# Reconciliation Action Plan 2019–2022[[1]](#footnote-1)

## Snapshot of our progress – July 2020

### Priority RAP actions

#### Cultural learning since July 2019

#### Cultural Learning Strategy was launched in July 2020. The strategy aims to embed culturally safe practices across our organisation, making cultural safety everyone’s business.

* 454 staff completed our eLearning module, ‘Other ways of knowing’
* 251 staff participated in face-to-face cultural awareness training faciliated by Koorie Heritage Trust

#### Employment since July 2019

* Aboriginal and Torres Strait Islander Employment Strategy was launched in May 2020.
* Our First Nations Staff Network developed and shared their 2020 strategic priorities ensuring their collective voice are heard and embedded in work across our organisation.
* 2.5 per cent of our total staff have disclosed that they identify as Aboriginal and/or Torres Strait Islander.
* Increase of 0.7 per cent in the number of Aboriginal and Torres Strait Islander staff amongst total staff since July 2019.

### RAP actions

Our RAP implementation is tracked on a dashboard which includes 138 deliverables, merged into 33 actions.

#### Actions data

* 138 actions in total on the data dashboard which is a combination of 33 priority actions with multiple deliverables.
* 69 actions completed.

#### Goods and services expenditure

##### Procurement

##### $83,139 spent on goods and services from Aboriginal businesses between July 2019 to May 2020.

##### Increased spending with Aboriginal businesses by 228 per cent compared to the same period in the previous year.

#### Other highlights

* For the first time, VLA Chambers was briefed on two occasions by Victorian Aboriginal Legal Service lawyers.
* Our Aboriginal Community Engagement Officers in Morwell, Shepparton and Mildura continue to deepen local relationships and provide vital connections between First Nations communities and our organisation. The program will be expanded to other regional areas in 2020–21.
1. In July 2020, Reconciliation Australia offered RAP partner organisations the opportunity to extend their RAP by six months due to unforeseen interruptions of the COVID-19 pandemic. VLA accepted this offer, extending our RAP deadline from July 2021, to January 2022. [↑](#footnote-ref-1)