

First Nations Strategic Plan 2024-26



Statement of commitment

“I wish to acknowledge the over-representation of Aboriginal and Torres Strait Islander peoples in the criminal justice and corrections systems, and in domestic and family violence cases that come before the courts in Queensland. I also acknowledge the over-representation of First Nations children and young people in the Youth Justice and Child Protection systems, and in the suspension and exclusion numbers in Queensland’s education system. Legal Aid Queensland as an organisation, and everyone who works at Legal Aid Queensland is accountable for the work we do, across the vast state of Queensland, to ensure the safety and wellbeing of First Nations peoples, and to protect their legal and human rights.”

Nicky Davies, Chief Executive Officer

“As Chair of the First Nations Advisory Committee, I am pleased to endorse the First Nations Strategic Plan as a fundamental building block towards ensuring and enhancing a culturally safe and capable organisation for First Nations employees and First Nations people who engage with Legal Aid Queensland.”

Avelina Tarrago, Chairperson First Nations Advisory Committee

Our vision

We are committed to delivering improved justice outcomes for First Nations peoples in Queensland and closing the gap on the over-representation of First Nations peoples in the criminal, youth justice, domestic and family violence and child protection systems

The First Nations Advisory Committee

- contributes towards reducing disadvantage and over-representation of First Nations peoples in the justice system
- guides the ongoing development of Legal Aid Queensland’s cultural capability
- ensures Legal Aid Queensland develops and maintains a strong First Nations workforce.

Our values

Human rights – We seek to protect the legal and human rights of First Nations peoples. Freedom from racial discrimination and institutional racism is a fundamental human right. We are committed to dismantling the structures, attitudes, policies and processes that disadvantage and exclude First Nations peoples.

Truth telling – We are honest about our shared history and acknowledge the impacts of this on First Nations peoples and all Queenslanders.

Respect – We recognise and respect First Nations people’s connection to country, resilience, spiritual identity, cultural diversity and practices.

Cultural safety – We will create a safe environment for First Nations peoples, where there is no assault, challenge or denial of their identity.

First Nations Strategic Plan 2024-26 (cont'd)

Strategic alignment

Our First Nations strategy aligns with:

- Queensland Legal Assistance Strategy 2020-25
- National Agreement on Closing the Gap
- Legal Aid Queensland Strategic Plan 2023-27
- *Path to Treaty Act 2023*

Key focus areas

Client centred services

Recognising First Nations clients have diverse perspectives, experiences and unique needs, and tailoring our services to meet these special needs.

Cultural capability

Developing our cultural capability through a continuous learning journey. Building on the skills, knowledge, behaviours and systems needed to support, improve and deliver services in a respectful and culturally appropriate way.

Capacity

Responding to the legal issues impacting on First Nations peoples through community engagement, delivering community legal education, law reform and policy submissions.

Collaboration

Exploring opportunities to build new partnerships and strengthen our existing ones

Our First Nations workforce

Developing and maintaining a strong First Nations workforce to ensure it reflects the communities and clients we help.

Legal Aid Queensland acknowledges and respects the First Nations Custodians of the land where our offices stand, and where we work to help disadvantaged Queenslanders uphold their legal rights in our justice system. We pay respect to their Elders, lore, customs and creation spirits. We recognise that these lands have always been places of ceremony, teaching, research and learning, and we acknowledge the important role Aboriginal and Torres Strait Islander peoples play in our community and improving our legal system.