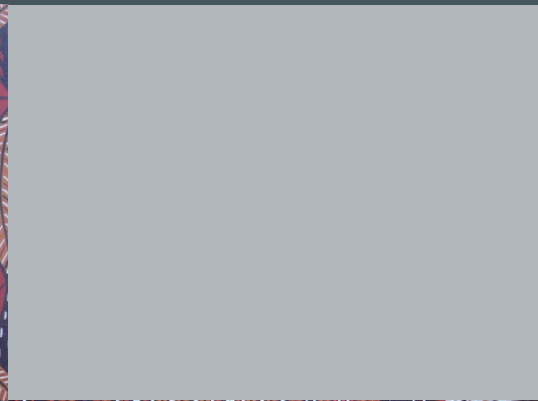


CLAYTON UTZ



# Reconciliation Action Plan



## Our vision for Reconciliation

Aboriginal and Torres Strait Islander people are the First Australians. We acknowledge their important place in our nation's history and in its future.

Clayton Utz has a responsibility as a leading Australian law firm to contribute to a better community.

We recognise the challenges which Indigenous Australians have faced and continue to face in the Australian community. In particular we recognise that the gap in life expectancy between Indigenous and non-Indigenous Australians is unacceptable.

Our vision for Reconciliation is of a shared understanding. We are committed to working with Indigenous and non-Indigenous Australians to overcome the challenges and disadvantage faced by Indigenous Australians. We are committed to creating positive and lasting change in the lives of Aboriginal and Torres Strait Islander people, and to reducing inequality between Indigenous and non-Indigenous Australians.

## Our business

Clayton Utz is one of Australia's oldest and largest law firms. We have more than 1,700 people in 6 offices in Australia.

We bring together teams of lawyers with special and diverse skills to advise on some of the country's largest and most complex deals and litigation. We bring our expertise to cutting edge international projects. We have strong relationships at all levels of Government, and are at the forefront of critical policy development and regulation.

We have a substantial commitment to making the legal system accessible, through our Pro Bono practice, and are actively involved in our community through our Community Connect program.

We bring all of these skills, resources and experience to our Reconciliation Action Plan.

## Our Reconciliation Action Plan

We have a solid tradition of acting for Indigenous clients and Indigenous organisations. Creating a RAP which strengthens our commitment to Aboriginal and Torres Strait Islander people, beyond simply providing legal assistance, was a logical next step for Clayton Utz. We first met with Reconciliation Australia to discuss a RAP for Clayton Utz in September 2008.

Developing our RAP has been an experience shared across our firm. Our national RAP working group was created in February 2009, and included people from every one of our offices and from all backgrounds and areas of expertise. Together that diversity of experience helped to create the framework for a pragmatic and focused RAP that will produce actual results.

Each office then established a local RAP working group, which went out to contacts and communities to talk about what we could do that would be relevant and effective. We had so many ideas and so much enthusiasm. We were overwhelmed by the number of people who had a passion for and a perspective on what could be achieved. So many people wanted to do more than just offer support, they wanted to see things happen. These conversations with the people who the RAP would affect and with those who would implement it, have shaped our RAP.

Finally, we took our vision to some of our respected Indigenous clients and friends to ask whether they thought that our RAP was relevant and practical. We are grateful for their insights, ideas and support, and thank them for embracing our vision.

Our RAP journey does not end here, but we are very proud today to be taking our first steps.

# Programs to be conducted under the Clayton Utz Reconciliation Action Plan

## Opportunities

As a firm, we can create meaningful opportunities for Aboriginal and Torres Strait Islander people in employment, education and training. We can support Indigenous businesses through our procurement processes.

Our RAP also gives our people the opportunity to take part in the reconciliation process, to meet and work with Aboriginal and Torres Strait Islander people and to gain knowledge and experiences which may not otherwise be available.

We are excited that the opportunity to work in partnership with Aboriginal and Torres Strait Islander people is being embraced by all Clayton Utz employees.

### Create and support employment and education for Indigenous Australians

Our program	What is involved	Measureable by March 2011	Responsibility
Helping young Indigenous Australians prepare for the workplace	Our Perth office will conduct a program with a partner Indigenous organisation, to introduce young Indigenous Australians to a business environment, assist them complete their chosen accredited training and help build work skills, life skills, financial literacy and experience that will improve job readiness. We will provide financial support and individual mentoring by Clayton Utz Staff.	80 young Indigenous Australians successfully graduated from TAFE Certificate 2 in Business or the 'Kickstart to Mining' course.	RAP Partner and HR Manager in conjunction with Perth Community Connect Partner and Perth RAP committee.
Vocational studies scholarships	Our Melbourne office will provide a scholarship for two Indigenous students who are undertaking or preparing to undertake vocational education. We will provide financial support, mentoring by Clayton Utz Staff and employment opportunities at Clayton Utz throughout the students' studies.	Two students awarded scholarships and commenced studies and employment.	RAP Partner and HR Manager in conjunction with the Melbourne RAP committee.
Tertiary studies scholarships	Our Sydney office will provide a scholarship for two Indigenous students who are undertaking or preparing to undertake tertiary education. We will provide financial support, mentoring by Clayton Utz Staff and employment opportunities at Clayton Utz throughout the students' studies.	Two students awarded scholarships and commenced studies and employment.	RAP Partner and HR Manager in conjunction with the Sydney RAP committee.

Our program	What is involved	Measureable by March 2011	Responsibility
Building capacity at a remote Indigenous organisation	Our Brisbane office will second legal or shared services staff to an Indigenous organisation, to support the development of professional skills at the organisation.  Our Brisbane office will also host an Indigenous staff member from an Indigenous organisation in Queensland, to support the development of that person's professional skills and the skills set of that organisation.	Two Clayton Utz legal or shared services staff seconded to Indigenous organisations in Queensland.  One staff member from an Indigenous organisation hosted at the Brisbane office.	RAP Partner in conjunction with the Brisbane RAP committee.
Training for Indigenous organisation staff and management	We will provide Clayton Utz training opportunities to staff and management at our Indigenous organisation partners to support strong corporate governance and develop business and professional skills.	Training needs of one Indigenous organisation explored, understood and supported.	RAP Partner.

### Include Indigenous-owned companies as part of our procurement process

Our program	What is involved	Measureable by March 2011	Responsibility
Membership of Australian Indigenous Minority Supplier Council	We are a founding supporter of AIMSC and will continue to use AIMSC-certified Indigenous-owned supply companies where appropriate. In July 2009, Clayton Utz appointed Message Stick as our teleconferencing provider.	A referral process through AIMSC to be established where procurement is sought and Indigenous suppliers are available. Where possible, procurement to come from Indigenous suppliers.	RAP Partner and Operations Manager.
Corporate gifts	We will purchase art and craft works from our Indigenous arts organisation clients and community partners in remote communities, to be used as corporate gifts by Clayton Utz.	10% of corporate gifts from Indigenous suppliers.	RAP Partner and Business Development Director.

## Respect

Respecting others acknowledges the differences which make us better as people and as professionals. Clayton Utz respects and values diversity.

Clayton Utz understands that we can only approach reconciliation through respect, and we have made mutual respect the core of our RAP. We want our people to come to an understanding of the values and strengths of Indigenous culture and to recognise the challenges and disadvantages which we must overcome as community together.

We will work with Aboriginal and Torres Strait Islander people in this RAP, as equal and respected partners.

## Build cultural awareness at our firm

Our program	What is involved	Measureable by March 2011	Responsibility
Promote reconciliation within the firm	The Reconciliation Action Plan will be part of all of our firm induction programs, and our RAP activities will be communicated quarterly to everyone at Clayton Utz.	All new staff understand the RAP.  All staff receive quarterly e-mail RAP updates.	RAP partner.
Local office RAP Committees	Each of our offices has a RAP Committee, which is responsible to implementing and promoting our RAP at a local level. Each Committee is lead by a partner and Human Resources Manager.	Office RAP committees met four times.  Office RAP committees implemented all allocated RAP actions.	RAP partner and chairs of Local RAP Committees.
Acknowledgement of Country protocol	We will adopt a protocol to acknowledge Country for each of our offices, which will be available for use by partners and staff at all appropriate Clayton Utz events.	All staff advised and educated about the appropriate use and protocol of Welcome to Country and Acknowledgment of Country and have the protocol available on the intranet.	RAP partner and chairs of Local RAP Committees.
Indigenous Speaker program	We will introduce a national program for Indigenous speakers to present to our staff in every office.	One presentation in each office annually.  Total staff attendance nationally is greater than 100 staff.	RAP partner and chairs of Local RAP Committees.
Cultural awareness training	We will offer online cultural awareness training annually to our staff in each office.	All new staff offered cultural awareness training as part of their induction.	RAP partner.
Indigenous Art and Culture	We will work with our Indigenous arts organisation clients and community partners in remote communities, to exhibit Indigenous art in our offices.	Indigenous art and artist information displayed in each of our offices.	RAP partner and chairs of Local RAP Committees.

## Relationships

A successful law firm is built on strong relationships, with clients, with colleagues and with the wider legal profession.

This focus on successful relationships is also essential to our RAP. We can only succeed with our RAP through the support of Aboriginal and Torres Strait Islander people, Indigenous organisations and Indigenous communities.

We have developed some of these close relationships already through our Pro Bono practice and Community Connect Program, and are very excited at the chance to strengthen ties with some of those friends and to create new connections.

## Continue to support Indigenous community partners through Community Connect

Our program	What is involved	Measureable by March 2011	Responsibility
Clayton Utz Foundation funding	We have provided Foundation grants to Indigenous organisations since 2003. As part of our RAP, we aim to increase the overall volume of funding grants made by the Clayton Utz Foundation to Indigenous organisations and organisations supporting Indigenous students.	We will aim to maintain the current funding levels in RAP Year 1. We will carry out proactive grant-making activities and develop further partnerships with the aim of increasing funding to Indigenous organisations in RAP Year 2.	National Partner Community Connect and National Director Community Connect.
Community Involvement	We will continue to support our Indigenous community partners by making Clayton Utz facilities available, including use of meeting rooms, in-kind support and access to the skills and resources of our Shared Services staff.	All Indigenous community partners are aware of the availability of Clayton Utz facilities and support.	National Partner Community Connect and National Director Community Connect.
Remote Communities Holiday Program	This year, our staff will participate in the Remote Communities Holiday Program at Angurugu on Groote Eylandt and Pirlangimpi and Milikapiti on Melville Island. The program is in conjunction with Red Cross Australia, and gives our people the chance to live in a remote community and engage with young Indigenous students to help develop life skills and self-confidence.	18 Clayton Utz staff will participate in the Remote Communities Holiday Program.	National Partner Community Connect and National Director Community Connect.

## Continue to provide pro bono advice and assistance to Indigenous Australians and Indigenous-operated organisations

Our program	What is involved	Measureable by March 2011	Responsibility
Pro Bono at Clayton Utz	In 2010 we will continue to provide pro bono assistance to Indigenous clients across Australia, including acting for and advising people referred to us by Indigenous Legal Organisations, Legal Aid and Community Legal Centres, and for Indigenous community organisations and start-up Indigenous-owned businesses. We will also continue to second lawyers in regional and remote Australia to assist Indigenous clients and offer access to our internal training programs to Indigenous organisations.	We will have amended the Clayton Utz Pro Bono Guidelines to include a specific reference to pro bono assistance for Indigenous clients.  We will conduct a survey of our Indigenous clients to assess further outreach and client expansion for 2011.	Pro Bono Partner.

## Reporting and Refreshing our RAP

Our program	What is involved	Measureable by March 2011	Responsibility
Keeping our RAP relevant	We will report on our RAP annually. We will refresh our RAP to reflect learnings.	<p>RAP report completed and available on the Clayton Utz and Reconciliation Australia websites.</p> <p>Refreshed RAP available on Clayton Utz and Reconciliation Australia websites.</p>	RAP Partner.

Cover artwork from left to right: Totems by Jabani Lalara, Leskie Pool Dreaming by Joaz Wurramara and Ancestors by Joaz Wurramara.

Clayton Utz began working in 2005 with the Anindilyakwa Land Council and North Australian Aboriginal service to establish a women’s safe house on Groote Eylandt. Traditional owners and artists Jabani Lalara and Joaz Wurramara were key supporters and advocates for this project.

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