



First Nations Cultural Outreach Strategy 2025-30 & First Nations Initiatives

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. The QLS Council approved its first Cultural Outreach Strategy 2020-25, effective 1 July 2020 and is committed to continuing the next stage of the strategy 2025-30 in line with its new Strategic Plan.

About the QLS First Nations Cultural Outreach Strategy 2025-2030

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 building its cultural capacity and supporting and advancing First Nations solicitors and Community in the Queensland legal profession and broader community.

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 commitments 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. 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 QLS First Nations Initiatives

The First Nations Initiatives (FNI) identifies actions and initiatives that QLS will commit to over the duration of the Strategy. It includes key responsibilities and indicators for QLS stakeholders. A QLS committee is essential for the cultural consultation of this strategy providing direction on cultural matters.





First Nations Cultural Outreach Strategy 2025-30 & First Nations Initiatives

VISION				
To build our cultural capability and to support and advance First Nations People to effect positive change				
STRATEGIC GOALS				
Advocate	Educate	Belonging	Grow	Imbed
STRATEGIC GOALS, STRATEGIES & INITIATIVES				
Advocate: Advancing First Nations Advocacy to effective positive change 1. Consult with and 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 2. Raise awareness of First Nations Advocacy and matters that affect First Nations		Educate: Enhance and support the advancement of cultural competency with internal and external stakeholders 3. Roll out cultural education syllabus (Cultural Comprehension) and encourage cultural comprehension for the broader Queensland Legal Profession 4. Provide cultural competency training annually for QLS staff and Cultural Outreach on-boarding induction for new staff 5. Encourage and provide opportunities for First Nations Solicitors to educate, present and chair at QLS conferences and events		
Belonging: Be the hub to support inclusiveness and recognise First Nations Solicitors in the Queensland Legal Profession 6. Promote, connect and raise the profile of First Nations solicitors, First Nations legal students and encouraging cultural inclusiveness through QLS publications and other initiatives 7. Support and encourage First Nations legal students through annual Awards and providing pathways to support admission and practice 8. Explore mediums to connect lawyers (eg early career lawyers, Indigenous and non-Indigenous lawyers) with senior First Nations Solicitors		Grow: Support and grow the advancement of First Nations People and Businesses 9. Connect, promote and highlight First Nations Businesses through Indigenous Business Month 10. Connect, support and promote a First Nations Charity on an annual basis		Imbed: Promoting and Imbedding Culture to support advancement of First Nations People (IMBED) 11. Connect with First Nations Elders and community members that promote the benefits of cultural inclusion and awareness 12. Annually celebrate and recognise cultural events 13. Imbed cultural key dates within the organisation annually 14. Imbed long-term operational and committee structures and regularly review cultural resources in support of cultural safety and cultural inclusion
KEY PERFORMANCE INDICATORS				
1. We are listened to by government and members of parliament 2. There is increased engagement by the legal profession and community in cultural matters and resources 3. Annual financial targets are achieved 4. Increased awareness and participation in cultural initiatives by QLS staff and the Queensland legal profession				