

Innovate RAP 2016–2018



Watarrka and Imanpa School students at the Lilla Sports and Storytelling Festival in Lilla, August 2014.

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A message from our CEO

I am proud to present to you Dentons' 2016-2018 Innovate Reconciliation Action Plan.

As a firm, Dentons believes that reconciliation is important to our people, our clients, our community and Australia's future.

We continue our commitment to reconciliation with an underlying belief that education is the key to closing the social and economic gap between Aboriginal and Torres Strait Islander peoples and other Australians.

Key achievements have included:

- Becoming a signatory to the CareerTrackers 10x10 Initiative - a ten year partnership with CareerTrackers, to create 3,500 internship opportunities for Aboriginal and Torres Strait Islander students and graduates across the private sector
- Delivering the Lilla Sports and Storytelling Festival, and
- Our longstanding partnership with the Arts Law Centre of Australia and the "Artists in the Black" Wills Project which we continue to participate in, to protect the artworks of Indigenous Australians.

The development of our Reconciliation Action Plan is driven by our desire to work alongside Aboriginal and Torres Strait Islander peoples, to help achieve improved living standards and social and educational outcomes. Our plan is also driven by our wish to broaden the appreciation of Aboriginal and Torres Strait Islander cultures by directly engaging our people and our clients with Aboriginal and Torres Strait Islander communities and art in mutually beneficial ways.

The process of reconciliation is an ongoing journey. We look forward to continuing to partner with Aboriginal and Torres Strait Islander peoples to build relationships, and to create opportunities to close the education gap.



Ian Dardis

Chief Executive Officer,
Dentons, Australia
May 2017

Our vision for reconciliation

Our vision for reconciliation is for Aboriginal and Torres Strait Islanders peoples, cultures and communities to play a leading role in the future development of our firm.

About dentons

Dentons is the world's largest law firm, delivering quality and value to clients around the globe. Dentons is a leader on the Acritas Global Elite Brand Index, a BTI Client Service 30 Award winner and recognized by prominent business and legal publications for its innovations in client service, including founding Nextlaw Labs and the Nextlaw Global Referral Network. Dentons' polycentric approach and world-class talent challenge the status quo to advance client interests in the communities in which we live and work.

With Australian offices in Sydney and Perth and associate offices in Brisbane and Adelaide our lawyers have an established reputation for advising clients in the banking and finance, property and construction and energy and resources sectors.

Dentons' Australian lawyers are repeatedly recognised as industry leaders in the Chambers Asia Pacific and The Legal 500 Asia Pacific legal directories. They are frequently commended for their efforts towards reconciliation, diversity and equality.

Sustainability at Dentons

At Dentons, we recognise that enduring success requires economic growth that both protects and promotes social equity and ecological sustainability. We take our corporate social responsibility seriously and actively contribute to the development of the communities in which we operate - this includes our unwavering commitment to reducing the gap between Aboriginal and Torres Strait Islander and other Australians.

Many of the programs and initiatives that make up our sustainability program have developed organically over several decades, such as our support for the arts, which has grown and evolved since the 1960s.

We continue to support emerging artists in our community and our support for Aboriginal and Torres Strait Islander artists forms a large part of our sustainability program, particularly through our pro bono work and partnership with the Arts Law Centre of Australia as outlined in this plan.

Diversity at Dentons

At Dentons, we actively engage with our people to create an environment that promotes individuality, diversity and inclusion while instilling pride in the firm and our collective values.

We celebrate the value that diversity brings to the workplace, and creating a culture of diversity and inclusion underpins Dentons vision and strategy.

We have established a number of initiatives across our core diversity focus areas of gender, culture, flexibility and LGBTI. One of those diversity initiatives is the cultural awareness and unconscious bias training undertaken by our leaders as a part of our learning and development program and recruitment strategy. Another is our “Dentons Gets Centred” program which provides our partners and employees with an insight into Aboriginal cultures, witnessing first-hand the traditions and experiences of remote Aboriginal communities.





Reconciliation achievements

Relationships

National reconciliation week celebrations

**National
Reconciliation
Week**



National Reconciliation Week 2016

Our celebration took the form of an historical survey of the significant milestones in the reconciliation. These milestones were presented through informative daily posts on our Intranet. It included the Australian Bureau of Statistics video of the National Aboriginal and Torres Strait Islander Social Survey 2014-2015 which outlines how far we have come and how far we still have to go.

During the week, Dentons hosted the Arts Law Pro Bono Awards. At the event, 34 lawyers and professionals were recognised for their significant contribution to the clients of the Arts Law Centre of Australia. Arts Law also took the opportunity to launch their Innovate Reconciliation Plan.

On the eve of National Reconciliation Week, we promoted the range of national events and encouraged employees to take the opportunity to attend them.

National Reconciliation Week 2015

On Friday 29 May 2015, we hosted "Dentons' Got Talent" in our Sydney office.

This event was an opportunity for partners and staff to showcase their hidden talent. From singing to tap dancing, individual or team acts of any description were welcomed.

The event also celebrated National Reconciliation Week, with some of our CareerTrackers interns showcasing their talent.

We also shared an update on our current RAP with the firm and updated our partners and staff on our reconciliation initiatives and how they could get involved.

National Reconciliation Week 2014

We celebrated National Reconciliation Week in 2014 with two key events in our Sydney office listed below.

Guest lecture: "Constitutional recognition: recent developments and future challenges", Dr. Paul Kildea, PhD, Lecturer, Faculty of Law, University of New South Wales.

On Wednesday 28 May 2014, we welcomed Dr. Paul Kildea back to our Dentons Sydney office for a second consecutive year, to discuss the history and purpose of the proposed referendum on the constitutional recognition of Aboriginal and Torres Strait Islander peoples, the legal issues involved, and what needs to happen for it to succeed. Dr. Kildea brought us up to date on recent developments and discussed the key legal and political challenges that lie ahead. Questions, answers and discussion followed, making this an insightful presentation and discussion.

Staff celebration | Friday 30 May 2014

Our partners and staff celebrated National Reconciliation week in our Sydney office on Friday 30 May 2014.

Two of our CareerTrackers interns, Clark Donovan and Rosemary Tabuai, hosted the gathering and spoke about the meaning of National Reconciliation Week and what the week means for Dentons. Clark and Rosemary provided an update on our partnerships with CareerTrackers, the Lilla and surrounding communities; and the Watarrka Foundation (formerly known as the Lilla Foundation).

Clark again invited fellow law student Ivor Rigney to play his grandfather's didgeridoo for the gathering (pictured).



We also promoted the full list of National Reconciliation Week events taking place throughout Sydney to the firm.

“We cannot change the past, however, we can still change the future. I am proud to be a part of Dentons in the healing process of Australia’s First people”.

Clark Donovan, May 2014

World Indigenous Legal Conference

Dentons was a key sponsor of the biennial World Indigenous Legal Conference (WILC 2014), from 24–27 June 2014, hosted by the Indigenous Lawyers Association of Queensland Inc. at the Queensland University of Technology in Brisbane.

Focusing on the theme of “past, present, future”, Indigenous lawyers and academics from around the world gathered, to address the legal issues faced by Indigenous peoples globally.

Dentons was proudly represented at the event by Paul Spiro, partner of our associate office in Brisbane. Paul gave the keynote address at the opening ceremony. Sydney partner Campbell Hudson also attended the conference dinner.

Dentons CareerTrackers intern, Rosemary Tabuai (pictured second from right), was sponsored by the NSW Bar Association to attend the conference and had the privilege of meeting three of the inspiring conference speakers.

“This was a remarkable experience to meet with Indigenous peoples from other parts of the world and to learn about their experiences in the legal profession. It was a great opportunity for us to address the challenges faced by Indigenous peoples collectively, and to focus on improving their future”.

Rosemary Tabuai, June 2014



Rosemary is pictured second from right with conference speakers L-R: Deborah Sanchez, North America, Chumash and O’odham and Native traditionalist; Tia Oros Peters, North America, Executive Director of the Seventh Generation Fund for Indigenous Peoples; and Peggy L. Bird, Sun Clan, Kewa Pueblo, New Mexico.

National Indigenous Legal Conference

On 14 September 2016, our CareerTrackers’ intern Clark Donovan was nominated by the National Indigenous

Legal Conference to attend its annual national conference in Canberra as their guest.

The Watarrka Foundation



Dentons has continued to support the Watarrka Foundation, formerly known as the Lilla Foundation and renamed in 2016, which helps to support the Lilla community and surrounding communities in the Watarrka area.

Dentons Partner Arthur Koumoukelis worked with Remote Tours to establish the foundation as a Public Benevolent Institution with Australian Tax Office Deductible Gift Recipient status. This allows the Foundation to receive donations and issue tax-deductible receipts.

The Watarrka Foundation's vision is to create the possibility of independence and self-reliance for Aboriginal peoples in the Northern Territory.

It aims to achieve this by working directly and collaboratively with likeminded organisations such as Dentons, and with the communities to assist them in four broad areas including:

- The provision of basic services including security, shelter, electricity, clean water, and basic standards of living
- Food security
- Education opportunities, and
- Community socialisation and integration.

Key future projects of the Foundation include:

- Establishing a secondary school campus so students can study in their own community by February 2017

- Providing students with vocational training so they may apply these skills in jobs within their communities
- Continuing the annual Sports and Storytelling Festival for students in the region
- Alleviating food issues and establishing a delivery program, and
- Refurbishing community housing and upgrading of existing infrastructure.

The proceeds of our future fundraising activities will be donated to the Watarrka Foundation, to directly support these communities.

For more information visit
<http://watarrkafoundation.org.au/>

"Dentons Gets Centred" Program: Lilla Sports and Storytelling Festival

In its third consecutive year, the "Dentons Gets Centred" program evolved in 2014 into the Lilla Sports and Storytelling Festival in partnership with the Watarrka Foundation.

The Sports and Story Telling Festival was held from 26 - 28 August 2014 and was established to bring together students from the Lilla and Imanpa communities with Dentons staff for a three day educational, active and fun experience.

In partnership with Reg Ramsden of Remote Tours NT, Dentons established the festival which was delivered by a number of partnering organisations, to teach students about physical activity, and to provide valuable lessons relating to health, nutrition, literacy, storytelling, poetry and art. The festival was designed to inspire Aboriginal and Torres Strait Islander children to attend school and to appreciate the many benefits of an education.

The students of the Imanpa School joined those of the Watarrka School in the Lilla community for the festival which took place over three days and two nights. A number of organisations delivered a variety of activities throughout the festival.



A further highlight of the trip was the production of a video, produced by Broderick Aitken. Broderick is an emerging talent in video production. The festival video captures brilliantly the essence of the experience of the festival for all who participated. To view the festival video click [HERE](#)

Key outcomes achieved through the 2014 festival include:

- The use of sport and storytelling as effective vehicles to help address the education and employment gap

The creation of sustainable and strategic partnerships, and

- A model for the delivery of future programmes.

A key feature of the festival was Dentons' partnership with Poetry in Action, which has continued since 2011. Poetry in Action provides the rare opportunity to see

poetry brought to life through performance. Their dynamic actors perform unique shows designed to connect with, and inspire, school students.

Poetry in Action provided the storytelling component of the festival, to champion resilience and confidence in the children. This was an important part of the festival, providing a balance to the physical activities on offer.

The Lilla Sports and Storytelling festival has a profound impact on our people who often refer to their experiences at Lilla as one of the most significant experiences of their lives.

Lilla Sports and Storytelling Festival, August 2014



August 2015: the second Lilla Sports and Storytelling Festival

From Wednesday 26 to Saturday 29 August 2015, Dentons partners and staff led children from the Lilla, and surrounding Aboriginal communities, in a sports carnival to learn about health, nutrition and fitness; as well as cultural activities; and setting future life goals.

The festival brought together students and community members of Lilla and Imanpa for a three-day fun packed and educational experience with a focus on physical activity, health, nutrition, poetry and art.

The program continues to strengthen Dentons' partnership with the Lilla and surrounding communities, Remote Tours and the Watarrka Foundation.



For the first time, clients of the firm joined us in hosting the Lilla Sports and Storytelling Festival. We value our client relationships and look forward to joining with Australia's business community in a joint commitment to reconciliation and closing the employment and education gap.

August 2016: the third Lilla Sports and Storytelling Festival

This third consecutive annual festival was a resounding success. Approximately 40 students and teachers from the Watarrka, Imanpa and Areyonga Schools came together to participate in the festival held from Wednesday 24 to Friday 26 August 2016.

The Festival was held in the Lilla community. A number of organisations, including volunteers from Dentons, worked seamlessly to encourage the students to get involved, learn and have fun in numerous activities that were held across the three days and two nights, including:

- A host of sporting events run by NASCA (National Aboriginal Sporting Chance Academy)
- Art and drama sessions by Poetry In Action
- An AFL skills session led by NT AFL
- A cricket skills session by NT Cricket
- A 'duathlon' with running and mountain biking
- Health and nutrition education with a special heart rate skipping exercise
- A demonstration from Remote Health.

"The Festival supports the students' growth on so many levels. Their social, physical, academic and mental wellbeing are all being developed... they are learning to take risks and have a go." Christine Munro, Principal, Watarrka Primary School

On returning to Sydney, our Dentons representatives held a presentation drinks evening where they shared

their Festival and Watarrka Foundation experiences with colleagues.

The Ninja Circus

Our relationship with the Ninja Circus developed from their performance on the first night of the 2014 Lilla Sports and Storytelling Festival. The Ninja Circus is a remote Aboriginal youth performance troupe and circus school.

Based in Mutitjulu, the home of the Traditional Owners of Uluru, the performance troupe consists of 40 children from 10 to 20 years of age from the communities of Mutitjulu and Docker River. It was established to improve



the social and emotional wellbeing of young local Aboriginal people.

Above: The Ninja Circus at the Lilla Sports and Storytelling Festival, August 2014.

Photo courtesy of Dentons solicitor Scott Higgins, 2012 and 2014
Dentons Gets Centred Program participant

The troupe is led by internationally acclaimed circus performer Ludo, (also known as Mr. Om), who has been delivering circus workshops and performances with

Aboriginal and Torres Strait Islander youth across central Australia since 2008.

The performance was an inspiration for the children and for all who participated in the festival.

Dentons has provided financial support for the Ninja Circus to fund the purchase of a coach to transport the troupe to various locations in central Australia for their performances.

GAWURA

In July 2016, Dentons Sydney office volunteers commenced their roles in the reading program of Gawura, a kindergarten to year 6 day school for disadvantaged Aboriginal and Torres Strait Islander children. It is located within St Andrew's Cathedral School in Sydney's CBD.

The reading program involves attending a volunteers' training session and subsequently attending the school once a week from 8.55 am to 9.25 am to help build the children's reading skills.



Reconciliation Australia

We have a strong partnership with Reconciliation Australia (RA) since establishing our

first RAP in 2012. In April 2013, we partnered with RA to host the first Reconciliation Action Plan (RAP) Learning Circle. The Learning Circle provided an opportunity for organisations who are part of the Reconciliation Action Plan program to come together to share ideas on how they can maximise the outcomes of their investment in cultural awareness.

We continue to be guided by Reconciliation Australia in the planning of our RAP and the firm's initiatives to help close the economic and social gap between Aboriginal and Torres Strait Islander Peoples and the broader Australian community.



Arts Law Centre of Australia

Since 2011 Dentons has partnered with the Arts Law Centre of Australia. We have participated in numerous 'Artists in the Black' wills trips,

continuing a joint commitment to support Aboriginal and Torres Strait Islander Australians.

The Artists in the Black wills trips helps to ensure that the copyright of paintings and any resale royalties are left to the artists' families after their passing. Creating these wills helps to reduce the number of disputes that commonly occur when an artist passes away intestate, such as where they are to be buried. This involves discussing intestacy issues with the artists, and mapping family trees in order to communicate family relationships.

In November 2013 we partnered with the Arts Law Centre of Australia to launch the National Indigenous Art Registration Service, a pro-bono initiative to protect the artworks of Aboriginal and Torres Strait Islander peoples. The National Indigenous Art Registration Service combines the legal expertise of our firm and the Arts Law Centre to ensure that Aboriginal and Torres Strait Islander art is correctly registered under the Australian Government's Personal Property and Security Register (PPSR).

In June 2015, Dentons partnered with the Arts Law Centre of Australia through participation in the latest Artists in the Black Wills Trip to art centres in northern NSW.

Kintore street school visit

Our Sydney office had the pleasure of hosting the students, teachers and principal Nick Richardson of Kintore Street School in Sydney on 24 October 2014.

The group travelled nearly 4,000 kms to Sydney from the remote Aboriginal community of Kintore, in Katherine, NT, for an educational visit to NSW.

Our partners and staff joined the group as they soaked up the sights of Sydney including Circular Quay, the Opera House, a ferry ride to Darling Harbour and a visit to the top of Sydney Tower.

Top right: Dentons solicitor Christopher Shute on right with Kintore Street School students; Bottom right: Dentons staff and the Kintore students visit Hyde Park, Sydney.

Legal Profession Reconciliation Network

Our Sydney office continues an involvement with the Legal Profession Reconciliation Network, to work



Top: Dentons solicitor Christopher Shute on right with Kintore Street School students; Bottom: Dentons staff and the Kintore students visit Hyde Park, Sydney.

COLLABORATION

In achieving our vision for reconciliation, we collaborate and support fellow corporate and association partners seeking to achieve the same.

During 2016, we supported and promoted the following events:

- The Annual Indigenous Expo & Art Sale hosted by Westpac – recognising Westpac's support of the Watarrka Foundation
- The St George Foundation Charity recognising St George's support of the Watarrka Foundation
- The Annual ANTar Trivia Dinner – to raise funds to support ANTar's advocacy of justice, rights and respect for Australia's First Peoples.
- The Lilla Sports Clothing Drive – to provide sports clothing to children attending the annual Lilla Sports and Story Telling Festival
- The Come & Try Day (Canberra) hosted by the Evonne Goolagong Foundation



with other law firms, regulatory bodies and Aboriginal and Torres Strait Islander legal organisations, on reconciliation initiatives.

Opportunities

Signatory to CareerTrackers 10x10 initiative

In January 2015, Dentons became a signatory to the CareerTrackers 10x10 Initiative, announced at the CareerTrackers 5th Annual Gala Dinner and Awards. The evening was attended by 1,400 members of Australia's business community and was the largest gathering of Aboriginal and Torres Strait Islander university students in Australia.

The 10x10 Initiative commits signatories to a ten-year partnership with CareerTrackers, creating 3,500 internship opportunities for Aboriginal and Torres Strait Islander students and graduates across the private sector.

This long-term commitment consolidates Dentons' ongoing partnership with CareerTrackers; a partnership that has provided Aboriginal and Torres Strait Islander university students with a structured internship program and professional career development since June 2012. The program has played a key role in helping our partners and staff to understand Aboriginal and Torres Strait Islander cultures.

"Dentons is privileged to have CareerTrackers interns Rosemary Tabuai, Clark Donovan, Manny Bell and Jonathon Captain-Webb in our Sydney office, and Chloe Heterick, Liam Roberts, Marikki Watego, Sarah Bohmer and Suzanne Howard in our associate office in Brisbane. We look forward to continuing to support their ongoing professional development and the future of our CareerTrackers interns,"

said Dentons partner, Campbell Hudson (pictured third from right)



Featured in photo L-R: Tarun Gupta, Chief Executive Officer, Property, Australia, Lend Lease; Mike Wilkins, Managing Director & CEO Insurance Australia Group; Jason Yetton, Group Executive, Westpac; Phillip Graus, Director and Chair, Cox Architecture; Jason Ricketts, Managing Partner, Australia, Herbert Smith Freehills; Chris Fry, Chief Executive Officer, Indigenous Business Australia; David Jurd, Managing Director, Leighton Contractors; Kirsten Stanisich, Director, SJB Architecture; Campbell Hudson, Partner, Dentons; Ian Narev, Managing Director & CEO, Commonwealth Bank of Australia; Alan Joyce, CEO and Managing Director, Qantas. Photo courtesy of CareerTrackers.

Jonathon Captain-Webb and Chloe Heterick were awarded the Academic Excellence Award at the event, which recognises the academic achievements of students with a high distinction or distinction average. Rosemary Tabuai also danced at the event with her Torres Strait Islander dance tribe Urban Zenadh Kes, entertaining the large crowd with traditional dance and song.

In 2016 and 2017, Dentons attended the 6th and 7th CareerTrackers Annual Dinners with, on average, eight of our CareerTrackers interns present. At the 2016 dinner, our own Clark Donovan gave a powerful speech which can be viewed here. <https://www.youtube.com/watch?v=rCckD7C52jY>

In July 2016 Dentons welcomed CareerTrackers interns, mentors and affiliates of the program to celebrate the achievements of the 10X10 Initiative at a cocktail party hosted in our Sydney office.

On 9 November 2016, Dentons was delighted to host CareerTrackers' Corporate Summer Kick Off Workshop where the CareerTracker's employment partners share their experiences in hosting interns and learn more about Aboriginal and Torres Strait Islander cultures and the CareerTrackers program.

Indigenous internship program

Our associate office in Brisbane has maintained an Aboriginal and Torres Strait Islander internship program for nearly nine years and currently has five Aboriginal and Torres Strait Islander interns and two previous interns, who have been accepted into the Dentons Graduate program providing them with employment and training.

Employment strategy

Dentons is committed to supporting the education and employment of Aboriginal and Torres Strait Islander peoples. Our employment opportunities continue to be advertised in the Koori Mail. This fulfils the target set in our first Innovate RAP to help maximise access to these opportunities in Aboriginal and Torres Strait Islander communities. We will continue to explore different strategies to increase Aboriginal and Torres Strait Islander employment within Dentons.

Supply Diversity

Supply Nation

We hold a membership with Supply Nation. This not-for-profit organisation provides a direct business-to-business purchasing link between corporate Australia, Government agencies and Aboriginal and Torres Strait Islander owned businesses. Through Supply Nation Australian companies and Government departments can buy goods and services from Aboriginal and Torres Strait Islander businesses.

Yaru Water

Yaru Water is Australia's first Aboriginal and Torres Strait Islander bottled water provider. The business has supplied Dentons with bottled sparkling water for client lunches and seminars since 2012. We continue to support Yaru Water and Australia's Aboriginal and Torres Strait Islander business community.



Pictured right: Dentons Brisbane associate office partner Paul Spiro (centre) with Aboriginal and Torres Strait Islander interns Ryan Viewers on left and Marikki Watego on right.





Respect

Tree of Knowledge

Dentons partner Campbell Hudson accepted a knowledge tree at the CareerTrackers Gala Dinner and Awards on 29 January 2015, after the firm became a signatory to the CareerTrackers 10x10 initiative.

The knowledge tree represents the passing of knowledge between Indigenous and corporate Australia.

It is a ceremonial pole that represents the sacred fig tree that grows in Dhudupu, near First Creek on Elcho Island. It signifies the story of the mokuy spirit that lives beneath the fig tree and eats the figs and kurrajong seeds.

Traditionally, clans would gather at the sacred fig tree for bungul (ceremony). The ceremony awakens and enlivens the spirits, guiding them 'home'. It is a symbolic ceremony of remembrance and of the passing of traditional knowledge to younger generations.

We proudly displayed the knowledge tree in our Sydney office after the event. It is now making its way around the country to be displayed in each of our offices.

Welcome to Country

Over the last year, Dentons has continued to ensure a Welcome to Country ceremony is included at significant firm events, with the CEO or senior management delivering an Acknowledgement of Country at all other events.

Westpac and Dentons Q&A Panel | Naidoc Week 2014

In recognition of National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week, Dentons CareerTrackers interns Rosemary Tabuai and Manny Bell featured as invited panellists on a joint Dentons and Westpac CareerTrackers Q&A Panel and NAIDOC celebration, hosted at Westpac on Thursday 17 July 2014.

Rosemary and Manny joined Westpac CareerTrackers intern Ganur Maynard on the panel, sharing their inspiring personal stories and experiences as young Aboriginal and Torres Strait Islander peoples in the legal profession.

Introducing the panel, Dentons partner Campbell Hudson described the event as a great opportunity for us to celebrate not only Aboriginal and Torres Strait Islander talent, but also Australian talent.



Jonathon Captain-Webb, Rosemary Tabuai, Clark Donovan and Manny Bell with the knowledge tree in our Sydney office, February 2015



Dentons Brisbane associate office partner, Paul Spiro on left, with CareerTrackers Intern Manny Bell, at the handover of the tree of knowledge in our Brisbane office, March 2015.

“Dentons has had a connection with Indigenous cultures in Papua New Guinea since the 1960s and we continue to strongly support the education and employment of Indigenous Australia, and the future of young Aboriginal and Torres Strait Islanders in the legal profession”

Campbell said

Rosemary shared her passion for making a difference to the future of Aboriginal and Torres Strait Islander peoples, through the legal profession, which she has had from a young age.

“I feel passionate about giving back to my community. Since I joined CareerTrackers and Dentons, my mother has completed a TAFE course and is fully employed and my sister has her sights on studying social work at UNSW. My younger siblings are now also inspired to gain an education which means a lot to me,”

Rosemary said

“It was an honour to be offered the opportunity to share my story with Westpac’s legal team,” Manny said. “I am inspired by Rosemary and Ganur’s life stories and the paths that they are taking. It is always a great motivation

to see such driven and enthusiastic law students in the CareerTrackers community”.

The NAIDOC celebration was a wonderful opportunity for Dentons to share with Westpac a joint commitment to reconciliation, in partnership with CareerTrackers.

Dentons continues to celebrate NAIDOC Week and promotes NAIDOC community events taking place locally throughout the week, to which partners and staff are invited to attend.

“My mother gave me a wonderful education and my father spent many years working with homeless people. This passion for social justice has inspired me to make a difference through the legal profession”

Manny Bell, July 2014

Cultural protocols

Dentons acknowledges the Traditional Owners of the land at the firm’s significant events and the communities we visit. Over the coming year, an Aboriginal and Torres Strait Islander cultural protocols document will be developed and implemented to ensure all partners and staff are aware of cultural protocols involving Aboriginal and Torres Strait Islander peoples.

Pictured: Uncle Allen Madden of the Metropolitan Local Aboriginal Land Council, opening our National Reconciliation Week Celebration in 2013 in our Sydney office with a Welcome to Country.

Sorry Day

We acknowledge National Sorry Day 26th May each year. This day represents an opportunity to remember the painful history of the stolen generations, and to recognise the importance of healing and the power of saying sorry.



Pictured: Uncle Allen Madden of the Metropolitan Local Aboriginal Land Council, opening our National Reconciliation Week Celebration in 2013 in our Sydney office with a Welcome to Country.



Pictured L-R: Manny Bell, Rosemary Tabuai, and Kylie Gray, Head of Group Technology & Operations Legal - Compliance, Legal & Secretariat, Westpac.



Clockwise from top left: Dentons solicitor Rajeev Pillay with Manny Bell at the event; Westpac and Dentons staff at the event; Rosemary Tabuai, Ganur Maynard and Manny Bell; Ganur Maynard, Manny Bell and Rosemary Tabuai; the full panel; Dentons partner Campbell Hudson introducing the event.

Progress and reporting

RAP working group

Our RAP Working Group with our RAP champion, partner Campbell Hudson, continue to meet quarterly to review our Innovate RAP and the progress of the actions planned for the year ahead. The RAP Working Group includes a cross section of staff including Aboriginal and Torres Strait Islander members, who report back to Dentons regarding achievements and important updates, encouraging staff to participate in the journey to reconciliation.

Our RAP Working Group includes the following representatives:

- Partner, Recovery & Restructuring
- Partner, Banking & Finance
- Head of HR and Sustainability
- Director, Construction
- Director, Planning Environment & Government
- Senior Associate, Employment and Safety
- Senior Associate, Construction
- Human Resources Business Partner
- Business Development Manager
- Communications Manager
- Client Services Manager
- Client and Operations Manager, Recovery and Restructuring
- Operations Manager – Financial Products & Services
- Paralegal, Financial Products and Services
- Solicitor, Planning Environment & Government

- Solicitor, Recovery & Restructuring
- Solicitor, Recovery & Restructuring
- Solicitor, Construction
- Solicitor, Construction
- CareerTrackers intern
- CareerTrackers intern
- CareerTrackers intern
- CareerTrackers intern
- CareerTrackers intern

Our RAP Working Group will continue to meet quarterly over the next two years, to monitor and report on the progress of our Innovate RAP and to ensure it is meeting our reconciliation objectives.

Individuals within the RAP Working Group will be responsible for leading specific initiatives and targets planned for the year ahead.

Achieving these will allow us to consolidate our existing relationships and partnerships with Aboriginal and Torres Strait Islander communities and businesses, and to continue to partner with our clients and corporate community in supporting Aboriginal and Torres Strait Islander peoples.

Annual RAP impact measurement report

We will continue to report on Dentons' achievements, challenges and findings to Reconciliation Australia for inclusion in the annual RAP Impact Measurement Report, through completion of the RAP Impact Measurement Questionnaire.

Innovate RAP actions

2016 – 2018:

2018:

Relationships, Respect,
Opportunities, Progress
and Reporting

Relationships

At Dentons, our success depends on strong relationships with our clients and between our people. We view strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians as essential to achieving reconciliation.

Likewise, the success of our Innovate RAP will depend on relationships between our organisation and Aboriginal and Torres Strait Islander Australians.

Action	Responsibility	Timeline	Target
1. The Dentons RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	Head of HR and Sustainability; Client Services Manager	February, May, August, November 2016, 2017, 2018 February, 2016	<ul style="list-style-type: none"> Meets at least 4 times per year to monitor and report on RAP implementation and measure targets. RAP Working Group members to be assigned with responsibility for initiatives in each office. Establish a terms of reference for the RAP Working Group.
2. Celebrate NRW by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships.	Solicitor, Recovery and Restructuring; Operations Manager, Financial Products and Services	27 May – 3 June 2016, 2017, 2018	<ul style="list-style-type: none"> Organise one event to celebrate NRW in all Dentons' Australian offices. Provide updates on our national Innovate RAP at NRW events. Register all Dentons' NRW events on Reconciliation Australia's website to capture participation annually. Promote local external NRW events for Dentons employees to attend.
3. Maintain working relationship with Legal Profession Reconciliation Network (LPRN).	CPlanning, Environment and Government Director; Construction solicitor	May 2017	<ul style="list-style-type: none"> Dentons will continue to participate in the LPRN quarterly meetings Share learnings and discussion topics from LPRN with RAP Working Group. Identify and promote opportunities to collaborate on reconciliation projects. In collaboration with LPRN members advocate for justice targets in the Closing the Gap framework under the Council Of Australian Governments (COAG) initiative.
4. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Solicitor, Recovery and Restructuring; CareerTrackers intern, PEG Director	March 2016, 2017 and 2018 March, August, 2016, 2017 June 2016, 2017 September, 2016, 2017	<ul style="list-style-type: none"> Develop and communicate a list of Aboriginal and Torres Strait Islander organisations and communities that Dentons will engage with across Australia. Meet with local Aboriginal and Torres Strait Islander organisations and communities at least twice per year. Attend the National Native Title Conference each year. Dentons to arrange attendance at National Indigenous Legal Conference.
5. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Solicitor, Recovery and Restructuring, Communications Manager	March, June, September, December 2016, 2017, 2018	<ul style="list-style-type: none"> Promote reconciliation through ongoing active engagement with all stakeholders. Communicate quarterly RAP updates to staff via email and intranet.

Respect

Dentons has a diverse workforce and respect is one of the core values that we promote amongst our staff. Consistent with the high value we place on respect for one another, we see ourselves as having a role to play in encouraging respect for Aboriginal and Torres Strait Islander cultures, land and history within our workforce and industry.

Action	Responsibility	Timeline	Target
1. Demonstrate respect for Australia's First Peoples by engaging employees in understanding the cultural protocols around Acknowledgement of Country and Welcome to Country.	Head of HR and Sustainability; Partner, Recovery & Restructuring; Construction solicitor; Perth Business Development Manager	April 2016 April 2016 June 2016 June 2016	<ul style="list-style-type: none"> Dentons will develop, and communicate a cultural protocol document around the Acknowledgment of Country and Welcome to Country for each office to implement. Develop a list of key contacts for organising a Welcome to Country and maintain respectful relationships. Invite a Traditional Owner to provide a Welcome to Country to at significant events each year (including National Reconciliation Week.) An Acknowledgement of Country to be included at all other events. Include an Acknowledgement to Country at the commencement of important internal meetings. Display an Acknowledgement to Country plaque in each of Dentons' state offices.
2. Dentons will continue to engage employees in cultural learning to increase understanding and appreciation for Aboriginal and Torres Strait Islander cultures, history and achievements.	Head of Human Resources and Sustainability; Partner, Recovery and Restructuring	May 2017 February, 2016, 2017, 2018 March, 2017 March, 2017	<ul style="list-style-type: none"> Develop and implement a cultural awareness training strategy in each office, which defines cultural learning needs of employees in different areas of our business. Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural training for Dentons. Provide opportunities for Dentons employees to participate in cultural training. Encourage new and existing employees to view Reconciliation Australia's "Share Our Pride" website to gain insight into Aboriginal and Torres Strait Islander peoples history, cultures and achievements
3. Engage employees in other cultural learning activities.	Communications Manager; Solicitor, Construction	October, 2016, 2017, 2018; August, 2016, 2017; July, 2016, 2017; November, 2017	<ul style="list-style-type: none"> Provide opportunities for First Australian staff and interns to share their cultural knowledge. Investigate cultural immersion opportunities. Organise a brown paper bag, lunchtime learning session on Aboriginal and Torres Strait islander peoples' histories and achievements. Invite a Traditional Owner to our offices to inform staff about the history of the local area.
4. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their cultures and communities through celebrating NAIDOC Week events.	Director, Construction; Solicitor, Recovery and Restructuring, and CareerTrackers intern	July 2016 and 2017 November, 2017	<ul style="list-style-type: none"> Advertise local NAIDOC week events and provide opportunities for all staff to attend on Dentons intranet and public website. Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events. In consultation with Traditional Owners, organise at least one internal NAIDOC Week event in each Dentons office. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.
5. Promote Aboriginal and Torres Strait Islander peoples cultures in Dentons offices.	Communications Manager; Partner, Recovery and Restructuring; CareerTrackers intern	May, 2016, 2017, 2018; February 2016, 2017, 2018	<ul style="list-style-type: none"> Continue to commission Aboriginal and Torres Strait Islander artwork and display appropriately within Dentons' offices, which will include acknowledgments of artist and artwork. Develop and communicate a calendar of significant Aboriginal and Torres Strait Islander events and dates (such as Sorry Day, NAIDOC Week etc.)

Opportunities

At Dentons, we believe that education and employment opportunities for Aboriginal and Torres Strait Islander Australians will assist in overcoming historical injustice and lead to more equal opportunity.

As lawyers, we would like to see greater access to justice for all Australians including Aboriginal and Torres Strait Islander peoples. We provide pro bono legal services to Aboriginal and Torres Strait Islander Australians so that they have the opportunity to access legal representation.

Action	Responsibility	Timeline	Target
1. Investigate opportunities within Dentons to increase Aboriginal and Torres Strait Islander employment and retention opportunities..	Head of Human Resources and Sustainability; Human Resources Business Partner	May 2016, 2017, 2018; November, 2017; November, 2017; November, 2017; November, 2017; November, 2017; November, 2017	<ul style="list-style-type: none"> Continue to advertise job vacancies in Aboriginal and Torres Strait Islander media including Koori Mail. Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy. Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities. Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace. Establish an Aboriginal and Torres Strait Islander internal employee network. Encourage Aboriginal and Torres Strait Islander employees to attend the National Indigenous Corporate Network (NICN).
2. Support Aboriginal and Torres Strait Islander students to pursue a career in the legal profession.	Head of Human Resources and Sustainability; Partner, Recovery and Restructuring	March, 2016, 2017, 2018 August, 2016, 2017 March, 2016 August, 2016, 2017	<ul style="list-style-type: none"> Continue to partner with CareerTrackers as signatory to the 10 x10 Initiative with a target of maintaining a minimum of 8 CareerTrackers interns nationally. Investigate opportunities to partner with schools and other educational institutions to enhance educational outcomes for First Australian students. Investigate opportunities to sponsor Aboriginal and Torres Strait Islander school students in regional or remote communities, providing support to assist them through school and tertiary education. Consult with Aboriginal and Torres Strait Islander communities to identify how Dentons can support education outcomes of First Australian children.
3. Investigate opportunities to increase supplier diversity within Dentons.	Client Services Manager	May 2016, 2017, 2018 May and October, 2016, 2017, 2018 November, 2017 November, 2017	<ul style="list-style-type: none"> Dentons offices to utilise Aboriginal and Torres Strait Islander businesses via our Supply Nation membership. Meet with Supply Nation at least twice per year to explore opportunities to increase supplier diversity within our firm. Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services. Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.

Opportunities cont'd

Action	Responsibility	Timeline	Target
4. Dentons will continue to provide pro bono work to Aboriginal and Torres Strait Islander organisations.	PEG Director; Operations Manager – Financial Products and Services; Recovery and Restructuring Solicitor	December, 2016, 2017, 2018 December, 2016, 2017, 2018 December, 2016, 2017, 2018 December, 2016, 2017, 2018	<ul style="list-style-type: none"> Continue to provide pro bono support to the Arts Law Centre of Australia through wills trips to Aboriginal communities; and also through partnering with Indigenous art centres as a dedicated law firm partner. Arrange for Dentons solicitors to be rostered on to provide legal advice on a pro bono basis at the Aboriginal Legal Centre and Redfern Legal Centre. Continue to register First Australian art under the Australian Government's Personal Property and Security Register (PPSR) through the National Indigenous Art Registration Service, launched as a joint initiative by Dentons and the Arts Law Centre of Australia in November 2013. Investigate other Aboriginal and Torres Strait Islander organisations or communities that Dentons could support.
5. Continue to strengthen our partnership with local Aboriginal communities in Central Australia.	Partner, Recovery and Restructuring; Client and Operations Manager, Recovery and Restructuring	May 2016 July, 2016	<ul style="list-style-type: none"> Continue to support the delivery of the Lilla Sports and Storytelling Festival Continue our partnership with the Watarrka Foundation to support the foundation's objectives by providing advice on the direction of the Foundation and fundraising to support the Foundation's objectives for remote communities in Central Australia. Encourage staff to volunteer with the Watarrka Foundation.

Tracking progress and reporting

At Dentons, we are excited to continue our RAP journey and are committed to the actions set out in this document.

We therefore commit to reporting on our progress as we recognise the value in learning from our experience.

We hope that the lessons we learn will also benefit other organisations.

Action	Responsibility	Timeline	Target
1. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Head of HR and Sustainability	September 2016, 2017, 2018	<ul style="list-style-type: none"> Dentons RAP Working Group to complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
2. Communicate Dentons' RAP achievements, learnings and challenges to stakeholders.	Communications Manager	March, June, September, December 2016, 2017, 2018 December 2016, 2017, 2018	<ul style="list-style-type: none"> RAP Working Group to provide regular updates to the firm through face-to-face and written internal updates, quarterly. Publically report on RAP progress.
3. Refresh and develop a new RAP for Dentons.	Communications Manager	December, 2017 March, 2018	<ul style="list-style-type: none"> Draft a new RAP based on previous RAP achievements, challenges and learnings. Submit Dentons draft RAP to Reconciliation Australia for formal review, feedback and endorsement.

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