

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

ABN 42 109 450 961

Strategic Goal Plan: April 2018 – March 2020



Mission Statement

To empower Aboriginal Torres Strait Islander Women by providing legal services and raising awareness through Community Legal Education, legal advocacy and law reform

Our Vision

To provide and improve knowledge of the law; to provide access to legal services and to promote law reform for North Queensland Aboriginal and Torres Strait Islander women through community legal education, advocacy and legal representation

Our Objectives

- (1) To ensure that traditional women's law is respected and strengthened and at all times upheld to maintain the values of the family unit and the role of women within indigenous cultures;**
- (2) To provide legal advice, representation and advocacy, together with associated welfare services, to indigenous women and their families; There will be a special emphasis on North Queensland Indigenous women and their families who face additional discrimination for reasons such as, but not limited to poverty, displacement, social class, race, age, religion, disability, sexuality, isolation and violence;**
- (3) To provide indigenous women the opportunity to gain skills and knowledge to participate fully and coincidentally in legal matters affecting them;**
- (4) Where necessary, to advocate for reform of the law and legal processes and reflect the experiences of indigenous women which fail to address their needs;**

- (5) To work towards the empowerment of all indigenous women within the legal system and to achieve social justice and equity before the law;**
- (6) 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 indigenous women in North Queensland.**
- (7) To initiate, promote and participate in research and inquires where the objects are to evaluate any existing laws and legal processes, policies, Aboriginal and Torres Strait Island Lore, customs, tradition and spatiality, as they affect the interests and require**
- (8) To initiate strategies an action directed to the empowerment of all indigenous women and children within the justice systems an international covenants established by forums such as the United Nations;**
- (9) To promote and provide support and education for Indigenous women and children within and about the social justice systems so that they can and do confidently and competently participate in the legal and related matters and forums;**
- (10) To prepare and publish material and report, participate in public forums and inquiries, Committees, organisation, litigation, make submissions, consult and provide practical forms of education in order to achieve the objective of this Association.**
- (11) The Association supports the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women**

Goals

1. To secure funding for at minimum another lawyer and client support worker
2. To plan CLE to June 2019
3. To progress the vision through develop innovative management of structures and systems.

Goal 1: To secure funding for another lawyer and client support worker

Action	Responsible person	Due date	Completed	Update Due Date
1.1 Prepare a brief clarifying need for ATSIWLSNQ clients	Principal	2 May 2018	Yes	
1.2 Research the need and identify funding options (see 1.1 brief), undertake client surveys e.g. RDS, current service provided, DVFT ports.	Principal, Office Manager	30 September 2018	Yes	
1.3 Prepare submission/application, including budget, need, and rationale for service expansion...	Principal, Office Manager	31 October 2018	Yes	
1.4 Develop lobbying strategy and list of target bodies	Office Manager, CDW, Principal, with assistance of staff	July – September 2018	Ongoing	30 March 2020

Goal 2: CLE planning to June 2019

Action	Responsible person	Due date	Completed	New Due Date
2.1 List interested community groups	CDW's provide to office manager	4 May 2018	Yes	
2.2 Consultation and engagement with community groups to identify areas of legal need	CDW's provide to office manager	31 May 2018	Ongoing	30 March 2020
2.3 Update CLE calendar - date, venue and who is presenting. Target goal: 15 sessions.	CDW's, Office Manager, in consultation with staff and Principal	14 June 2018	Yes	
2.4 Review of existing resources for cultural appropriateness	CDW's	30 June 2018	Ongoing	30 March 2020
2.5 Develop video story for CLE use & submission phase	CDW's	31 October 2018	Ongoing	30 March 2020
2.6 Identify gaps in resources (e.g. video stories) & consider options for developing resources	CDW's	30 June 2019	Ongoing	30 March 2020
2.7 Distribute and collect feedback forms and membership applications at all CLE activities	Office Manager to redesign feedback forms All presenters responsible for collecting feedback	Ongoing	Ongoing	

2.8 Fortnightly review of CLE progress and plan	All	Ongoing	Ongoing	
---	-----	---------	---------	--

Goal 3: To progress the Vision through developing innovative management of structure and systems

Action	Responsible person	Due Date	Completed	New Due Date
3.1 Management Committee to review vision and values, Mission and purpose. Discussion on 14 June 2018	Management committee, Principal	31 July 2018	Yes	
3.2 Finalise new causations	Management committee, Principal	31 July 2018	Yes	
3.3 Establish a RAP working group	Management committee, CDW's, Principal	14 June 2018	Ongoing	30 March 2020
3.4 Develop a RAP (include stakeholders e.g. Traditional Owners	Management committee, CDW's, Principal	30 June 2019	Ongoing	30 March 2020
3.5 Add client satisfaction survey to website	Office Manager	30 June 2018	Yes	
3.6 Review current organisational structure- especially the position of principal solicitor/ coordinator (e.g. consider	Management committee, Principal	30 September 2018	Yes	

structural change to separate roles of Director and Principal). Review roles and reporting structure				
3.7 On appointment of 'Client Services Officer,' review service intake procedures and triage system	Office Manager, Principal, admin staff	30 June 2019	Ongoing	
3.8 Update precedents and develop instruction sheet	Principal	31 August 2018	Ongoing	30 March 2020

Updated Strategic Plan reviewed and endorsed by the Aboriginal and Torres Strait Islander Women's Legal Services NQ Inc Management Committee on Thursday 5 September 2019.

Signed:  _____ (Chairperson)

Signed:  _____ (Secretary)