



First Nations Cultural Outreach Strategy & First Nations Plan

Preface

Queensland Law Society (QLS) began its cultural journey in 2016 with the establishment of its inaugural Reconciliation Action Plan Working Group (RAPWG) to prepare, implement and monitor the Society's first Reconciliation Action Plan (RAP). On 5 July 2017 QLS launched its 2017-2019 "Innovate" RAP and over two years rolled out initiatives and explored opportunities to support First Nations Solicitors, Businesses and Communities. It also rolled out First Nations advocacy and continued its commitment to raising awareness, education and celebrating cultural events. Integral to the implementation of the RAP is opening identified positions within the RAP team and throughout QLS. The 2017-2019 Innovate RAP concluded on 30 June 2019 and QLS Council approved a 2019-22 Stretch RAP for consultation and endorsement by Reconciliation Australia. However, it was during that time when analysing and focusing on how to best address initiatives to have meaningful impact, QLS considered, in its fifth year of its cultural journey, that a five year First Nations Cultural Outreach Strategy and annual First Nations Plan (which mirrors QLS's strategic governance documents and commitments) was the best machinery to drive and effect change in the legal and broader Queensland community.

About the QLS First Nations Cultural Outreach Strategy 2020-2025

The First Nations Cultural Outreach Strategy (COS) is a high level, five year strategy, setting out QLS's vision, key goals, strategies and key performance indicators. The purpose of the COS is to be outward-reaching and, to effect change, it sets out QLS's commitment to supporting and advancing First Nations solicitors and Community together with the Queensland legal profession and broader community. In alignment to the Society's Strategic Plan, the COS follows financial years and will be reviewed annually by May of each year. The COS is a framework which is supplemented by the First Nations Plan, which contains a detailed list of action items, initiatives, deliverables, responsibilities and timeframes to assist and support the roll-out of the COS.

In accordance with QLS Cultural Protocols and its Strategic Plan, this COS will be an evolving document that will supplement not only the Society but the Legal Profession of Queensland's cultural footprint and also highlight the importance that First Nations people and Communities have in Queensland. This is a process that will take the efforts from all in the legal profession to contribute to a sustainable and prosperous Queensland that is culturally inclusive for all and, in particular, First Nations People who are the most disadvantaged. This has originated from the many First Nations People and non-Indigenous people who have contributed to the Society's cultural journey and the COs is the next phase to incorporate this change.

About the annual QLS First Nations Plan

The First Nations Plan (FNP) is an annual plan that will be reviewed no later than the end of March each year with Council approval by June. This will identify action items that QLS will commit to for the duration of the FNP, it will set out key responsibilities and indicators for internal and external stakeholders to own each function that is in accordance with the cultural frameworks that have been implemented within the organisation. A QLS committee is essential for the cultural consultation of this strategy providing direction on cultural matters.





First Nations Cultural Outreach Strategy 2020 - 25

VISION				
To support and advance First Nations People to effect positive change				
GOALS				
Advocate	Educate	Connect	Support	Imbed
STRATEGIES				
Advancing First Nations Advocacy (ADVOCATE) <ul style="list-style-type: none"> Be at the forefront of identifying issues that affect First Nations solicitors and First Nations community and consult with First Nations stakeholders Actively represent First Nations solicitors and First Nations community with lawmakers, policy makers and law enforcers that promote laws that are just and equitable for First Nations Peoples 		Growing Cultural Comprehension in the Queensland Legal Profession (EDUCATE) <ul style="list-style-type: none"> Roll out a cultural education syllabus (Cultural Comprehension) for the Queensland Legal Profession Advance the First Nations Legal Student Strategy to identify and encourage more First Nations people to study, graduate and practice in law Supporting and advancing the District Law Associations in Cultural Competency Working with the Queensland Bar Association and the Judiciary in growing and advancing Cultural Competency 		
Recruit, retain and develop First Nations Solicitors in Queensland (CONNECT) <ul style="list-style-type: none"> Promote, connect and raise the profile of First Nations solicitors and First Nations legal students through QLS publications and other initiatives Recognise First Nations solicitors and First Nations legal students through annual Awards 	Supporting Economic Advancement of First Nations People and Businesses (SUPPORT) <ul style="list-style-type: none"> Connect, promote and highlight First Nations Businesses Investigate a trust or fundraising initiative to support First Nations legal students, solicitors and community Connect, support and promote a First Nations Charity on an annual basis 	Promoting and Imbedding Culture to support advancement of First Nations People (IMBED) <ul style="list-style-type: none"> Provide cultural competency training annually for internal staff and a Cultural Outreach on-boarding induction for new staff Connect with First Nations Elders and community members that promote the benefits of cultural inclusion and awareness Imbed cultural key dates within the organisation annually Imbed long-term operational structures for cultural safety and unconscious bias prejudices 		
KEY PERFORMANCE INDICATORS				
<ol style="list-style-type: none"> We are listened to by government and members of parliament There is increased engagement by the legal profession and community in cultural resources Proportion of First Nations solicitors and First Nations legal students that are recognised and that grows each financial year and by the 5th year of the COS, the number of First Nations solicitors in Queensland has quadrupled Annual financial targets are achieved Increased awareness and participation in cultural initiatives by QLS staff and the Queensland legal profession 				