

# Cultural Diversity and Inclusion Strategy 2020–23

A timeline of our cultural diversity and inclusion journey

2018

## March – Call to action

A staff post on [Yammer](#) (our internal social network platform) sparks a call to action for cultural diversity and inclusion at VLA.

## May

VLA commissions [Change Architects](#) to conduct a workshop for staff to share their experiences and perspectives of VLA's approach to cultural diversity and identify gaps.

## June

VLA agrees to undertake recommendations from the workshop including the creation of a staff Cultural Diversity Consultative Committee (CDCC) and a Cultural Diversity and Inclusion Strategy.

## July

Our Corporate Plan 2019–20 includes a goal to prioritise the development of a Cultural Diversity and Inclusion Strategy.

## December

VLA conducts our first [Gender, Diversity, and Inclusion Staff Survey](#).

2019

## January to September – CDCC is established

Workshops convene with the CDCC to commence the development of a three-year strategic action plan focused on cultural diversity and inclusion.

## October – African Australian Clerkship Pilot

Our pilot [joint clerkship program](#), run in partnership with the African Australian Legal Network (AALN), launches.

VLA employs a dedicated diversity and inclusion consultant.

## December

The Cultural Diversity and Inclusion Strategy 2020–23 (CDIS) is endorsed by our senior executive team and Board.

2020

## March – Launch of Strategy

A senior executive champion and a staff champions network for the strategy is established.

[The CDIS is launched.](#)

## April to May – Racial justice events and issues, including Black Lives Matter

COVID-19 and the public health response intensifies racial discrimination and abuse experienced by specific minority ethnic communities.

The Black Lives Matter movement is reignited and, once again, calls to end systemic racism against First Nations, Black and Brown communities.

## June to July

Mandatory diversity and inclusion e-learning introduced for all staff.

The CDCC establishes a forum for culturally diverse staff to provide a space for support and connection in light of racial justice events and issues.

## August – anti-racism at VLA

The CDCC communicates the need for a stronger organisational response and more visible leadership.

## September

A subcommittee is created to engage in constructive dialogue on how systemic racism, racial bias and microaggressions continue to be issues which VLA must consider both internally and externally.

## December

An additional action plan to tackle cultural diversity and anti-racism is developed.

