

Aboriginal and Torres Strait Islander Engagement Strategy

The Lack Group acknowledges the traditional owners of the land and sea and we pay our respects to the elders both past and present.

Lack Group is committed to improving employment opportunities for Aboriginal and Torres Strait Islander people as reflected in our Aboriginal and Torres Strait Islander Engagement Strategy.

This strategy is underpinned by four principles:

- Partnerships
- Community Participation
- Capacity Building
- Sustainability

We are aware that improving employment outcomes for Aboriginal and Torres Strait Islander people is a key element in providing economic independence and address long term disadvantage experienced by many of these people.

The Lack Group can play a major role in supporting this process by employing local people in local jobs. With a commitment to developing a diverse workforce in which everyone is treated with fairness and respect, we hope to provide an opportunity where people can contribute to the success of our business and realise their potential.

We intend to build our relationships with Aboriginal and Torres Strait Islander people, organisations and communities and educate our staff to better understand the importance of these relationships.

Key Messages

The key messages that will be included in the strategy are:

- Delivering socially inclusive professional outcomes for our clients and our company;
- Enhancing our reputation for supporting people from diverse backgrounds;
- Show respect for all peoples, understand their languages, culture and communities;
- Engaging with key influencers in communities and other sectors.



Our Strategy

Our commitment	What we will do
Work in partnership with Aboriginal and Torres Strait Islander organisations and communities	<ul style="list-style-type: none">• Where possible, use Aboriginal and Torres Strait Islander employment agencies to source suitable candidates
Establish links with Aboriginal and Torres Strait Islander employment service providers	<ul style="list-style-type: none">• Connect with the Commonwealth Government to identify any employment service programs to assist with our recruitment needs
Increase cross-cultural understanding throughout the business	<ul style="list-style-type: none">• Ensure that staff complete cross cultural awareness training
Develop systems to meet the needs of Aboriginal and Torres Strait Islander staff	<ul style="list-style-type: none">• Implement a Mentoring Program and encourage Mentors to visit Mentees regularly• Ensure direct and clear dialogue between Aboriginal and Torres Strait Islander staff and their Supervisor/Manager on work expectations• Utilise work examples to assist discussions during staff reviews• Ensure all Lack Group good news stories are also published in Aboriginal and Torres Strait Islander media• Work with Aboriginal and Torres Strait Islander organisations to gain full understanding of the barriers of Aboriginal and Torres Strait Islander people seeking employment• Advertise employment opportunities in culturally appropriate forums• Establish a recruitment pool where all applicants can be evaluated for any role available



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Lack Group
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