

First Nations Justice Strategy: towards 2032



Vision	Key Focus Areas
A just and inclusive Queensland for Aboriginal and Torres Strait Islander peoples through relationship, respect, advocacy and closing the gap initiatives.	Relationships - Supporting our First Nations workforce and having truthful and meaningful relationships with First Nations individuals, communities and organisations
Commitment	Respect - Improving our knowledge of First Nations cultures, developing greater self-awareness, and in our behaviours and actions demonstrating respect for First Nations peoples
To promote and protect the human rights of First Nations people through access to justice. Our First Nations Justice Strategy demonstrates our commitment towards reconciliation. It is aligned with the Caxton Strategy Towards 2032 to address First Nations justice priorities. It includes two 4-year First Nations Actions Plans to identify actions we can take that will lead to transformative change.	Advocacy - Promoting and protecting the human rights of First Nations Peoples and advocating against unjust laws, policies, and practices Closing the Gap - Progressing our contributions towards Closing the Gap priority reforms and socio-economic targets Governance & Impact - Having a whole of organisation approach to resourcing, implementing, measuring and being accountable to our Strategy
Reconciliation	Principles
First Nations Australians have experienced diverse and intergenerational harm resulting from the colonisation of Australia. The legal system in which we work which has established, entrenched and continues the oppression of First Nations people.	Justice - we will address First Nations justice priorities including racism and discrimination, human rights violations and over-representation in all of the programs we deliver
Reconciliation call us to recognise the richness and resilience of Aboriginal and Torres Strait Islander culture and communities including Traditional lore. It asks us to foster a culture of learning from and working with First Nations peoples, promoting understanding, respect and healing.	Self-determination - we will advocate for First Nations peoples' right to have genuine decision-making power (choice, participation, control and responsibility) for matters that affect their lives
It urges us to prioritise First Nations people within our services, to focus on addressing systemic issues that disproportionately affect First Nations people and to do what we can within our scope of work to address closing the gap reform priorities.	Cultural Responsiveness - we will focus on what transformative work is needed in our organisation to be a culturally safe workplace and as a mainstream service, to provide culturally responsive services to First Nations clients
The hope for reconciliation is that First Nations Australians have equal life chances and choices as non-Indigenous Australians and that the right to self-determination is realised	Truth-telling and healing - we believe about being honest about the injustices and harms of colonisation as well as the strengths, contributions and resilience of First Nations peoples and cultures as a foundation for reconciliation and healing
True and lasting reconciliation will bring a cultural richness to all Australians.	
Caxton acknowledges the Jagera (Yuggera) and Turrbul peoples, the Traditional Custodians of the land on which we work. We recognise the ongoing connection to lands, waters and communities of Aboriginal and Torres Strait Islander peoples across Australia. Sovereignty was never ceded. It always was and always will be, Aboriginal land. We pay our respect to Elders. We celebrate the cultural distinctions of First Nations peoples. We value their rich and positive contribution to society. We acknowledge the pain and injustices caused by colonisation and commit to promoting and protecting the human rights of First Nations people through our work and by walking in solidarity for justice, equity and healing.	