

Objective 1: Engage in effective advocacy, in order to work for better outcomes for Indigenous peoples in NSW, in and through the legal system, and in respect of developing and maintaining the Law Society's relationship with stakeholders in Indigenous affairs.

STRATEGY	DELIVERABLES	RESPONSIBILITY	TIMELINE
1.1 Maintain the Indigenous Issues Committee, including representative positions on that Committee.	(i) Continue to work with Indigenous and non-Indigenous stakeholders, including the Law Council of Australia, in respect of policy development and law reform work; including supporting legal education efforts in Aboriginal communities to build the capacity of those communities for effective, self-determined advocacy.	(i) Policy and Practice	(i) Ongoing
	(ii) Hold monthly committee meetings.	(ii) Policy and Practice	(ii) Ongoing
	(iii) Identify and pursue priority areas (such as access to justice, incarceration, housing, care and protection and violence) for proactive advocacy effort.	(iii) Policy and Practice, Indigenous Issues Committee	(iii) Ongoing
	(iv) Continue to make submissions and pursue law reform and policy development opportunities.	(iv) Policy and Practice, Indigenous Issues Committee	(iv) Ongoing
1.2 Host or otherwise facilitate consultations between Aboriginal communities and government and relevant legal institutions.	(i) Where reasonable and appropriate, provide meeting space.	(i) Policy and Practice, Events	(i) Ongoing
	(ii) Facilitate consultation with government where it would assist with law reform and policy development.	(ii) Policy and Practice, Events	(ii) Ongoing
	(iii) Consider other opportunities for facilitating consultations on a case by case basis.	(ii) Policy and Practice	(iii) Ongoing
1.3 Continue to engage with the legal reconciliation community.	(i) Participate in the Legal Professional Reconciliation Network, including the sharing of information and resources.	(i) Policy and Practice, Communications	(i) Ongoing
1.4 Maintain relationships with the NSW Bar Association Indigenous Barristers Working Strategy and the Ngara Yura Committee of the Judicial Commission of NSW.	(i) Continue regular meetings with the policy lawyer's counterparts.	(i) Policy and Practice	(i) Ongoing
1.5 Identify opportunities for providing training for solicitors who provide legal services to Aboriginal clients at a free or discounted rate.	(i) Continue working with the Aboriginal Legal Services NSW/ACT, and other legal services providers who work with Indigenous clients, to identify opportunities for training, (such as the Family Law Fundamentals for Solicitors course).	(i) Professional Development	(i) Ongoing
	(ii) Provide support for practitioners, particularly Aboriginal practitioners, to address mental health and well-being and vicarious trauma via targeted seminars and the facilitation of opportunities for peer	(ii) Young Lawyers, Professional Development.	(ii) Seminars twice yearly (one regional, one metropolitan; ongoing

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	support.		opportunities for peer support
1.6 Engage with Reconciliation Australia to discuss Reconciliation Action Plans in the not for profit, non-government organisation sectors.	(i) Work with Reconciliation Australia, the Legal Profession Reconciliation Network and legal assistance sector in relation to Reconciliation Action Plans in the not for profit, non-government organisation sectors.	(i) Policy and Practice	(i) Ongoing

Objective 2: Improve cultural competency and awareness within the Law Society and in the legal profession.			
STRATEGY	DELIVERABLES	RESPONSIBILITY	TIMELINE
2.1 Provide cultural awareness orientation and training for Law Society Council, management and staff.	(i) Provide face-to-face cultural competency and awareness training, as required for all Law Society staff and the members of the Law Society Council to undertake.	(ii) Professional Development, Human Resources, Policy and Practice	(ii) Annually
2.2 Provide relevant Continuing Professional Development (CPD) offerings for the legal profession.	(i) Provide an annual CPD event jointly with the Judicial Commission of NSW and the NSW Bar Association. The CPD sessions are to be developed in consultation with the Indigenous Issues Committee, NSW Bar Association Indigenous Barristers Strategy Working Group, Judicial Commission of NSW Ngarra Yura Committee.	(i) Professional Development, Policy and Practice	(i) Annually
	(ii) Provide at least two CPD sessions per year on issues relevant to practitioners who work with Indigenous clients, or Indigenous practitioners, or both, in consultation with the Policy and Practice Department and the Indigenous Issues Committee.	(ii) Professional Development, Policy and Practice	(ii) Twice a year
	(iii) Provide training to practitioners on conducting their practices in a trauma-informed way.	(iii) Professional Development	(iii) Annually
2.3 Provide resources to assist solicitors who work for Aboriginal clients, and who interact with Aboriginal witnesses.	(i) Develop under the direction of the Indigenous Issues Committee and in consultation with relevant Aboriginal legal organisations, resources to assist solicitors who provide legal assistance for Aboriginal clients, or who will work with Aboriginal witnesses.	(i) Policy and Practice, Indigenous Issues Committee, Communications	(i) By end 2019
	(ii) Increase awareness of the existing Law Society Pro Bono Disbursement Trust Fund.	(ii) Community Referral Service, Communications	(ii) Ongoing
	(iii) Create web resources specific to Indigenous legal issues and include links to other existing resources and practical tips for lawyers who undertake work for Indigenous clients.	(iii) Policy and Practice, Communications	(iii) Ongoing

Objective 3: Create and provide opportunities for Indigenous law students; lawyers; non-lawyers working in the legal context; and, Indigenous enterprise.

STRATEGY	DELIVERABLES	RESPONSIBILITY	TIMELINE
3.1 Establish an Indigenous Solicitors' Fund to provide members with the opportunity to assist Indigenous professional development.	<p>(i) Develop a fund to allow members to make donations and to allow it to assist Indigenous students, lawyers and relevant organisations upon application.</p> <p>(ii) Assist Indigenous law students with legal studies, and Indigenous law graduates with College of Law and practical legal training costs via the Indigenous Solicitors' Fund.</p>	<p>(i) Policy and Practice, General Counsel and CEO.</p> <p>(ii) Policy and Practice, and Fund trustees (when established).</p>	<p>(i) Members should be able to make donations by April 2020</p> <p>(ii) Ongoing following establishment of Fund.</p>
3.2 Mentoring	<p>(i) Promote and support the Young Lawyers NSW mentoring program in consultation with the Indigenous Issues Committee.</p> <p>(ii) Consider promotional strategies to target Indigenous law students in university and other legal studies programs, including developing material for Student Hub.</p> <p>(iii) Hold one networking event per year for Indigenous students and lawyers to meet members of the profession.</p> <p>(iv) NSW Young Lawyers to commence dialogue with Ngalaya about supporting and developing mentoring strategies.</p>	<p>(i) Young Lawyers</p> <p>(ii) Young Lawyers</p> <p>(iii) Young Lawyers</p> <p>(iv) Young Lawyers</p>	<p>(i) Ongoing</p> <p>(i) Ongoing</p> <p>(iii) Annually</p> <p>(iv) Ongoing</p>
3.3 Improve employment prospects for Indigenous law students.	<p>(i) Continue to work with the Legal Profession Reconciliation Network to develop resources targeted at Indigenous students and lawyers, such as a targeted job board.</p> <p>(ii) Continue to liaise with Ngalaya Aboriginal Corporation.</p>	<p>(i) Policy and Practice, Communications, Young Lawyers</p> <p>(ii) Young Lawyers</p>	<p>(i) Ongoing</p> <p>(ii) Ongoing</p>
3.4 Develop the capacity of Indigenous people working, or considering working, in the legal context but not as lawyers.	(i) Continue to provide two reserved positions in the Legal Support Training Program training module for Aboriginal legal support staff.	(i) Professional Development	Ongoing
3.5 Update recruitment strategies to attract Indigenous applicants and train human resources staff in relation to attraction, development and retention strategies for Indigenous staff.	<p>(i) Advertise employment opportunities via media such as the National Indigenous Times, Koori Radio, local Aboriginal Land Councils and other social media outlets such as Facebook's Aboriginal News page.</p> <p>(ii) Include wording in all job advertisements to strongly encourage Aboriginal and Torres Strait Islander applicants to apply.</p>	<p>(i) Human Resources</p> <p>(ii) Human Resources</p>	<p>(i) Ongoing</p> <p>(ii) Ongoing</p>

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	<p>(iii) Consult with other legal organisations which may have Indigenous targeted recruitment strategies such as Legal Aid NSW and LPRN firms to determine which strategies the Law Society might adopt.</p> <p>(iv) Provide training for human resources staff in relation to the attraction, development and retention of Indigenous staff upon recruitment of Indigenous staff members.</p>	<p>(iii) Human Resources</p> <p>(iv) Human Resources</p>	<p>(iii) Ongoing</p> <p>(iv) Ongoing.</p>
<p>3.6 Work with partners to support capacity building for Indigenous enterprise.</p>	<p>(i) Work with the NSW Indigenous Chamber of Commerce to support the Indigenous Enterprise Legal Assistance Scheme.</p> <p>(ii) Consider expanding the scheme more widely.</p> <p>(iii) Review the range of Aboriginal owned and controlled businesses that supply goods and services, alongside the Law Society's procurement policies and practices to identify opportunities for procurement.</p>	<p>(i) Policy and Practice, Community Referral Service, Communications</p> <p>(ii) Policy and Practice, Community Referral Service</p> <p>(iii) General Counsel / Finance</p>	<p>(i) Ongoing</p> <p>(ii) Ongoing</p> <p>(iii) EOFY 2020</p>

Objective 4: Undertake effective reporting and compliance management.			
STRATEGY	DELIVERABLES	RESPONSIBILITY	TIMELINE
4.1 Establish a Law Society monitoring and compliance committee to oversee compliance and regular reporting.	(i) Report to the Law Society Executive quarterly.	(i) Monitoring and Compliance Committee.	(i) Quarterly
	(ii) Report to the Law Society Council biannually.	(ii) Monitoring and Compliance Committee	(ii) Biannually
	(iii) Provide an annual written report for publication on outcomes and highlighting achievements under the Indigenous Strategic Plan.	(iii) Policy and Practice, Communications, Monitoring and Compliance Committee	(iii) Annually
	(iv) Provide a report to the Indigenous Issues Committee on outcomes and highlighting achievements under the Indigenous Reconciliation Strategic Plan.	(iv) The CEO	(iv) Biannually
4.2 The Indigenous Issues Committee to maintain a steering and advisory role of the Law Society's implementation of its commitments.	(i) Include the implementation of the Strategic Plan as a regular item on the Indigenous Issues Committee agenda.	(i) Policy Lawyer, Indigenous Issues Committee, Policy and Practice	(i) Ongoing
	(ii) The Indigenous Issues Committee to be consulted to provide feedback for the preparation of the reports set out in 4.1.	(ii) Policy Lawyer, Indigenous Issues Committee, Policy and Practice	(ii) Quarterly, biannually and annually