



Pinsent Masons



**RECONCILIATION  
ACTION PLAN**

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**REFLECT**

**March 2021 – August 2022**

# About our artists and their painting, 'Mari Koort'

Consistent with the focus of our global community investment programme, '**Inspiring Young Lives**', we commissioned **two young Aboriginal artists** who collaborated to create a painting that represents Pinsent Masons' purpose and the objectives for our first **Reconciliation Action Plan**.



## PETER FARMER

Peter Farmer III is a Minang Man who's paternal lineage hail from Albany & Gnowangerup regions in the South West of Western Australia. His mother being Ballardong and his father Minang; Peter claims strong connections through his paternal Grandmother's country Whadjuk, and his birthplace (Subiaco). Peter is currently completing a Bachelor of Visual Arts at Deakin University, Geelong. Peter is 24 years old.



## KAYLEY ANNE EMERY

Kayley Anne Emery is a proud 16 year old Wangkatha-Yamatji woman, born and raised in Whadjuk country. Kayley is currently completing her high school studies at Belmont City College in Year 11. Kayley has been an avid event coordinator and main art designer for the NAIDOC celebrations at Belmont City College for the past 4 years. She enjoys facilitating collaborative projects particularly with the younger students to inspire them to follow her same art passion.



We hope that you see what we can, and also feel what we do about **education, growth and development**. As well as to not forget our past and to **aim high for the future**.





**Peter and Kayley wrote this story about the painting they created together:**

## **Mari Koort**

*Red Gum (Tingle) Tree – Heart*

“At the bottom of the Mari (gumtree) are the roots or beginnings of all life. We have coloured them the shades for Pinsent Masons – Red and Black.

Inside the tree are law-books that come from trees and behind the tree is the Sun painted with traditional Dot-artwork from ancestral connections to the Western Desert regions of the state.

The ‘Indigenous Youth Initiative’ is about mentorship and support, this what the canopy above represents. Shade and overarching supports provided by Pinsent Masons.

The blue designed lines represent each individual’s journey throughout their ‘Past, Present and Future’, these realms in our culture represent our ‘Dreaming’; our current physical form or ‘Now’. And all of our aspirations and hope for a future beyond the present place and space, we call ‘Spirit’.

We as Artists wanted to encompass all that we heard Pinsent Masons speak to us about what they hoped for our generations, and those who will come after us. And to paint a visual story, that might also be a roadmap for young Indigenous Australians that want to enter into Law.

We hope that you see what we can, and also feel what we do about education, growth and development. As well as to not forget our past and to aim high for the future.”

We acknowledge and pay our respect to the **Traditional Custodians of the lands** on which we work across Australia. We pay our particular respect to the past, present and emerging Elders of the **Whadjuk people of the Noongar nation** on whose lands our Perth office is located, the **Gadigal people of the Eora nation** on whose lands our Sydney office is located, and of the **Wurundjeri and Bunurong people of the Kulin nation** on whose lands our Melbourne office is located.

# A message from the RAP Working Group Chair

**I have been very fortunate to hold the role of Chair for our RAP Working Group. It is a privilege to work and learn collectively as a team, as we forge our approach to reconciliation with Aboriginal and Torres Strait Islander communities over the course of the next 18 months.**

It is inspiring to start to define our vision for reconciliation and it is empowering to formalise our commitments in this first Reconciliation Action Plan.

We recognise that the work we have done so far in Australia and the plan we outline in this RAP are just a starting point. We have a long way to go on our journey. With this Reflect RAP, we begin with reflecting on our level of understanding and capability as individuals and as an organisation, and we build from there. I am confident that the objectives and activities in this RAP will provide the foundations for Pinsent Masons as a business, and for all our staff in Australia, to make a meaningful and sustainable contribution to reconciliation.

**Katie Williams**  
PARTNER, AUSTRALIA

## **Our Vision for Reconciliation**

Our vision for reconciliation is that Australia is a country where there is equity, dignity and respect for all. We envision a country where Aboriginal and Torres Strait Islander children and young people can achieve cultural, emotional, social and economic wellbeing.

## **Our Business**

Pinsent Masons is a professional services business. Law is at the core of what we do. Headquartered in the United Kingdom, we employ over 3,500 people across 26 locations worldwide. Our people offer a powerful combination of legal expertise allied to an extensive range of professional disciplines providing cutting edge, innovative legal solutions to the world's most prominent companies.

We established offices in Sydney and Melbourne in 2015, and in Perth in 2018. We employ 119 people in Australia. We do not currently know the number of Aboriginal and Torres Strait Islander people we employ, and we are working on ways to gather this information in our next diversity survey and through open dialogue with our staff as we implement this RAP.

**At Pinsent Masons, our purpose is to champion change, promote progress and enable everyone, to make business better for people.**

Our purpose is our compass and is central to all our decisions about how we conduct our business. Our vision for reconciliation and this first RAP are consistent with our purpose.



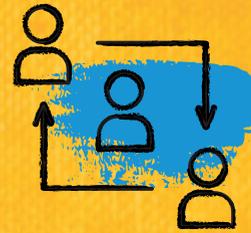
# Our journey so far

## Clontarf Foundation Partnership

Since opening our Australian offices in 2015 we established an ongoing partnership with the Clontarf Foundation, which exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men - one of the most at risk groups in Australian society. The Foundation partners with schools and communities to create 'Clontarf Academies' which are embedded within the school grounds and education programme. The Foundation partners with organisations like ours that have a shared belief in the value of long term investment in capacity building for young Aboriginal and Torres Strait Islander men which will result in benefits for the individual students as well as the local and broader community. An important component of the partnership between the Foundation and Pinsent Masons is our development of a strong relationship between the students, Academy staff, and the partners and communities who support the Foundation's programme.

**Through our financial support (matched by the Federal Government) since 2015 we have been able to put over 30 students through the Clontarf programme.**

Our partnership with Clontarf has provided our Pinsent Masons people with priceless engagement and Aboriginal and Torres Strait Islander immersion experiences. We have visited Academies and their students in Alice Springs and Darwin and have hosted a number of Academies in our city offices. These are experiences where students can practise their social skills, build their confidence and increase their understanding of the opportunities available to them. In many cases, this is the first stepping-stone to the future employment for these students.



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Swan Hill Clontarf Academy students on the banks of the Murray River, taken during filming of their Acknowledgment to Country and smoking ceremony

### Internships

Through the Darwin Academy visits we met a Clontarf alumni law student and were able to provide him with a fully-funded internship in our Melbourne office. We hope to build on our capacity to offer internships to Aboriginal and Torres Strait Islander students and have developed an online virtual internship programme to help us achieve this. This is an exciting platform that we believe will evolve into a powerful recruitment tool for us in Australia, opening up the experience of what it's like to work in Pinsent Masons to everyone, regardless of where in Australia they live, were educated or other circumstances. This aligns with our strategy of fostering young talent and creating an inclusive workplace where students from all backgrounds and locations can access the opportunities available and feel they belong.

### Cultural Awareness Training

Cultural Awareness Training has been conducted in our Melbourne and Sydney offices, requiring a full day commitment from our people. The cultural focus of these workshops was on traditional Aboriginal and Torres Strait Islander cultures and histories, the impacts of colonisation and 'where to from here'. For many, this training was new and confronting but essential. Our teams walked away with a better understanding and purpose about how we might tackle some of these challenges as a business and as individuals. We will continue to offer these training opportunities to our people.

### Film Nights

Early in 2020 we funded a screening in Melbourne of the Australian Dream which is a documentary that uses the remarkable and inspirational story of Indigenous AFL legend Adam Goodes as the prism through which to tell a deep and powerful story about race, identity and belonging. Family, friends and clients were invited to the event. In Perth, we hosted our staff and their partners and friends for a screening of In My Blood It Runs. We plan to make these annual events.

### Australian Catering

A number of our high profile client events have been catered for by Aboriginal catering companies which showcase local and native ingredients and support Aboriginal owned businesses.



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## Our first RAP

We believe that the development and implementation of a **Reconciliation Action Plan (RAP)** provides the best framework for us to support the reconciliation movement. This **March 2021-August 2022 is our first RAP**. It enables us to reflect on what we have learned so far, as well as to commit to **continue in our actions towards reconciliation**.

We are an established professional services business with an influential role in the corporate sector, across many countries in the world as well as in Australia. We are trusted advisers to our clients. We recognise that we have a particular role to play as a responsible purpose-led business.

### What does this mean for Pinsent Masons in Australia?

We believe that we should focus our efforts on empowering and enabling Aboriginal and Torres Strait Islander young people to access education, complete their studies and reach their potential in the legal and professional services sector.

We are committed to developing innovative and culturally safe avenues and support mechanisms for young Aboriginal and Torres Strait Islander peoples to develop careers in the legal and professional services sector. We want to support the professional and economic empowerment of young Aboriginal and Torres Strait Islander peoples and to work towards better representation of their communities in this sector.

We recognise that, to work towards the achievement of these commitments, we must first reflect on our levels of understanding and our capability, as individuals and as an organisation. This will help us to build the foundations for meaningful and sustainable action.

We will work in partnership with clients, other professional services firms, universities, government and not-for-profit organisations wherever collaboration can best achieve our vision.

The Pinsent Masons RAP has the full support of the partners and our staff in Australia, our Senior Partner and our Board. This is reflected in our RAP Working Group (RWG). We felt it was important to include our UK-based Head of Responsible Business as well as Australian partners and Australian staff.

Our UK-based Head of Responsible Business is also our RAP Champion. She will drive internal engagement and awareness of our RAP across all parts of our business in all the locations where we operate.



# Relationships



IN THE FOLLOWING PAGES, WE SET OUT OUR RAP ACTIONS FOR RELATIONSHIPS, RESPECT, OPPORTUNITIES, GOVERNANCE AND REPORTING.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1</b> 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 (Perth, Sydney and Melbourne) and our sphere of influence.	May 2021	RWG Secretary
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2021	RWG Secretary
<b>2</b> Build and maintain relationships with Aboriginal and Torres Strait Islander peoples through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021 and 2022	RWG Chair
	RWG members to participate in an external NRW event.	27 May to 3 June 2021 and 2022	RWG Chair
	Organise at least one internal event for NRW each year and register all NRW events via Reconciliation Australia's NRW website.  Encourage and support staff and senior leaders to participate in external events to recognise and celebrate NRW.	27 May to 3 June 2021 and 2022  27 May to 3 June 2021 and 2022	RWG Secretary  RWG Chair
<b>3</b> Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all our staff.	April 2021	RWG Chair, RAP Champion and Head of Business Development
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.  Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2021  May 2021	RWG Chair  RWG Chair
<b>4</b> Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	October 2021	Australia HR Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2021	Australia HR Manager



# Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>1</b></p> <p><b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b></p>	<p>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</p> <p>Conduct a review of cultural learning needs within our organisation.</p>	<p>March 2021</p> <p>April 2021</p>	<p>RWG Chair</p> <p>RWG Chair and Australia HR Manager</p>
<p><b>2</b></p> <p><b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b></p>	<p>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational areas of Sydney, Melbourne and Perth.</p> <p>Increase our staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</p> <p>Develop a cultural protocol document for Acknowledgement of Country and Welcome to Country.</p> <p>Encourage staff to include a meaningful Acknowledgement of Country at the commencement of significant meetings.</p>	<p>May 2021</p> <p>May 2021</p> <p>May 2021</p> <p>May 2021</p>	<p>RWG Chair</p> <p>RWG Chair</p> <p>RWG Secretary</p> <p>RWG Chair</p>
<p><b>3</b></p> <p><b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC week.</b></p>	<p>Raise awareness and share information amongst our staff about the meaning of NAIDOC week.</p> <p>Introduce our staff to NAIDOC week by promoting external events in our local areas of Sydney, Melbourne and Perth.</p> <p>RWG to participate in an external NAIDOC Week event.</p>	<p>June 2021</p> <p>June 2021</p> <p>First week in July, 2021</p>	<p>RWG Secretary</p> <p>RWG Secretary</p> <p>RWG Chair</p>
<p><b>4</b></p> <p><b>Publicly support the Uluru Statement from the Heart.</b></p>	<p>Communicate our commitment to the Uluru Statement from the Heart with all our people.</p> <p>Ensure we communicate within our workforce the case for constitutional recognition of Aboriginal and Torres Strait Islander peoples and the part we can play in supporting a referendum.</p> <p>Ensure that our business in all other parts of the world has an awareness of this national dialogue and our role within it.</p>	<p>March 2021</p> <p>September 2021</p> <p>September 2021</p>	<p>RWG Chair and RAP Champion</p> <p>RWG Chair</p> <p>RAP Champion</p>
<p><b>5</b></p> <p><b>Demonstrate respect for Aboriginal and Torres Strait Islander peoples and cultures in our offices.</b></p>	<p>Organise and display an Acknowledgment of Country plaque at a prominent and visible place in our Melbourne and Perth offices (Sydney office already has one).</p> <p>Explore opportunities to display Aboriginal and Torres Strait Islander art in all our Australian offices.</p> <p>Explore opportunities to display our RAP and its cover painting in our London office.</p>	<p>May 2021</p> <p>October 2021</p> <p>October 2021</p>	<p>Office and Client Services Manager</p> <p>Office and Client Services Manager</p> <p>RWG Chair</p>



# Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>1</b></p> <p><b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b></p>	<p>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</p> <p>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</p> <p>Assess the capability of our organisation to provide internship and work experience placements for Aboriginal and Torres Strait Islander students.</p>	<p>April 2021</p> <p>October 2021</p> <p>October 2021</p>	<p>Australia HR Manager and RWG Chair</p> <p>Australia HR Manager and RWG Chair</p> <p>Australia HR Manager, RWG Chair and Head of Early Talent Team</p>
<p><b>2</b></p> <p><b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b></p>	<p>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</p> <p>Investigate Supply Nation membership.</p>	<p>April 2021</p> <p>April 2021</p>	<p>Office and Client Services Manager</p> <p>Office and Client Services Manager</p>
<p><b>3</b></p> <p><b>Explore opportunities that promote reconciliation outcomes within the legal services sector through empowering Aboriginal and Torres Strait Islander students.</b></p>	<p>Explore opportunities for partnerships with law faculties of Universities in Melbourne, Sydney and Perth, to support Aboriginal and Torres Strait Islander students in their pathways to the legal profession.</p> <p>Assess the capability of our organisation to participate in mentoring programmes for Aboriginal and Torres Strait Islander law students.</p> <p>Explore the possibility of ongoing partnership opportunities with the Clontarf Foundation and establishing an ongoing partnership with the Stars Foundation.</p>	<p>April 2021</p> <p>June 2021</p> <p>June 2021</p>	<p>RWG Chair and Secretary</p> <p>RRWG Chair and Secretary</p> <p>RWG Chair and Secretary</p>



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# Governance and Reporting



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>1</b></p> <p><b>Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b></p>	<p>Draft Terms of Reference for the RWG.</p> <p>Establish Aboriginal and Torres Strait Islander representation on the RWG.</p> <p>RWG to meet at least six times per year to drive and monitor RAP implementation.</p>	<p>March 2021</p> <p>April 2021</p> <p>March 2021, April 2021, June 2021, August 2021, October 2021, December 2021, February 2022, April 2022, June 2022</p>	<p>RWG Chair</p> <p>RWG Chair and Pro Bono Partner</p> <p>RWG Chair</p>
<p><b>2</b></p> <p><b>Provide appropriate support for effective implementation of RAP commitments.</b></p>	<p>Define resource needs for RAP implementation.</p> <p>Define appropriate systems and capability to track, measure and report on RAP commitments.</p> <p>Report bi-monthly to Australian Partner Group (APG).</p> <p>APG to meet twice per year with RWG to monitor and report on RAP implementation.</p>	<p>March 2021</p> <p>March 2021</p> <p>March 2021, April 2021, June 2021, August 2021, October 2021, December 2021, February 2022, April 2022, June 2022</p> <p>March 2021, October 2021, March 2022</p>	<p>RWG Chair</p> <p>RWG Chair</p> <p>RWG Chair</p> <p>RWG Chair</p>
<p><b>3</b></p> <p><b>Build accountability and transparency through reporting RAP achievements, challenges and learnings to Reconciliation Australia, internally within Pinsent Masons and externally.</b></p>	<p>Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</p> <p>Explore participation in the Workplace RAP Barometer.</p> <p>Publicly report our achievements, challenges and learnings.</p>	<p>30 September 2021</p> <p>May 2022</p> <p>September 2021</p>	<p>RWG Chair</p> <p>RWG Chair</p> <p>RWG Chair and RAP Champion</p>
<p><b>4</b></p> <p><b>Continue our reconciliation journey by developing our next RAP.</b></p>	<p>Liaise with Reconciliation Australia to develop a new RAP based on achievements, challenges and learnings.</p> <p>Send draft RAP to Reconciliation Australia for review and feedback.</p> <p>Submit draft RAP to Reconciliation Australia for formal endorsement.</p>	<p>February 2022</p> <p>May 2022</p> <p>August 2022</p>	<p>RWG Chair</p> <p>RWG Chair</p> <p>RWG Chair</p>

**THANK YOU TO ALL THOSE WHO WORKED SO HARD TO HELP SUPPORT AND DEVELOP THIS RAP:**

Jessie Allen, Rose Ayres, Kate Chisholm, Natalie Church, Justine Cooper, Kate Fergusson, Richard Foley, Mike Harvey, David Kennedy, Jeremy King, Marilyn Morgan, Ananya Mitra, Georgie Owen and Kara Seymour. Thank you also to the Clontarf Foundation for your continuing support in our journey, and to Miranda and Peter Farmer for the support provided to our artists.

**Contact details:**

(to request additional information about our RAP)

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We are committed to developing innovative and culturally safe avenues and support mechanisms for young Aboriginal and Torres Strait Islander peoples **to develop careers in the legal and professional services sector.**



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