

Westjustice Strategy

24/7

Preamble	03
Who We Are	06
Our Impact Areas	17
Our Enablers	21

Westjustice is proud to be embedded in Melbourne's thriving, diverse Western Suburbs.

We acknowledge that Melbourne's West comprises the most multicultural communities in Australia which presents many opportunities but also numerous intersecting challenges. Many people from the West, including certain diasporas, experience significant disadvantage and barriers to accessing services, work and education, as well as overrepresentation in the criminal justice system. In addition, we acknowledge that these communities are more likely to be impacted by the negative effects of a changing climate, but also most likely to be left behind by advances and adaptation strategies.

We are dedicated to working for and with the people of Melbourne's West, to understand how we can direct our services to address unmet legal and related needs, challenge systemic inequities, advocate for meaningful change, and give communities a fair chance to thrive. To this end, we strive for dedicated adaptation and growth preparedness for the West, including secure, safe and healthy places to live and more suitable infrastructure.

Fundamental to our work within our communities is the need to ensure that we are culturally safe, trauma informed, inclusive and anti-racist. Therefore, we remain open to continual improvement and overall accountability.

Westjustice acknowledges the Peoples of the Kulin Nation as the Traditional Owners of the lands and waters of our region.

We acknowledge the Kulin Peoples' ongoing connection to Country, and we pay our respects to Elders past and present. As we work to achieve fairness, safety and justice, we acknowledge the fundamental role of First Nations Peoples in the life of this region, as Custodians of the world's oldest living Culture.

In the spirit of Reconciliation, we are now embarking on our second Reconciliation Action Plan and are committed to listening to and working with First Nations Communities. Our aim is to deepen our understanding and allyship and to support self-determination. We will work with First Nations Organisations and experts to determine how we can direct our services to collectively address unmet legal need and injustices and challenge inequities within our legal system.

01

Fairness, safety,
and justice for
Melbourne's West.

02

We deliver targeted services and drive meaningful change.

Courage

Providing creative solutions and fearless advocacy.

Respect

Continuing commitment to inclusion and cultural safety.

Community Led

Accessible and meaningful engagement towards empowerment.

Kindness

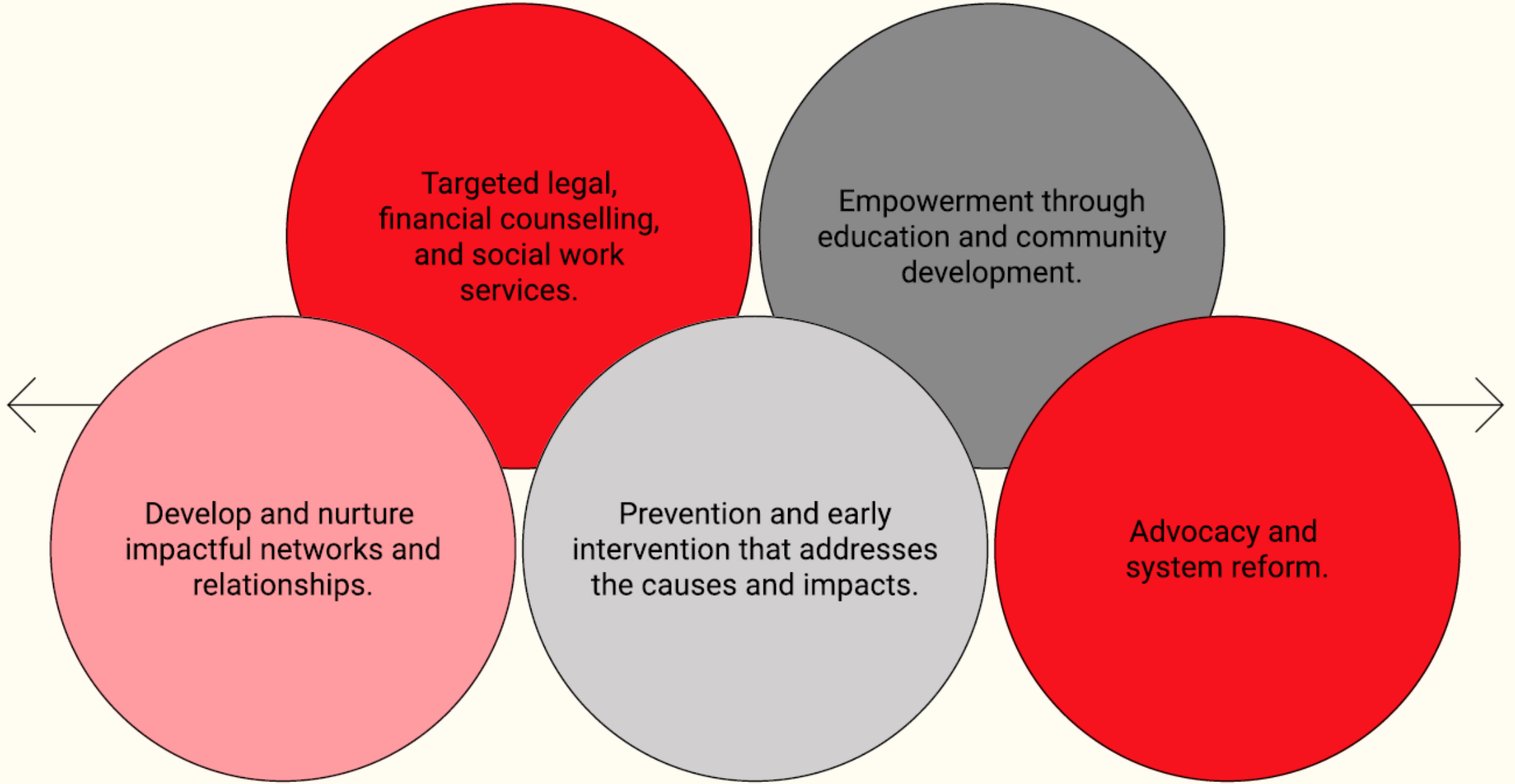
Dedication to helping people.

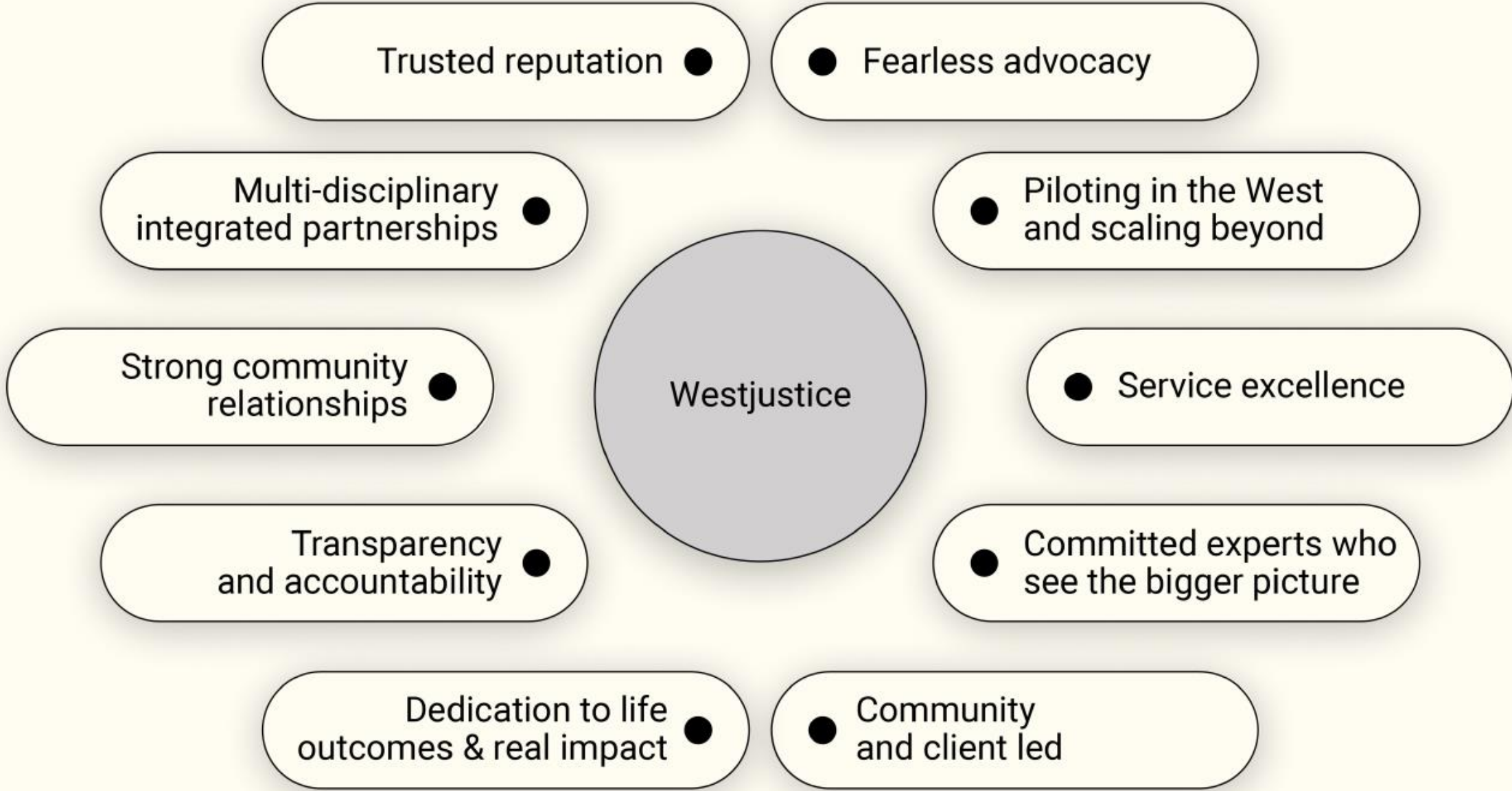
Trust

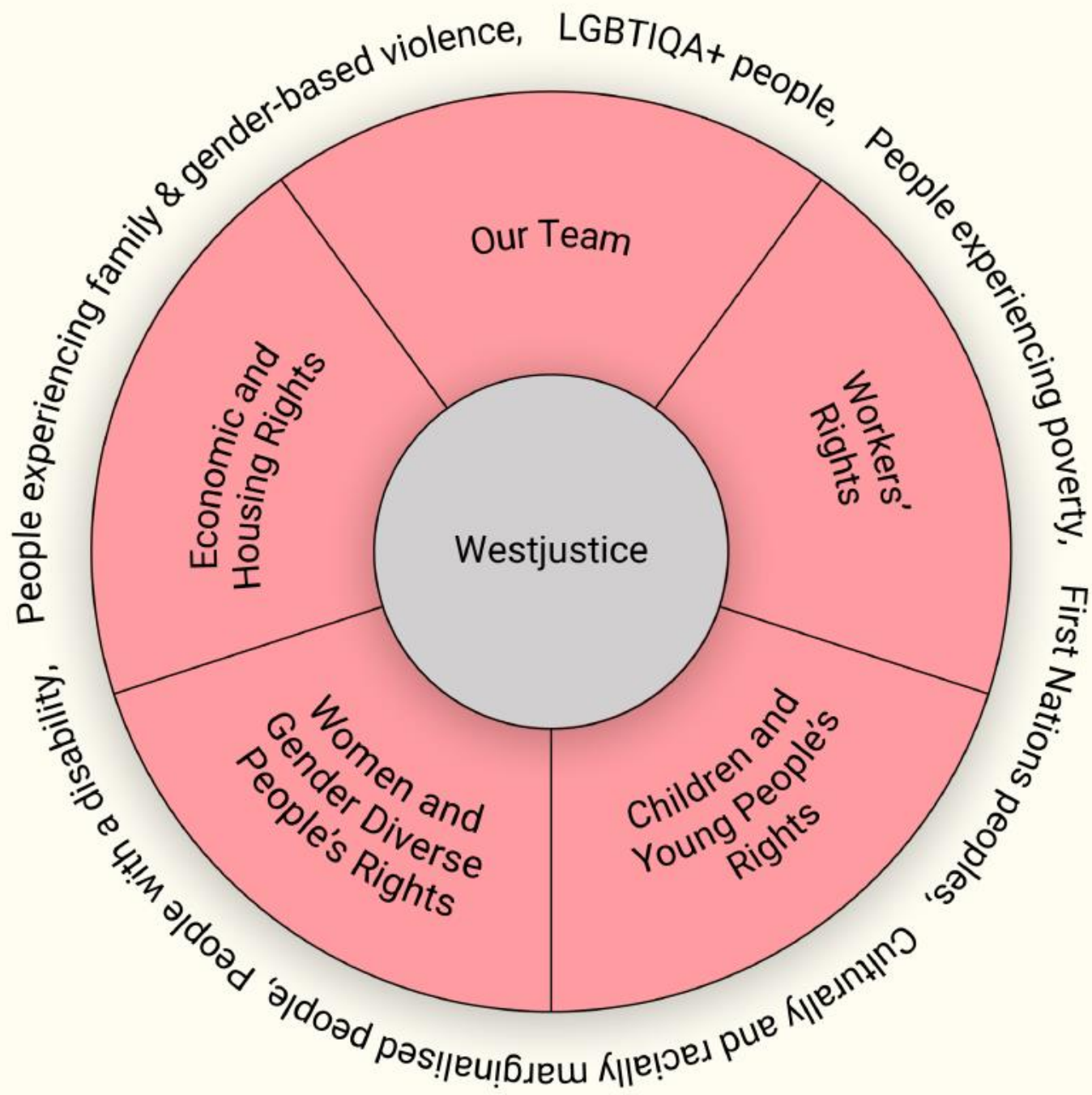
Acting with integrity and producing high quality results.

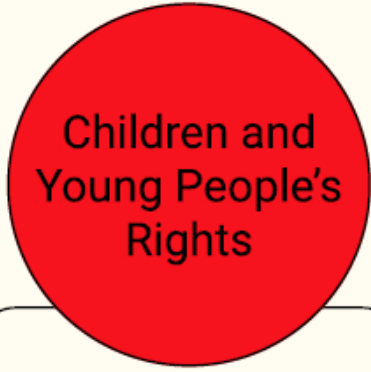
Real Impact

Targeted and holistic outcomes through collaboration.









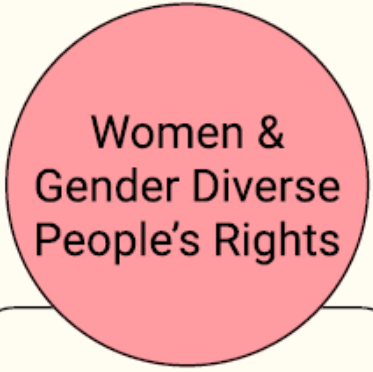
Children and Young People's Rights

Children and young people are enabled to access their rights and opportunities to thrive.



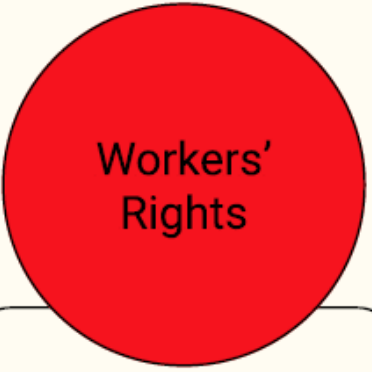
Economic and Housing Rights

People participate meaningfully in our social and economic systems.



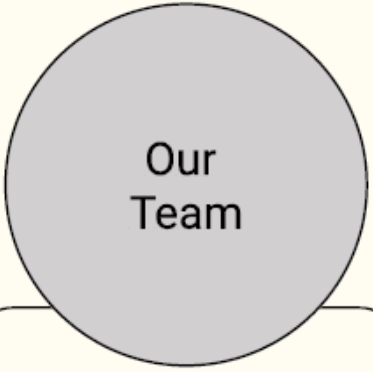
Women & Gender Diverse People's Rights

Women and gender diverse people and their children are safe from violence and have access to resources to thrive.



Workers' Rights

Workers have decent, safe and fair work.



Our Team

We have a culture that inspires our people to reach their full potential.



Improved Wellbeing

Social Inclusion

Personal Safety

Housing Security

Financial Security

Empowerment + Participation

Transform to a Client Centred Approach

01

Develop and implement effective triage and referral model.

02

Refine digital and case management systems.

03

Review our work and design a model to put the client at the centre of everything we do.

Strengthen our Financial Sustainability

01

Develop our financial sustainability strategy.

02

Develop decision-making framework (including for new opportunities and scalability).

Enhance our Measurement and Evaluation

01

Create our monitoring and evaluation framework and embed across organisation.

02

Strengthen how we tell our story.

03

Improve and streamline our reporting processes.

Embed Community and Collaboration in Our Approach

01

Strengthen our community consultation and advocacy and develop and implement a community engagement framework.

02

Assemble lived experience advisory committees for the organisation to support our client-led approach.

Define and implement our role in supporting First Nations communities.