

Diversity and Inclusion Plan 2020–2021



The purpose of this plan is to:

- Build a diverse and inclusive workplace
- Provide services that recognise and respond to the legal and support needs of diverse clients

Outcome		Actions to help achieve the outcome
1. Employ, support and develop more people with disability in Legal Aid NSW	1.1. Legal Aid NSW employs more people with disability <i>8% of employees identify as having a disability</i>	<ul style="list-style-type: none"> • Develop and implement targeted recruitment strategies, supported by enhanced training for reasonable adjustments in the recruitment process • Staff targets for Directors, to be monitored by the CEO • Implement strategies to address underreporting of disability by staff
	1.2. Legal Aid NSW supports staff with disability	<ul style="list-style-type: none"> • Review and improve processes for reasonable adjustments, including Personal Adjustment Passport with a view of making them more accessible through line management • Review Disability Network TORs in consultation with the Network
	1.3. Legal Aid NSW develops staff with disability	<ul style="list-style-type: none"> • Analyse distribution and progression through gradings • Review uptake of staff development programs, consider piloting targeted placements • Review acting opportunities, consider piloting targeted acting up opportunities
2. Employ, support and develop more CALD people in Legal Aid NSW	2.1. Legal Aid NSW employs more CALD people	<ul style="list-style-type: none"> • Participate in the Refugee Employment Program and consider developing targeted roles where appropriate
	2.2. Legal Aid NSW supports CALD staff	<ul style="list-style-type: none"> • Map diverse staff networks within Stronger Communities cluster and explore opportunities for Legal Aid NSW staff
	2.3. Legal Aid NSW develops CALD staff	<ul style="list-style-type: none"> • Review uptake of staff development programs, consider piloting targeted placements • Review acting opportunities, consider piloting targeted acting up opportunities • Explore external opportunities, such as the Asian Australian Lawyers Association Mentoring Program and the Diverse Women in Law Mentoring Program
3. Legal Aid NSW is more responsive to the needs of diverse clients	3.1. Clients have better access to Legal Aid NSW services	<ul style="list-style-type: none"> • Listen to our clients: develop and implement initiatives to respond to issues identified in the 2019 Client Satisfaction Survey • Audit existing accessibility resources across Legal Aid NSW offices (i.e. audio loops) • Implement recommendations from the Access to justice for culturally and linguistically diverse groups report • Explore ACON Welcome Here LGBTQI inclusive organisation program
	3.2. In house and panel lawyers are better equipped to work with CALD clients and clients with disability	<ul style="list-style-type: none"> • Explore training for in house lawyers in working with clients with disability and clients from CALD backgrounds • Better match clients with disability with panel lawyers with relevant skills and experience
4. Legal Aid NSW is responsive to and inclusive of diverse groups	4.1. Build inclusive workplaces	<ul style="list-style-type: none"> • Improve pathways for staff engagement with Equity and Diversity Committee representatives • Improve uptake of workforce diversity e-learning training programs, including rolling out to all managers under the Manager Development Program • Review engagement with Diversity Day events and implement recommendations • Investigate creating inclusive spaces for diverse uses (i.e. prayer or breast feeding) • Better integrate regional offices to participate in committees and events operating from Sydney Central Office
	4.2. Improved gender equity in the legal profession	<ul style="list-style-type: none"> • Continue initiatives to support the uptake of Law Council of Australia's equitable briefing policy • Investigate expanding Crime Women's Mentoring Program to Family and Civil practice areas