

RECONCILIATION ACTION PLAN (RAP)

CORRS CHAMBERS WESTGARTH JULY 2018 – JULY 2020





About Our Artwork

Artist: Joyleen Reid Napangarti

Community: Tjukurla, WA Australia

Language: Ngaanyatjarra/Luritja

Title: *Womens Tingari*

Original Artwork Size: 90.0 cm x 90.0 cm

Medium: Acrylic on canvas

Year Created: 2016

About The Artist – Joyleen Reid Napangarti

Joyleen Reid Napangarti (also spelt Napangardi/Napangati) was born in the early 1970's to parents Walangkura Napurrula and Kalara Tjapangarti who were both artists in their own right. Joyleen's art reflects women's ceremonies and stories which, in accordance to Aboriginal lore (law), are roles and responsibilities which are passed through family lineage.

Womens Tingari is a depiction of the country traversed by her ancestors. It symbolises the importance of the role of women in Aboriginal culture. The performances through song and dance by the Aboriginal women pay homage to the land, food, water and kinship. It continues the story of sites where Joyleen's ancestors found shelter for rest and safe places to practice rituals of singing, dancing and ceremonial duties pertinent to the longevity of her community and culture.

Artwork © Joyleen Reid Napangarti,

Womens Tingari, 2016

Indigenous Arts Management by

Dreamtime Art



DREAMTIME
ART



ACKNOWLEDGEMENT OF TRADITIONAL **CUSTODIANS**

**Corrs Chambers
Westgarth
acknowledges the
First Peoples of
Australia and their
custodianship of
Australian lands.**

Corrs pays its respects to their Elders past, present and emerging.

Corrs acknowledges that its Brisbane office is on the traditional lands of the Turrbal and Jagera People.

Corrs acknowledges that its Sydney office is on the traditional land of the Gadigal People of the Eora Nation.

Corrs acknowledges that its Melbourne office is on the traditional land of the Wurundjeri People of the Kulin Nation.

Corrs acknowledges that its Perth office is on the traditional land of the Noongar People from the Whadjuk region.

Corrs Chambers Westgarth employees are encouraged to invite a local Elder to deliver a Welcome to Country or to deliver an Acknowledgement of Country at firm events.



MESSAGE FROM THE CEO

Corrs Chambers Westgarth's ongoing support of reconciliation reflects our active commitment to diversity, inclusion and community building, and the respect for the Traditional Owners of our Land.

Our 2018-2020 Innovate Reconciliation Action Plan (**RAP**) is our second RAP. It describes our contributions to date and Corrs' new and ongoing commitment to supporting reconciliation.

The plan seeks to:

- raise awareness and understanding of Aboriginal and Torres Strait Islander achievements and contributions;
- increase our people's awareness and understanding of issues affecting Aboriginal and Torres Strait Islanders communities;
- increase opportunities for Aboriginal and Torres Strait Islander peoples to achieve social inclusion and economic independence; and
- help us to deepen our relationships with the wider Aboriginal and Torres Strait Islander community.

I am proud of the progress we have made, and am delighted to officially launch the next evolution of Corrs' RAP.

We look forward to continuing to work closely with Aboriginal and Torres Strait Islander peoples to help achieve reconciliation.



Gavin MacLaren
Chief Executive Officer
Corrs Chambers Westgarth

MESSAGE FROM RECONCILIATION AUSTRALIA

On behalf of Reconciliation Australia, I am delighted to see Corrs Chambers Westgarth continue its reconciliation journey and to formally endorse its second Innovate RAP.

Through the development of an Innovate RAP, Corrs Chambers Westgarth continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Corrs Chambers Westgarth with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Corrs Chambers Westgarth will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Corrs Chambers Westgarth well as it embeds and expands its own unique approach to reconciliation. We encourage Corrs Chambers Westgarth to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Corrs Chambers Westgarth on its second RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



OUR BUSINESS

At Corrs Chambers Westgarth, we are dedicated to delivering outcomes for our clients and our community.

Corrs is a leading independent, commercial law firm in Australia and Papua New Guinea, with offices in Brisbane, Sydney, Melbourne, Perth and Port Moresby. We also have strong partnerships with firms in the Asia Pacific region and globally to ensure that we can support our clients everywhere.

The firm's values create a strong culture – each person at Corrs is empowered to be generous of spirit, connected, pioneering, agile, a team player, to the point and world class. This culture drives our commitment to advancing reconciliation and helping to close the social and economic gap between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

Corrs is an organisation made up of more than 550 lawyers, including 120 partners, and over 450 business services, other legal and support staff in Australia and Papua New Guinea.¹ We currently have three employees who identify as Aboriginal and/or Torres Strait Islander people.

We are recognised for our excellence in client service, being voted the number one law firm in both Australia and the Asia Pacific region in the 2016 Legal 500 Client Intelligence Report. The award is not just reflective of our technical legal ability, but also our client relationship skills and project management expertise.

We invest an incredible amount of time and resources into listening to our clients, studying their businesses, understanding the challenges they face, and helping them see around corners. We go beyond the traditional expectations of a law firm to ensure that we are offering our clients not just first class legal advice, but a partnership and commitment to helping them achieve success – both on a national and global scale.

Our clients also include the myriad of organisations and individuals that we assist on a pro bono basis – including organisations with an Aboriginal and Torres Strait Islander focus, Aboriginal and Torres Strait

Islander individuals, charities and non-governmental organisations, and refugees. We ensure our pro bono legal services are delivered with the excellence for which we are renowned.

We value the cultural diversity of our people and of the broader community. As well as our reconciliation activities and commitments, we are proud supporters of the Australian Human Rights Commission's 'Racism. It Stops With Me' campaign.

Our broader reconciliation activities also include the promotion of gender equality, flexibility, LGBTI acceptance and inclusion, and cultural diversity.

This Reconciliation Action Plan is another way by which we connect with the community around us, deliver innovative solutions to the challenges it faces, and work for the progress towards and achievement of reconciliation in Australia.

1. 1023 Corrs partners and staff are based in Australia as at 30 June 2018





OUR JOURNEY SO FAR

Corrs' contribution to Australia's reconciliation journey started long before the launch of its first Reconciliation Action Plan in 2014.

We have a history of reconciliation activities which pre-date our first RAP, including:

- providing pro bono legal assistance to clients through the Aboriginal Legal Services in Western Australia;
- assisting Jumbanna: UTS to establish a community legal centre focussed on Aboriginal and Torres Strait Islander issues connected with criminal law and human rights law;
- providing legal assistance to clients through the Justice Connect Stolen Generation Project;
- working with Oxfam to assist securing leases for Aboriginal and Torres Strait Islander health facilities;
- creating opportunities for Aboriginal and Torres Strait Islander students and young people through scholarships, tutoring and mentoring of university students. In Victoria, Corrs has partnered with the University of Melbourne to fund an Indigenous scholarship at Melbourne Law School; and

- working with the University of Western Australia's School of Indigenous Studies, which has historically engaged Corrs lawyers to assist with the Commonwealth Government's Indigenous Tutorial Assistance Scheme.

We have a longstanding partnership with Oxfam, which in 2018, is in its 27th year. Since 2000, Corrs and its employees have donated more than \$220,000 to Aboriginal and Torres Strait Islander peoples' Programs through Oxfam. Another example of Corrs' partnership with Oxfam is involving staff to support Oxfam's Close the Gap campaign raising awareness for the gap in Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander health in Australia.

Corrs also regularly celebrates other Aboriginal and Torres Strait Islander calendar events including NAIDOC Week.

Further, Corrs has been a member of Supply Nation since 2012.

In November 2014, we launched our Innovate Reconciliation Action Plan to formalise our commitment to achieving meaningful reconciliation

with Aboriginal and Torres Strait Islander and non-Indigenous Australians. The National RAP Steering Committee at that time comprised of two Aboriginal and/or Torres Strait Islander Australians. This document guided our last three years of reconciliation activities, organised under the themes of relationships, respect, opportunities, and tracking progress and reporting.

Our reconciliation activities under our Innovate RAP were championed by our National RAP Steering Committee, which is led by Partner David Yates, Partner Diversity & Inclusion Heidi Roberts and Diversity & Inclusion Manager Julianne Tkaczuk, and implemented locally by RAP Working Groups in each office.



HIGHLIGHTS

We celebrate numerous successes achieved under our first Innovate RAP:

- three Aboriginal and Torres Strait Islander law students joining the firm for work experience through the CareerTrackers internship program;
 - over 150 employees attending cultural awareness training – this included face to face training via an Aboriginal professional facilitator and also an online training module;
 - more than \$700,000 of pro bono legal work performed for Aboriginal and Torres Strait Islander organisations and communities;
 - over \$70,000 spent on Aboriginal and Torres Strait Islander businesses accredited by Supply Nation;
 - more than \$1,150 raised for Indigenous Literacy Foundation through Great Book Swaps held at the office;
 - facilitating Corrs staff in each State to attend NAIDOC Week events; and
 - providing \$15,000 in scholarships to support Aboriginal and Torres Strait Islander law students at the University of Melbourne and a \$3,000 textbook scholarship for an Aboriginal and Torres Strait Islander law student studying at Sydney University.
- Corrs is also a member of the Legal Profession Reconciliation Network, comprising law firms engaged in reconciliation activities, which meets quarterly.
- Some of our other highlights are outlined in the case studies in this document.

RECONCILIATION AND OUR VALUES

1. We are **generous of spirit**, respecting and caring for our communities.
We commit time, energy and resources to meaningfully progressing our reconciliation goals. We reach out to the communities around us.
2. We are **connected**, building long lasting partnerships and relationships.
We partner with Aboriginal and Torres Strait Islander communities and organisations to support their work.
3. We are **pioneering**, encouraging innovation, disruption and change to address challenges.
We work on providing new solutions to challenges that Aboriginal and Torres Strait Islander communities face, with a view to creating equality and equity.
4. We are **agile**, acting proactively and flexibly.
We find new ways to reach our staff and engage them to raise awareness of Aboriginal and Torres Strait Islander issues, cultures, histories and achievements and increase celebration and recognition of key Aboriginal and Torres Strait Islander events.
5. We are **team players**, working together and encouraging diversity of thought and experience.
We are committed to growing the diversity of our people, and work together to create avenues to grow opportunities for Aboriginal and Torres Strait Islander people to join our team.
6. We are **to the point**, communicating openly, honestly and decisively.
We deliver pro bono legal services to Aboriginal and Torres Strait Islander communities and individuals to the same standard of excellence as any other client of the firm.
7. We are **world class**, aiming to be recognised as the benchmark of excellence in the global legal sector.
Diversity and connection with community is one of the cornerstones of excellence. We will only be world class if we meaningfully contribute to reconciliation of Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples in Australia.



OUR VISION

At Corrs we believe that diversity in all its forms should be embraced and celebrated. Our people, our clients, our firm and the community at large will benefit.

We have a vision of being an organisation whose employees understand and celebrate our country's Aboriginal and Torres Strait Islander histories, peoples and contributions to our society.

Our second Reconciliation Action Plan includes bold new goals and progresses existing initiatives. It contains a roadmap for growth, expansion, achievement and uncovering new opportunities.

We are committed to ensuring that our reconciliation efforts are meaningful and create real outcomes and positive change. Our employees have a genuine passion for achieving our reconciliation commitments. We already have established relationships with many Aboriginal and Torres Strait Islander organisations and we will use the next two years to grow depth and value in those relationships, seek other mutually beneficial partnerships, and build an inclusive society together.

Case study 1 – RESPECT – Our Languages Matter

When one of our RAP Working Group members found out that the 2017 theme for NAIDOC Week was “*Our Languages Matter*”, she realised it was time to share her love of linguistics with her colleagues and the firm’s clients.

During NAIDOC Week, Corrs’ offices displayed a digital presentation on screens around the offices showing the translation of state-specific Aboriginal and Torres Strait Islander place names. The presentation

aimed to show colleagues that Aboriginal and Torres Strait Islander languages are part of everyday life in Australia. It also showed that while we may understand the words to signify a place, to the Traditional Custodians of our areas, the words also have specific and rich meaning.

Corrs’ Brisbane office held two events in 2017 focussing on the NAIDOC theme of Aboriginal and Torres Strait Islander languages. In July, during NAIDOC Week,

members of the local RAP Working Group presented on the history and linguistics of Aboriginal and Torres Strait Islander languages, and the importance of language to Aboriginal and Torres Strait Islander cultures.

In November, clients were invited to a breakfast event focussing on a similar theme, and local Elder Uncle Sam spoke about his history and experience with language, as well as reconciliation more broadly.

Brisbane NAIDOC Week morning tea, 2017



Brisbane client event with Uncle Sam, 2017





Case study 2 – OPPORTUNITIES – Aboriginal Legal Service (WA)

The Corrs Perth office has built a strong and supportive relationship with the Aboriginal Legal Service of Western Australia (ALSWA), and regularly offers pro bono support both by providing secondees on a short and ongoing basis, and assisting with matters.

A Corrs Perth law graduate has been seconded to ALSWA for one day a week on a rolling basis since 2008; to date a total of 19 secondees. Each secondee works in the ALSWA Civil and Human Rights Unit for approximately six months. These secondees value the opportunity to assist the clients of ALSWA, and benefit from exposure to a wide range of legal and social issues.

Lawyers and law graduates from the Corrs Perth office also support ALSWA staff on week-long outreach trips to assist clients living in remote communities in Western

Australia. These lawyers and law graduates are provided as needed at the request of ALSWA. As a part of this program Corrs lawyers and law graduates from the Perth office have accompanied ALSWA lawyers to:

- the East Kimberley;
- West Kimberley;
- Pilbara;
- Goldfields, Ngaanyatjarra Lands;
- South West; and
- Great Southern.

A total of 12 Corrs Perth staff have participated in this program since 2009.

Lawyer Emma Soactar accompanied ALSWA to the Great Southern region in July 2016. Emma worked out of the ALSWA office in Albany, met clients, attended the local Magistrates Court and Pardelup Prison Farm.

Corrs also supports ALSWA by providing pro bono advice on discrete matters. Recently Corrs assisted ALSWA to collaborate with the Australian Competition and Consumer Commission in relation to businesses seeking to take advantage of consumers in remote Aboriginal communities.

In 2016 lawyer Imogen Coleman-Heard assisted a lawyer from the ALSWA Civil and Human Rights Unit to prepare for and appear in the coronial inquest into the suspected death of a young Aboriginal woman who disappeared from Broome in 1997.

ALSWA and Corrs Perth lawyers both enjoy the the ongoing and productive relationship which continues to go from strength to strength.



Case study 3 – RELATIONSHIPS – University partnerships

In 2016 and 2017, Corrs' Brisbane office engaged with local universities to be involved in law camps for aspiring or current Aboriginal and Torres Strait Islander law students.

The University of Queensland's Aboriginal and Torres Strait Islander Unit runs the annual "InspireU Law" camp for late year high school students considering studying law. As part of the multi-day program, the InspireU students attended Corrs' Brisbane office to meet with young lawyers and to question a panel of Corrs staff (including legal, legal support and business services) with diverse pathways to a career in law. The students also met with junior lawyers for a tour of the office,

to get exposure to what a career at a firm like Corrs would look like.

The Queensland University of Technology (QUT) runs a Pre Law and Justice Program for its first year Aboriginal and Torres Strait Islander students studying law or justice. The Corrs Brisbane office ran a similar event featuring lunch, a Q&A panel on legal careers, and a tour of the offices.

In a summary of the program, QUT wrote:²

"My favourite part of the Program would be the courts visits, as well as visiting [the Aboriginal and Torres Strait Islander Legal Service] and the Brisbane law

firms. It is very interesting to see and speak with the people in those areas and to gain an understanding of what a future in the profession would be like," said Zach Kohler, Bachelor of Justice student.

A popular addition to this year's program was a visit to Corrs Chambers Westgarth, with current Aboriginal and Torres Strait Islander Law and Justice students and alumni. Students had the opportunity to participate in a question and answer session on the pathways to, and working in, a legal firm as well as a tour of their offices.

2. <https://www.qut.edu.au/law/about/news-events/news?news-id=114400>

InspireU event, Corrs Brisbane, 2017





Case study 4 – RESPECT – Aboriginal art

Corrs has a strong partnership with Dreamtime Art, an Aboriginal owned and operated business, owned by Matthew and Fatima Everitt. Dreamtime Art organised the artwork for our first RAP document – a stunning piece of art by Gurindji and Waanyi artist Sarrita King, called *Connection Through Land*. Sarrita attended our RAP launch event and spoke about the meaning of her work, which was also promoted nationally across the firm through a digital display during NAIDOC Week 2016 (an additional collaboration with Dreamtime Art) to promote the importance of Aboriginal and Torres Strait Islander cultures and histories.

On 23 November 2016, in celebration of the second anniversary of the launch of our Innovate RAP, our Melbourne office held an afternoon event for its employees and an evening event to which clients were invited. The theme for both events was ‘Invest in the Spirit of our Land’, showcasing an array of Aboriginal artworks, exhibited by Dreamtime Art, which were offered for sale, and providing an update on the progress of our RAP. The cultural significance of the artwork displayed, along with its meaning to Aboriginal people and connectedness to history and Country, was shared.

Wurundjeri artist Mandy Nicholson was also a guest speaker at our client event and provided a wonderful insight into her background as well as the stories behind her designs, which all revolve around nature, animals, her ancestral lineage, personal experiences and family.

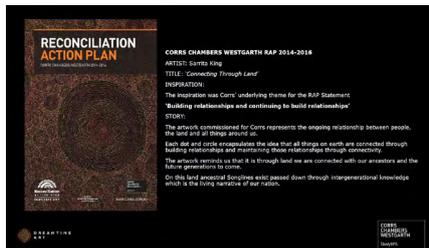
Gurindji and Waanyi artist, Sarrita King at the Corrs RAP launch, November 2014



Exhibition at Corrs Chambers Westgarth, Melbourne Office, 2016



Digital display, NAIDOC Week 2016



Matthew Everitt & Fatima Everitt, 2016

Two year RAP anniversary, Melbourne 2016



© Dreamtime Art 2018
 Artwork Attributions and Credits (alphabetical):
 Sarrita King
 Tarris King
 Janet Golder Kngwarreye
 Kudditji Kngwarreye
 Irene Gorey Nampitjinpa
 Colleen Wallace Nungari
 Lynette Corby Nungurrayi
 Lyndsay Bird Mpetyane
 Walala Tjapaltjarri



Case study 5 – OPPORTUNITIES – CareerTrackers

Over the last three years, Corrs has been a proud participant in the CareerTrackers Indigenous Internship Program.

The CareerTrackers program provides opportunities for Aboriginal and Torres Strait Islander university students to accelerate their professional development through paid internships over their university breaks. Corrs first participated in the CareerTrackers program in 2015. Since that time we have had two Aboriginal and Torres Strait Islander law students work in our Sydney office on a full time basis over the 2015/16 and 2016/17 summers. The success we had over those first two programs led us to expand our participation in the program, and we had our 2016/17 interns return to work with us over the winter break in 2017, their summer break in 2017/18, and created a new internship opportunity in our Brisbane office.

The aim of the CareerTrackers program is to give Aboriginal and Torres Strait Islander students relevant industry exposure, opportunities to develop their skills and receive support from workplace mentors. While participating in the program, the Corrs interns have had opportunities to assist with work for Corrs' clients by conducting research, assisting to brief counsel

and experts, analysing documentary materials, attending Court hearings and conferences with counsel.

Those opportunities have arisen through the interns' work with our Construction, Environment & Planning, Intellectual Property Technology & Competition, Litigation, and Restructuring Insolvency & Special Situations teams. During each internship, a senior lawyer and a junior lawyer are appointed to offer the interns individual support and guidance as the intern's manager and their buddy, which has provided opportunities for nine senior lawyers and 12 junior lawyers to assist the interns and get more involved in the work Corrs is doing to achieve its RAP goals.

The internships offered by Corrs have been a great success, with two of our interns coming back to the firm three times and offers being made to the interns to come back and work with us during semester.

One of our CareerTracker interns told us that the assistance we provided them was "incredibly helpful." The student continued:

"It's really unlikely that I would have been able to get in contact with someone with such a high level of expertise and in such a specific area and it's been an invaluable experience so, thank you."

Another intern has said:

"I have gained so much confidence from working in the teams that I have, and being surrounded by so many passionate, positive role models.

I have gained so much personally and professionally from my time interning, and I have developed a lot of transferrable skills that will help me excel at university. I thank both CareerTrackers and Corrs for giving me this fantastic opportunity. There is no way, in my second year of university, that I would have been given this experience if it weren't for the partnership between CareerTrackers and Corrs."

Corrs is proud to be supporting this program.



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RELATIONSHIPS

With regard to relationships, we want to continue building meaningful relationships with Aboriginal and Torres Strait Islander communities and individuals in all Australian states where Corrs operates.

This includes further investing in relationships with local Aboriginal and Torres Strait Islander legal networks and supporting charities with an Aboriginal and Torres Strait Islander focus. This is important to us, as our position of privilege in the business community presents as a fantastic opportunity to lead by example by fostering these relationships and networks. We will make sure our employees are made aware of our reconciliation efforts and are given an opportunity to be involved through the National RAP Steering Committee and each office's RAP Working Group.



Action	Deliverables	Responsibility	Timeline
1.1 Corrs to maintain a National RAP Steering Committee (RSC) to actively track and progress Corrs' development and implementation of RAP action items, and report Corrs' progress to Reconciliation Australia	RSC to oversee the development, endorsement and launch of the RAP	RSC Chair Partner Diversity and Inclusion	July 2018
	Publish the finalised and endorsed RAP on Corrs' website	Partner Diversity and Inclusion	July 2018
	RSC to meet six times annually to monitor and report on Corrs' RAP implementation	RSC Chair	Approximately bi monthly 2018, 2019, 2020
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RSC	RSC Chair	July 2018, 2019, 2020
	Establish Terms of Reference for the RSC	RSC Chair	December 2018
1.2 Corrs to maintain RAP Working Groups (RWG) in each office which will monitor local implementation of RAP actions, tracking progress and reporting to the RSC	RWGs to be comprised of decision-making partners or managers and staff members in each office, representing a variety of levels and roles. A partner or senior staff member representative from each RAP Working Group is to be a member of the RSC	RSC Chair	July 2018
	RWGs to meet six times annually to manage the local implementation schedule and review progress of deliverables at a state level	RWG Chairs	Approximately bi monthly 2018, 2019, 2020
	Use best endeavours to ensure Aboriginal and Torres Strait Islander peoples are represented in the RWGs. For example inviting all partners and staff to join the RWG through twice yearly emails with express reference to the importance and value of representation of Aboriginal and Torres Strait Islander peoples	RWG Chairs	July 2018, 2019, 2020
1.3 Provide opportunities for employees, including Aboriginal and Torres Strait Islander employees and other employees, to celebrate National Reconciliation Week 27 May – 3 June (NRW)	Continue to organise an internal event in each office to celebrate NRW (27 May to 3 June)	RSC Chair and RWG Chairs	NRW 2019, 2020
	Continue to promote opportunities for employees to attend external NRW events in their local cities	RSC Chair and RWG Chairs	NRW 2019, 2020
	Publicly promote Corrs' support for NRW via Corrs' website and Corrs' social media channels	Director of Business Development and Marketing	NRW 2019, 2020
	Continue to develop Corrs' existing relationship with Oxfam (and potentially other organisations) to support NRW	RSC Chair	NRW 2019, 2020
	Register all NRW events via Reconciliation Australia's NRW website	RSC Chair	NRW 2019, 2020
	Ensure members of the RSC participate in an external event to recognise and celebrate NRW	Partner Diversity and Inclusion	NRW 2019, 2020

Action	Deliverables	Responsibility	Timeline
1.4 Develop and maintain strong and meaningful relationships with key stakeholders, Aboriginal and Torres Strait Islander organisations, communities and individuals in all states where Corrs operates	Continue to develop existing relationships with key stakeholders, Aboriginal and Torres Strait Islander communities and individuals by inviting relevant parties to attend (and potentially address) Corrs events, programs and training opportunities (including functions held at Corrs' offices)	RSC Chair and RWG Chairs	December 2018, 2019, 2020
	Review and map Corrs' capabilities and existing relationships with Aboriginal and Torres Strait Islander peoples, organisations and stakeholders through our client management platform	RSC Chair	September 2018
	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	RSC Chair	December 2018
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	RSC Chair	December 2018
	Continue to develop and annually review Corrs' relationships with local Indigenous Barristers Networks in order to strengthen their networks and facilitate their engagement with local firms	RSC Chair and RWG Chairs	December 2018, 2019, 2020
1.5 Develop relationships with bodies involved in Aboriginal and Torres Strait Islander affairs in the private sector, government, councils and not-for-profit organisations to stay abreast of reconciliation issues and opportunities	Establish and foster relationships with representative bodies involved in Aboriginal and Torres Strait Islander affairs in at least two Corrs offices	RSC	July 2019
	Continue and annually review Corrs' engagement with other law firms involved in reconciliation and explore opportunities for inter-firm collaboration	RSC Chair and Partner Diversity and Inclusion	December 2018, 2019, 2020
	Continue Corrs' relationships with our supported charities that have an Aboriginal and Torres Strait Islander focus	RSC	December 2018, 2019, 2020
1.6 Raise internal and external awareness of the RAP to promote reconciliation across the legal and business sectors	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders	RSC Chair Director of Business Development and Marketing	July 2018
	Deliver a presentation in each office to ensure that partners and staff are aware of our RAP commitments and understand how their areas / teams can contribute to achievement of the RAP deliverables	RWG Chairs	2018 at launch event, June 2019, June 2020
	Engage with clients to promote reconciliation through RAP events and explore opportunities to work with clients on reconciliation projects	RSC Chair	July 2019, 2020
	Incorporate an overview of the firm's reconciliation agenda and related RAP commitments in the employee induction process	Director of People and Performance	December 2018
	Publicly promote Corrs' support for Reconciliation Australia via Corrs' website and Corrs' social media channels	Director of Business Development and Marketing	July 2018, 2019, 2020

RESPECT

In relation to respect, we will continue providing opportunities to celebrate NAIDOC Week with events internal and external to the firm.

We will grow awareness of our cultural protocol document to ensure each employee understands and appropriately coordinates a Welcome to Country or delivers an Acknowledgement of Country. Through consultation with Aboriginal and Torres Strait Islander Elders, we will assess whether it is appropriate to give our meeting rooms names in the traditional language of the area of each office.



Action	Deliverables	Responsibility	Timeline
2.1 Engage employees in continuous cultural learning to increase understanding and appreciation of Aboriginal and Torres Strait Islander histories, peoples, cultures, heritages and contributions to Australian society	Research the Traditional Owners and the Aboriginal and Torres Strait Islander history of the lands and waters in the areas around Corrs' offices, with assistance from local Elders if required, and develop at least one initiative in each office to share this information to employees	RSC Chair and RWG Chairs	December 2018
	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion)	RSC Chair and RWG Chairs	December 2018
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training	RSC and RWGs	December 2018
	Provide opportunities for RWG and RSC members, RAP champions, HR managers and other key leadership staff to participate in cultural training	Partner Diversity and Inclusion	January 2019
	Investigate potential mechanisms to monitor our employees' current level of understanding around Aboriginal and Torres Strait Islander histories, cultures and contributions, to inform future cultural awareness sessions	Partner Diversity and Inclusion	July 2020
2.2 Engage with Aboriginal and Torres Strait Islander cultures and communities by celebrating NAIDOC Week	Promote the calendar of events for NAIDOC Week to all staff in order to encourage staff attendance	RSC Chair and RWG Chairs	Prior to NAIDOC Week 2018, 2019, 2020
	Publicly promote Corrs' support for NAIDOC, with a particular focus during NAIDOC Week, via Corrs' website and Corrs' social media channels	Director of Business Development and Marketing	NAIDOC Week 2018, 2019, 2020
	Review employment policies to ensure that there are no barriers for Aboriginal or Torres Strait Islander staff to attend NAIDOC Week events	Director of People and Performance	July 2018, 2019, 2020
	Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events	Partner Diversity and Inclusion	July 2018, 2019, 2020
	RSC and RWGs members to participate in a local NAIDOC Week event and build relationships with the local and/or national NAIDOC Committees	RSC Chair and RWG Chairs	NAIDOC Week 2018 (July 8 – 15), 2019 (July 7 – 14), 2020 (July 5 – 12)
2.3 Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols such as Welcome to Country and Acknowledgement of Country to ensure there is a shared meaning	In consultation with interested stakeholders, install Acknowledgement of Country signage to be displayed at the reception of every Corrs office	RWG Chairs	December 2018
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	RWG Chairs	December 2018
	Invite an Elder or Traditional Owner to provide a Welcome to Country at one event in each office annually, for example, a client function	RWG Chairs	March 2019, 2020
	Include an Acknowledgement of Country at the commencement of all important meetings and events	RSC and RWGs	July 2018

Action	Deliverables	Responsibility	Timeline
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings	Partner Diversity and Inclusion	July 2018
	Review, update and communicate Corrs' cultural protocol document more broadly within the firm to raise awareness and understanding of the meaning and significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country	RSC Chair and RWG Chairs	December 2018
2.4 Actively promote and celebrate Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements internally	In consultation with local Traditional Owners and Elders, explore the opportunity to name one meeting room in each Corrs office in the traditional language of the area	RSC Chair and RWG Chairs	December 2018
	Develop an internal communications strategy to raise awareness of key Aboriginal and Torres Strait Islander dates and events of significance	RSC Chair Director of Business Development and Marketing	December 2018
	Continue to build Corrs' existing relationships with Dreamtime Art or other Aboriginal and Torres Strait art shops and/or artist collectives to explore sourcing artworks or profiling an Aboriginal and/or Torres Strait Islander artist or artworks at Corrs' events	RSC Chair	July 2018



3

OPPORTUNITIES

In relation to opportunities, we will build relationships with Aboriginal and Torres Strait Islander recruitment organisations to facilitate the employment of Aboriginal and Torres Strait Islander peoples in legal and non-legal roles at Corrs.

We will grow our relationships with educational organisations to provide mentoring support services, including our relationships with universities, and funding scholarships. We will work to grow our procurement of goods and services from Aboriginal and Torres Strait Islander businesses.



Action	Deliverables	Responsibility	Timeline
3.1 Investigate opportunities within Corrs to improve and increase Aboriginal and Torres Strait Islander employment, training and development opportunities	Capture baseline data on current Aboriginal and Torres Strait Islander employees to inform future employment developments at Corrs	Partner Diversity and Inclusion	April 2019 (ahead of the 2019 Seasonal Clerkship application period).
	Review and amend HR procedures and policies as necessary to remove barriers to the employment of Aboriginal and Torres Strait Islander peoples at Corrs	Director of People and Performance	December 2019
	Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy for Corrs' business	Director of People and Performance	April 2019 (ahead of the 2019 Seasonal Clerkship application period)
	Examine recruitment processes and develop a plan to increase Aboriginal and Torres Strait Islander student engagement with the Seasonal Clerkship application process	Director of People and Performance	May 2019, 2020
	Build relationships with Aboriginal and Torres Strait Islander recruitment organisations to facilitate the employment of Aboriginal and Torres Strait Islander people in business services roles in addition to legal and legal assistant roles	Director of People and Performance	June 2019
	Promote all advertised vacancies in Aboriginal and Torres Strait Islander Media	Director of People and Performance	2018, 2019, 2020
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	Director of People and Performance	July 2020
3.2 Investigate opportunities to support, mentor and foster the next generation of Aboriginal and Torres Strait Islander lawyers and business support personnel	Build relationships with the Aboriginal and Torres Strait Islander units of various universities in each state in an effort to provide mentoring or other support services to Aboriginal and Torres Strait Islander students and to source Aboriginal and Torres Strait Islander talent for all types of roles	RSC Chair and RWG Chairs	December 2020
	Fund at least one scholarship per year for an Aboriginal and Torres Strait Islander student to assist with completing their law-related higher education qualification	RSC Chair	December 2019, 2020
	Fund one or more work experience placements per year for Aboriginal and Torres Strait Islander law students through Corrs' existing relationship with CareerTrackers or through another Aboriginal and Torres Strait Islander employment-focussed organisation	RSC Chair	December 2020
3.3 Consider expanding Corrs' pro bono program nationally to promote our vision for reconciliation	Deliver at least one pro bono or low bono project by Corrs on a topic of national interest relating to Aboriginal and Torres Strait Islander peoples	National Pro Bono Partner	December 2018, 2019, 2020
	Investigate and report on expanding Corrs' national pro bono programs' focus on assisting Aboriginal and Torres Strait Islander individuals, communities and organisations	RSC Chair National Pro Bono Partner	December 2018, 2019, 2020

Action	Deliverables	Responsibility	Timeline
3.4 Investigate opportunities to increase supplier diversity within Corrs	Review and update procurement policies and procedures to address barriers to procuring from Aboriginal and Torres Strait Islander businesses and promote business opportunities available between Corrs and Aboriginal and Torres Strait Islander businesses	Executive Director of Operations, Corporate Services	June 2019
	In cases where Corrs directly procures goods or services, provide responsible staff with access to the Supply Nation list of Aboriginal and Torres Strait Islander suppliers that can be used to procure the goods or services	Executive Director of Operations, Corporate Services	December 2018
	Review Corrs' existing procurement arrangements in collaboration with facilities management bodies and procurement service providers to identify opportunities to engage Aboriginal and Torres Strait Islander suppliers and strengthen existing relationships (Kulbardi and Abundance)	Executive Director of Operations, Corporate Services	December 2018
	Maintain membership of Supply Nation and meet with a Supply Nation representative once yearly	Partner Diversity and Inclusion	Biannually
3.5 Support professional training opportunities for Aboriginal and Torres Strait Islander peoples	Scope and record endeavours to secure opportunities for Aboriginal and Torres Strait Islander peoples to undertake professional development training at Corrs (e.g. invite Aboriginal and Torres Strait Islander lawyers from the Indigenous Lawyers Association Queensland Inc (ILAQ) to attend Continuous Professional Development days at Corrs offices, invite staff at Melbourne Indigenous Transition School to attend Corrs for business training across IT, finance, and library services)	RSC Chair and RWG Chairs	Ongoing – assess performance annually, November 2019, 2020

GOVERNANCE, TRACKING PROGRESS AND REPORTING

In relation to reporting, we will make sure our reconciliation efforts are transparent and measurable.

This will grow confidence in our RAP, our achievements and our capacity for progress.



Action	Deliverables	Responsibility	Timeline
4.1 Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	RSC Chair and Partner Diversity and Inclusion	30 September 2018, 2019, 2020
	Capture data to measure the progress and successes of the RAP	RSC Chair and RWG Chairs	July 2018, December 2018, 2019, 2020
	Investigate participating in the RAP Barometer	RSC Chair	May, 2020
4.2 Report RAP achievements, challenges and learnings	Publically report our RAP achievements, challenges and learnings	Director of Business Development and Marketing in collaboration with the RSC	January 2018, 2019, 2020
4.3 Build internal support for the RAP	Communicate RAP achievements and learnings to Board and staff through key reporting mechanisms	Director of Business Development and Marketing in collaboration with the RSC	On an as needs basis – at least by December of each year (2018, 2019, 2020)
	Review, refresh and update the RAP, based on Corrs' learnings and progress made from previous RAP (i.e. prepare end of RAP report card which tracks progress against Corrs' RAP actions), with the support of decision-making partners and staff from across the firm	RSC Chair	January 2020
	Expand financial and resource allocation to support the ongoing growth and sustainability of the RAP	RSC and Executive Director of Operations, Corporate Services	December 2018, 2019, 2020
4.4 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	Send new draft RAP to Reconciliation Australia for formal review, feedback and endorsement	RSC Chair and Partner Diversity and Inclusion	January 2020

RECONCILIATION ACTION PLAN

CORRS CHAMBERS WESTGARTH
2018-2020

Contact

If you are interested in learning more about Corrs' Reconciliation Action Plan, please contact David Yates, Partner and partner lead of the RAP at Corrs.

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RELATIONSHIPS RESPECT OPPORTUNITIES



RECONCILIATION
ACTION PLAN

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