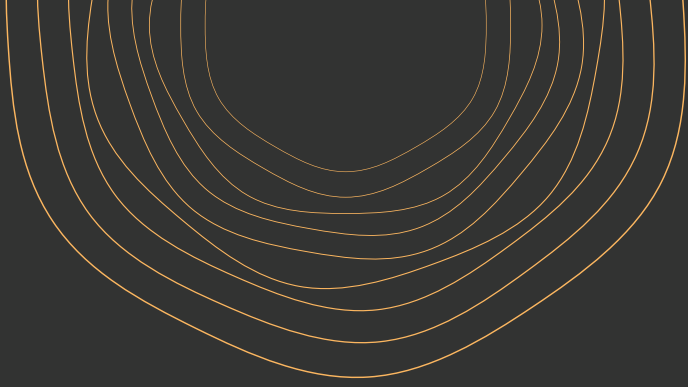


First Nations
Strategic Plan

2021 - 2024

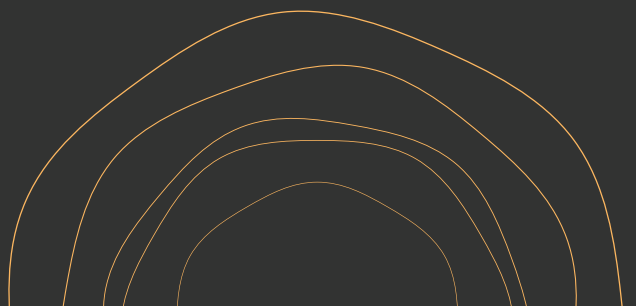


Vision Statement

All Traditional Owner groups in Victoria are formally recognised and supported

Mission Statement

To be the service provider of choice for supporting Traditional Owner groups realise and exercise their Native Title rights and interests



1.

Achieve formal recognition across Victoria

Strategies:



Conduct inclusive, forward thinking research that supports a range of formal recognition options



Provide strategic advice tailored to each Traditional Owner group about their recognition options



Assist Traditional Owner groups negotiate native title and related settlements with the State



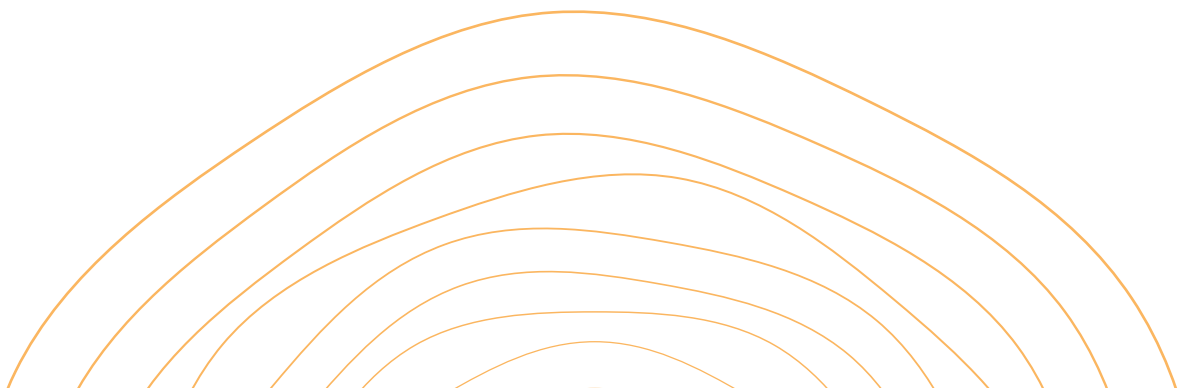
Assist Traditional Owners resolve disputes



Work with the regional Nation Building teams to draw on available resources to support formal recognition



Advocate for law reform and policy changes that support formal recognition outcomes



2.

Provide professional legal, research and corporate support to groups post settlement

Strategies:



3.

First Nations has the capacity to support Traditional Owner groups prepare for and negotiate treaties and other future agreements, upon request

Strategies:



4.

Victorian Traditional Owners benefit from improved settlement outcomes, including in relation to rights recognition, compensation and cultural heritage protection

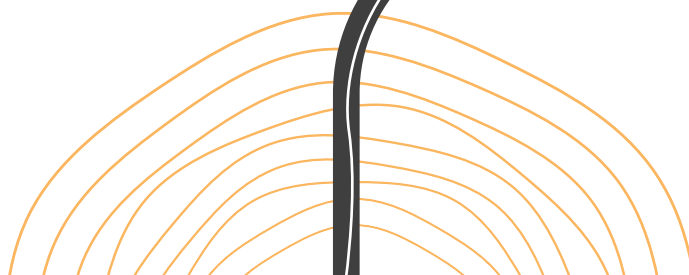
Strategies:

Advocate for expansion of Traditional Owner rights and interests under existing legislation and identify other opportunities for Traditional Owner recognition



In conjunction with the National Native Title Council, FVTOC and our Traditional Owner clients advocate for full and comprehensive compensation for loss and/or impairment of native title rights and interests

Advocate for improvement in Victorian and National cultural heritage protection laws and support Traditional Owner groups to achieve maximum control of their cultural heritage



5.

A collaborative process for the return of research materials to Traditional Owner clients is established, within legal and ethical frameworks

Strategies:



6.

First Nations has an increased profile within the Traditional Owner community

Strategies:

Build clear and strong communication channels with Traditional Owner communities

Create positive meeting environments in which Traditional Owners feel valued and respected

Continue to attend and present at regional and national forums relating to Traditional Owner rights and interests

7.

A healthy, nurturing, culturally safe and responsive work environment with a diverse staff group is established

Strategies:

Diversity

Ensure the development and maintenance of an office culture that allows for difference and **diversity**

Healing

Embed **healing** informed practice into all aspects of First Nations' operations

Flexibility

Continue to maintain **flexible** work arrangements

Trust

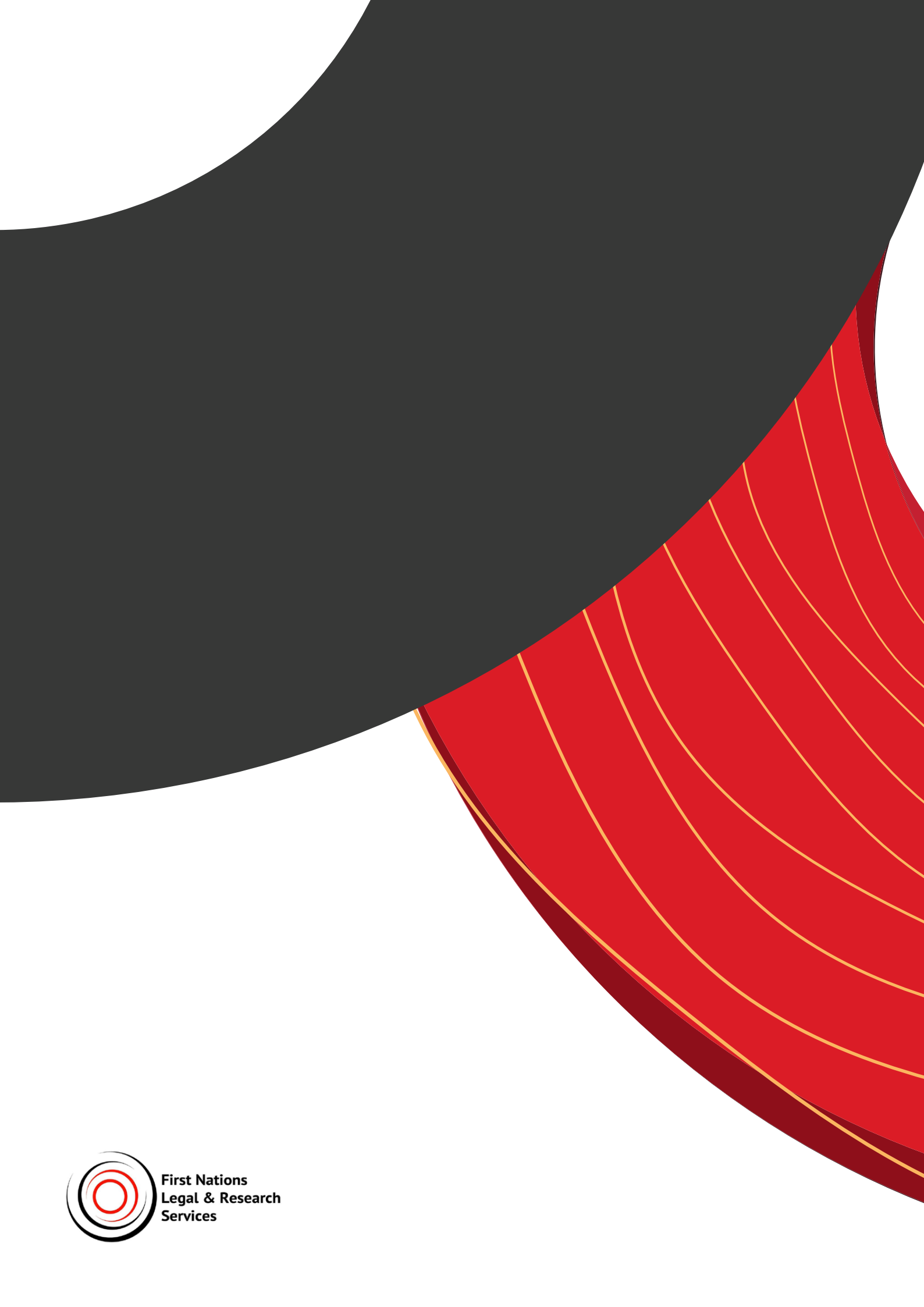
Maintain a **trust-based** relationship between staff and management, where staff feel free to ask questions and raise issues

Accessibility

Investigate options for creating an office environment suitable for people of all abilities including wheelchair **accessibility**

Community

Maintain a work environment free from bullying, discrimination, and sexual harassment, guided by policies that continually adapt in response to **community** standards and contemporary workplace practices



**First Nations
Legal & Research
Services**