

Our voices, our employment

Our values in our employment

respect

integrity

self-determination

justice

Our principles in our employment



Cultural safety

- Build a safe and inclusive environment that is free from discrimination, assault and prejudice
- Everyone is equally valued, regardless of a person's status within an organisation, or their skills, knowledge, and qualifications;
- All staff value our cultural expertise and community knowledge as people who specialise in connecting community with legal services.
- Cultural appreciation and cultural humility
- Respect for each other and the diversity in the group
- Sacred yarning spaces that are confidential
- Collaboration and togetherness
- Caring for each other
- Be open to new ideas and new perspectives – our differences – because we all have a common goal
- Truth-telling
- Being brave and honest
- Acknowledge and validate what is said
- Be non-judgemental

Cultural connection

- Support cultural and community connections by following the leadership of Aboriginal staff
- Engage with organisations that have cultural authority, like Local Aboriginal Land Councils
- Support Aboriginal staff in their connections with Aboriginal community organisations and community events
- Support Aboriginal workers' cultural obligations for family and community obligations like Sorry Business
- Support staff networking
- Build safe spaces

Empowerment

- Solidarity and self-determination
- Prioritise community empowerment
- Support staff to engage in advocacy
- Justice within the workplace to address complaints
- Trust Aboriginal staff to be responsive to community needs and provide flexibility for staff to meet these needs
- Flexible open approach based on individual needs
- Support from Management
- Honour First Nations knowledge and experience
- Aboriginal people are central in the design of programs aimed to benefit Aboriginal Communities

Workplace safety

- Management values the lived experiences of Aboriginal staff, and understands that colonisation and current practices and policies continue to have a profound impact on Aboriginal people and communities
- Managers understand that Aboriginal staff may need longer appointments with Aboriginal clients to meet their various needs, as informed by cultural protocols and an understanding of continuing historic dispossession
- Management respects that cultural differences inform the way staff engage with Aboriginal clients
- Management regularly attends cultural awareness and trauma informed training, regularly attend outreach, and are pro-active in providing a holistic and flexible approach to service delivery
- Non-Aboriginal managers understand their own capacity limitations in providing supervision to Aboriginal staff
- Managers understand the importance of listening deeply to Aboriginal staff
- Access to cultural supervision or counselling for Aboriginal staff

Trauma informed

- Provide training and debriefing that can reduce the impacts of trauma, vicarious trauma, and compassion fatigue
- Encourage self-care
- Recognise breaks in workplace to support well-being and fend off burnout

Leadership

- Management champions a culture that deals with racism by clients and peers and prevents racism
- Management is connected to Aboriginal community controlled organisations
- Management builds relationships with local Elders; Aboriginal communities are represented at a Governance level
- Genuine partnerships
- Career pathways for Aboriginal leadership
- Professional development
- Pay equity

Our voices in practice are diverse, both professionally and culturally. Acknowledging, hearing, and listening to Aboriginal and Torres Strait Islander clients, community and workers is essential.

**Community
Legal Centres
NSW**