

# 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

### First Nations employment since July 2019

Number of staff who identify as being of Aboriginal and/or Torres Strait Islander descent

14

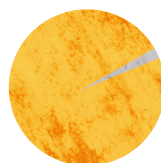
July 2019

20

July 2020

25

April 2021



2.7%

Percentage of VLA's total staff that identify as being of Aboriginal and/or Torres Strait Islander descent.

910

total VLA staff

## 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



77

deliverables with recurring deadlines



## Looking ahead – next nine months

# 24

deliverables with a single deadline remain

### 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

Including:

# 73

deliverables with recurring deadlines remain

### 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.

Including:

## Goods and services expenditure

### Procurement between July 2020 – April 2021

# \$27,944

spent with First Nations businesses for the provision of goods and/or services.



# 0.24%

of total VLA spend

### 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.

# 2%

commitment

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.

# \$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.