

FVLSAC Strategy On-a-Page 2026-2028

Our Vision	A fair and safe society for Aboriginal and Torres Strait Islander Peoples free of family, domestic and sexual violence.															
Our purpose	We are an Aboriginal Community Controlled Organisation committed to delivering high quality, trauma-informed and culturally appropriate legal services, education and community partnership, to help vulnerable people facing disadvantage to navigate the legal system.															
Our core values	Community		Culture		Respect for People		Trust		Compassion							
Ways of working	 Our People		 Our Service Delivery		 Our Organisation		 Our Advocacy									
Priority outcomes	Aboriginal and Torres Strait Islander People have access to culturally safe, trauma-informed and holistic legal and non-legal services		Aboriginal and Torres Strait Islander People understand their legal rights and needs to make self-determined choices		Community members know where to get help and FVLSAC is a trusted organisation		There are opportunities for community collaboration and input at all levels of FVLSAC service		FVLSAC builds a workforce through best practice recruiting, training and employee support		FVLSAC has the appropriate governance and infrastructure to deliver legal and non-legal services in a culturally and trauma-informed way		FVLSAC is a trusted and credible organisation to employees, community, funders and the sector		FVLSAC has the reach and capacity to meet the need for family, domestic and sexual violence services in its communities	
Strategic focus areas	1. Service Expansion <i>To provide support to more victim-survivors in more communities</i>				2. Workforce <i>To ensure our workforce can provide culturally appropriate, trauma-informed, high-quality services</i>				3. Sustainability <i>To ensure FVLSAC can continuing providing valuable services for the long-term</i>							
Strategic initiatives	1. Recruit additional Board members in new communities 2. Secure suitable offices in new locations 3. Ensure transparent change management is implemented and includes current communities and clients 4. Building service awareness and trust in new locations to ensure clients are comfortable to come through the door				5. Refresh the organisational structure to establish and maintain a skilled workforce to support service expansion, for legal and client facing roles 6. Establish clear career development pathways to increase staff retention 7. Establish clear learning and development opportunities to upskill staff and ensure all staff are qualified in trauma-informed service provision and are culturally competent				8. Develop a stakeholder engagement plan to build credibility and influence 9. Embed impact data and reporting to enhance decision making 10. Continue to build the profile and reputation of the organisation for funders, sector and future employees 11. Develop a financial sustainability plan to diversify funding sources							

FVLSAC has developed some ways of working to articulate how the organisation will strive to implement its strategy

Themes	 Our People	 Our Service Delivery	 Our Organisation	 Our Advocacy
Ways of working	• We attract and retain high performing employees that are supported to specialize in client centered, culturally and trauma informed service delivery • We acknowledge Aboriginal and Torres Strait Islander employees have cultural commitments and pay respect to this • We build a skilled and passionate and sustainable workforce to create resilient and empowered employees • We build a workforce through best practice recruiting, training and employee support • We continually improve communication within the corporation • We value our employees and recognize the high trauma content of our work and its impact on employees.	• We deliver culturally and trauma informed services to assist Aboriginal and Torres Strait Islander Peoples and communities in understanding and exercising their legal rights • We empower Aboriginal and Torres Strait Islander Peoples and communities to understand and assert their legal rights • We provide culturally and trauma-informed services that adhere to high standards, are evidence based and are continuously reviewed and enhanced • We manage our resources responsibly and effectively • We create opportunities for community collaboration and input at all levels of our services • We value community feedback to improve the quality of our service • We respectfully integrate Aboriginal and Torres Strait Islander Peoples into our work to ensure our clients see their culture identities represented.	• Building a corporation that is supportive, responsive and well governed • We ensure all systems and infrastructure support quality service delivery through good governance and risk management in line with our corporation obligations • Our planning is evidence based, trauma, culturally informed and backed by accurate reliable and local data • We collaborate with stakeholders and share our specialist knowledge to improve the safety of Aboriginal and Torres Strait Islander Peoples and communities • We continuously work towards improving our financial sustainability and explore opportunities to diversify funding • We source Aboriginal and Torres Strait Islander Peoples where possible when contracting out for services.	• We work to address the structural and systemic barriers that exist for Aboriginal and Torres Strait Islander victim-survivors of family violence and develop and support innovative strategies for change • We acknowledge the lived experience of Aboriginal and Torres Strait Islander Peoples and reflect this in our advocacy • We are practice led, evidence informed, accountable and culturally respectful in our advocacy approach and will embed Aboriginal and Torres Strait Islander perspectives into our workplace • We work with community members and other organisations to identify and reduce structural systemic barriers • We use our resources and evidence to advocate for structural change • We build open and respectful relationships with Aboriginal and Torres Strait Islander Peoples, community members and organisational stakeholders.