



**Community
Legal Centres
Queensland**

Cultural Safety Action Plan 2020-2021

Community Legal Centres Queensland Inc.

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Introduction

Community Legal Centres Queensland (CLCQ) is the peak body representing 34 community legal centres across Queensland.

We acknowledge Aboriginal and Torres Strait Islander peoples as the original inhabitants of Australia and the traditional custodians of the continent, whose cultures are among the oldest living cultures in the world.

We recognise the role and accept the responsibility that CLCQ has in advancing and respecting the rights of Aboriginal and Torres Strait Islander people, including by:

- being guided by the experiences and perspectives of First Nations peoples, including our colleagues within the sector in Queensland and across the nation
- demonstrating, living and leading reconciliation in our organisational culture, attitudes, structures, policies and activities
- proactively undertaking and supporting advocacy and initiatives that promote and advance the rights of Aboriginal and Torres Strait Islander peoples and communities
- strengthening and maintaining collaborative partnerships with Aboriginal and Torres Strait Islander community controlled organisations, and
- supporting our members and community legal centres to provide First Nations people with equitable access to culturally safe legal services.

CLCQ developed a Reconciliation Action Plan for the period 2014 to 2016. Recognising that development of a new RAP will (and should) take time, CLCQ has decided to take a staged approach to refreshing its commitments to the advancement of reconciliation. The process will commence with this Cultural Safety Action Plan 2020-2021, to be followed by work to develop and implement a **Reflect** Reconciliation Action Plan.

A Reflect RAP will provide the framework for our work across Queensland to better connect with Aboriginal and Torres Strait Islander peoples, communities and organisations, deepen relationships and to better prepare for additional reconciliation initiatives in the future.

Focus Area 1: Relationships

CLCQ is committed to being guided by, and working in partnership with, Aboriginal and Torres Strait Islander peoples and organisations across our work and more broadly, to ensuring that Aboriginal and Torres Strait Islander people have equitable access to culturally appropriate legal services.

We recognise and value the guidance and contribution of Aboriginal and Torres Strait Islander people in relation to our work and the work of the sector more broadly.

Item	Action	Deliverables
1.	<p>Develop a sector advisory/reference group of First Nations representatives to:</p> <ul style="list-style-type: none"> - provide guidance, support and authority for CLCQ's work with First Nations peoples and communities; - ensure CLCQ is well informed in its work - assist with building of connections with - both individuals and community; and - provide input into key statements. <p>The remaining strategies of this plan will be undertaken with guidance from and in consultation from this group, which may also provide the seeds for a CLCQ RAP working group.</p>	<ul style="list-style-type: none"> - Establish Terms of Reference - Develop proposals for meeting schedule of reference group, to be settled in consultation with members
2.	<p>Continue to strengthen relationships with the specialist Aboriginal and Torres Strait Islander service providers within the CLC sector in Queensland.</p>	<ul style="list-style-type: none"> - Prioritise opportunities for direct engagement - Invite specialist contributions to CLCQ events - Identify support or information needs - Consider establishment of network group for First Nations workers within the CLC sector in Qld.

Item	Action	Deliverables
3.	Develop ongoing connections with First Nations peoples outside CLC sector eg. Indigenous Lawyers Association Qld (ILAQ), LAQ, QLS, Elders, universities	<ul style="list-style-type: none"> - Prioritise opportunities for direct engagement and to grow connections - Take up networking opportunities - Participate in events
4.	Incorporate visits to community, invitations to First Nations Peoples into CLCQ staff planning sessions	
5.	Explore opportunities to partner with member CLCs on cultural safety initiatives	<ul style="list-style-type: none"> - leverage from NAS processes to identify cultural safety initiatives at CLCs - undertake consultation on identified opportunities to explore feasibility / appropriateness of collaboration. - Share with CLCQ team - Work with centres to implement agreed opportunities
6.	Contact Reconciliation Australia about RAP processes and next steps	<ul style="list-style-type: none"> - Discuss option of a Reflect RAP - Complete: RA has confirmed that this would be the appropriate RAP for CLCQ to develop.

Focus Area 2: Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, 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.

Item	Action	Deliverables
7.	Develop a CLCQ diversity language/ inclusivity Guide	<ul style="list-style-type: none"> - Research/Literature review, ID of relevant content areas - Development of content - QA testing of guide with relevant stakeholders - Launch of Guide - Training / development for the sector
8.	Develop and document First Nations Protocols for Welcome to Country and Acknowledgement of Traditional Custodians, for use at CLCQ meetings and events	<ul style="list-style-type: none"> - Research and development of content - QA testing of Protocols with relevant stakeholders - Launch of Protocols - ? if develop list of contacts /TOs for Welcome to Country
9.	Provide an office working environment that is safe and welcoming for First Nations peoples	<ul style="list-style-type: none"> - Consult with reference group on deeper elements that will help to create a culturally safe office space - Develop plan for implementing recommendations
10.	Calendar of events of significance to First Nations people and how CLCQ will participate /acknowledge: <ul style="list-style-type: none"> - NAIDOC week - Harmony Day - Close the Gap - Reconciliation Action Week - National Apology Day 	<ul style="list-style-type: none"> - Include significant events on calendar - Undertake relevant planning to ensure appropriate engagement with/ participation in significant events - Ensure relevant event planning is undertaken as appropriate (eg collateral for NAIDOC week event) (eg's tissue boxes, pens, bags –with local designs)

Item	Action	Deliverables
11.	Develop and implement options to build and support First Nations cultural awareness within the CLCQ team	<ul style="list-style-type: none"> - Cultural awareness training - 'Ice-breaker' activities at start of planning sessions (eg a series of questions about FN culture; local people and places) - Participation at First Nations cultural events of significance (eg NAIDOC, Close the Gap, Harmony Day). - Joining with other CLCs on relevant opportunities (see action 5 above)
12.	Embed cultural safety goals and strategies in the CLCQ strategic plan developed in 2020	-
13.	Leverage Key CLCQ events to raise awareness, provide training, and support CLCs to improve their culturally safe practices and responses for First Nations clients, staff and communities.	<ul style="list-style-type: none"> - Develop workshop and conference sessions that provide meaningful content for participants - Explore options for additional opportunities associated with CLCQ events (eg breakfasts; masterclasses etc) - Provide funding support to presenters where necessary and appropriate.
14.	Provide individual coaching opportunities to particular CLCs to improve their ability to develop culturally safe practices and responses	<ul style="list-style-type: none"> - Develop funding criteria, guidelines, obligations on recipient centres - Work within sector sustainability team to identify CLCs requiring assistance. - Provide support and options to targeted CLCs.

Focus Area 3: Opportunities

Community Legal Centres Queensland is committed to supporting initiatives that encourage Aboriginal and Torres Strait Islander peoples 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 CLCQ and its member organisations.

We support recognising the strengths and capability, and facilitating the active contributions of Aboriginal and Torres Strait Islander peoples and organisations through employment and education opportunities.

Item	Action	Deliverables
15	(Following action for a safe and welcoming workspace – Item 9) Develop recruitment structures and pathways that encourage First Nations people to volunteer at CLCQ	<ul style="list-style-type: none"> - Explore options to build more structured internship pathways for First Nations university students through liaison with relevant universities (including QUT (Oodergeoo Unit) and UQ (Aboriginal and Torres Strait Islander Studies Unit); Griffith Uni, Bond Uni, USQ, Uni of Sunshine Coast). - Develop contact list and schedule meetings where possible.
16	Develop a First Nations people inclusive policy and practice in the area of employee recruitment and retention.	<ul style="list-style-type: none"> - Research and literature review - Consultation with stakeholders, including LAQ - Sourcing of example policies - Drafting of policy for approval by CLCQ MC - Advertising on First Nations specific platforms as appropriate
17	Consider whether CLCQ should be a signatory of the Uluru Statement of the Heart	<ul style="list-style-type: none"> - Establish who can sign the statement - Seek guidance from reference group about appropriateness of signing
18	Incorporate regular First Nations People's focus into the Director's Digest	<ul style="list-style-type: none"> - Develop a digest schedule with content

Item	Action	Deliverables
19	Develop a list of qualified consultants to assist CLCQ and its members in developing culturally safe practices.	<ul style="list-style-type: none"> - research and consultation - development of agreed list of resources
20	Map cultural safety events and opportunities for engagement around Queensland, and develop a list of organisations and calendar of events	<ul style="list-style-type: none"> - Task a volunteer to identify relevant organisations and undertake research on relevant events and opportunities during 2019-20 and develop a calendar.

4. Progress and reporting

Item	Action	Deliverables
1	Publicly share our Action Plan	Add to website, include in sector comms, share at events
2	Report achievements, challenges and learning to the CLCQ MC for inclusion in the Annual Report and in CLCQ Impact Report where possible	<ul style="list-style-type: none">- Develop progress report for reference and CLCQ MC- Develop Annual Report / Impact Report content as appropriate
3	Incorporate Action Plan into the CLCQ workplan and critical dates register if relevant	
4	Review and refresh the Action Plan as needed	
5	Begin development of next steps	Map requirements for Statement of Commitment to Reconciliation Update action plan with next steps.

Next Steps

2021-2022: Statement of Commitment to Reconciliation

2022-2023: Reconciliation Action Plan