

Aboriginal Employment and Career Development Strategy 2018-2023

OUTCOME

1



Target of 11% Aboriginal & Torres Strait Islander workforce to better reflect our client base

Actions

- Have Aboriginal employees strategically placed throughout the organisation, and in areas of high Aboriginal population and legal needs
- Ensure culturally safe recruitment processes and workplaces
- Provide support and guidance for hiring managers to conduct their own Aboriginal Targeted and Identified recruitment
- Maintain current and establish new relationships and networks through new and existing community and government channels
- Provide support and guidance to hiring managers and new employees on recruitment best practice, expectations and support networks and cultural guidance by developing guidelines on recruiting Aboriginal people
- Establish and maintain partnerships with TAFE, Aboriginal employment community organisations and career programs

OUTCOME

2



A communication strategy for both internal and external stakeholders that sets out roles, responsibilities and opportunities

Actions

- Develop a consistent, effective and meaningful marketing brand to promote our commitment to Aboriginal employment through Aboriginal Targeted/Identified recruitment and attendance at major community and government events and programs
- Engage and build capacity within communities using community education, providing assistance to Aboriginal people to apply for jobs at Legal Aid NSW
- Establish and maintain partnerships with government and non-government agencies to increase staff mobility

OUTCOME

3



Flexible internal and external career pathways with mentoring for legal and non-legal roles

Actions

- Encourage staff participation in Aboriginal networking groups across the Public Service
- Establish pathways for Aboriginal staff in the Legal Aid NSW Career and Learning Pathways project

OUTCOME

4



Effective governance of employment outcomes supported by effective internal data

Actions

- Ensure any new data system for HR provides accurate reporting on Aboriginal employment
- The data: Get it, use it and know it. Effectively utilise the data to monitor, manage and track the Aboriginal workforce at Legal Aid NSW



About the artwork

The two big brown boomerangs represent the LORE and LAW, both essential to Aboriginal people across Australia. The two designed boomerangs are of Aboriginal people being at times confused and nervous within the Justice System.

The two black hand prints represent our Elders, supporting Aboriginal people within the LORE and LAW frameworks, as many Aboriginal people still live under two legal systems.

Under the hand prints are eyes, watching, acknowledging and providing support through Black eyes.

In the centre of the Yarning Circle are our Elders on one side and the NSW legal system on the other side making informed decisions. Aboriginal Elders are important people in our communities. They have a vital role in how community works and how the community relates with the outside community, including government agencies and service providers.

The four pathways from the outside to the centre are the journeys of Aboriginal people making their way through the legal system, mainly family law, criminal justice, civil law and support for the Stolen Generation Reparations Scheme.

The U shapes are our Aboriginal solicitors/lawyers and support staff who navigate through the Justice System. Aboriginal legal staff play an important role as they provide an opportunity to identify underlying causes of behaviour and link communities with the appropriate support services.

Luke Penrith of Brungle

I acknowledge and pay my respects to the traditional owners of the country in which I work and live on. I further acknowledge my Elders Past and Present from the Wiradjuri, Wotjobaluk, Yuin & Gumbaynggirr Nations.