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Role and Terms of Reference

EQUITY AND DIVERSITY COMMITTEE

Terms of Reference

Legal Aid NSW provides legal services to socially and economically disadvantaged people in NSW. Understanding the diversity of clients and communities allows us to deliver services more effectively.

The term 'equity and diversity' reflects our commitment to acknowledging difference, supporting equitable access to services, and valuing the contribution of people who have a diversity of skills, knowledge and experience. We encourage diversity within our staff, aim to reflect the diversity of the community we serve, and be inclusive and diversity confident.

Role of Committee

The Equity and Diversity Committee promotes understanding of equity and diversity in Legal Aid NSW. It monitors and facilitates priorities and strategies that promote inclusive and equitable practices. It aims to reduce barriers to services experienced by clients, and support and provide opportunities and development for diverse staff. The Committee ensures that these priorities are reflected in the Legal Aid NSW Strategic Plan and the Diversity and Inclusion Plan.

To maintain and improve equitable practices, the Committee focuses on those who most experience disadvantage. These include women, young people, older people, people with disability, people from culturally diverse communities, people from rural and regional areas and gender diverse people.

The Committee is chaired by the Chief Executive Officer (CEO), who provides leadership on equity and diversity matters. The Committee considers any matters referred to it by the CEO, and may also provide comment on issues referred from the Board, the Executive Committee, the Peak Consultative Committee, Staff Disability Network and staff.

Terms of Reference

The Equity and Diversity Committee will:

1. Raise awareness and promote understanding of equity and diversity for staff and clients of Legal Aid NSW
2. Identify and consider equity and diversity issues and recommend action
3. Assist in developing and reviewing the Diversity and Inclusion Plan and other equity and diversity initiatives
4. Act as a point of contact for staff and stakeholders to bring equity and diversity issues to the attention of Legal Aid NSW.