# Cultural diversity and anti-racism at VLA

## Our plan of action

1. Review and refine VLA’s new strategy post 22 to ensure a proactive approach to inclusion and safety for staff and clients that includes a specific lens of anti-racism.
2. Refresh VLA’s strategic advocacy priorities document to ensure that we are actively considering structural racism in our strategic advocacy work to improve the justice system.
3. Use our platform to combat structural racism in the justice sector by focusing on two key racial justice advocacy issues that are linked to VLA’s core work in 2021.
	1. The overrepresentation of Aboriginal children and families and people from culturally and linguistically diverse backgrounds in Youth Crime and Child Protection
	2. The racism experienced in Victorian courts by First Nations staff, Black and Brown staff and staff from culturally diverse backgrounds.
4. Build relationships with culturally diverse and/or racial justice organisations and leverage our platform to amplify the voices of these organisations.
5. Provide anti-racism education and training to equip staff with the knowledge, skills and tools required to be anti-racist. This includes topics such as historical contexts for racism, microaggressions, privilege and bystander intervention.
6. EMG and SLT to develop a racial justice learning plan that focuses on ongoing and peer-based reflection to improve senior leadership’s cultural competency on issues of racial justice, cultural diversity and anti-racism.
7. Active consideration around cultural diversity and inclusion issues through the choice of speakers, in decision-making, senior appointments and organisational events.
8. Refresh the role and function of the Cultural Diversity Consultative Committee (CDCC) at VLA and determine how it can contribute to decision-making, consultation or engagement on racial justice and cultural diversity issues.
9. Conduct a deeper dive of our current workforce diversity data to understand any gaps in racial diversity. Decide any further data we may need to collect and report half yearly or annually on this. Collecting data will include but is not limited to:
* culturally diverse representation across classification levels
* racial disparities in pay, hiring, promotion and retention practices of culturally diverse staff.