## Reflect Reconciliation Action Plan

September 2022 - September 2023 -



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Our RAP artwork is based on the bespoke painting 'Unity Abound' which was created for Bartier Perry by Jasmine Sarin of JS Koori Designs. Jasmine is an awardwinning Dharawal born visual and graphic design artist and proud owner of JS Koori Designs. Jasmine's artwork features bright and bold colours with narratives linked to the way we connect, the way we come together, and how we grow as a community. Concentric circles, connection lines, floral emblems, and textured patterns symbolise the landscape reflecting her cultural connection to country.

Elements of the design represent Bartier Perry's values as well as the many people within our firm and our community. They show the many and varied connections that exist between us all and that it is the way we come together that forms the path on our reconciliation journey.

## Unity Abound – Our Message



"As we begin this journey, we take the opportunity to acknowledge the Gadigal people of the Eora nation, the Traditional Owners of the land in which our office is located."

I am pleased to launch Bartier Perry's Reflect Reconciliation Action Plan (RAP) for 2022 and 2023.

For some time now, we have been particularly focused on one of our core values - the promotion of diversity and inclusion across all aspects of life. In bringing that core value to the forefront of what we do, we have continually challenged our way of thinking and the way in which we do things, to promote true diversity and inclusion, specifically in relation to Aboriginal and Torres Strait Islander peoples. The value of such diversity is limitless in todays' society. The importance of that focus has led us to this point in our journey.

As we begin this journey, we take the opportunity to acknowledge the Gadigal people of the Eora nation, the Traditional Owners of the land in which our office is located. We recognise their connection to the land, waters, and communities.

While we have already taken several steps in our journey, we know there is still much to do. As an organisation, we are committed to contributing to the economic empowerment, social development, and cultural wellbeing of our Aboriginal and Torres Strait Islander peoples.

At Bartier Perry, we see this journey as ongoing and ever evolving. It will enrich us as a firm and allow us to build and contribute to minimising the historical marginalisation of Aboriginal and Torres Strait Islander peoples in our community and to promote and recognise the rich historical value which Aboriginal and Torres Strait Islander peoples bring to Australia.

We embrace the theme of National Reconciliation Week 2022 - Be Brave, Make Change and look forward to continuing to build relationships that value Aboriginal and Torres Strait Islander peoples, histories, cultures, and futures. We will do this by continuing to focus our efforts on First Nations participation and procurement.

Our RAP is a declaration and acknowledgement of our ongoing commitment to Aboriginal and Torres Strait Islander peoples and a demonstration of our firm's desire to create the unity envisaged in our RAP artwork Unity Abound.

Always was, always will be.

#### **Riana Steyn**

Chief Executive Officer

## **Our RAP Champion**



"With the support of our RWG, it is my privilege and my pleasure to drive and champion internal engagement and awareness of our RAP both within Bartier Perry and more broadly within our community."

#### We are committed to reconciliation through:

- · Increasing cultural awareness,
- · Celebrating cultural diversity and
- · Supporting cultural opportunity.

Standing beside me is our leadership team - our CEO, Shareholders, Partners, Board and Executive Management. Together we will ensure our RAP is actioned, communicated and that everyone has the opportunity to participate in the implementation of our reconciliation initiatives.

I look forward with anticipation and optimism to the cultural enrichment that I believe will flow as we continue our reconciliation journey.

#### Adam Cutri,

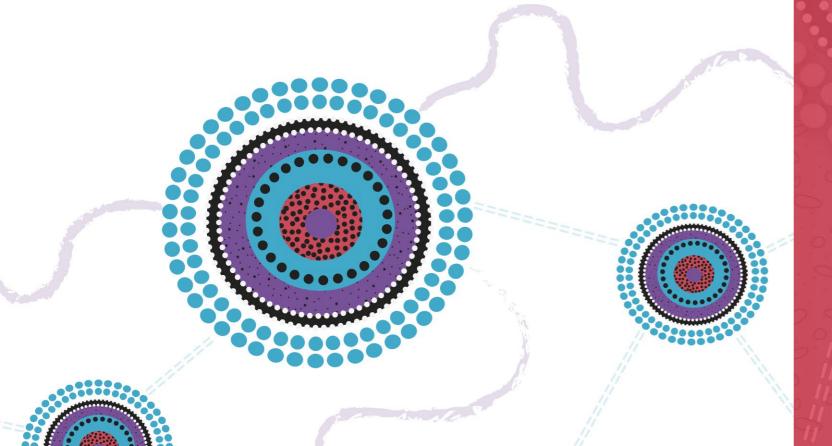
Partner and RAP Champion

## **Our Business**

Bartier Perry provides highest quality legal services across a wide range of industries including property, construction, financial services, private clients, education, insurance, health and government.

Established in 1942 and incorporated in 2007, Bartier Perry is a privately-owned Australian commercial law firm based in Sydney. Supported by affiliations in all major Australian centres and internationally, Bartier Perry's 186 strong team includes 113 legal staff from partners to paralegals and 73 management and support staff.

The success of our clients and the wellbeing of our people is underpinned by clearly articulated values of collaboration, performance, diversity and inclusion, being down to earth, innovation, quality and trust. Focusing firmly on providing ethical, highest quality legal services delivered in a genuinely personalised manner, we place clients at the centre of all that we do, consistently communicating clearly and striving for the right outcomes for our clients.



We are committed to driving our firm strategy which includes remaining dedicated to our community and to our social responsibility. While we acknowledge that historically Aboriginal and Torres Strait Islander peoples have not always self-identified as employees, we are pleased that over the past 18 months, we have supported a number of Aboriginal and Torres Strait Islander staff members (including through providing paid internships). While this number remains an underrepresentation on a per capita basis, we are hopeful that through the implementation of our RAP, ongoing connection with community and our First Nations Program that this number will increase over time.

### Our RAP

#### Our RAP is a declaration and acknowledgement of our ongoing commitment to Aboriginal and Torres Strait Islander peoples and formalises our commitment to making a difference in our community. It allows us to better understand the cultural tapestry that makes up Australia.

The importance of our RAP and the sentiment and intentions behind it have been echoed by our staff. From new inductees to the firm through to those members of staff who have been here for more than 30 years, the message is clear - we all have a part to play and we all can make a difference.

#### OUR RAP WORKING GROUP

We established our RAP Working Group (RWG) with the assistance of Paul Paulson from the Nahri Institute. Our RWG is truly diverse in its makeup. It includes individuals of varying seniority, from each of the different areas of the firm. In particular the RWG includes the following key personnel:

**Riana Steyn** Chief Executive Officer

Adam Cutri Partner, RAP Champion and Chair of Diversity and Inclusion Committee

#### Marianne Slocombe

Marketing & Business Development Manager and RAP Community and Partnerships leader

#### Nadine Cooper

Head of People and Culture Strategy and RWG Member

**Clementine Scahill** Chief Marketing Officer and Head of First Nations Program

**Emma Boyce** Associate and RAP Respect Subcommittee Leader

Alicia Toberty Partner and RAP Relationships Subcommittee Leader

**Stephanie Flegg** Senior Associate and RAP Opportunities Subcommittee Leader

## Collaboration with industry

It has always been clear to us that to make change it was paramount to create key community partnerships to assist in our journey. We will continue to actively collaborate with both First Nations and other businesses who are similarly focused on building a diverse and inclusive Australia. We are proud to have built strong relationships with organisations such as Career Trackers, a national not-for-profit organisation who create pathways and opportunities for Aboriginal and Torres Strait Islander students. We have been privileged to have employed two interns to date who, pleasingly, have provided as much education to us as we hope to have provided to them.



In our discussions with both industry and the community, we understand financial and nonfinancial assistance is required to accelerate change. Over the past year, we are proud to have launched the inaugural Western Sydney University Indigenous Scholarship to aid in the higher education of an Aboriginal and Torres Strait Islander student. We have donated to Maari Ma Health to assist in providing urgent health services to Aboriginal and Torres Strait Islander peoples and assisted a number of First Nations organisations with pro-bono legal assistance.



#### **RELATIONSHIPS**

Relationships are key to developing and implementing plans that connect to fulfil our RAP commitments. Building strong teams within Bartier Perry and nurturing respectful, collaborative connections with people and organisations outside our firm allows us to initiate actions that will make the biggest difference.

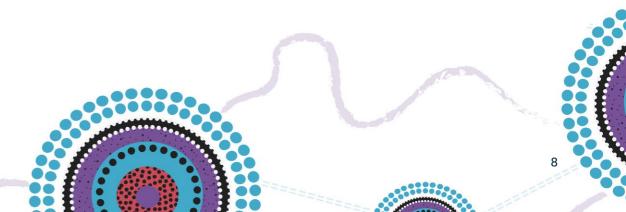
Action		Deliverable	Timeline	Responsibility
1.	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2023	Head of First Nations Program
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2023	Head of First Nations Program
		Partner with Boomalli Art Co-Operative to promote their artists and artwork.	October 2022	RAP Community and Partnerships leader
		Work with The Nahri Institute to build and foster relationships with local First Nations Elders.	December 2022	RAP Champion
2.	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Head of First Nations Program
		RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2023	RAP Community and Partnerships leader
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023	RAP Community and Partnerships leader
3.	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2022	CEO
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2022	Head of First Nations Program and Head of People and Culture Strategy
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2023	RAP Champion
4.	Promote internal RAP awareness and engagement with staff.	Develop a plan for firm's leadership to promote RAP awareness and objectives.	February 2023	RAP Champion
		Consider mediums and platforms to increase staff engagement with RAP and develop a video explaining RAP importance for all staff.	February 2023	Head of First Nations Program
		Build a dedicated RAP space on intranet to promote and engage with our people as well as outline the established subcommittees.	May 2023	Chief Information Officer
5.	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2023	RAP Champion
		Conduct a review of HR policies and procedures to identify existing anti- discrimination provisions, and future needs.	July 2023	Head of People and Culture Strategy



#### RESPECT

We know that making a change in Australia means starting with ourselves. Education of our people lays the foundation for a deeper awareness and understanding of the lived experience of Aboriginal and Torres Strait Islander peoples. From this will come a growing appreciation of the need to contribute to building a more inclusive Australia.

Ac	tion	Deliverable	Timeline	Responsibility
6.	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	October 2022	RAP Champion
		Conduct a review of cultural learning needs within our organisation.	November 2022	RAP Champion
		Work with The Nahri Institute to develop a cultural awareness training program.	November 2022	Head of First Nations Program
		Provide cultural awareness onboarding to new employees of Bartier Perry.	April 2023	Head of People & Culture and the Head of Technology and Training
7.	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2023	RAP Champion
		Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2023	CEO
		Display Acknowledgement of Country in a plaque at reception.	August 2023	Operations and Administration Manager
8.	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Head of Diversity Committee
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	RAP Respect Subcommittee Leader
		RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	Chair of Social Committee
		Promote NAIDOC Week through use of our email signature which was created by First Nations artist Jasmine Sarin at JS Koori Designs.	June 2023	Chief Information Officer and Chair of Diversity and Inclusion Committee





#### **OPPORTUNITIES**

Intentions without action lack meaning. Here we declare the opportunities we will take on over the next 12 months. We will hold ourselves accountable for producing meaningful outcomes in each of these areas and we welcome and encourage others to do the same.

Ac	tion	Deliverable	Timeline	Responsibility
9.	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation including targeted legal positions.	June 2023	Head of People and Culture Strategy
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2023	Head of People and Culture Strategy
		Investigate opportunities to allocate a graduate position for First Nations applicant.	January 2023	Head of People and Culture Strategy
		Engage with Aboriginal and Torres Strait Islander stakeholders within tertiary education providers to provide work experience and mentoring relationships of First Nations university students interested in a career in law.	June 2023	Head of People and Culture Strategy
		Engage with the Indigenous Issues Committee of the Law Society of New South Wales.	August 2023	RAP Champion
10.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2023	Operations and Administration Manager
		Investigate Supply Nation membership.	October 2022	Operations and Administration Manager
		Develop an internally published register of First Nations suppliers including barristers.	November 2022	Operations and Administration Manager
		Investigate and build relationships with other organisations that prioritise and support First Nations businesses.	February 2023	Operations and Administration Manager
11.	Support Aboriginal and Torres Strait Islander people, communities and organisations.	Investigate First Nations health organisations the firm can support.	August 2023	Head of CSR Committee/ Head of First Nations Program
		Investigate charities supporting First Nations children in remote and regional NSW communities the firm can support.	November 2022	Head of CSR Committee/ Head of First Nations Program

#### **OPPORTUNITIES** continued

Action	Deliverable	Timeline	Responsibility
12. Investigate opportunities to further support and provide	Partner with organisations including Career Trackers and the Aurora Foundation to provide First Nations internships.	November 2022	Head of People and Culture Strategy
experience for Aboriginal and Torres Strait Islander law students.	Identify Sydney high schools to potentially engage with in supporting First Nations students interested in a career in law.	October 2022	RAP Relationships Subcommittee Leader
13. Identify opportunities to increase our pro bono legal services to Aboriginal and Torres	Develop a list of legal centres and other organisations that assist Aboriginal and Torres Strait Islander peoples including The Mununjali Health Service.	March 2023	RAP Champion and Chair of Pro Bono Committee
Strait Islander peoples and organisations.	Investigate First Nations organisations we work with that may benefit from pro bono legal assistance.	March 2023	RAP Champion and Chair of Pro Bono Committee

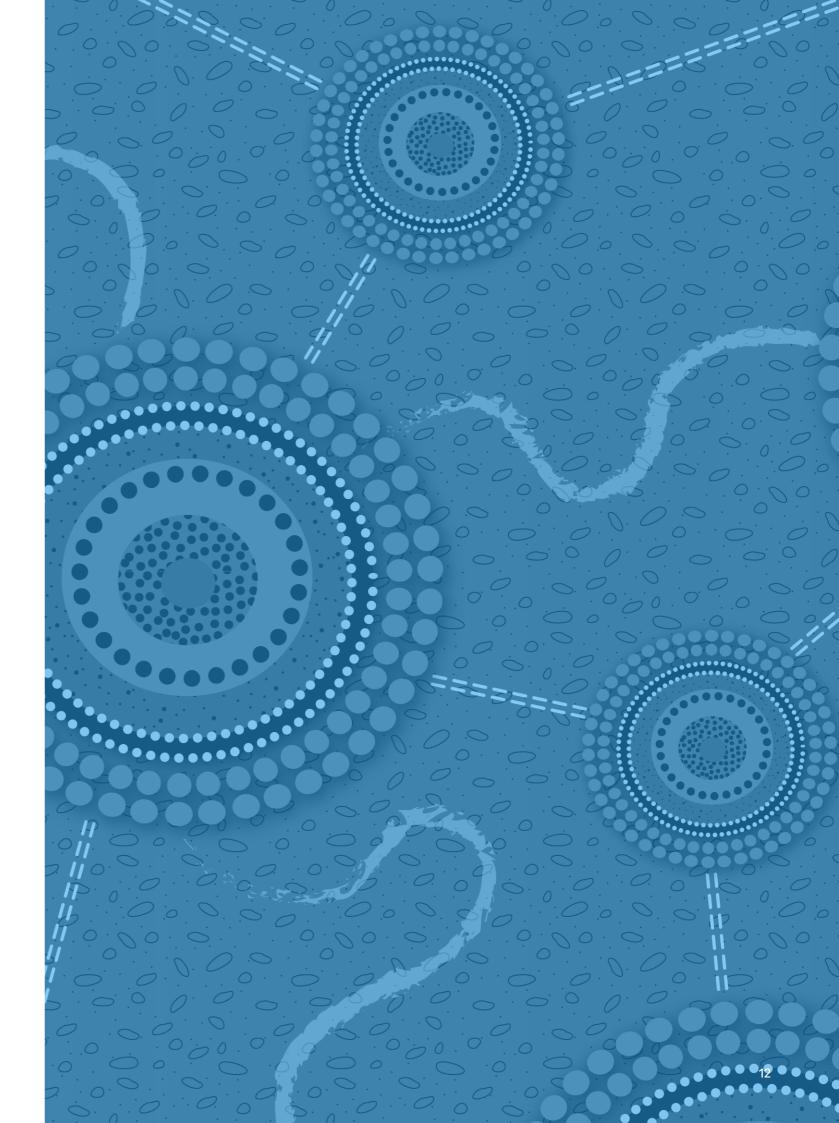




#### GOVERNANCE

Our commitment to Reconciliation is lived by those who lead our firm – our Partners and CEO. Supporting them are the management team together with a comprehensive committee structure and a suite of policies, procedures and guidelines that are clearly communicated to our people.

Act	tion	Deliverable	Timeline	Responsibility
14.	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain RWG to govern RAP implementation.	September 2022	CEO
		Draft a Terms of Reference for the RWG.	September 2022	CEO
		Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2023	Head of First Nations Program
15.	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2022	Head of First Nations Program and CEO
		Engage senior leaders in the delivery of RAP commitments.	February 2023	CEO and RAP Champion
		Maintain a senior leader to champion our RAP internally.	September 2023	CEO
		Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2022	Head of First Nations Program
16.	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RAP Community and Partnerships leader
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	RAP Community and Partnerships leader
		Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Community and Partnerships leader
17.	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <u>website</u> to begin developing our next RAP.	June 2023	RAP Community and Partnerships leader





## Reflect RAP CEO statement – Bartier Perry



"This Reflect RAP enables Bartier Perry to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions". Reconciliation Australia welcomes Bartier Perry to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Bartier Perry joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Bartier Perry to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Bartier Perry, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

#### **Karen Mundine**

Chief Executive Officer Reconciliation Australia

#### CONTACT

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