

First Nations Strategic Plan 2021–2023

The Legal Aid Queensland Board recognises that, although our organisation alone cannot solve the shocking over-representation of Our First Nations peoples in our criminal justice and child protection systems, as individuals and organisationally we can make a difference. Congratulations to our First Nations Advisory Committee on formulating this First Nations Strategic Plan 2021–23, which is a significant step towards a fairer, more inclusive and more effective workplace and justice system.

Margaret McMurdo AC, LAQ Board chair

First Nations Australians are over-represented in the criminal justice, child protection and domestic/family violence systems at catastrophic levels. We all have a responsibility in addressing this national shame. The First Nations Strategic Plan 2021–2023 demonstrates LAQ’s ongoing commitment to working with First Nations Australians to address these insidious issues.

Joshua Creamer, First Nations Advisory Committee Chair & LAQ Board member

Our purpose

We seek to protect people’s rights, promote fair treatment, and help those at risk of social exclusion. We respect the people we help and those with whom we work. We continue to improve the quality of our work and the outcomes for our First Nations clients. We deliver culturally appropriate, accessible, responsive and cost-effective legal services.

Our values

Social Justice

We seek to protect the legal and human rights of First Nations peoples and promote equity and inclusion.

Truth telling

We will be honest about the history of colonisation and the impacts on First Nations peoples.

Respect

We engage and build respectful relationships with the people we help and those with whom we work.

Quality

We strive to improve the quality of our work and the outcomes for First Nations clients.

Participation and engagement

We acknowledge that we are all responsible for progressing the objectives of the First Nations Strategic Plan.

Choice

We ensure First Nations peoples are made aware of the range of options available to them when seeking legal information, advice and representation.

Objectives

Objective 1: Access, awareness and choice

- Enhance access to, and awareness of, the services we provide.
- Ensure First Nations peoples know they have a choice of legal services available.
- Our actions to support this objective align with the LAQ Community Legal Education Strategy 2020–2025.

Objective 2: Cultural capability and safety

- Ensure our services are delivered in a culturally appropriate way and our workplaces are culturally safe and welcoming.

Objective 3: Recruitment and retention

- Be recognised as an employer of choice by First Nations peoples across the public and private sectors.
- Our actions to support this objective align with the LAQ Workforce Strategy 2020–2023.

Objective 4: Over representation & disadvantage

- Contribute to reducing the over-representation of First Nations peoples in the criminal justice, child protection and family/domestic violence systems.
- Advocate for reforms to policies and practises that negatively impact the legal rights, safety and wellbeing of First Nations peoples.

Objective 5: Leadership and accountability

- Make a positive difference for First Nations clients, employees and the community through collaborative leadership.
- Focus on common goals, embedding policy in core business and strengthening accountability across the organisation to ensure actions are completed and measured.