

# CORRS DIVERSITY

**CORRS  
CHAMBERS  
WESTGARTH**  
lawyers

## DIVERSITY AND INCLUSION AT CORRS

Corrs Chambers Westgarth is enabling a truly diverse workforce. We strongly believe that diversity in all its forms should be embraced and celebrated and know that if it is, our people, our clients, our firm and the industry at large will benefit.

We want everyone at Corrs to feel connected, valued and empowered to succeed so every individual can maximise their potential and take full advantage of opportunities to pioneer, disrupt and lead.

Our commitment to diversity and inclusion is grounded in developing diversity of thought as a driver of improved business performance and enhanced service delivery to clients. It is a central aspect of our recruitment, retention, people development, wellbeing and market development strategies.

Corrs subjects itself to the same governance principles and recommendations on diversity that apply to its Australian Securities Exchange (ASX) listed clients, even though the firm is not a listed ASX company. Corrs' Diversity and Inclusion Policy (first published in 2012) outlines the firm's commitment to diversity and inclusion. Current strategic objectives include:

1. Build an inclusive culture that is vocal, clear and consistent about open acceptance
2. Build and demonstrate strong inclusive leadership skills to leverage diversity
3. Embed diversity, equality and inclusion principles into all our decisions, actions and people focused processes and policies
4. Mainstream flexible working arrangements
5. Engage with clients and industry to build shared value.

## PROGRESS ON DIVERSITY AND INCLUSION OBJECTIVES TO 30 SEPTEMBER 2018

The Corrs Diversity and Inclusion Council (D&I Council) continues to meet monthly to oversee the implementation and advancement of the firm's diversity and inclusion objectives, with regular reporting and updates provided to the firm's Executive Leadership Team (ELT) and the Board.

The D&I Council is comprised of partners across the firm, a Partner Diversity & Inclusion (who chairs the D&I Council and is a member of the firm's ELT) and a Diversity & Inclusion Manager. A number of national Steering Committees and local working groups are also in place for different portfolio areas to help identify and advance new initiatives.

### Gender Diversity

	Data as at 30 June 2018
<b>Women on Board</b>	25%
<b>Women in Senior Management<sup>1</sup></b>	50%
<b>Women in Partnership</b>	22%
<b>Overall women within the firm<sup>2</sup></b>	64%

1. Includes representation of women on the firm's Executive Leadership Team and Business Services Leadership Team.

2. Includes partners and staff.

The firm has established gender targets to increase the representation of women in senior leadership roles, including:

- 33% of Corrs' Board to be women
- 40% of senior management to be women
- 35% of the partnership to be women.

Corrs' Diversity Policy and gender targets are underpinned by a gender equality strategy to aid the retention of talent and promote a supportive and inclusive workplace culture. Key programs, policies and initiatives implemented and/or continued over the last 12 months which support our gender equality objectives include:

- executive coaching for female partners and senior female lawyers, to assist women maximise their career potential;
- mentoring and networking opportunities for staff and partners (including formal mentoring programs as well as several women's networking events each year, such as Corrs Women in Business events);
- partnership with Cognicity Pty Ltd (including events) to identify and remove barriers to gender equality and flexibility;
- unconscious bias awareness training for senior lawyers and business services managers;
- a commitment to identifying and addressing gender pay equity – our CEO Gavin MacLaren is a Workplace Gender Equality Agency (WGEA) Pay Equity Ambassador;
- gender equity assessment applied to talent identification program, promotions, pay and leadership succession planning;
- along with other major law firms in Australia, continued participation in the Managing Partners' Gender Diversity Initiative to determine ways to improve gender diversity (and other forms of diversity) internally and across the broader legal profession;
- an industry-leading 18 weeks paid parental leave for employees who are the primary care-giver and three weeks paid parental leave for secondary care-givers;

- paid superannuation contributions for employees during periods of paid and unpaid parental leave (up to 12 months);
- a carer's support initiative to assist our people with caring responsibilities and parental leave transitions – including the launch of an external, confidential information and care locator service and upcoming pilot of vacation care;
- a Breastfeeding Policy and dedicated facilities in all offices;
- a Family Violence Policy;
- being a signatory to the Law Council of Australia's (LCA) National Model Gender Equitable Briefing Policy and Diversity and Equality Charter and meeting the interim LCA target that women barristers receive 20% of our briefs (22%) and 18% of our barrister fees are being paid to women;
- hosting and speaking at events to continue the public dialogue and share information and tools to advance gender diversity across the profession.

Corrs is a WGEA Employer of Choice for Gender Equality (2014, 2015, 2016, 2017, 2018).

**"I am committed to all forms of diversity, including gender diversity, and this remains a strategic priority for the firm. Attracting, retaining and advancing the best talent is critical to our success. To achieve this we need to foster a culture in which everyone is valued, supported and empowered. This in turn creates value for our clients, the firm and the communities in which we operate."**

*Gavin MacLaren, Senior Partner and CEO*

### Mainstreaming flexible work practices

The need for flexible working is a key business reality for the firm and is a key driver of diversity.

Our goal is to build on our existing flexibility framework by adopting a clear, consistent and vocal approach to enabling flexible working for everyone across the firm. Our Flexibility@Corrs Policy provides an array of options to enable individuals to fulfil their work and life responsibilities and interests.

Corrs' continued focus on promoting formal and ad-hoc flexible work options to all our people has resulted in an increased use of varying types of work practices across different parts of the firm. Support for flexible working has been communicated by our new CEO with remote working also encouraged.

Flexibility training for managers continues, with the focus being on practical implementation avenues to reduce barriers and improve flexibility uptake. A team-based approach to flexibility allows for open and candid conversations and ensures everyone is clear on business, individual and client needs, assisting in effective implementation of flexibility.

### Inclusion at Corrs

**"I belong. I bring my whole self/ identity to work. I feel connected, valued and empowered to succeed"**

Building an inclusive culture that is vocal, clear and consistent about open acceptance is a key priority. We want our people to contribute their perspectives, ideas and talents, identify opportunities and challenge the status quo. Recognising and harnessing individuals' differences will enable diversity of thought and innovation and assist in firm and client success.

The firm participated in the Diversity Council of Australia's (DCA's) inaugural Inclusion@Work survey in late 2017. Our employees were asked about their views and experiences at work, enabling us to understand how inclusion in the workplace is being experienced and how it can be improved. The results have provided great insight into how we are performing as well as areas to focus on to ensure all our people feel valued and empowered to succeed.

### Celebrating, supporting and including the diverse range of people at Corrs and in the broader community

#### *(i) Corrs Innovate Reconciliation Action Plan July 2018- July 2020*

Our 2018-2020 Innovate Reconciliation Action Plan (RAP) is our second RAP. It provides a clear roadmap for the firm to continue its reconciliation support efforts, including bold new goals and progression of existing activities.

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 Islander 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.

Some key achievements over the last 12 months include:

- continued participation in the CareerTrackers Program, an Indigenous employment pathway;
- hosting a session for the University of Queensland Aboriginal and Torres Strait Islander Unit (UQ ATSI) InspireU camp for high school students (a similar program was run for first year indigenous law students from Queensland University of Technology);
- performing over \$300,000 of pro bono legal work for Aboriginal and Torres Strait Islander communities;
- continued funding of a \$5,000 yearly indigenous scholarship at Melbourne Law School;
- increased supplier diversity outcomes nationally (Corrs is also a member of Supply Nation, an organisation which facilitates the opportunity for Indigenous businesses to be integrated into the supply chain of Australian organisations); and
- strengthening relationships with Aboriginal and Torres Strait Islander communities, businesses and individuals in all Australian states where Corrs operates. Examples include the Aboriginal Legal Service of Western Australia (to which we provided secondees on a short and ongoing basis as well as offering pro bono support), Dreamtime Art, Kulbardi and Abundance.

**“I am proud of the progress we are making and am delighted to officially launch the next evolution of Corrs’ RAP. We look forward to continuing to work close with Aboriginal and Torres Strait Islander peoples to help achieve reconciliation.”**

*Gavin MacLaren, Senior Partner and CEO*

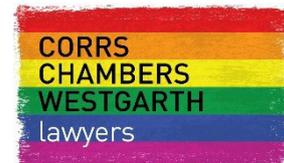
### *(iii) Pride@Corrs Network*

Founded in 2014, the firm’s LGBTI network is managed by a national LGBTI Steering committee, which consists of volunteers from across the firm. Our Pride@Corrs Network aims to increase and support the inclusion of our LGBTI people and enhance our broader engagement with the LGBTI community. The Pride@Corrs Network is not only for our LGBTI employees—allies are welcome and encouraged to join.

Corrs is a proud member of Pride in Diversity (PID), Australia’s leading organisation for the promotion of LGBTI equality and inclusion in the workplace. Some key achievements over the last 12 months include:

- maintaining bronze tier employer status in Pride in Diversity’s Australian Workplace Equality Index;
- LGBTI inclusion awareness sessions and interactive ally sessions held in each of Corrs’ offices for staff and partners to gain a better understanding and awareness of why LGBTI workplace inclusion is important, the challenges faced by LGBTI employees and the LGBTI community more broadly, and to learn how each of us can help create a more inclusive work culture;
- launch of a Gender Transitioning Policy and associated training;
- becoming a Gold Partner sponsor of Midsumma, Victoria’s premier LGBTIQ+ arts and cultural festival, including hosting a marquee at the headline Carnival event and participating in the Pride March;
- providing continued pro bono advice and support for Out for Australia, The Channel, the Australian Federation of AIDS Organisations and others; and

- recognising and celebrating key community events, including Wear It Purple Day, IDAHOBIT day and World AIDS Day.



### *(iii) Cultural diversity*

Corrs values the cultural diversity of our people and of the broader community.

Building awareness and understanding of the firm’s cultural diversity and leveraging this for business success is essential. In 2017, we signed a cultural diversity commitment with members of the Managing Partners Diversity Initiative to improve cultural diversity in leadership. Our CEO Gavin MacLaren is a member of the national Leadership Council for Cultural Diversity.

We are members of the Asian Australian Lawyers Association (AALA), which promotes cultural diversity in the law, and are supporters of the Australian Human Rights Commission’s ‘Racism. It Stops With Me’ campaign.

Key achievements in the last 12 months include:

- gathering baseline cultural diversity data of our workforce to help us better understand the firm’s cultural diversity profile, set meaningful goals to improve cultural diversity in leadership and enable a cultural lens in the context of recruitment and talent development;

- establishing a Corrs Cultural Diversity steering committee and working groups in each office to advance and action key priorities;
- developing a cultural and religious diversity calendar, enabling recognition and celebration of key dates and breadth of our cultural diversity; and
- hosting various events, including the Victorian Women Lawyers Association 'Double Glass Ceiling' event, an African Australian Lawyers Network event, an AALA national AGM and networking event, a Melbourne China Law Society 'Cultural Diversity' panel event and an AALA panel event on 'Unconscious Bias and Cultural Diversity'.

**RACISM. IT STOPS WITH ME**