Innovate Reconciliation Action Plan

February 2024 – February 2026

RECONCILIATION ACTION PLAN
INNOVATE

Legal Aid NT

Legal Aid NT

Statement of Commitment from the Director and Chairperson

Legal Aid NT is proud to launch our second Reconciliation Action Plan (RAP), February 2024 to February 2026. This Innovate RAP continues our commitment to reconciliation and providing high quality legal representation to Aboriginal and Torres Strait Islander peoples and communities across the Territory through innovative services and true partnerships.

Our first Reflect RAP, established in December 2021, allowed us to deepen our understanding of our sphere of influence and the unique contribution we can make to the dimensions of reconciliation – race relations, equality and equity, institutional integrity, unity, and historical acceptance.

This Innovate RAP works alongside our organisational Strategic Plan and documents our commitment and action to recognise the strength of Aboriginal and Torres Strait Islander cultures and communities and to address disadvantage experienced by Aboriginal and Torres Strait Islander people.

In recognition of the need for knowledge and guidance from First Nations People on matters affecting them, a critical action in this RAP is to create a First Nations Committee to guide us in delivering our commitments under the RAP.

Our RAP enshrines our support for the Uluru Statement from the Heart and First Nations peoples' rights to self-determination as set out in the United Nations Declaration on the Rights of Indigenous Peoples. We support and advocate for systemic and structural reform and are committed to being a leader in promoting reconciliation and structural change across the justice system.

Our RAP has 4 focus areas of with a range of actions including:

Annmarie Lumsden
Director

Duncan McConnel
Chairperson

Relationships:

- Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
- Build relationships through celebrating National Reconciliation Week (NRW)
- Promote reconciliation through our sphere of influence.
- Promote positive race relations through anti-discrimination strategies.

Respect:

- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
- Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
- Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.
- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander client service needs including language and communication needs.

Opportunities:

- Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.
- Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.
- Increase opportunities for Aboriginal and Torres Strait Islander law and social work students.
- Initiate opportunities to prepare submissions for Law and Policy Reform in relation to Aboriginal and Torres Strait Islander justice issues to ensure that issues facing First Nations people remain a priority to be addressed and improved.
- Continue to prioritise and develop strategies for community legal education and awareness for Aboriginal and Torres Strait Islander peoples.

Governance

- Establish a First Nations Committee to consult with in delivering actions under this RAP.
- Establish and maintain an effective RAP Working Group to drive governance of the RAP.
- Provide appropriate support for effective implementation of RAP commitments.
- Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
- Continue our reconciliation journey by developing our next RAP.

Mim Cole

Mim Cole, a Larrakia, Wardaman and Karajarri woman, is a visual artist from Darwin, Northern Territory. Mim has been creating art since she was a teenager, learning techniques through practice and observation of the art-making of her Mother, Uncles and large artistic family.

Mim is a natural artist who experiments with and applies her traditional and abstract compositions to a variety of media including painting, printmaking and a wide range of design work. Her sense of composition is particularly inspired by the rawness of ancient Aboriginal art.

Mim's creative practice, licensed under the name of Mimmim, holds a strong connection to identity, family, country, nature and community which she channels intuitively into her art. Mim enjoys pushing the boundaries of her arts practice using a mix of vibrant colours with a traditional palette to express dynamic movement in each painting and design.

Story

The centre circle represents the Legal Aid NT. The lines travelling outwards are the connections, journeys, and travel across the NT that Legal Aid NT achieve to guide and support community. The outer circles represent the people in community that Legal Aid NT help.

The cross hatching is an honouring of Gulumoerrgin/Larrakia culture and country in which Legal Aid NT is located.

First Innovate RAP

Reconciliation Australia commends Legal Aid NT on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Legal Aid NT to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Legal Aid NT will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Legal Aid NT is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Legal Aid NT readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Legal Aid NT on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our vision for reconciliation

Our vision for reconciliation is an Australia that acknowledges and values the rich cultures and diversity of Aboriginal and Torres Strait Islander peoples. In the legal assistance sector, our vision for reconciliation is one which acknowledges and addresses the over-representation of Aboriginal and Torres Strait Islander people in the legal system in the Northern Territory (NT) and ensures human rights and access to justice are enjoyed by Aboriginal and Torres Strait Islander people in the NT.

Our business

Legal Aid NT is a statutory body established under the *Legal Aid Act* which provides legal services to people in the NT and aims to uphold a fair NT and national justice system and to ensure that people in the NT understand their legal rights and disadvantaged people have access to quality legal services. Legal Aid NT auspices the Domestic Violence Legal Service (DVLS).

We employ 124 people including 7 Aboriginal and/or Torres Strait Islander people.

Some of the specific services and programs which Legal Aid NT has delivered in 2023 include:

- Legal information and referral through our Helpline services, which is the first point of entry for legal help
- Family law and child protection advice and assistance services across the Northern Territory
- Civil law advice and assistance services including for vulnerable people such as youth, those experiencing mental health concerns, disability and through the Indigenous outreach services
- Criminal law advice and assistance for people who are not able to afford the cost of private representation
- Continuing our existing strong Health Justice Partnership with Wurli-Wurlinjang Health Service and partnership with Tangentyere Council and Women's Safety Services of Central Australia
- Implementing the Report into Access to Justice in the Barkly Region in collaboration with legal services in that region, including Aboriginal Community Controlled legal services
- Community Legal Education, with an increased focus on communication across language and cultural groups, and building capacity internally and among stakeholders on the use of resources such as 'Blurred Borders' materials.

We have five offices across the NT and provide outreach services in a range of other locations, including regional courts, hospitals and detention facilities, remote and regional towns and communities and in our partner health and wellbeing services.

Legal Aid NT forms part of a rich matrix of legal and social service providers in the NT which deliver vitally needed services across the NT with the support of the Northern Territory Government and the Australian Government. Our sphere of influence extends to collaborative networks which include Aboriginal Community Controlled organisations, the NT Legal Assistance Forum and the Australian Legal Assistance Forum. Through our sphere of influence, we support the achievement of closing the gap targets, including justice targets, and the Uluru Statement from the Heart.

Our RAP

We are developing a Reconciliation Action Plan (RAP) to document our existing and future commitment to reconciliation and the practical steps we will take to further this.

We formally commenced our reconciliation journey in 2021 with our Reflect RAP and continued this work in 2021 and 2022 with the help of a committed and dedicated RAP Working Group. A strength of the process was the diverse and passionate membership in the RAP Working Group. We had representation from a cross section of First Nations and non-First Nations staff from all areas of the organisation, including senior managers. Working Group members work with First Nations clients every day and see firsthand the disadvantage they face due to structural racism.

This work is evident through some key outcomes and achievements of the Reflect RAP including:

- To establish and strengthen relationships with Aboriginal and Torres Strait Islander organisations including through our existing relationships with the North Australian Aboriginal Justice Agency, North Australian Aboriginal Families Legal Service, Central Australian Aboriginal Families Unit, Tangentyere Aboriginal Council, Wurli Wurlinjang Aboriginal Health Service and Danila Dilba Medical Service.

  Through these relationships and partnerships, we have deepened our understanding of the importance of working collaboratively with Aboriginal Community Controlled organisations and the importance of providing support while being informed by their approach, knowledge and experience. We see that there are workforce capacity challenges across the services sector in the NT and this has a compounding impact on Aboriginal Community Controlled Organisations which are already impacted by the burden of disadvantage and trauma within their communities. We have learned that we must be respectful and patient until there is readiness to engage.

  The implementation of the RAP will be done by establishing a RAP Working Group which will be comprised of internal and external stakeholder representatives from across the NT.

- To demonstrate respect to Aboriginal and Torres Strait Islander people by formalising and observing cultural protocols.

  Through formalising the demonstration of respect and observing cultural protocols we have taken another step in the transformation of our workforce culture to one which normalises the acknowledgement of Traditional Ownership, Custodians and emerging leaders. This sends an important signal to our entire workforce of the importance of respecting and valuing the richness and diversity of Aboriginal and Torres Strait Islander cultures in Australia.

- To commit to the improvement of service delivery to Aboriginal and Torres Strait Islander clients by establishing a new position of First Nations Services Project Officer to develop and adopt best practice guidelines for providing legal services to Aboriginal and Torres Strait Islander people.

  We have been challenged in recruiting to the position of First Nations Services Project Officer, and therefore have not had the resources to progress the work we had planned to. We are exploring and learning about other ways to procure this expertise.

Legal Aid NT recognises and re-affirms support of the Uluru Statement from the Heart and we publicly supported the call for the establishment of a First Nations Voice to Parliament enshrined in the Constitution.

Consistent with our Innovate RAP, we support the right to self-determination in the United Nations Declaration on the Rights of Indigenous Peoples and continue to support and advocate for systemic and structural reform through our work. We encourage and support open and respectful dialogue to influence positive, culturally-sound conversations.

This Innovate RAP will continue to guide us internally in ensuring improved service delivery and workplace culture. This RAP will document our commitment and action to recognise the strength of Aboriginal and Torres Strait Islander cultures and communities and to address disadvantage experienced by Aboriginal and Torres Strait Islander people and works alongside our organisational Strategic Plan.

Under this RAP we have committed to creating a First Nations Committee. The role of the Committee will be to guide our organisation in delivering our commitments under this RAP. We recognise the need for knowledge and guidance from First Nations People on matters affecting them and will seek membership from stakeholders, Aboriginal Community Controlled Organisations and other members of the community. Terms of Reference will be developed with the First Nations Committee. The role of the committee will be to guide our RAP Working Group in deliverables, as well as identifying future actions and deliverables for future RAPs.

Our RAP Working Group is made up of a cross section of employees from Legal Aid NT, including administrative, Indigenous community liaison workers, social support workers, lawyers and managers. Our First Nations staff are represented in these roles. Through employee representation on the RAP, those staff promote awareness of initiatives within the RAP. The Client Services Associate Director is the RAP Champion across the organisation. The RAP Working Group is currently made up of employees who hold the following positions:

- Client Services Associate Director
- Executive and Policy Officer
- Manager Preventative Legal Services
- Managing Solicitor Family Dispute Resolution Service
- Managing Solicitor Outreach
- Social Support Practice Lead
- First Nations Human Resources Project Officer
- Solicitor Civil Law Service
- Indigenous Community Liaison Officer
- Administrative Manager Family Law Practice
- Grants Officer
- Administrative Support Officer
- Community Legal Educator

Alice Springs
Photography: Jacinta Lacey

Relationships

Strong and meaningful relationships with Aboriginal community-controlled organisations and leaders are key to Legal Aid NT being informed about best practice service delivery for First Nations clients. We rely on relationships to enable us to work together to develop and strengthen referral pathways for clients and develop culturally inclusive and respectful services.

Focus area: Reputation and Partnerships			
Action	**Deliverable**	**Timeline**	**Responsibility**
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations and seek input from the First Nations Committee to develop guiding principles for future engagement.	March 2024	Client Services Associate Director
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations with input from the First Nations Committee.	April 2024	Client Services Associate Director
	Formally adopt and implement the Aboriginal Peak Organisations of the NT Partnership Principles for working with Aboriginal Organisations and Communities in the NT as a guide for the development of a partnership-centred approach by Legal Aid NT with Aboriginal NGOs for the delivery of services to Aboriginal people in the NT.	April 2024	Client Services Associate Director
	Develop and maintain relationships with Charles Darwin University's First Nations Pre-Law Program, Bilata Program, and Winkinku Rrumbangi and explore opportunities to support these initiatives.	March 2024	First Nations Human Resources Project Officer
	Meet with and/or survey stakeholders about our services including our cultural competency and accessibility for Indigenous people, using the feedback to inform future services.	April 2024	First Nations Services Project Officer
	Build on partnership with Aboriginal Interpreter Service (AIS) by providing training and support in the development and delivery of training on legal topics to AIS interpreters.	August 2024	Preventative Legal Services Manager

Relationships

Focus area: Reputation and Partnerships			
Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2024, April 2025	Client Services Associate Director
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2024, 2025	Client Services Associate Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May- 3 June, 2024, 2025	Director, Client Services Associate Director, Executive and Policy Officer
	Organise at least one internal NRW event each year for employees of Legal Aid NT.	27 May- 3 June, 2024, 2025	Client Services Associate Director
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2024, 2025	Client Services Associate Director
	Identify and develop a list of Aboriginal and Torres Strait Islander guest speakers for Legal Aid NT NRW events	April 2024, 2025	RAP WG
	'Reconciliation action' to be put on agendas of team meetings during NRW to stimulate discussion about what it means for the team	May 2024, 2025	Executive and Policy Officer

Relationships

Focus area: Reputation and Partnerships			
Action	**Deliverable**	**Timeline**	**Responsibility**
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	March 2024	Human Resources Manager
	Communicate our commitment to reconciliation publicly.	March 2024	Legal Aid NT Board
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2024	Director, Executive and Policy Officer
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	March 2024	Client Services Associate Director
	Support Indigenous businesses when applicable, for example prioritise Aboriginal and Torres Strait Islander catering companies when running events, centering Aboriginal and Torres Strait Islander voices in panel discussions and events that we run.	March 2025, August 2025	Corporate Services Manager
	Buy subscription to the Koori Mail to put in the Darwin office break rooms and regional offices for staff.	March 2024	Corporate Services Manager
	Share regularly with staff local events that focus on Indigenous perspectives on the law, colonialism and human rights.	**August 2024, August 2025**	First Nations Project Officer

Darwin

Photography: Jacinta Lacey

Relationships

Focus area: Reputation and Partnerships			
Action	**Deliverable**	**Timeline**	**Responsibility**
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	Human Resources Manager
	Review the anti-discrimination policy to ensure it reflects Legal Aid NT's commitment to equality, cultural sensitivity, and inclusivity.	February 2025	Human Resources Manager
	Consult with Aboriginal and Torres Strait Islander staff and First Nations Committee on Legal Aid NT anti-discrimination policy.	December 2024	Human Resources Manager
	Educate all staff on the effects of racism through workshops and targeted training.	March 2025	Human Resources Manager
	First Nations Committee to review the Legal Aid NT Employee Wellbeing Strategy to include actions to improve the cultural/ spiritual health of Aboriginal and Torres Strait Islander staff.	March 2024	Human Resources Manager
	Incorporate any additions to the Employee Wellbeing Strategy review into the Employee Wellbeing Survey, with the aim of receiving anonymous feedback from Aboriginal and Torres Strait Islander staff to the organisation and identifying how the organisation can improve cultural safety in the workplace	March 2024	Human Resources Manager
	Provide all staff with the option to work on January 26 through our HR policies	January 2025, 2026.	Human Resources Manager

Respect

Ensuring cultural sensitivity in service delivery is a duty incumbent on all Legal Aid NT staff. Understanding Aboriginal and Torres Strait Islander cultures, histories, knowledges, languages and communications will ensure that Legal Aid NT's First Nations clients are treated with respect and in accordance with their needs.

Focus area: Capability and Culture			
Action	**Deliverable**	**Timeline**	**Responsibility**
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Work with the First Nations Committee to conduct a review of cultural learning needs within our organisation.	June 2025	First Nations Services Project Officer, Client Services Associate Director
	Consult local Traditional Owners and First Nations Committee to inform our cultural learning strategy.	August 2025	First Nations Services Project Officer, RAPWG
	Develop, implement, and communicate a cultural learning strategy document for our staff.	December 2025	First Nations Services Project Officer, Human Resources Manager
	Provide opportunities for all employees, including RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	**August** 2024,2025	First Nations Services Project Officer, Human Resources Manager
	Develop Aboriginal and Torres Strait Islander cultural competency standards in consultation with First Nations Committee	July 2025	First Nations Services Project Officer,
	100% of staff to undertake cultural awareness training every two years.	**August** 2024,2025	Human Resources Manager
	Develop a guide for Legal Aid NT staff to assist in working with Aboriginal and Torres Strait Islander clients	February 2025	Human Resources Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March, August 2024, February, September 2025	Section and Regional Managers (SARM)
	Review, and communicate our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	March 2024	Client Services Associate Director
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	March, August 2024, February, September 2025	Executive and Policy Officer
	Undertake an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	**August** 2024, 2025	Executive and Policy Officer

Respect

Focus area: Capability and Culture			
Action	**Deliverable**	**Timeline**	**Responsibility**
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July, 2024, 2025	RAP Working Group
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	April 2024, 2025	Human Resources Manager
	Promote and encourage participation in external NAIDOC events to all staff.	July, 2024, 2025	Human Resources Manager
8. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander client service needs including language and communication needs	Conduct a review of Aboriginal and Torres Strait Islander client service needs including written communication needs, use of interpreters and hearing and visual aides.	January 2025	First Nations Services Project Officer,
	Consult with First Nations Committee to develop a client communication strategy for staff, informed by cultural protocols and by the cultural safety strategy.	January 2025	First Nations Services Project Officer

Tennant Creek

Photography: Jacinta Lacey

Opportunities

We are committed to increasing the recruitment and retention of Aboriginal and Torres Strait Islander employees at Legal Aid NT to ensure our workforce reflects our community/client base. We strive to provide a working environment that is culturally safe and provides meaningful employment opportunities for Aboriginal and Torres Strait Islander peoples.

Focus area: Capability and Culture			
Action	**Deliverable**	**Timeline**	**Responsibility**
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Strengthen work experience pathways between students in the Bilata program and Legal Aid NT by attending Bilata Program events and targeting Bilata Program participants in work experience advertisements and promotion.	March 2024	Human Resources Manager
	Investigate development of incentives to attract Aboriginal and Torres Strait Islander work placements for law students	March 2024	First Nations Human Resources Project Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2024	Human Resources Manager
	Investigate ways to track and monitor Aboriginal and Torres Strait Islander staff retention and development opportunities.	August 2024, August 2025	Human Resources Manager
	Consult with Aboriginal and Torres Strait Islander staff on ways to improve recruitment and staff retention of Aboriginal and Torres Strait Islander staff and on development of a professional development strategy	March 2024	First Nations Human Resources Project Officer
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	March 2024	First Nations Human Resources Project Officer
	Achieve a level of Aboriginal and Torres Strait Islander staff representation that reflects our community/client base within 2 years • Set a target of 10% of employees by December 2024 and 20% of employees by October 2025	December 2025	Human Resources Manager

Focus area: Capability and Culture			
Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Introduce special measures for 30% of positions	September 2024	Human Resources Manager
	Increase the number of identified positions in each of Legal Aid NT's practice areas.	February 2025	Human Resources Manager
	Establish a First Nations Employee Network to provide support to Aboriginal and Torres Strait Islander staff	July 2024	Human Resources Manager
	Provide targeted professional development opportunities for Aboriginal and Torres Strait Islander employees.	August 2024, 2025	Human Resources Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders including using Aboriginal job sites to advertise roles	December 2024, December 2025	Human Resources Manager
	Make a case to the Board to add an additional Board Member who is an Aboriginal and Torres Strait Islander person.	March 2024	Director

Opportunities

Focus area: Capability and Culture			
Action	**Deliverable**	**Timeline**	**Responsibility**
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	February 2025	First Nations Services Project Officer
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2025	First Nations Services Project Officer
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	August 2025	First Nations Services Project Officer
	Develop commercial relationships with Aboriginal and Torres Strait Islander businesses.	December 2024, December 2025	First Nations Services Project Officer
	Investigate Supply Nation membership	April 2024	First Nations Services Project Officer
11. Increase opportunities for Aboriginal and Torres Strait Islander law and social work students	Create positions of internships for First Nations graduates.	March 2024	First Nations Human Resources Officer
	Create one identified Practical Legal Training (PLT) placement per year in each legal practice.	March 2024	First Nations Human Resources Officer
	Promote Charles Darwin University tutoring program for Aboriginal and Torres Strait Islander law students by Legal Aid NT legal staff	March 2024	First Nations Human Resources Project Officer,
	In partnership with existing programs (e.g. Bilata) engage in early education and promotion of Aboriginal and Torres Strait Islander high school students to enter the legal sector, including with Legal Aid NT in legal and non-legal roles.	March 2024, March 2025	First Nations Services Project Officer, Preventative Legal Services Manager
	Consider what actions Legal Aid NT can take to reduce barriers for Aboriginal and Torres Strait Islander students preventing them from studying law	March 2024	First Nations Human Resources Project Officer
12. Initiate opportunities to prepare submissions for Law and Policy Reform in relation to Aboriginal and Torres Strait Islander justice issues to ensure that issues facing First Nations people remain a priority to be addressed and improved.	Increase advocacy and support for First Nations justice within the legal sector.	September 2024, September 2025	Director
	Promote the interests and voices of Aboriginal and Torres Strait Islander communities in all law reform submissions.	September 2024, September 2025	Director

Focus area: Capability and Culture			
Action	Deliverable	Timeline	Responsibility
	Engage in the implementation, governance and development of the Northern Territory Aboriginal Justice Agreement through membership on the AJA Executive Committee.	April 2024, April 2025	Director
	Make submissions to government that there should be an increase in the age of criminal responsibility from 12 to 14 years.	July 2024, July 2025	Director
	Engage in external advocacy to government through regular meetings, law reform submissions and correspondence to implement the recommendations of: • The Royal Commission into Aboriginal Deaths in Custody • the Royal Commission and Board of Inquiry into the Protection and Detention of Children in the Northern Territory; • the Northern Territory Law Reform Committee report on recognition of local Aboriginal laws in sentencing and bail; • the Northern Territory Law Reform Committee report on mandatory sentencing and community-based sentencing options.	November 2024, November 2025	Director
13. Continue to prioritise and develop strategies for community legal education and awareness for Aboriginal and Torres Strait Islander peoples.	Collaborate with other community legal education providers to ensure a coordinated approach to service delivery of legal education to Aboriginal communities.	March 2024, March 2025	Preventative Legal Services Manager
	Incorporate a priority into the CLE Strategy to engage with Clontarf, Star Foundation and Bilata Program to focus on legal education as well as career pathways discussions with Indigenous Legal Aid NT staff	April 2024	Preventative Legal Services Manager, Human Resources Manager

Katherine

Photography: Jacinta Lacey

Governance

Action	Deliverable	Timeline	Responsibility
14. Establish a First Nations Committee to consult with in delivering actions under this RAP.	Invite First Nations representatives to join the committee, including from each Region in which Legal Aid NT has an office, and stakeholders from Aboriginal Community Controlled Organisations.	April 2024	Client Services Associate Director
	In collaboration with representatives, develop a Terms of Reference for the First Nations Committee	May 2024	First Nations Project Officer, Client Services Associate Director
	Identify additional actions and deliverables for inclusion in future RAPs.	November 2024, November 2025	Executive and Policy Officer, Client Services Associate Director
	First Nations Committee to deliver recommendations annually to SARM and Client Services Associate Director on additional actions and deliverables for future RAPs.	September 2024, September 2025	First Nations Project Officer
	Senior Management to report annually to First Nations Committee on the progress of recommendations.	December 2024, December 2025	Executive and Policy Officer, Client Services Associate Director
15. Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP WG.	March, May, August, November 2024 and 2025	Client Services Associate Director
	Establish and apply a Terms of Reference for the RAP WG.	March 2024	Preventative Legal Services Manager
	Meet at least four times per year to drive and monitor RAP implementation.	March, May, August, November 2024 and February, May, August, November 2025	Client Services Associate Director
16. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2024	Executive and Policy Officer
	Engage our senior leaders and other staff in the delivery of RAP commitments.	March 2024	Preventative Legal Services Manager, Client Services Associate Director, Director

Action	Deliverable	Timeline	Responsibility
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2024	Preventative Legal Services Manager, Client Services Associate Director
	Maintain an internal RAP Champion from senior management.	March 2024	Executive and Policy Officer
17. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2024, 2025	Preventative Legal Services Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	August 2024, 2025	Preventative Legal Services Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2024, 2025	Preventative Legal Services Manager, Client Services Associate Director
	Report RAP progress to all staff and senior leaders quarterly.	February, May, August, November 2024, 2025	Preventative Legal Services Manager, Client Services Associate Director
	Publicly report our RAP achievements, challenges and learnings, annually.	September 2024, September 2025	Preventative Legal Services Manager, Client Services Associate Director
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Preventative Legal Services Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	October 2025	Preventative Legal Services Manager, Client Services Associate Director
18. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2025	Client Services Associate Director

Contact

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