



PEOPLE. OPTIONS. POWER.

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LIBERTY DISABILITY SERVICES

Liberty Disability Services recognizes that we live, love, laugh and breath on Aboriginal Land and water. We acknowledge our First Nations people; the Aboriginal and Torres Strait Islander peoples as the first people and owners of the land and seas of Australia. We make our commitment to the spirit and beauty of our First Nations Elders, past and present including our First Nations peoples with a disability. We commit to deliver our services with respect, consideration and to always have First Nations Peoples at the forefront of our decisions and actions. We will listen and learn from Elders, we will involve First Nations voices, ideas and knowledge in our decision making, we will know and feel the land we walk and wheel on, and we will embrace and respect the sea we swim.

Our commitment within our entire workplace:

1. Ensure our workplace values culture
 - a. Acknowledgments to country that are from the heart, not a token to society
 - b. Educate our team regularly from First Nations educators
 - c. Have visuals and representation from First Nations peoples on all aspects of visual components including social media, our website, our office.
2. Liberty Disability Services will commit to preservation of the histories, language and values of First Nations peoples and First Nations peoples with disability
 - a. Take every opportunity to listen to Elders and speakers
 - b. Encourage an open forum for First Nations people within our community and disability community to speak openly
 - c. Use of Appropriate language/correct terminology in all communications.
3. We will support and provide opportunities for community connection and partnerships with First Nations communities and disability services.
 - a. Actively participate in events- rock up, stand up!
 - b. Create useful and meaningful partnerships that benefit First Nations peoples
 - c. Use First Nations providers and business owners e.g. catering, gifts, professional services
4. Understand transgenerational trauma and its impact on social and emotional wellbeing and provide a place of safety and peace including any issues for our First Nations people with disability
 - a. Educate our team on the true history of our First Nation Peoples, and current issues Create an open and safe environment for First Nations people to utilize
5. Take ownership and responsibility of our actions and have an awareness of our moral responsibility.
 - a. Stand with and for our First Nations peoples
 - b. Educate ourselves and others on the true history. Sovereignty was never ceded.

Australian Land and Seas belong to our First Nations Peoples. Always was always will be.

7/7/23
Kathie Denno
Director

7/7/23
Amanda Glasson
Director

7/7/23
Elle Cooper
Director

Review Date 7/7/24