

Aboriginal and Torres Strait Islander Women's Legal Services NQ INC

ABN 42 109 450 961

July 2020 – June 2023 Strategic Plan

We are a unique not-for-profit Community Legal Centre offering the only specialist legal service for Aboriginal and Torres Strait Islander Women of North Queensland. As a leader in this sector, ATSIWLNSQ provides access to legal services and promotes law reform through community legal education, advocacy and legal representation.

MISSION STATEMENT

Our Mission is to provide and improve access to legal services and to promote law reform and to empower North Queensland Aboriginal and Torres Strait Islander Women through advocacy and representation in the legal system.

OUR VALUES

Our Purpose

- * Respect traditional women's lore.
- * Strengthen the values and the roles of women within Aboriginal and Torres Strait Islander cultures.
- * Provide legal advice, representation and advocacy, for Aboriginal and Torres Strait Islander women in North Queensland; and their families.
- * Eliminate discrimination against Aboriginal and Torres Strait Islander women and their children.
- * Uphold the Human Rights of Aboriginal and Torres Strait Islander women and their children.

Opportunities

- We are committed to identifying and responding to:
- * Research and Inquiries to evaluate existing laws and legal processes, policies, Aboriginal and Torres Strait Islander Lore, customs, tradition and spatiality.
 - * Collaborating and connecting with communities and agencies to work towards providing tools of self-empowerment within the legal system.
 - * To achieve social justice and equity for Aboriginal and Torres Strait Islander women in North Queensland before the law.
 - * Digital transformation with improved reach and data analytics.



JUSTICE – We advocate for fairness and equality for our Women.

RESPECT – We care for our clients and our community.

EQUALITY – We work with our women to achieve social justice and equity before the law.

LEADERSHIP – We advocate for law reform, legal processes and reflect the experiences of our women which fail to address their needs.

INTEGRITY – We work with confidence, honesty and professionalism.

COLLABORATION – We collaborate internally and externally within the organisation.

PRIORITY 1

JUSTICE – EMPOWERMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER WOMEN IN NORTH QUEENSLAND

We will:

- * Promote awareness of the Human Rights of Aboriginal and Torres Strait Islander women and their children.
- * Assist Aboriginal and Torres Strait Islander Women in North Queensland experiencing barriers in accessing legal support.
- * To achieve social justice and equity before the law.
- * Focus on our legal expertise to combat racism, violence, poverty, destitution, sexism and discrimination of all kinds as they affect the spirituality, culture, custom, tradition, heritage, lore, health, wellbeing, interests and aspirations of Aboriginal and Torres Strait Islander Women in North Queensland.

MEASURES OF SUCCESS

1. Ensure clients have the opportunity to participate in their legal matter.
2. Attend community events to promote the rights of Aboriginal and Torres Strait Islander women and their children.
3. Maintain outreach services in consultation with each local community.
4. Develop culturally appropriate resources to inform Aboriginal and Torres Strait Islander women about their Human Rights and their legal rights.

PRIORITY 2

CLIENTS – EFFICIENT, SAFE AND RESPONSIVE SERVICE

We will:

- * Deliver a high quality service that is accessible and culturally appropriate to our women.
- * Encourage our women to participate fully in their legal matters.
- * Uphold confidentiality through the implementation of an Information and Cyber Security Governance Framework.
- * Implement a dashboard to monitor and evaluate client experience.
- * Strengthen accountability and governance through a diverse skill –set Management Committee.

MEASURES OF SUCCESS

1. Maintain cultural competency training internally and externally.
2. Regularly review safety and security standards for staff and clients.
3. Over the duration of the Strategic Plan, seek additional funding for client support staff to improve the responsive of the needs of Aboriginal and Torres Strait Islander women.
4. Regularly review and update the legal templates and processes to ensure continued efficiency and effectiveness.
5. Continued accreditation of the service through a strong organisational structure.
6. Achievement of planned financial position.

PRIORITY 3

ADVOCACY – ACTIVELY STRENGTHEN THE HUMAN RIGHTS OF OUR WOMEN

We will:

- * Initiate strategies to empower our women and children within the justice system.
- * Promote and respond to law reform that aligns with the Human Rights of our women and children.
- * Improve and enhance community involvement around Human Rights for Aboriginal and Torres Strait Islander women.
- * Ensure staff continue to learn and develop their professional skills.

MEASURES OF SUCCESS

1. Engage in law reforms activities that enhance the Human Rights of Aboriginal and Torres Strait Islander women.
2. Ensure staff engage in Human Rights training as part of their staff professional development.
3. Develop culturally appropriate visual resources about the Human Rights of Aboriginal and Torres Strait Islander women.

PRIORITY 4

COLLABORATION – PARTNER TO BUILD KNOWLEDGE TO OPTIMISE SERVICE DELIVERY

We will:

- * Seek increased memberships of peak bodies to influence social policy.
- * Nurture purposeful relationships with our regional, research and educational partners.
- * Research and identify funding options to develop a sustainable funding model.
- * Internally— Recognise and celebrate team successes.
- * Practice positive organisational values.

MEASURES OF SUCCESS

1. Continued placements for law students.
2. Increased and consistent participation at peak strategy bodies.
3. Increased and consistent participation at inter-agency meetings.
4. Increase engagement with educational partners.
5. Seek out opportunities for participation in research around issues affecting Aboriginal and Torres Strait Islander women and their children.