

First Nations Action Plan 2025

RACE RELATIONS

Understand and value First Nations cultures, rights and experiences

Action		Deliverables
1	Increase understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning.	Promote Cultural Competence training for all staff and pro bono lawyers; Monitor Law Society CPD for relevance to First Nations peoples and issues and encourage engagement with First Nations presenters
2	Demonstrate respect to First Nations peoples by observing cultural protocols.	Encourage genuine Acknowledgement of Country and engage First Nations people to deliver a Welcome to Country whenever appropriate
3	Celebrate and promote National Reconciliation Week (NRW) and NAIDOC Week.	Promote Reconciliation Week activities and share information about the meaning of NAIDOC Week internally and to pro bono lawyers

EQUALITY AND EQUITY

First Nations peoples participate equally and the unique rights of First Nations peoples are recognised and upheld

Action		Deliverable
1	Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations.	Maintain strong and effective relationships with First Nations legal assistance service providers
2	Investigate opportunities with First Nations people to improve our services and implement initiatives focused on improving access to justice for First Nations people.	Review internal procedures for First Nations sensitivity and identify areas of unmet legal need for First Nations people for future service initiatives.
3	Implement processes to improve cultural safety within the organisation.	Utilise cultural safety training materials as part of staff and volunteer induction
4	Investigate opportunities in law and policy reform on justice issues affecting First Nations communities.	In partnership with First Nations legal assistance sector providers, actively pursue opportunities for law reform submissions, including provision of pro bono support.
5	Increase the visibility of First Nations cultures and languages in our workplace and environment.	Publishing translations of useful materials into First Nations Languages, use language in formal greetings in appropriate circumstances, promote First Nations artwork and businesses where the opportunity arises
6	Investigate opportunities to involve First Nations students	Consider opportunities for First Nations students to participate in internships and work experience

HISTORICAL ACCEPTANCE

understand and accept the wrongs of the past and their impact on First Nations peoples

Action		Deliverable
1	Implement processes to allow for trauma informed practice.	Promote trauma informed practice training for all staff and pro bono lawyers
2	Value and promote truth-telling initiatives and opportunities.	Share truth-telling information with staff and pro bono lawyers and support truth-telling initiatives, particularly on social justice issues
3	Change the date (Australia Day)	Provide staff options for changing the date (Australia Day) - support truth-telling