



The NSW Office of the Director of Public Prosecutions launches its inaugural First Nations Strategy and First Nations Employment Strategy

July 10, 2025

This NAIDOC Week (6 – 13 July), The Office of the Director of Public Prosecutions (NSW) is proud to announce its inaugural **First Nations Strategy** and **First Nations Employment Strategy**, which outlines its ongoing commitment to reconciliation with the First Nations people and communities we serve across NSW.

The First Nations Employment Strategy reinforces the ODPP's commitment to creating equitable opportunities, fostering meaningful engagement with First Nations communities, supporting First Nations truth-telling, self-determination, and leadership. The ODPP is committed to improving the experiences of First Nations people engaging with the ODPP and the criminal justice system.

Reflecting on the 2025 NAIDOC theme, *The Next Generation: Strength, Vision & Legacy*, these strategies have been grounded in the lived experiences of our First Nations staff and driven by the leadership and cultural knowledge of Lauren Davies, ODPP First Nations Project Officer, as well as the guidance of the ODPP's First Nations Advisory Group. Through this work, the ODPP continues to strive to meet the expectations of the First Nations communities we serve.

The ODPP has an obligation to address inequities within the Closing the Gap goals. The ongoing effects of colonisation, dispossession and the Stolen Generations have inflicted significant disadvantage on First Nations Australians, which is evident in the criminal justice system. The over criminalisation and victimisation of First Nations people has long been recognised. Within the criminal justice system, First Nations people face additional barriers in their access to justice and may experience disadvantage, or be deterred from, participating in criminal justice processes – because of the lack of culturally responsive legal support and assistance.

The ODPP's strategy aims to increase First Nations staff representation, invest in and deepen our understanding of First Nations culture and knowledge, actively promote truth-telling, and strive for operational excellence. Through these commitments, the Office can continue its reconciliation journey as a culturally responsive prosecution agency that strengthens services for First Nations stakeholders.

Sally Dowling SC, Director of the Office of Public Prosecutions said she is delighted to launch these important strategies. "These First Nations Strategies will assist in improving how we engage with the community we serve by also building towards increasing First Nations representation at all levels of our office," she said.



The ODPP has identified four key pillars:

1. **Strengthening relationships with First Nations People and Culture** –improving the cultural safety and responsiveness in our workplaces and services for First Nations people by centring First Nations voices, perspectives and histories within our practices and processes. By doing so we strengthen engagement and learning opportunities with a suite of learning resources that continuously build the capacity of our staff.
2. **Increasing First Nations Employment** – through creating increased employment opportunities for First Nations people and improving engagement with First Nations communities to promote equitable access to employment and professional development.
3. **Improving our Policy and Research** –supporting First Nations knowledges and promoting truth-telling. This can be achieved through meaningful consultation with First Nations communities and ensuring policies reflect cultural understanding and lived experiences.
4. **Operational Excellence** - dismantling barriers and embracing First Nations led solutions, operational excellence becomes a tool for empowerment, strengthening the capacity for self-determination and long-term sustainability. The ODPP engaged with Yirra Miya to design the First Nations Strategy and the First Nations Employment strategy using the 'Holistic Journey of Life' painting by Luke Penrith, Wiradjuri (Brungle), Wotjobaluk (Lake Hindmarsh), Yuin (Wallaga Lake) and Gumbaynggirr (Nambucca Heads), to reflect the importance and interconnectedness of education, knowledge, language and culture.

By embedding these frameworks into its core operations, The ODPP is committed to driving long-term change that honours the knowledge, culture, and contributions of First Nations peoples.

For Media enquiries please contact: media@odpp.nsw.gov.au