented.

### Step Two

Evaluate developments in cultural competence within our organisation and in our wider community.

### Step Three

Consolidate results of our evaluation, reset new priorities and amend any strategies and activities.

### Step Four

Commit to continued improvement, maintaining relationships with stakeholders and constant review.