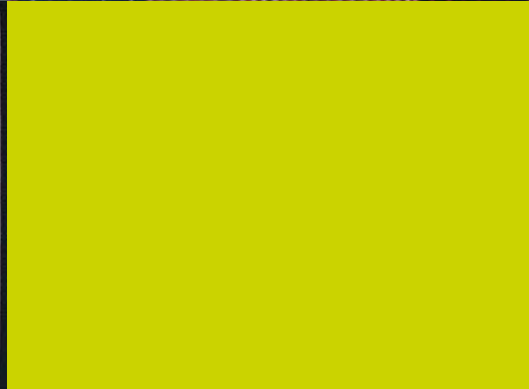


Reconciliation Action Plan Annual Progress Report 2010/2011
and Reconciliation Action Plan 2011/2012



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 2010/2011 Reconciliation Action Plan

We have a solid tradition of acting for Indigenous clients and Indigenous organisations. Creating a RAP which strengthened our commitment to Aboriginal and Torres Strait Islander people, beyond simply providing legal assistance, was a logical next step for Clayton Utz.

Developing our RAP was an experience shared across our firm. We created a national RAP working group that included people from each of our offices and from all backgrounds and areas of expertise. This diversity of experience helped to create the framework for a pragmatic and focused RAP that has and will continue to produce actual results.

Each office also established a local RAP working group, which talked to contacts and communities about what we could do that would be relevant and effective. 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 make things happen. These conversations we had with the people who the RAP would affect and with those who would implement it, shaped our RAP.

Our vision was taken to some of our respected Indigenous clients and friends and their insights and ideas were encapsulated to ensure that our RAP was relevant and practical.

We divided our RAP into three key areas:

1. Relationships – we made efforts to strengthen already established ties through our Pro Bono practice and Community Connect program, as well as to create new relationships;
2. Respect – we endeavoured to build cultural awareness so that we could come to an understanding of the values and strengths of Indigenous culture; and
3. Opportunities – we sought to create meaningful opportunities for Aboriginal and Torres Strait Islander people.

Summary and key learnings

The launch of our RAP was a significant milestone that enabled Clayton Utz to publicly declare our vision for reconciliation and to transition from the planning to the implementation phase of our RAP. Many Clayton Utz partners and staff have been involved in turning our commitments into actions. We have made significant progress since the launch of our RAP in 2010.

To date, we have learned a number of key lessons throughout our journey. We have learned that we need to work collaboratively with our Indigenous partners to ensure that our initiatives are implemented efficiently in order to achieve the best outcome for all parties. We have also been vigilant to ensure that our pilot programs are established and evaluated (taking into consideration lessons learned) before committing to expand them. At times this has meant revising our targets or re-evaluating our approach.

This past year has laid the foundation upon which the success of our RAP can be built. Clayton Utz is committed to continuing to invest our time, energy, resources and enthusiasm in the implementation of our RAP initiatives as we strive to meet our vision for reconciliation.

Our most significant achievements

We have made significant progress since the launch of our RAP as changes and initiatives have been implemented across the firm. Our most significant achievements across the three key areas of our RAP include:

1. Relationships – we have strengthened existing ties and created new connections:
 - Remote communities – partners and staff participating in Remote Communities Holiday Programs on Groote Eylandt and the Tiwi Islands and engaging with the young local Indigenous students;
 - Foundation funding – more than doubling the Clayton Utz Foundation grants that have been made to Indigenous organisations and organisations supporting Indigenous students; and
 - Pro bono – providing legal assistance to over 106 Indigenous clients, which represents approximately 15% of our pro bono clients.
2. Respect – we have built cultural awareness across the firm:
 - Art exhibition – working with Indigenous and community partners to launch an art exhibition on Groote Eylandt and successfully hosting the exhibition over three days in our Sydney office;
 - Indigenous speakers – hosting a number of Indigenous speaker presentations for partners and staff in our offices, with total attendance exceeding our target; and
 - Promote reconciliation – circulating RAP updates to all partners and staff regularly to promote reconciliation and our RAP within the firm.
3. Opportunities – we have created meaningful opportunities:
 - Scholarship – selecting a student from the Kimberley region of Western Australia as the inaugural recipient of the Clayton Utz Indigenous Scholarship;
 - Mentoring – assisting young Indigenous students to graduate from accredited training courses and prepare for the workforce; and
 - Procurement – increasing our procurement from certified Indigenous-owned companies as part of our normal business.



Groote Eylandt Art Exhibition
Clayton Utz Sydney, July 2010.

Annual Progress Report for the Year 2010/2011



Relationships

Focus area: Continue to support Indigenous community partners through Community Connect

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Community Involvement</p> <p>All Indigenous community partners are aware of the availability of Clayton Utz facilities and support.</p>	<p>Where possible, we have provided support and assistance to Reconciliation Australia, including providing a guest speaker at a Reconciliation Action Planning in Higher Education Workshop on 12 November 2010 in Canberra at the Australian National University.</p> <p>We have also been involved with a number of existing Indigenous community partners.</p> <p>Our Melbourne office has provided facilities and support for the Worlds of Work program run by the Foundation for Young Australians, including:</p> <ul style="list-style-type: none"> – Hosting approximately 15 Indigenous students from across central Victoria for a “Classroom to boardroom” session which involved Clayton Utz staff having lunch with the students and running a practical session titled “You be the judge”; and – Hosting approximately 25 young Indigenous people for a networking breakfast and panel discussion. <p>The Melbourne office has also worked with Mission Australia to support the Charcoal Lane Work Experience Placement Program that provides opportunities for Indigenous and disadvantaged young people to learn employable skills within the hospitality industry. As part of the program the catering team in Melbourne hosted a work placement.</p> <p>For the third consecutive year, our Brisbane office was involved with Father Mick Lowcock from Mt Isa who organises a Christmas toy drive and runs a parenting program for the local Indigenous population, particularly the fathers.</p>	<p>Through our Community Connect program we will continue to provide facilities and support where we are able to do so.</p> <p>This was the first time that Clayton Utz has supported Charcoal Lane through this program and we received very positive feedback not only from Charcoal Lane, but from many of our partners and staff who commented that it was a great program for Clayton Utz to participate in. Following the success of our first placement, we’ve offered to host other trainees from the Charcoal Lane program in the future to assist them in developing the knowledge and skills they require to gain employment in the hospitality industry.</p>	<p>●</p>

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Clayton Utz Foundation Funding</p> <p>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.</p>	<p>Our target of maintaining current funding levels has been significantly exceeded, with funding to Indigenous organisations and organisations supporting Indigenous students increasing from \$58,000 in the previous year to \$140,000 in RAP Year 1.</p> <p>Clayton Utz Foundation grants have been made to the following organisations:</p> <ul style="list-style-type: none"> – Australian Red Cross to assist with the Remote Communities Holiday Programs in the Northern Territory; – The Castan Centre for Human Rights Law to assist with research for Indigenous access to birth registrations and birth certificates; – The David Wirrpanda Foundation to assist with its mentoring program; – Gondwana National Indigenous Children’s Choir (GNICC) workshops; and – The Wayside Chapel to fund an Aboriginal project officer two days per week. 	<p>The regular funding grant processes of the Clayton Utz Foundation have identified a number of appropriate Indigenous organisations to receive funding grants.</p>	●
<p>Remote Communities Holiday Program</p> <p>18 Clayton Utz staff will participate in the Remote Communities Holiday Program.</p>	<p>In conjunction with Australian Red Cross, 12 Clayton Utz staff members participated in the Remote Communities Holiday Program at Angurugu on Groote Eylandt and Pirlangimpi and Milikapiti on the Tiwi Islands. Nine Clayton Utz staff members participated in the July 2010 program, and nine staff members were supported to attend the program in January 2011. However, only three were able to participate in the program due to sorry business which occurred during this time.</p> <p>Our staff lived in the remote communities and engaged with the young local Indigenous students to help develop the life skills and self-confidence of the students.</p> <p>The program that has been undertaken on the Tiwi Islands for a number of years has now been successfully expanded to include a new program on Groote Eylandt.</p>	<p>Clayton Utz’s collaboration with Australian Red Cross in coordinating this program is a wonderful initiative that has enormous capacity for growth and lasting impact. Engaging the children of Groote through the holiday programs is an important part of efforts to encourage their attendance at school.</p>	●

Remote Communities Holiday Program

In July 2010, three Clayton Utz volunteers travelled to Groote Eylandt, 600 kilometres east of Darwin, to assist long-time community partner Australian Red Cross and the peoples of Groote Eylandt for the first full Groote Eylandt Holiday Program.

The Groote Eylandt Holiday Program is part of the Remote Communities Holiday Program – a service provided by Australian Red Cross in communities across the Northern Territory to engage youth in meaningful activities during the school holiday period.



The Clayton Utz Foundation – which provides financial support to charities that have a link to the firm – funded the five day program which engaged children from two local Indigenous communities at Angurugu and Umbakumba in school holiday activities. It was the first regular Holiday Program to be held on Groote Eylandt and is part of a broader partnership our Darwin office has with the Groote Eylandt community and Australian Red Cross.

The program proved not only beneficial for the students, but also for our volunteers who gained an insight into the lives of those living in remote communities.

The Groote Eylandt Holiday Program is similar to the Tiwi Islands Holiday Program which Clayton Utz has participated in for a number of years. Our recent involvement in the Groote Eylandt Holiday Program is part of our ongoing commitment to the Anindilyakwa community on Groote Eylandt and Australian Red Cross, and is another way we can maintain and build positive relationships with the people living within these communities.

Focus area: Continue to provide pro bono advice and assistance to Indigenous Australians and Indigenous-operated organisations

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Pro Bono at Clayton Utz</p> <p>We will have amended the Clayton Utz Pro Bono Guidelines to include a specific reference to pro bono assistance for Indigenous clients.</p> <p>We will conduct a survey of our Indigenous clients to assess further outreach and client expansion for 2011.</p>	<p>The Clayton Utz Pro Bono Guidelines have been amended to include specific reference to pro bono assistance for Indigenous clients. The guidelines are available to all partners and staff on the Clayton Utz intranet.</p> <p>We have also continued to provide pro bono assistance to Indigenous clients across Australia. Clayton Utz acted for 106 Indigenous clients in the first year of our RAP, which represented approximately 15% of our total Pro Bono practice.</p> <p>Since the launch of our RAP, we have expanded our range of pro bono assistance to Indigenous clients through consultation with key clients, government agencies and the broader pro bono sector.</p> <p>New pro bono work this year saw us:</p> <ul style="list-style-type: none"> – Create a Wills and Estates brochure and training package for the Aboriginal and Torres Strait Islander Legal Service (QLD) Inc; – Develop an outreach program with Legal Aid Queensland to travel to remote communities north of Mt Isa; – Be part of the Aboriginal Credit and Debt Clinic in regional Victoria through the Public Interest Law Clearing House; and – Be part of LawHelp through the Office of the Registrar of Indigenous Corporations. 	<p>Pro bono assistance is the key way in which we can use our core legal skills to create positive and lasting change in the lives of Aboriginal and Torres Strait Islander people.</p> <p>Our Pro Bono practice has provided legal assistance this year to Indigenous clients in communities as diverse as Mapoon and Aurukun on Cape York; Nguuu in the Tiwi Islands; Alice Springs; Balgo, Gascoyne, Kalumbaru and Patjarr in Western Australia; Brewarrina, Walgett, Dubbo and Nowra in NSW; and Shepparton in Central Victoria.</p>	●

Pro bono: Helping Indigenous clients in regional and remote Australia

Our interest in regional and remote Australia was sparked back in 2004 by the Senate Legal and Constitutional References Committee Report into Legal Aid and Access to Justice. The report highlighted the extreme difficulties for regional and remote communities to obtain access to legal services. That regional and remote focus has seen Clayton Utz act in particular for many Indigenous clients across Australia. In the first year of our Reconciliation Action Plan, we have represented 106 Indigenous clients and corporations,






and conducted legal work in 84 regional, rural and remote communities.

In 2010 we seconded one of our senior lawyers to Kimberley Community Legal Services (KCLS), the most remote community legal centre in Australia. This was the ninth lawyer the firm has seconded to KCLS since 2005. Our secondee provided outreach services to a number of remote Indigenous communities, including Oombulgarri, Kalumburu, Warmun and Balgo. In addition to advising on family law, debt recovery, criminal injuries compensation and violence restraining orders, our secondee processed more than 120 affidavits for people in remote communities, to assist with Redress WA – a State Government compensation scheme for those who suffered abuse and neglect in State care. This was challenging work since many of the clients were extremely elderly, did not read English, and suffered physical and intellectual disabilities. Despite these challenges, the work of our secondee meant that more than \$100,000 will flow to several Indigenous communities by way of ex-gratia payments.

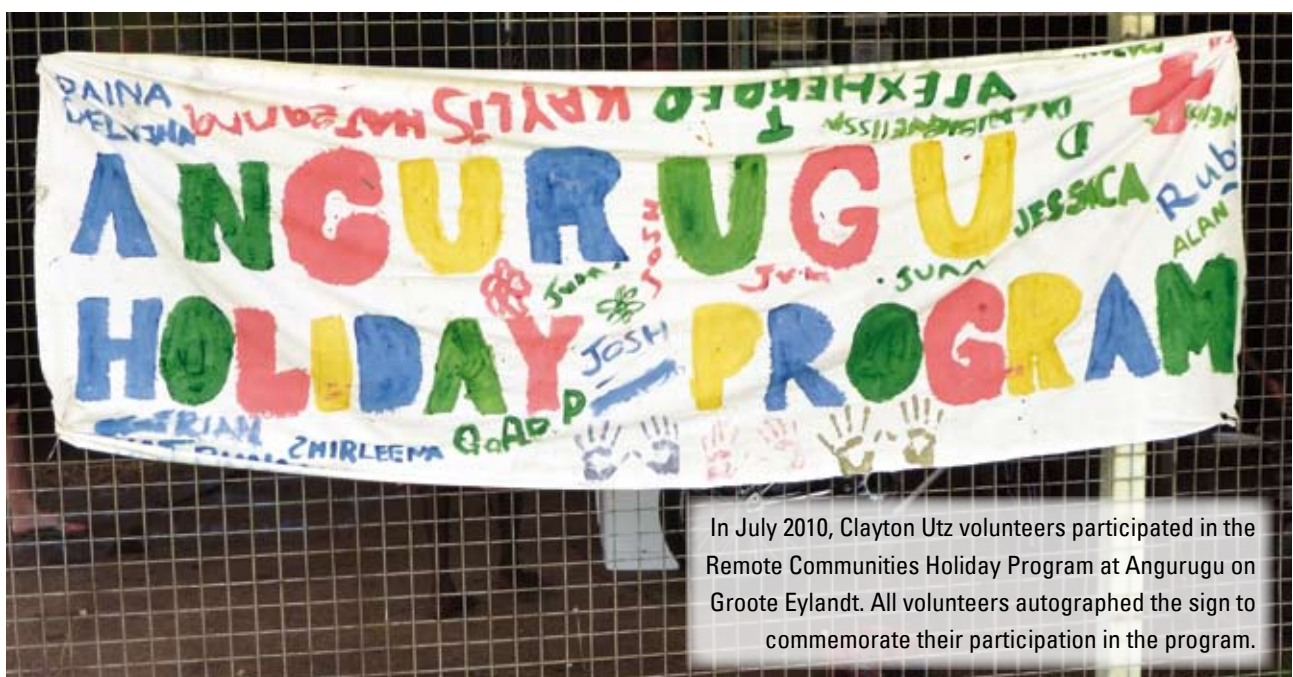


Sunset over Groote Eylandt — a remote Indigenous community 600 kilometres east of Darwin.

Focus area: Build cultural awareness at our firm

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Promote reconciliation within the firm</p> <p>All new staff understand the RAP.</p> <p>All staff receive quarterly email RAP updates.</p>	<p>We established a dedicated intranet site for our RAP to provide a central repository for all related resources and information, including our RAP report.</p> <p>Our RAP is promoted as part of our national orientation program that all new staff are required to participate in. We also included a one page flyer that details Clayton Utz's RAP in our new starters induction pack.</p> <p>All staff have been sent 10 email RAP updates since the RAP was launched. These updates provided all staff with information on the RAP launch and on RAP initiatives such as the Anindilyakwa Art Exhibition, the Remote Communities Holiday Programs, our relationship with AIMSC, the Worlds of Work program, the Indigenous speaker program and the Indigenous scholarship program.</p> <p>Our Chief Executive Partner also provided a RAP status update during his annual strategy presentations to each of our offices.</p> <p>A dedicated "RAP update" section has been included in the firm's monthly internal newsletter as an avenue for providing regular updates and for increasing awareness.</p>	<p>RAP related initiatives are regularly implemented on a local level across the firm. It is important to report on these developments across the firm so that all staff are aware of the progress that is being made and how the local initiatives that they are part of fit within the firm's overall RAP.</p> <p>The firm has recently engaged a dedicated internal communications resource who will assist in communicating relevant RAP initiatives and updates.</p>	
<p>Local office RAP committees</p> <p>Office RAP committees met four times and implemented all allocated RAP actions.</p>	<p>Office RAP committees were implemented and met as required in relation to the RAP actions that they were responsible for.</p> <p>There has been a degree of overlap of responsibilities between Clayton Utz's Community Connect and RAP committees in each office.</p>	<p>In the coming year, we intend to integrate the Community Connect and RAP committees in each office to ensure the most effective and efficient implementation of RAP initiatives. This will also ensure all RAP related activities are captured and reported.</p>	
<p>Acknowledgement of Country protocol</p> <p>All staff advised and educated about the appropriate use and protocol of Welcome to Country and Acknowledgment of Country and the protocol is available on the intranet.</p>	<p>Welcome to Country and Acknowledgement of Country protocol has been developed and adopted across all Clayton Utz offices. The protocols have been made easily available to all partners and staff on the Clayton Utz intranet.</p>	<p>Continuing to increase the use of the protocol at Clayton Utz events, particularly RAP related events, will further educate staff and other attendees of our RAP.</p>	

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Indigenous speaker program</p> <p>One presentation in each office annually. Total staff attendance nationally is greater than 100 staff.</p>	<p>A number of Indigenous speaker presentations have been made to partners and staff, with total attendance exceeding 100 staff. These presentations have included:</p> <ul style="list-style-type: none"> – An Indigenous guest speaker to help launch our RAP; – Clayton Utz staff, clients and representatives of the Groote Eylandt community gathered in our Sydney office on 7 July 2010 for a special function to mark the launch of the Anindilyakwa Art Exhibition. A number of the Groote Eylandt artists attended the opening and spoke of the cultural references that influenced their artworks; – In recognition of Reconciliation Week, the Human Rights Arts and Film Festival presented “Screen Dreaming” – a series of poignant short films made by, or about, Indigenous Australians to staff in our Melbourne office. Indigenous barrister Munya Andrews gave a funny and heart-warming speech about some of the challenges she has faced working with Indigenous clients; and – An insightful and entertaining presentation by an Indigenous Reconciliation Australia staff member to our Brisbane office. 	<p>From the feedback received from staff, Indigenous speakers are key to helping build cultural awareness within Clayton Utz. Further presentations are to be organised across all offices of the firm.</p>	●
<p>Cultural awareness training</p> <p>All new staff offered cultural awareness training as part of their induction.</p>	<p>Our RAP is promoted as part of our national orientation program that all new staff are required to participate in. We also include a one page flyer that details Clayton Utz's RAP in our new starters induction pack.</p> <p>As part of the Remote Communities Holiday Program, 12 Clayton Utz staff volunteers undertook cultural awareness training in order to understand the varied cultural issues in the communities.</p>	<p>We are working to develop an online training program to assist with building cultural awareness within Clayton Utz.</p>	●



In July 2010, Clayton Utz volunteers participated in the Remote Communities Holiday Program at Angurugu on Groote Eylandt. All volunteers autographed the sign to commemorate their participation in the program.

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Indigenous art and culture</p> <p>We will work with our Indigenous arts organisation clients and community partners in remote communities to exhibit Indigenous art in our offices.</p> <p>Indigenous art and artist information displayed in each of our offices.</p>	<p>Significant work was undertaken with the Anindilyakwa Arts and Cultural Centre to launch and host a Groote Eylandt art exhibition in conjunction with Australian Red Cross.</p> <p>The launch took place on Groote Eylandt on 14 June 2010 and was attended by Clayton Utz's Chief Executive Partner and the Darwin office's Managing Partner. The function provided the greatest attendance at any event on Groote Eylandt since the opening by the Governor-General of the Dugong Resort.</p> <p>The exhibition was held on 7-9 July 2010 at our Sydney office. Several of the artists from Groote Eylandt were present at the launch of the exhibition having spent the week in Sydney participating in the National Aboriginal and Islander Day Observance Committee (NAIDOC) celebrations.</p> <p>The exhibition provided a unique opportunity for people to view and purchase artworks that have never before left Groote Eylandt. A number of the Groote Eylandt artists attended the opening and spoke of the cultural references that influenced their artworks.</p> <p>Over 41 pieces of art were on display and approximately half were purchased throughout the exhibition.</p> <p>A piece of artwork was purchased for each of the Sydney and Brisbane offices. The artworks are on display with artist information in the respective offices.</p>	<p>Considering this was the first time that such an activity had been undertaken by the Anindilyakwa Arts and Cultural Centre, a number of lessons have been learnt for future exhibitions. These include:</p> <ul style="list-style-type: none"> – The logistics of transporting the art work; – Including a broader price range of pieces for sale; and – Including other alternatives to paintings, such as woven baskets, carvings and sculptures. <p>We are working with Australian Red Cross to host another exhibition with the Centre, this time in Darwin.</p>	<p>●</p>



Clayton Utz hosts the Anindilyakwa Art Exhibition

In 2010, Clayton Utz partnered with Australian Red Cross and the Anindilyakwa Arts and Cultural Centre (and Artists) to bring the artistic talents of the Indigenous peoples of Groote Eylandt in Australia's far north to a wider Australian audience.

The exhibition was launched at the Dugong Resort on Groote Eylandt – located more than 1,300 kilometres from Darwin, in the Gulf of Carpentaria.

Over 250 people attended the launch, one of the largest community events in Groote Eylandt's history. The Vice-Chairman of Anindilyakwa Land Council, Tony Wurramarra, spoke on behalf of the local community, and guests enjoyed performances by local musicians and dancers.

The Anindilyakwa Art Exhibition remained on Groote Eylandt for a week before being packed and transported to Clayton Utz's Sydney office for exhibition during NAIDOC week in July 2010. It was the first time the artwork had left Groote Eylandt for exhibition in any part of Australia.

A number of paintings were sold with all proceeds going to the Anindilyakwa Arts and Cultural Centre.

This new partnership was a practical way that Clayton Utz could work together to show its support for one of the most remote Indigenous communities in Australia.



Waterhole at Angurugu on Groot Eylandt.

Focus area: Create and support employment and education for Indigenous Australians

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Helping young Indigenous Australians prepare for the workplace</p> <p>80 young Indigenous Australians successfully graduated from TAFE Certificate II in Business or the "Kickstart to Mining" course.</p>	<p>96 students were enrolled in the Solid Futures Program (involving a TAFE Certificate II in Business or the "Kickstart to Mining" course) across two semesters. 51 students successfully graduated from the program, with other students leaving the course early for a variety of reasons, including to commence employment.</p> <p>The David Wirrpanda Foundation has subsequently developed the Solid Ground Program for younger Indigenous students with the intention of empowering students to enrol in the Solid Futures Program.</p>	<p>In 2010, the Solid Futures Program was very successful, with more than 40 students now in full-time employment. As the majority of the work is done through TAFE, it proved difficult to control how many of the students would leave the course early.</p> <p>We plan to become involved in the Solid Ground Program as the nature of the program will enable partners and staff from our Perth office to play a more active role as mentors to the students.</p>	●
<p>Vocational studies scholarships</p> <p>Two students awarded scholarships and commenced studies and employment.</p>	<p>We have met with representatives from the Beacon Foundation and Victoria University regarding vocational studies scholarships and we are currently considering a list of appropriate schools provided to us by the Beacon Foundation to determine which schools we should approach to nominate students for the relevant scholarship.</p> <p>To assist us in ensuring that our scholarships provide the most benefit to their recipients, we have also met with a recently graduated student who began his career through the Australian Government Department of Education, Employment and Workplace Relations Indigenous Cadetship Program.</p>	<p>We have adopted a deliberately careful approach to awarding these scholarships as they involve a significant relationship with the recipient over a number of years and therefore a considerable investment. We are currently considering how the scholarship program may be structured to most effectively meet the needs of an Indigenous student.</p>	●



Clayton Utz supports the David Wirrpanda Foundation

In 2010, a grant from the Clayton Utz Foundation assisted with funding for the David Wirrpanda

Foundation's Plan 4 2day 4 2morrow program.

The David Wirrpanda Foundation improves the lives of Indigenous youth through education, promoting healthy lifestyles, building self-esteem, resilience and increasing opportunities for employment.

Our Perth office has been involved with the Plan 4 2day 4 2morrow program since its inauguration in 2007. The program was initially aimed at providing opportunities for Indigenous school students in years 10-12, but has been extended to include youth who have been disadvantaged or have been in contact with the justice system.

The grant provided by the Clayton Utz Foundation was used to provide a component of the Plan 4 2day 4 2morrow program which included a breakfast club and sports venue.

In addition to the grant, Clayton Utz staff volunteer in the program by providing mentoring for the students and acting as positive role models.

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Tertiary studies scholarships</p> <p>Two students awarded scholarships and commenced studies and employment.</p>	<p>A student from the Kimberley region of Western Australia was selected as the inaugural recipient of the Clayton Utz Indigenous Scholarship. The student has commenced studying an Arts/Law degree at the University of NSW and is employed as a paralegal in the Clayton Utz Sydney office.</p> <p>The scholarship was a joint initiative with Shalom College (a University of NSW residential college) to ensure the recipient received a full residential scholarship and that an independent and rigorous selection process could be adopted.</p> <p>The Clayton Utz scholarship contribution was matched by the Australian Indigenous Education Foundation, which utilised Federal Government funding to enable another Indigenous student to be granted a full residential scholarship.</p>	<p>Given the extent of the commitment required, we have decided to delay selecting the second recipient until we have had the benefit of the experience of selecting and mentoring the first scholarship recipient.</p>	●
<p>Building capacity at a remote Indigenous organisation</p> <p>Two Clayton Utz legal or shared services staff seconded to Indigenous organisations in Queensland.</p> <p>One staff member from an Indigenous organisation hosted at the Brisbane office.</p>	<p>Over the past two years, we have developed a close relationship with the Far North Queensland Western Cape Communities Trust (WCCT). A specific project with the WCCT has been earmarked for the proposed staff exchanges.</p> <p>Final arrangements are expected to be confirmed in the second half of 2011 as the project commences.</p>	<p>We have been vigilant to ensure that the implementation of this initiative takes place on terms that are appropriate to our community partner.</p> <p>Discussions were held with the WCCT regarding an initial proposal, however it was agreed that the upcoming project will be a more effective allocation of resources.</p>	●
<p>Training for Indigenous organisations staff and management</p> <p>Training needs of one Indigenous organisation explored, understood and supported.</p>	<p>We have undertaken a number of training sessions with the WCCT, including full-day, in-person induction training with Directors of the organisation and a number of lengthy teleconferences to supplement the training.</p> <p>We have also established a range of computer training programs to be offered in our Sydney office, with the possibility of extending the training to other Clayton Utz offices.</p>	<p>The Director training sessions have proven successful with the WCCT and we expect to deliver further sessions in the future.</p> <p>We are currently identifying appropriate Indigenous community partners to participate in our computer training.</p>	●

Focus area: Include Indigenous-owned companies as part of our procurement process

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Membership of Australian Indigenous Minority Supplier Council (AIMSC)</p> <p>A referral process through AIMSC to be established where procurement is sought and Indigenous suppliers are available.</p> <p>Where possible, procurement to come from Indigenous suppliers.</p>	<p>We were involved early in the development of AIMSC and were a founding supporter. We achieved full membership of AIMSC and have actively participated in the organisation, including hosting a Supplier Development Lunch in our Brisbane office in August 2010 and attending the AIMSC Conference in November 2010.</p> <p>We used AIMSC certified Indigenous-owned supply companies where appropriate. We have significantly exceeded our agreed target with AIMSC, spending approximately \$200,000 on procurement through AIMSC certified Indigenous-owned companies since our RAP was launched in March 2010.</p>	<p>Initially, there were a limited number of suppliers that were relevant to Clayton Utz's business needs. However, we made a concerted effort to ensure we used certified suppliers where possible.</p> <p>Now, there are increased opportunities as the supplier network has expanded.</p>	●
<p>Corporate gifts</p> <p>10% of corporate gifts from Indigenous suppliers.</p>	<p>We held discussions with the Anindilyakwa Arts and Cultural Centre from Groote Eylandt in regards to making them one of our corporate gift suppliers. However, the Centre asked if we could put these discussions on hold so that they could focus on the preparation of art work for the Groote Eylandt art exhibition in conjunction with Australian Red Cross.</p> <p>In the interim, our existing merchandise supplier was able to recommend an alternative supplier who would be able to supply the same quality and style of corporate gifts to meet our needs. Orders will be considered when the current stock has been depleted, which is expected to occur in the first quarter of the new financial year.</p>	<p>We will make further progress to ensure that each of our offices has access to appropriate corporate gifts that have been acquired from Indigenous suppliers.</p> <p>We have worked closely with our community partner to assist with the art exhibition which was their key focus at the time. At an appropriate time, we will hold further discussions with respect to a potential corporate gift program with the Anindilyakwa Arts and Cultural Centre.</p>	●



Clayton Utz Brisbane hosts AIMSC lunch

In August 2010, the Clayton Utz Brisbane office hosted a lunch to help Australian Indigenous Minority Supplier Council (AIMSC) certified suppliers learn more about doing business with corporate Australia.

Clayton Utz is a founding member of AIMSC which provides a direct business-to-business purchasing link between corporate Australia, government agencies and Indigenous-owned businesses. Our membership provides us with a tangible way to effectively engage with Indigenous suppliers on a business level.

The lunch provided an opportunity for the Clayton Utz procurement team to share their success stories and how as a business we have grown our relationships with Indigenous suppliers. Clayton Utz was involved early on in the development of AIMSC and we have been able to identify an increasing number of opportunities to engage Indigenous suppliers as the size of their network expands.

In a letter to Clayton Utz Chief Executive Partner Darryl D McDonough, AIMSC Chairman Stephen H. Roberts and CEO Natalie Walker reported that the feedback from attendees was overwhelmingly positive. "The Indigenous businesses who attended came away from the event feeling empowered to do business with corporate business," Natalie said.

Tracking progress and reporting

Action/Target	Actual Progress	Lessons Learned	Stop Light
<p>Keeping our RAP relevant</p> <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>	<p>This RAP report and the refreshed RAP will be made available on the Clayton Utz and Reconciliation Australia websites.</p>	<p>Reporting and refreshing our targets each year enables us to identify our achievements, reflect on lessons learned and ensures our RAP remains relevant.</p>	<p>●</p>



Clayton Utz Reconciliation Action Plan

Refreshed for the Year 2011/2012

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 we are very excited at the chance to strengthen ties with some of those friends and to create new connections.

Focus area: Continue to support Indigenous community partners through Community Connect

Our program	What is involved	Measureable by June 2012	Responsibility
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 to continue to be aware of the availability of Clayton Utz facilities and support.	National Director – Community Connect
Clayton Utz Foundation funding	We have provided Clayton Utz 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.	Through our regular funding and proactive grant-making, we will maintain the level of funding to Indigenous organisations and organisations supporting Indigenous students in RAP Year 2.	National Director – Community Connect
Remote Communities Holiday Program	In conjunction with Australian Red Cross, our staff will continue to participate in the Remote Communities Holiday Program at Angurugu on Groote Eylandt and Pirlangimpi and Milikapiti on Melville Island. The program provides the chance for our people to experience living in a remote community and engage with young Indigenous students to help develop their life skills and self-confidence.	18 Clayton Utz staff will participate in the Remote Communities Holiday Program.	National Director – Community Connect in conjunction with the Darwin Community Connect Partner and Darwin RAP representatives

Focus area: Continue to provide pro bono advice and assistance to Indigenous Australians and Indigenous-operated organisations

Our program	What is involved	Measureable by June 2012	Responsibility
Pro Bono at Clayton Utz	In 2011/2012 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 aim to maintain the current proportional level of Indigenous clients that are provided with pro bono assistance. We will continue to engage with our Indigenous clients to assess further outreach and client expansion.	Pro Bono Partner

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 a community together.

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

Focus area: Build cultural awareness at our firm

Our program	What is involved	Measureable by June 2012	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 regularly to all partners and staff at Clayton Utz.	All new partners and staff understand the RAP. All partners and staff receive at least quarterly email RAP updates.	RAP Partner
Local office RAP representatives	Each of our offices has a RAP committee or RAP representative/s on the existing Community Connect committee, which is responsible for implementing and promoting our RAP at a local level. Each committee is led by a Clayton Utz partner.	Office RAP committees or representatives to meet at least four times and implement all allocated RAP actions.	RAP Partner
Acknowledgement of Country protocol	We will continue to ensure that the protocol which has been adopted to acknowledge Country for each of our offices 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 continue to have the protocol available on the intranet.	RAP Partner and local RAP representatives
Indigenous speaker program	We will continue the national program for Indigenous speakers to present to our staff in each office.	One presentation in each office annually. Total staff attendance nationally is greater than 150 staff.	RAP Partner and local RAP representatives
Cultural awareness training	We will offer online cultural awareness training annually to our staff in each office. All staff that volunteer to participate in the Remote Communities Holiday Program will undertake cultural awareness training prior to participating in the program.	All new staff offered cultural awareness training as part of their induction. All staff that participate in the Remote Communities Holiday Program to undertake cultural awareness training.	RAP Partner in conjunction with the Darwin Community Connect Partner and Darwin RAP representatives
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.	Increase the amount of Indigenous art and artist information displayed in our offices. Darwin office to provide assistance with a further exhibition of Indigenous art from the Anindilyakwa Arts and Cultural Centre.	RAP Partner and local RAP representatives

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.

Focus area: Create and support employment and education for Indigenous Australians

Our program	What is involved	Measureable by June 2012	Responsibility
Helping young Indigenous Australians prepare for the workplace	Our Perth office will participate in the David Wirrpanda Solid Ground Program and will mentor young Indigenous Australians, with an emphasis on developing work, life, literacy and networking skills that will enable them to enrol in the Solid Futures Program. Clayton Utz will also provide financial support.	30 young Indigenous Australians participating in the David Wirrpanda Foundation Solid Ground Program which aims to empower students to undertake TAFE Certificate II courses in Business or Resources and Infrastructure.	RAP Partner and HR Manager in conjunction with Perth Community Connect Partner and Perth RAP representatives
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 Melbourne RAP representatives
Tertiary studies scholarships	Our Sydney office will award a scholarship to a second Indigenous student who is 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.	Inaugural recipient continuing studies and employment. Second student awarded scholarship and commenced studies and employment.	RAP Partner and HR Manager in conjunction with Sydney RAP representatives
Building capacity at a remote Indigenous organisation	Our Brisbane office will second legal or shared services staff to the Western Cape Communities Trust (WCCT), to participate in an upcoming project and support the development of professional skills at the organisation. Our Brisbane office will also host an Indigenous staff member from WCCT, 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 WCCT. One staff member from WCCT hosted at the Brisbane office.	RAP Partner in conjunction with Brisbane RAP representatives
Training for Indigenous organisation staff and management	We will provide Clayton Utz training opportunities to staff and management at WCCT to support strong corporate governance and develop business and professional skills.	Further assistance provided to support the training needs of WCCT.	RAP Partner

Focus area: Include Indigenous-owned companies as part of our procurement process

Our program	What is involved	Measureable by June 2012	Responsibility
Membership of Australian Indigenous Minority Supplier Council (AIMSC)	We have achieved full membership of AIMSC and will continue to use AIMSC certified Indigenous-owned supply companies where appropriate.	Where possible, procurement to come from Indigenous suppliers. We will seek to increase our procurement from AIMSC certified supply companies and meet our Year 2 minimum budget target of \$175,000-350,000 that has been agreed with AIMSC.	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.	10% of corporate gifts to be sourced from Indigenous suppliers.	RAP Partner and Business Development Director

Tracking progress and reporting

Our program	What is involved	Measureable by June 2012	Responsibility
Keeping our RAP relevant	We will report on our RAP annually. We will refresh our RAP to reflect our learnings.	RAP report completed and available on the Clayton Utz and Reconciliation Australia websites. Refreshed RAP available on Clayton Utz and Reconciliation Australia websites.	RAP Partner

Cover artwork from left to right and also featured on page 15: Totems by Jabani Lalara, Leskie Pool Dreaming by Joaz Wurramara and Ancestors by Joaz Wurramara.

Traditional owners and artists Jabani Lalara and Joaz Wurramara from Groote Eylandt provide artwork to the Anindilyakwa Arts and Cultural Centre.

Sydney

Level 15
1 Bligh Street
Sydney NSW 2000
T +61 2 9353 4000
F +61 2 8220 6700

Melbourne

Level 18
333 Collins Street
Melbourne VIC 3000
T +61 3 9286 6000
F +61 3 9629 8488

Brisbane

Level 28
Riparian Plaza
71 Eagle Street
Brisbane QLD 4000
T +61 7 3292 7000
F +61 7 3221 9669

Hong Kong

703 – 704
The Hong Kong Club Building
3A Chater Road
Central Hong Kong
T +852 3980 6868
F +852 3980 6820

Perth

Level 27
QV1 Building
250 St. Georges Terrace
Perth WA 6000
T +61 8 9426 8000
F +61 8 9481 3095

Canberra

Level 8
Canberra House
40 Marcus Clarke Street
Canberra ACT 2601
T +61 2 6279 4000
F +61 2 6279 4099

Darwin

17–19 Lindsay Street
Darwin NT 0800
T +61 8 8943 2555
F +61 8 8943 2500

www.claytonutz.com

Persons listed may not be admitted in all states and territories. This document is intended to provide general information. The contents do not constitute legal advice and should not be relied upon as such.
© Clayton Utz 2011