# Reconciliation Action Plan 2019–2022

## Snapshot of our progress 30 April 2021

### Priority RAP actions

#### Staff and Board cultural learning since July 2019

|  |  |  |
| --- | --- | --- |
| **Cultural learning activity** | **July 2020** | **April 2021** |
| Other Ways of Knowing eLearning module | 438 | 613 |
| Working Inclusively with Aboriginal and Torres Strait Islander clients eLearning module | n/a | 211 |
| Cultural Awareness training by the Koorie Heritage Trust | 159 | 395[[1]](#footnote-2) |

#### First Nations employment since July 2019

|  |  |  |  |
| --- | --- | --- | --- |
| Number of staff who identify as being of Aboriginal and/or Torres Strait Islander descent | **July 2019** | **July 2020** | **April 2021** |
| 14 | 20 | 25 |

Currently, 2.7 per cent of VLA’s total staff (910) identify as being of Aboriginal and/or Torres Strait Islander descent.

### RAP actions

Our RAP implementation is tracked on a dashboard which includes 139 deliverables, merged into 33 priority actions. Some of which have single deadlines and some recurring annual deadlines.

#### Actions data between July 2019 (RAP launch) and 30 April 2021

* 38 deliverables with single deadlines
  + 28 were completed on time (73.6 per cent)
  + 8 are overdue but progressing or nearing completion (21 per cent)
  + 2 are incomplete and on hold indefinitely (5.2 per cent)
* 77 deliverables with recurring deadlines
  + 59 were completed by each deadline (76.6 per cent)
  + 10 remain incomplete (12.9 per cent)
  + 8 missed one or more deadlines but are now on track (10.3 per cent)

**Looking ahead – next nine months**

* 24 deliverables with a single deadline remain, including:
  + Action 12.2 – Cultural safety workshops will be provided to a further 150 staff
  + Action 16.6 – Increase the proportion of First Nations staff to 3 per cent
  + Action 18.6 – Explore the opportunity to establish scholarships for First Nations secondary students
  + Action 21.1 – Evaluate the Aboriginal Community Engagement Officers program with a view to strengthening and expanding it across our offices, based on evaluation outcomes.
* 73 deliverables with recurring deadlines remain, including:
  + Action 16.11 – Increase the proportion of First Nations people in non-legal roles
  + Action 24.2 – Explore and identify additional Aboriginal Community Controlled Organisations to establish and increase warm referral pathways or agreements
  + Action 25.1 – Explore collaborative partnerships with Aboriginal legal services, where possible, to undertake strategic advocacy.

#### Goods and services expenditure

##### Procurement between July 2020 – April 2021

##### VLA spent $25,383 with First Nations businesses for the provision of goods and/or services. This was 0.24 per cent of VLA’s spend on goods and services.

##### VLA has committed to achieve 2 per cent of spend on goods and services with First Nations businesses by June 2024. This commitment was adopted as part of VLA’s Social Procurement Strategy.

##### VLA spent $763,004 with a First Nations business through the Community Legal Services Program.

##### As of 1 July 2021, staff will be able to directly appoint a First Nations business up to $100,000 (inc GST) when the supplier is listed on the Kinaway Chamber of Commerce and/or the Supply Nation business listings. This aims to address barriers to entry for First Nations businesses within our procurement processes.

#### Other highlights

* Creation of a First Nations Employment Consultant role within People and Culture.
* Expansion of the Aboriginal Community Engagement Officer Program to two new locations –Ballarat and Geelong.
* New corporate partnership with Kinaway Chamber of Commerce.
* 113 staff elected to work on January 26 this year, 50 more than in 2020.
* 137 staff in management roles have attended information sessions to understand how to integrate the Cultural Safety Reflection Tool into VLA and Me (our performance development process).
* 213 staff have commenced their Individual Cultural Safety Reflection Tool as part of their VLA and Me process.

1. 56 staff currently booked to attend sessions in the next three months [↑](#footnote-ref-2)