



INNOVATE

Reconciliation Action Plan

July 2022 – July 2024



RECONCILIATION
ACTION PLAN

INNOVATE



Western Sydney
COMMUNITY LEGAL CENTRE LIMITED

www.wsclc.org.au

Acknowledgement of Traditional Custodians

Western Sydney Community Legal Centre (WSCLC) Limited would like to acknowledge the Burramattagal people of the Darug Nation, the Gadigal people of the Eora Nation and the Ku-Ring-Gai people who are the traditional custodians of the land on which all our offices are located and where we conduct our work.

We acknowledge and pay respects to Elders, past and present, who have given us time, knowledge, and guidance. We appreciate the rich contribution and resilience that Aboriginal and Torres Strait Islander people and youth provide to WSCLC Limited and the community.

WSCLC Limited continues to work together with our Aboriginal and Torres Strait Islander staff, and our non-Aboriginal staff, to better our understanding of Aboriginal and Torres Strait Islander cultures and the ongoing connection to the land, waters, and seas. We are committed to creating a genuine appreciation for the diversity of Aboriginal and Torres Strait Islander peoples, their contribution to the workplace and community, and in turn, we are working towards reconciliation. Always was, always will be Aboriginal Land.

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About the Artist



Artist - Isaiah Sines

The artist of the artwork featured in our RAP is Isaiah Sines.

Isaiah is a Dunghutti Man (Kempsey). Isaiah was raised in Mount Druitt and was victim to many systems growing up (child protection, Community Services and the Justice system). Isaiah participated in Youth Koori Court and is now a Just Reinvest NSW Ambassador and a strong advocate for Koori kids in the same situations as he was when growing up.

"I have experienced a lot in my life and that is why I wanted to become a youth ambassador with Just Reinvest. I hope to be able to use this position to advocate for other Koori kids who are going through what I went through and hopefully prevent future generations from being affected by the same systems I grew up in – this artwork was inspired by my son. It has his handprints and footprints so he can start his journey."

The Children's Court Assistance Scheme (CCAS) team operates at the Children's Court of NSW at Parramatta and Surry Hills and is part of the social justice arm of WSCLC. CCAS worked with Isaiah with support on his release from custody. CCAS linked and provided brokerage help Isaiah to furnish his property and assisted with reinstating his Centrelink payments.

More recently CCAS has worked with Isaiah instigating and leading a community OzTag team 'Native Sons'. Isaiah's artwork was purchased by WSCLC in 2019, primarily to be used to be the image on the Native Son's uniform. WSCLC and specifically CCAS has had a long and active relationship with Isaiah. We have sought and received permission from the Artist, Isaiah Sines, to use this artwork in our RAP.

Statement from the Reconciliation Australia CEO

WSCLC Innovate RAP CEO statement

Reconciliation Australia commends Western Sydney Community Legal Centre (WSCLC) on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for WSCLC to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, WSCLC will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. WSCLC is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals WSCLC's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Western Sydney Community Legal Centre on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Statement from the WSCLC CEO

WSCLCs Commitment to Reconciliation



Louise Coady CEO WSCLC

As WSCLC continues on its Reconciliation Action Plan (RAP) journey launching our INNOVATE RAP, I wanted to share a few personal thoughts and express thanks.

I am honoured to have been a part of a journey which commenced for WSCLC over 3 years ago.

The goal of a RAP is to turn 'good intentions into measurable actions that support Aboriginal and Torres Strait Islander people achieve equality in all aspects of life'—this is a goal which both resonates and benefits all Australians.

Equality and doing better for our First Nations peoples is a shared responsibility. I strongly believe that having a RAP supports this responsibility

This is our second RAP and WSCLC has come a long way.

WSCLC's RAP journey has included articulating safer and more effective processes, highlighting the importance of RAP actions and responsibilities across all programs and bringing a range of perspectives to inform how we do things and how to do them better.

I am very proud of what we have achieved so far, and it would not have been possible without the invaluable assistance of the RAP working group and special mention to Michelle Ericoli.

Finally, I thank the Aboriginal and Torres Strait Islander colleagues, community partners and children and families we work with and support.

Our new RAP INNOVATE signifies our ongoing commitment to supporting Australia's First Peoples to achieve self-determination and addressing the inequities experienced by Aboriginal and Torres Strait Islander peoples in accessing justice.

Louise Coady
CEO

**WSCLC Reflect RAP Launch 26 February 2021 at Parramatta Park -
photographed here with WSCLC employees and musicians and dancers from
"Walangari Karntawarra and Diramu Aboriginal Dance and Didgeridoo"**



VISION FOR RECONCILIATION

Our vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander peoples have the same access to justice as the wider Australian community. We acknowledge and value the rich contribution of Aboriginal and Torres Strait Islander peoples and cultures and remember past experiences of trauma and unjust policies perpetrated against Aboriginal and Torres Strait Islander peoples. A reconciled Australia looks like a nation where both Aboriginal and Torres Strait Islander peoples and non-Indigenous people understand and support each other.

Our workplace will provide legal and legally adjacent services to Aboriginal and Torres Strait Islander peoples in a culturally safe and respectful manner. We will be guided by the voices of Aboriginal and Torres Strait Islander peoples in Sydney specifically Western Sydney. We will be recognised as a trusted services by Aboriginal and Torres Strait Islander communities to access legal assistance.

Introduction

Our Business

Western Sydney Community Legal Centre Limited (WSCLC) is a public company limited by guarantee, governed by a Board of volunteer skills-based Directors who are generally local residents and professionals with an interest in social justice. WSCLC is accredited by the National Association of Community Legal Centres (NACLC).

WSCLC delivers free legal and legal adjacent social services to the community of Western Sydney, with the aim of making navigation of, and access to, the legal system easier for people in need. WSCLC's work operates under two separate arms: a legal arm and a social justice arm.

Our Legal Arm and where we operate

Offers direct legal services for individuals such as information, referrals, advice, tasks, and representations – assistance to the justice system with priority to people with barriers to accessing justice. We aim for our services to be targeted, accessible, linked-up, proportionate and appropriate. Our legal arm also offers broader services to the community such as community legal education, community engagement/education, stakeholder engagement/interagencies and law and legal services reform work – aiming to empower and strengthen our communities and service networks.

The legal arm incorporates:

1. The Community Legal Centres Program (CLCP) includes a team of solicitors and an Aboriginal Legal Access Program (ALAP) – operating broadly across Western Sydney, administered by Legal Aid NSW with funding from the NSW and Commonwealth Attorneys General.
2. The Home Building Advocacy Service (HOBAS) – includes a team of two solicitors operating state-wide and funded by NSW Fair Trading.

Our Social Justice Arm and where we operate

Plays a vital role in supporting clients through legal processes by offering hands-on community work such as referrals, information, case management and advocacy. Similar to the legal arm, also offers broader services to the community with an emphasis on connection, engagement and building strong networks.

Fetuuloa Lolesio, Rachel Kite at the Baabayn Aboriginal Corporation and The Kimberwalli Centre for Excellence NAIDOC event at the Baabayn Aboriginal Corporation on 21 April 2021



The social justice arm incorporates:

- 1.The Western Sydney Tenants' Service (WESTS) – tenant advocates operating within certain sections of Western Sydney and funded by NSW Fair Trading.
- 2.The Women's Domestic Violence Court Advocacy Service (WDVCAS) – operating within certain sections of Western Sydney and funded by Legal Aid NSW.
- 3.The Children's Court Assistance Scheme (CCAS) team – operating within The Children's Court of NSW at Parramatta and Surry Hills and funded by Legal Aid NSW.
- 4.The Youth Education Program (YEP) –funded by NSW Department of Communities and Justice (DCJ).
- 5.The Central West Child Contact Service (CWCS) – operating within Western Sydney and funded by the Department of Social Services.

Sphere of Influence

The Reflect RAP allowed us to carefully consider the Aboriginal and Torres Strait Islander stakeholders that we presently engage with and can potentially build a relationship with. We have consulted with many Aboriginal and Torres Strait Islander organisations in Western Sydney and have created two-way pathways of referral with many youth, health, social and family services. We have strengthened these relationships through attending community events run by Aboriginal and Torres Strait Islander service providers, conducting stakeholder engagements for feedback on our service delivery, and delivering community legal education on topics specific to Aboriginal and Torres Strait Islander peoples. This includes a recent push to assist with applications to the Stolen Generation Reparation Scheme. Through an emphasis on in-person engagement and being responsive to the needs of community, we aim to have a positive and beneficial impact on Aboriginal and Torres Strait Islander communities.

Our outreach locations at specific Aboriginal and Torres Strait Islander organisations have doubled. The establishment of the Aboriginal Advisory Group (AAG) grew from the Reflect RAP and includes Aboriginal people from 6 local not-for-profit community organisations and 6 government agencies. The AAG external members are Aboriginal people working with Aboriginal and Torres Strait Islander clients and patients. The AAG has guided our legal service arm to make it more appropriate and safer for our clients.

Our Aboriginal Legal Access Program (ALAP) worker is developing and maintaining links with Aboriginal communities and improves legal service delivery by our legal practice. In 3 of our Social Justice Arm programs, we have staff in Aboriginal specific roles and 3 Aboriginal staff members on the RAP Working Group. We plan to grow this with the introduction of the Internship program for Aboriginal and Torres Strait Islander law and non-law students.

Offices

We currently have 4 offices all on Dharug land. They are at:

- 1.Parramatta, where the administration team, CLCP, HoBAS, WESTS and CWDVCAS are based,
- 2.Parramatta/Harris Park, where CWCS is based,
- 3.Rooty Hill, where some CLCP staff are based as well as the Aboriginal Legal Access Program (ALAP), and
- 4.Penrith Office where the WESTS team has an additional office.

We have one presence on Gadigal land at Surry Hills courthouse where the CCAS team operates.

Employment

Western Sydney Community Legal Centre Ltd currently employs 59 people. Currently, 3 staff members identify as Aboriginal Australians, and there are no staff members who have identified as Torres Strait Islander people.

Our RAP

We recognise that as a non-Aboriginal organisation that wishes to contribute to improving the lives, futures and opportunities provided to Aboriginal and Torres Strait Islander peoples, we must be guided by and partner with Aboriginal and Torres Strait Islander peoples.

Learning/Challenges

In 2021 WSCLC as a relatively new organisation completed a Reflect RAP. The key highlights of this process included growing stronger connections with Aboriginal and Torres Strait Islander community leaders and organisations, conducting a cultural learning survey for our organisation, participating in important events such as NAIDOC Week and Sorry Day, and undergoing learning on cultural safety and Aboriginal and Torres Strait Islander cultures in Western Sydney.

As we continue our RAP journey, our organisation is excited to continue building and strengthening the relationships we have established and further our reconciliation journey.

Approach

Our Reconciliation Action Plan Working Group is made up of Aboriginal and non-Aboriginal staff members, championed by WSCLC Chief Executive Officer and Principal Solicitor who is active in all the above events, as well as raising internal and external awareness of our RAP commitments and activities.

To ensure the RAP is effectively implemented across the organisation, at least one staff member of each program is part of the RAP WG. In addition to this, we have our HR Officer and Operations and Development Officer to assist in implementing initiatives at an organisational level, and a member of the Board to drive the governance and accountability of the RAP.

Reporting

RAP progress will also be an agenda item at every all-staff and program meeting to ensure the RAP WG remains accountable to the organisation and receives regular feedback on RAP implementation. RAP work throughout each financial year will be published on the WSCLC website, social media accounts and in the WSCLC Annual Report.

Feedback

In recognition of the importance of amplifying Aboriginal and Torres Strait Islander voices, many of our actions include consultation and feedback from Aboriginal and Torres Strait Islander organisations, stakeholders, staff, and clients. This includes the abovementioned CLCP Aboriginal Advisory Group (AAG).

Our RAP Working Group consists of representatives from all WSCLC Programs and is supported by senior organisation leaders. Three members of our working group identify as First Nations people.

Rachel Kite at the Sorry Day Gathering and Ceremony at Macquarie Park Windsor 26 May 2021



Members

- Anne Gillian (Children’s Court Assistance Scheme Worker and Youth Education Project Worker)
- Caitlin Comensoli (Community Legal Centre Program – Solicitor)
- Fetuuloa Lolesio (Aboriginal Legal Access Program – ALAP Worker)
- Kaylee Smith (Central West Contact Service)
- Louise Coady (Chief Executive Officer CEO & Principal Solicitor)
- Michelle Ericoli (Community Legal Centre Program – Solicitor)
- Rachel Kite (Aboriginal Legal Access Program – ALAP Solicitor)
- Raymond Brazil (Board Member)
- Rebecca Gyles (Office Manager)
- Samir Pokharel (Home Building Advocacy Service – Intake Officer)
- Stephanie Van (Western Sydney Tenants' Service – Tenant Advocate)
- Teresa Haines (Cumberland Women's Domestic Violence Court Advocacy Services)
- Teresa Rubio (Community Legal Centre Program – Solicitor)
- Sandy Schrader (HR Officer)

OUR RAP CONTACTS ARE:

Name: Louise Coady	Position: WSCLC RAP Chair	Email: louise.coady@wsclc.org.au
Name: Michelle Ericoli	Position: WSCLC RAP Secretary	Email: <u>michelle.ericoli@wsclc.org.au</u>

In developing this RAP document, we thank members of the RAP Working Group, Program Managers, CEO/Principal Solicitor and The Board.

Relationships



WSCLC recognises the vital importance of having relationships that are built on mutual understandings of value, purpose and respect. These relationships span those with other community legal centres and services, Aboriginal and Torres Strait Islander services, and Aboriginal and Torres Strait Islander communities. WSCLC recognises that these relationships must inform the types of services to be provided, and the way in which they are provided, to ensure that our relationships are effective, appropriate and long-lasting. The WSCLC RAP supports our organisation's commitment to ensuring that these relationships are sought out, valued and respected throughout all the services provided by WSCLC.

In line with our Strategic Plan for FY2021-22 – FY 2023-34, our organisation will continue to prioritise servicing Aboriginal and Torres Strait Islander clients and communities in Western Sydney. In recognising the diversity of Aboriginal and Torres Strait Islander histories, perspectives and ways of being across our catchment, building strong relationships with Aboriginal and Torres Strait Islander peoples is vital to meaningfully understand how we can deliver culturally appropriate services, and develop partnerships that are effective and long-lasting.



Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2022	CEO
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2022	CEO
	Maintain and strengthen current partnerships with Aboriginal and Torres Strait Islander organisations through the AAG.	June, annually	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023 May 2024	Aboriginal Legal Access Program Worker
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2023 and 2024	RAP Secretary
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2023 May 2024	CEO
	Organise at least one NRW event each year.	27 May- 3 June 2023 and 2024	Operations and Development Officer
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2023 May 2024	Operations and Development Officer
	Use our social media to acknowledge, celebrate and promote National Reconciliation Week to our community, clients, and external stakeholders	May 2023 May 2024	Operations and Development Officer

3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2023 June 2024	CLCP Solicitor (TR)
	Communicate our commitment to reconciliation publicly.	June 2023 June 2024	CLCP Solicitor (TR)
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2023	CLCP Solicitor (TR)
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	June 2023	Aboriginal Legal Access Program Solicitor
	Identify and encourage staff to participate in relevant external networks and forums dedicated to reconciliation.	August 2022	RAP Secretary
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2023	HR Officer
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	April 2023	HR Officer
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	September 2023	HR Officer
	Educate senior leaders on the effects of racism.	December 2023	HR Officer

Respect



The Western Sydney Community Legal Centre Ltd is committed to paying respect to Aboriginal and Torres Strait Islander peoples and communities. We recognize and continue to develop our understanding on the value and interrelation of culture, land, water and histories which is needed to provide meaningful and effective services to our clients. Through our ongoing involvement with partner Aboriginal and Torres Strait Islander organisations, as well as participation in celebrating and commemorating events such as NAIDOC Week and National Reconciliation Week we demonstrate our dedication to increasing level of inclusion that Aboriginal and Torres Strait Islander people have for decisions that affect important aspects of their lives and development. We will ensure our staff undertake cultural awareness training annually and participate in significant cultural events to demonstrate our support and commitment to our Aboriginal and Torres Strait Islander peoples in the wider community.

Respect			
Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	July 2022	RAP Secretary
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	September 2022	Aboriginal Legal Access Program Solicitor
	Develop, implement, and communicate a cultural learning strategy for our staff.	February 2023	RAP Secretary
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	January 2023	RAP Secretary
	Organise a bi-annual local cultural immersion excursion for all staff in the form of a tour, class, or other interactive experience to increase understanding of local Aboriginal and Torres Strait Islander cultures.	December 2022	Operations and Development Officer
	Develop calendar of key days of significance for Aboriginal and Torres Strait Islander communities and promote these internally and externally.	June 2022	RAP Secretary
	Provide annual cultural awareness training for all staff from an Aboriginal and Torres Strait Islander provider.	July 2022 July 2023 July 2024	Operations and Development Officer

2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2023	Aboriginal Legal Access Program Worker
	Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September 2022	Aboriginal Legal Access Program Worker
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2022 Review in June 2023	Aboriginal Legal Access Program Worker
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2022 Review in June 2023	Aboriginal Legal Access Program Solicitor
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	December 2022	Aboriginal Legal Access Program Solicitor
	Develop policies and an accountability process to ensure Acknowledgement of Country is included in all promotional and communication material.	September 2022	Operations and Development Officer
	Ensure all WSCLC office spaces display an Acknowledgement of Country plaque.	December 2022	Office Manager
	Review WSCLC website and social media accounts and amend locations to include Aboriginal place names.	July 2022	WESTS worker
	Amend WSCLC and program-specific letterheads to include Aboriginal place names in address field.	September 2022	Operations and Development Officer
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2022 July 2023 July 2024	RAP Secretary
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week and other culturally significant events.	April 2023	HR Officer
	Promote and encourage participation in external NAIDOC events to all staff.	July 2022 July 2023 July 2024	CEO

4. Build respect for Aboriginal and Torres Strait Islander cultures and histories by observing Sorry Day.	Increase staff's understanding of the significance behind Sorry Day.	May 2023 May 2024	Aboriginal Legal Access Program Worker
	RAP Working Group to participate in an external Sorry Day event.	May 2023 May 2024	RAP Secretary
	Review HR policies and procedures to remove barriers to staff participating in Sorry Day events and other culturally significant events.	April 2023	HR Officer
	Promote and encourage participation in external Sorry Day events to all staff.	May 2023 May 2024	CEO
5. Create a culturally welcoming and safe environment for Aboriginal and Torres Strait Islander staff and clients.	Conduct a review of the current cultural safety of all WSCLC office spaces.	December 2022	Office Manager
	Consult Aboriginal and Torres Strait Islander staff and external stakeholders on review findings and develop recommendations for improvement within office spaces.	February 2023	Office Manager
	Commission Aboriginal artwork for each WSCLC office/reception area ensuring that the artwork and artist are appropriately acknowledged.	August 2022	CWCS Worker
	Display Aboriginal flag and Torres Strait Islander flag in each WSCLC office/reception area.	September 2022	Office Manager

Opportunities



Western Sydney Community Legal Centre Ltd is committed to providing meaningful employment opportunities to Aboriginal and Torres Strait Islander people in the legal and community sector. We value and recognise the depth of knowledge, experience and skills that Aboriginal and Torres Strait Islander peoples can contribute to WSCLC and its related services. We understand that this will ultimately enhance the quality of our service delivery to the community at large in a more culturally inclusive way. We support facilitating the active contributions of Aboriginal and Torres Strait Islander peoples and organisations through education, employment and development opportunities. We aim to support the empowerment of Aboriginal and Torres Strait Islander peoples by purchasing goods and services from businesses they own.

As part of our Strategic Plan for FY2021-22 – FY 2023-24, WSCLC is committed to developing a collaborative and inclusive culture across all programs. Providing meaningful opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities is vital to establishing a culture of support and enabling professional development and retention of high-quality staff. Providing opportunities also speaks to our organisational aspiration to be respected for delivering seamless services that meet the legal access and navigation needs of our community.

Opportunities			
Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2023	HR Officer
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	February 2023	HR Officer
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	March 2023	HR Officer
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	August 2022	HR Officer
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2022	HR Officer
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	February 2023	CEO

2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	July 2022	Office Manager
	Investigate Supply Nation membership.	August 2022	Office Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2023	Office Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	October 2023	Office Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2023	Office Manager
3. Investigate opportunities to improve employment outcomes through professional training and learning opportunities for Aboriginal and Torres Strait Islander students.	Develop a list of key contact people within Aboriginal and Torres Strait Islander tertiary education units to potentially collaborate with on professional training and learning opportunities.	August 2022	HR Officer
	Consult with tertiary education institutions in Western Sydney to discuss options for attracting Aboriginal and Torres Strait Islander law students to undertake placements at WSCLC.	October 2022	CEO
	Consult Aboriginal and Torres Strait Islander staff and stakeholders to develop internship opportunities for Aboriginal and Torres Strait Islander students.	January 2023	CEO
	Investigate and develop internship program opportunities with WSCLC for Aboriginal and Torres Strait Islander law and non-law students.	March 2023	CEO
4. Investigate opportunities to remove barriers for Aboriginal and Torres Strait Islander peoples accessing justice.	Work with Aboriginal and Torres Strait Islander communities and stakeholders to identify issues and barriers around accessing justice and legal services	December 2022	ALAP Solicitor
	Maintain relationships with Aboriginal and Torres Strait Islander communities through the ALAP, focused on improving the cultural safety and accessibility of our legal practices.	June 2023 Review in June 2024	ALAP Solicitor
	Deliver community legal education to Aboriginal and Torres Strait Islander services on accessing legal services and making effective referrals.	June 2023 June 2024	ALAP Solicitor

Governance



We are committed to ensuring that our Reconciliation Action Plan is successfully implemented in a way that does not compromise authenticity. We will develop appropriate resources and management systems to track, measure and report on our activities to ensure compliance with our targets. We endeavour to publicly share our Reconciliation Action Plan, so clients and stakeholders have evidence of WSLC's commitment towards reconciliation. We have taken knowledge, challenges and achievements from our Reflect RAP to assist in the creation of this RAP and will continue to apply our learnings so that we are progressively working towards reconciliation with Aboriginal and Torres Strait Islander communities.

Governance			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2022 December 2022 March 2023 June 2023 September 2023 December 2023 March 2024 June 2024	CEO
	Establish and apply a Terms of Reference for the RWG.	June 2022	RAP Secretary
	Meet at least four times per year to drive and monitor RAP implementation.	September 2022 December 2022 March 2023 June 2023 September 2023 December 2023 March 2024 June 2024	RAP Secretary
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2022	Operations and Development Officer
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2022 Review in July 2023	CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2022 July 2023	Operations and Development Officer
	Appoint and maintain an internal RAP Champion from senior management.	July 2022 July 2023	CEO
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RAP Secretary
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	RAP Secretary
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Secretary
	Report RAP progress to all staff and senior leaders quarterly.	July 2022 October 2022 January 2023 April 2023 July 2023 October 2023 January 2024 March 2024	CEO

	Publicly report our RAP achievements, challenges and learnings through our Annual Report	November 2022 November 2023	CEO
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Operations and Development Officer
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2024	RAP Secretary
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2024	RAP Secretary

CONTACT DETAILS

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Principal Solicitor

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The 'Native Sons' OzTag team finals 11 September 2020 at The Kingsway, Werrington



WSCLC Reflect RAP Launch 26 February 2021 at Parramatta Park - photographed here with WSCLC employees and musicians and dancers from "Walangari Karntawarra and Daramu Aboriginal Dance and Didgeridoo"



We thank you for your ongoing support of our programme

Veselko Cuic, Fetuuloa Lolesio and Rachel Kite at Yenu Allowah Aboriginal Child & Family Centre for Sorry Day on 26 May 2022



Aboriginal artefacts of the Dharug peoples at Sorry Day Gathering and Ceremony at Macquarie Park Windsor - 26 May 2021



The 'Native Sons' OzTag team finals 11 September 2020 at The Kingsway, Werrington



Western Sydney
COMMUNITY LEGAL CENTRE LIMITED



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INNOVATE