

# Innovate RAP 2015 - 2016



gadens

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



# Contents

<b>Chairman's message .....</b>	<b>5</b>
<b>RECONCILIATION ACHIEVEMENTS .....</b>	<b>7</b>
MAY 2014 – MAY 2015 .....	7
<b>Relationships .....</b>	<b>8</b>
NATIONAL RECONCILIATION WEEK CELEBRATIONS.....	8
THE LILLA FOUNDATION.....	9
WORLD INDIGENOUS LEGAL CONFERENCE .....	10
WESTPAC AND GADENS Q&A PANEL   NAIDOC WEEK .....	11
OUR PARTNERSHIP WITH MANY RIVERS .....	13
LILLA SPORTS AND.....	15
STORYTELLING FESTIVAL, .....	15
AUGUST 2014 .....	15
THE NINJA CIRCUS .....	16
RECONCILIATION AUSTRALIA.....	17
ARTS LAW CENTRE OF AUSTRALIA.....	17
SUPPLY NATION.....	17
LEGAL PROFESSION RECONCILIATION NETWORK .....	17
<b>Opportunities .....</b>	<b>18</b>
SIGNATORY TO CAREERTRACKERS 10X10 INITIATIVE .....	18
INDIGENOUS INTERNSHIP PROGRAM .....	19
KINTORE STREET SCHOOL VISIT.....	19
<b>Respect .....</b>	<b>20</b>
TREE OF KNOWLEDGE .....	20
WELCOME TO COUNTRY .....	21
<b>Progress and reporting.....</b>	<b>21</b>
RAP WORKING GROUP.....	21
<b>Innovate RAP Minimum Actions 2015 – 2016: .....</b>	<b>22</b>
RELATIONSHIPS, RESPECT, OPPORTUNITIES, PROGRESS AND REPORTING.....	22
<b>Relationships .....</b>	<b>23</b>
NATIONAL RECONCILIATION WEEK CELEBRATION, 27 MAY – 3 JUNE 2015 23	
LILLA FOUNDATION SUPPORT .....	23
AUGUST 2015: GADENS GETS CENTRED PROGRAM.....	24
ARTS LAW CENTRE OF AUSTRALIA.....	25
RECONCILIATION AUSTRALIA.....	25
SUPPLY NATION.....	25
LEGAL PROFESSION RECONCILIATION NETWORK .....	25
<b>Opportunities .....</b>	<b>25</b>
OUR PARTNERSHIP WITH CAREERTRACKERS.....	26
EMPLOYMENT STRATEGY.....	26
CULTURAL AWARENESS TRAINING .....	26
<b>Respect .....</b>	<b>27</b>
WELCOME TO COUNTRY .....	27
SORRY DAY 2015 .....	27
NAIDOC WEEK, JULY 2015.....	27

<b>Progress and reporting.....</b>	<b>27</b>
RAP WORKING GROUP.....	27
ANNUAL IMPACT MEASUREMENT REPORT.....	27
<b>INNOVATE RAP MINIMUM ACTIONS 2015 – 2016: .....</b>	<b>28</b>
RELATIONSHIPS, RESPECT, OPPORTUNITIES, PROGRESS AND REPORTING.....	28
GADENS RECONCILIATION ACTION PLAN FOR 2015/2016.....	29
Our vision for reconciliation .....	29
Our business .....	29
Our RAP.....	29
Relationships.....	30
Respect.....	31
Opportunities .....	32
Tracking progress and reporting .....	33
Contact details.....	33

# Chairman's message

I am proud to present to you Gadens' 2015-2016 Innovate Reconciliation Action Plan.

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

Over the past year we have consolidated a national commitment to reconciliation, with an underlying belief that education is the key to closing the gap between Indigenous and non-Indigenous Australians.

Key achievements have included becoming a signatory to the CareerTrackers 10x10 Initiative - a ten year partnership with CareerTrackers, to create 3500 internship opportunities for Indigenous students and graduates across the private sector; delivering the inaugural Lilla Sports and Storytelling Festival which will continue in 2015; 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 process of reconciliation is an ongoing journey. We look forward to continuing to partner with Aboriginal and Torres Strait Islanders to build relationships, and to create opportunities to close this gap.



**Ian Clarke**  
**National Chairman, Gadens**  
May 2015



# RECONCILIATION ACHIEVEMENTS

MAY 2014 – MAY 2015

# Relationships

## NATIONAL RECONCILIATION WEEK CELEBRATIONS



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 Gadens 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, further consolidating our commitment to 'closing the gap'.

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 Gadens. Clark and Rosemary provided an update on our partnerships with CareerTrackers, the Lilla and surrounding communities; and 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 Gadens in the healing process of Australia's*

*first people". Clark Donovan, May 2014*



# Relationships

## THE LILLA FOUNDATION



LILLA FOUNDATION

Gadens has continued to support the Lilla Foundation, which the firm helped to establish to build the Lilla Community and surrounding communities in the Watarrka area.

Gadens Partner Arthur Koumoukelis worked with Remote Tours to establish the foundation as a Public Benevolent Institution which has been granted Deductible Gift Recipient status by the Australian Tax Office. This allows the Lilla Foundation to receive donations and issue tax deductible receipts.

The Lilla Foundation's vision is to create the possibility of independence and self-reliance for Aboriginal people and to break the cycle of dependency.

The Foundation is focused on assisting the people of the Lilla and surrounding communities in the Watarrka National Park and also the communities on outstations of the Northern Territory.

The Lilla Foundation is committed to the creation of thriving, independent and self-reliant Aboriginal communities living on their ancestral land.

It aims to achieve this by working directly and collaboratively with likeminded organisations such as Gadens, 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
- Community socialisation and integration

The proceeds of our future fundraising activities will be donated to the Lilla Foundation, to directly support the Lilla and surrounding communities.

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

# Relationships

## WORLD INDIGENOUS LEGAL CONFERENCE

Gadens was a key sponsor of the biennial World Indigenous Legal Conference (WILC 2014), from 24 - 27 June, 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.

Gadens was proudly represented at the event by Brisbane Partner and Chairman Paul Spiro who gave a keynote address at the opening ceremony, and by Partner Campbell Hudson who attended the conference dinner.

Gadens 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.



# Relationships

## WESTPAC AND GADENS Q&A PANEL | NAIDOC WEEK

In recognition of National Aborigines and Islanders Day Observance Committee (NAIDOC) Week, Gadens CareerTrackers interns Rosemary Tabuai and Manny Bell featured as invited panellists on a joint Gadens 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 Islanders in the legal profession.

Introducing the panel, Gadens 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. "Gadens 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 Islanders, 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 Gadens, 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 Gadens to share with Westpac a joint commitment to reconciliation, in partnership with CareerTrackers.

*"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



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





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

# Relationships

## OUR PARTNERSHIP WITH MANY RIVERS

Our Melbourne office is partnering with Many Rivers, a not-for-profit organisation established in April 2008 which facilitates micro-enterprise development for marginalised and disadvantaged people.

Many Rivers has a special focus on encouraging Indigenous Australians to establish, sustain and grow businesses as a way of overcoming welfare dependency and other social and economic challenges.

We join a list of high profile organisations that support Many Rivers including Westpac, Rio Tinto, BHP Billiton, Deloitte and Accenture. With the assistance of these organisations, Many Rivers now operates in 14 regions and has supported over 650 people to develop business ventures, with 226 new businesses generating or increasing their income over the last financial year.

As Many Rivers expands its activities throughout Australia, we look forward to continuing our partnership with Many Rivers and supporting them in their endeavours.



*"At Gadens we recognise the importance of leading by example and taking responsibility for our actions and decisions, particularly within the communities in which we live and work. By partnering with Many Rivers, our aim is to work towards the common goal of empowering and supporting marginalised and disadvantaged Australians."* Grant Scott-Hayward, Gadens Melbourne CEO, November 2014

**Pictured: Grant Scott-Hayward, Gadens Melbourne CEO (left) with John Burn, CEO, Many Rivers (right).**



# Relationships

## GADENS GETS CENTRED PROGRAM: LILLA SPORTS AND STORYTELLING FESTIVAL, AUGUST 2014

In its third consecutive year, the Gadens Gets Centred program continued in 2014 as the inaugural Lilla Sports and Storytelling Festival. 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 for a three day educational, active and fun experience.

Reg Ramsden of Remote Tours NT established the festival which was delivered by a number of partnering organisations including Gadens, to teach the students about physical activity, and to provide valuable lessons relating to health, nutrition, literacy, storytelling, poetry and art. The festival was designed to inspire the 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.

### Key outcomes achieved through the festival include:

- the use of education and sport as effective vehicles to help close the gap
- the creation of sustainable and strategic partnerships
- a model for the delivery of future programmes.

A key feature of the festival was Gadens' 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.

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](#)**





## LILLA SPORTS AND STORYTELLING FESTIVAL, AUGUST 2014



Photos courtesy of Gadens solicitor Hayley Chalk, 2014  
Gadens Gets Centred Program participant.





# Relationships

## THE NINJA CIRCUS

The performance from the Ninja Circus on the first night of the Lilla Sports and Storytelling Festival was a highlight. The Ninja Circus is a remote Indigenous 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, and was established to improve the social and emotional wellbeing of these young people.

The troupe is led by internationally acclaimed circus performer Ludo, (also known as Mr Om), who has been delivering circus workshops and performances with Indigenous youth across central Australia since 2008.

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

Gadens 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.



**Above: The Ninja Circus at the Lilla Sports and Storytelling Festival, August 2014. Photo courtesy of Gadens solicitor Scott Higgins, 2012 and 2014 Gadens Gets Centred Program participant.**

# Relationships

## RECONCILIATION AUSTRALIA



We have a strong partnership with Reconciliation Australia (RA). 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.

## ARTS LAW CENTRE OF AUSTRALIA



Since 2011 Gadens 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 supporting Indigenous Australians.

The Artists in the Black wills trips help 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 dies 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 Indigenous Australians. The National Indigenous Art Registration Service combines the legal expertise of our firm and the Arts Law Centre to ensure that Indigenous art is correctly registered under the Australian Government's Personal Property and Security Register (PPSR).

## SUPPLY NATION



We are a member of this not-for-profit organisation that provides a direct business-to-business purchasing link between corporate Australia, Government agencies and Indigenous owned businesses. Supply Nation is a not-for-profit

membership body for Australian companies and Government departments who are seeking to buy goods and services from Indigenous businesses.

## LEGAL PROFESSION RECONCILIATION NETWORK

Our Sydney office continues an involvement with the Legal Profession Reconciliation Network, to work with other law firms, regulatory bodies and Indigenous legal organisations on reconciliation initiatives.

# Opportunities

## SIGNATORY TO CAREERTRACKERS 10X10 INITIATIVE

In January 2015, Gadens became a signatory to the CareerTrackers 10x10 Initiative, announced at the CareerTrackers 5th Annual Gala Dinner and Awards, which was attended by 1400 members of Australia's business community and was the largest gathering of Indigenous university students in Australia.

The 10x10 Initiative commits signatories to a ten year partnership with CareerTrackers, creating 3500 internship opportunities for Indigenous students and graduates across the private sector. This long term commitment consolidates Gadens' ongoing partnership with CareerTrackers; a partnership that has provided Indigenous 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 culture.



"Gadens 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 Brisbane office. We look forward to continuing to support their ongoing professional development and the future of our CareerTrackers interns," said Campbell (pictured third from right).

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.

Other signatories to the Initiative include Commonwealth Bank of Australia; GHD; Herbert Smith Freehills; Insurance Australia Group; Indigenous Business Australia; Lend Lease; Leighton Contractors; Qantas; SJB Architecture & Cox Architecture; and Westpac.

**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, Gadens; Ian Narev, Managing Director & CEO, Commonwealth Bank of Australia; Alan Joyce, CEO and Managing Director, Qantas. Photo courtesy of CareerTrackers.



# Opportunities

## INDIGENOUS INTERNSHIP PROGRAM

Our Brisbane office has maintained an Indigenous internship program for nearly nine years and currently has five Indigenous interns and two previous interns who have been accepted into the Graduate program.

**Pictured right: Gadens Brisbane Chairman Paul Spiro (centre) with Indigenous interns Ryan Vievers on left and Marikki Watego on right.**



## 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 4000kms 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: Gadens solicitor Christopher Shute on right with Kintore Street School students; Bottom right: Gadens staff and the Kintore students visit Hyde Park, Sydney.**



# Respect

## TREE OF KNOWLEDGE

Gadens 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.

The knowledge tree 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. The tree was then displayed in our Brisbane office and will continue to make its way to be displayed in each of our offices nationally.



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

**Right: Gadens Brisbane Chairman Paul Spiro on left, with CareerTrackers Intern Manny Bell, at the handover of the tree of knowledge in our Brisbane office, March 2015.**





# Respect

## WELCOME TO COUNTRY

Over the last year Gadens 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.



## Progress and reporting

### RAP WORKING GROUP

Our RAP Working Group continues to meet quarterly to review our Innovate RAP on an ongoing basis and the progress of the actions planned for the year ahead.

The Working Group includes a cross section of staff including Aboriginal and Torres Strait Islander members, who report back to Gadens regarding achievements and important updates, encouraging staff to participate in the journey to reconciliation.

### ANNUAL IMPACT MEASUREMENT REPORT

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

# **INNOVATE RAP MINIMUM ACTIONS 2015 – 2016:**

RELATIONSHIPS, RESPECT, OPPORTUNITIES, PROGRESS AND  
REPORTING

# Relationships

NATIONAL RECONCILIATION WEEK CELEBRATION,  
27 MAY – 3 JUNE 2015



## Gadens' Got Talent: National Reconciliation Week

On Friday 29 May 2015, we will be hosting Gadens' Got Talent in our Sydney office.

The event is an opportunity for partners and staff to showcase their hidden talent. From singing to tap dancing, individual or team acts of any description will be welcome.

The event will also celebrate National Reconciliation Week, with some of our CareerTrackers interns showcasing their talent. We will be sharing our current RAP with the firm and will update our partners and staff on our upcoming reconciliation initiatives and how they can get involved.

## LILLA FOUNDATION SUPPORT



LILLA FOUNDATION

Gadens will continue to partner with the Lilla Foundation and its board and partners to deliver sustainable change and to improve opportunity for the children and communities of Lilla, the surrounding Watarrka area; and communities throughout the Northern Territory.

The Foundation is committed to providing the local children with a future that leads to sustainable employment.

Key future projects of the Lilla Foundation include:

- establishing a secondary school campus so students can study in their own community;
- continuing the 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



# Relationships

## AUGUST 2015: GADENS GETS CENTRED PROGRAM



The Gadens Gets Centred Program will continue in its fourth consecutive year in 2015, as the second Lilla Sports and Story Telling and Festival.

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

The festival will bring 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 Gadens' strong partnership with the Lilla and surrounding communities, with Remote Tours and the Lilla Foundation.

For the first time, clients of the firm will join us in hosting the Gadens Gets Centred Program. We value our client relationships and we look forward to joining with Australia's business community in a joint commitment to reconciliation and closing the gap.

# Relationships

## ARTS LAW CENTRE OF AUSTRALIA



Since 2011 Gadens has partnered with the Arts Law Centre of Australia, and we continue a joint commitment to protecting the artworks of Indigenous artists.

In June 2015, Gadens will partner with the Arts Law Centre of Australia through participation in the next Artists in the Black Wills Trip to art centres in northern NSW.

## RECONCILIATION AUSTRALIA



We continue to be guided by Reconciliation Australia in the planning of our RAP and the firm's initiatives to help close the gap between Indigenous and non Indigenous Australians.

## SUPPLY NATION



We continue our membership with Supply Nation, to develop and grow Indigenous businesses.

Yaru Water is Australia's first Indigenous bottled water provider and has supplied Gadens with bottled sparkling water for client lunches and seminars since 2012. We continue to support Yaru water and Australia's Indigenous business community.

Fuji Xerox provides sustainable paper to our Melbourne office and we have recently appointed Fuji Xerox for the supply of paper in our Sydney and Perth offices. Fuji Xerox assists the Savannah Burning Project in Cape York, which promotes Indigenous Knowledge as an integral part of land and fire management.

## LEGAL PROFESSION RECONCILIATION NETWORK

Our Sydney office is a member of the Legal Profession Reconciliation Network and continues to contribute to this as a forum for thought leadership and collaboration.

# Opportunities

## OUR PARTNERSHIP WITH CAREERTRACKERS

In January 2015, Gadens was very proud to become a signatory to the CareerTrackers 10x10 Initiative, to help create 3500 internship opportunities for Indigenous students and graduates across the private sector.

Our Indigenous internships continue in our Sydney and Brisbane offices in partnership with CareerTrackers, and we look forward to continuing to support our interns, and future interns, as they progress through their study and careers in the legal industry.



## EMPLOYMENT STRATEGY

Gadens is committed to supporting the education and employment of Aboriginal and Torres Strait Islanders. Our employment opportunities continue to be advertised in the Koori Mail, fulfilling the target set in our first Innovate RAP to help maximise access to these opportunities in Indigenous communities.

## CULTURAL AWARENESS TRAINING

Over the last year Gadens has established diversity working groups in the key areas of culture, flexibility and gender. Initiatives have been established across each of these key areas, with a focus on the cultural diversity of our people, our clients and our community.

As a part of these diversity initiatives, our leaders have participated in cultural awareness and unconscious bias training, as a part of our learning and development program and recruitment strategy. In partnership with Reconciliation Australia, a selection of our partners and staff will participate in cultural awareness training, supporting their understanding of Aboriginal and Torres Strait Islander communities and cultures.

**Pictured L-R: Gadens Partner Arthur Koumoukelis; Glen Ella, CEO, Ella Foundation; Gadens Partner Campbell Hudson; Clark Donovan, CareerTrackers Intern; Ian Dardis, Gadens Sydney CEO.**

# Respect

## WELCOME TO COUNTRY

Gadens acknowledges the traditional owners of the land at all of the firm's significant events. Over the coming year, an Acknowledgment of Country protocol document will be developed and implemented to ensure all partners and staff are aware of this important ceremony.

## SORRY DAY 2015

We will be acknowledging National Sorry Day on Tuesday 26 May 2015. 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.



## NAIDOC WEEK, JULY 2015

Gadens will again be recognising National Aborigines and Islanders Day Observance Committee (NAIDOC) Week through promotion of NAIDOC community events taking place locally throughout the week, which partners and staff will be invited to attend.

# Progress and reporting

## RAP WORKING GROUP

Our RAP Working Group will continue to meet quarterly over the year ahead, to review our Innovate RAP and our objectives.

Individuals within the 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 Indigenous communities and businesses and to continue to partner with our clients and corporate community in supporting Aboriginal and Torres Strait Islanders.

## ANNUAL IMPACT MEASUREMENT REPORT

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

**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.**

# **INNOVATE RAP MINIMUM ACTIONS 2015 – 2016:**

RELATIONSHIPS, RESPECT, OPPORTUNITIES, PROGRESS AND  
REPORTING



# INNOVATE

## Reconciliation Action Plan

### GADENS RECONCILIATION ACTION PLAN FOR 2015/2016

#### OUR VISION FOR RECONCILIATION

There are two key drivers behind the development of our RAP:

- Our desire to **engage directly** with Aboriginal and Torres Strait Islander communities and to work alongside the communities we engage with to help them achieve improved living standards and social and educational outcomes.
- Our wish to **broaden the appreciation** of Aboriginal and Torres Strait Islander culture by directly engaging our people and our clients with Aboriginal and Torres Strait Islander communities and art in mutually beneficial ways.

#### OUR BUSINESS

Gadens is a leading, independent Australian law firm with an established footprint in the Asia Pacific region. We have 135 partners and over 1,100 staff across our offices in Adelaide, Brisbane, Melbourne, Perth and Sydney, as well as Singapore and Port Moresby.

Our clients, from ASX 100 companies to private enterprises, choose us to advise them on the legal issues that are at the heart of their businesses.

We take a sustainable approach to the delivery of service and are committed to helping our clients, communities and people to grow.

#### OUR RAP

Our RAP Working Group (RWG) will continue to take responsibility for monitoring our performance against our RAP objectives and will report on the set targets. The RWG is comprised of a cross section of Gadens employees including partners, our Head of HR and Sustainability, solicitors and staff members including Indigenous staff members of the firm.

## RELATIONSHIPS

At Gadens, our success depends on strong relationships with our clients and between our people. We view strong relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander 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 Gadens RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	<b>National RAP team</b>	May 2016	<ul style="list-style-type: none"> <li>Meets at least 4 times per year to monitor and report on RAP implementation and measure targets.</li> <li>Individuals to be assigned with responsibility for initiatives in each office</li> </ul>
2. Celebrate NRW by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships.	<b>National RAP team</b>	May 2015	<ul style="list-style-type: none"> <li>An evening celebration in our Sydney office for National Reconciliation Week, with an update on our national Innovate RAP</li> </ul>
3. Maintain working relationship with Legal Profession Reconciliation Network (LPRN)	<b>National RAP team</b>	May 2016	<ul style="list-style-type: none"> <li>Gadens will continue to participate in the LPRN meetings</li> </ul>
4. Gadens will continue to provide pro bono work to various Aboriginal and Torres Strait Islander organisations	<b>Pro bono Partner</b>	Ongoing	<ul style="list-style-type: none"> <li>Gadens will continue to provide pro bono support with the Arts Law Centre of Australia and on wills trips to Aboriginal communities</li> </ul>
5. Continue to strengthen our partnership with the Aboriginal community in Central Australia including the Watarrka community	<b>National RAP team</b>	May 2016	<ul style="list-style-type: none"> <li>Delivery of the 2015 Lilla Sports and Storytelling Festival</li> <li>Continued partnership with the Lilla Foundation to support the foundation's objectives outlined in this plan</li> </ul>

## RESPECT

Gadens 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 culture, land and history within our workforce.

ACTION	RESPONSIBILITY	TIMELINE	TARGET
1. Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	<b>National RAP team</b>	May 2016	<ul style="list-style-type: none"> <li>Gadens Sydney will develop, implement and communicate a protocol document around the Acknowledgment of Country and Welcome to Country for each office to implement.</li> </ul>
2. Gadens Sydney will engage employees in cultural learning to increase understanding and appreciation for Aboriginal and Torres Strait Islander cultures.	<b>Partner / Head of Human Resources and Sustainability</b>	May 2016	<ul style="list-style-type: none"> <li>Develop and implement a cultural awareness training strategy in each office.</li> </ul>
3. Provide opportunities for Gadens Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events.	<b>National RAP team</b>	July 2015	<ul style="list-style-type: none"> <li>Advertise NAIDOC week events and provide opportunities for all staff to attend.</li> <li>Gadens will also ensure opportunities for Aboriginal and Torres Strait Islander employees are available to participate in local NAIDOC Week events.</li> </ul>



## OPPORTUNITIES

We recognise that many Aboriginal and Torres Strait Islanders have historically been denied access to a wide range of opportunities, and that as a result organisations may have missed out on valuable contributions from Aboriginal and Torres Strait Islander Australians.

At Gadens, we believe that education and employment opportunities for Aboriginal and Torres Strait Islander Australians will assist in overcoming that 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 Islanders. 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 Gadens to increase Aboriginal and Torres Strait Islander employment opportunities.	<b>Partner / Head of Human Resources and Sustainability</b>	May 2016	<ul style="list-style-type: none"> <li>Gadens will continue to partner with CareerTrackers as signatory to the 10 x10 Initiative</li> <li>Commence advertising job vacancies in Indigenous media</li> <li>Gadens will research, develop and implement an Indigenous employment strategy</li> </ul>
2. Investigate opportunities to increase supplier diversity for Gadens.	<b>Client Services Manager / Head of Human Resources and Sustainability</b>	May 2016	<ul style="list-style-type: none"> <li>Gadens offices to utilise Aboriginal and Torres Strait Islander businesses.</li> </ul>

## TRACKING PROGRESS AND REPORTING

At Gadens, 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.	<b>National RAP team</b>	September 2015	<ul style="list-style-type: none"><li>Gadens RAP Working Group will complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</li></ul>
2. Monitor Progress and achievements through the Gadens RAP Working Group	<b>National RAP team</b>	May 2016	<ul style="list-style-type: none"><li>Members of the RAP Working Group will be assigned specific targets from the Innovate RAP to monitor and report on</li></ul>

## CONTACT DETAILS

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