



Report on *Reflect* Reconciliation Action Plan Actions

1 June 2016



RELATIONSHIPS

Establish a RAP Working Group

1. Form a RAP Working Group (RAP WG) comprising Aboriginal and Torres Strait Islander peoples and other Australians, to support the implementation of the Law Society's RAP.

The Law Society's RAP Working Group formed in December 2013 and is comprised of Law Society staff, including the CEO, an Indigenous Legal Issues Committee member and one Council member.

Develop external relationships

2. Develop a list of Aboriginal and Torres Strait Islander communities, organisations and key stakeholders within your local area or sphere of influence to assist in understanding our local Aboriginal and Torres Strait Islander community.

Suggestions include:

- Aboriginal Legal Service of Western Australia
- South West Aboriginal Land and Sea Council
- Djinda Services – Women's Law Centre
- National Congress of Australia's First Peoples
- Human Rights Law Centre
- School of Indigenous Studies, UWA
- Kulbardi Aboriginal Centre, Murdoch University
- Karda: Centre for Aboriginal Studies, Curtin University
- Kurongkurl Katijin: Centre for Indigenous Australian Education and Research, Edith Cowan University

Celebrate National Reconciliation Week (NRW)

3. Working Group to attend a community event or organise an internal event to recognise and celebrate NRW.

The Law Society participated in the 2016 DAA Banner Project with a banner displayed on St Georges Terrace.

The RAP WG promoted local NRW events via its weekly member email Friday Facts and the staff room notice board.

Raise internal awareness of the RAP

4. Develop a plan to raise awareness across the organisation about your RAP commitment, particularly with key internal stakeholders.

The RAP WG has identified the General Managers, Council and Executive as key internal stakeholders.

The RAP WG has recommended inclusion of information regarding the RAP in the Annual Report.

For new employees, the induction pack now contains information regarding the RAP and associated undertakings.

5. Present to all relevant areas of our business to ensure they have an understanding of how their area can contribute to our RAP.

An introductory presentation to staff in relation to the Reflect RAP was given in 2014 during a staff meeting.

Regular updates are provided to General Managers and staff regarding RAP actions and aspirations.



RESPECT

Investigate cultural development

6. A business case for cultural awareness, capability and development based on our core business is developed, with findings presented to relevant HR/Learning and Development area for their input.

As a membership organisation the Law Society is working towards partnering with local legal agencies and large law firms for the provision of cultural awareness training for staff.

Four staff members attended Cultural Awareness Training (CAT) at Legal Aid on 10 May 2016.

Further, CPD on CAT is being planned with staff being able to attend.

The Indigenous Legal Issues Committee is planning to run CPD events on CAT and the 'Indigenous Protocols for Lawyers' in the future.

7. We have captured baseline data on our employees' current levels of understanding around Aboriginal and Torres Strait Islander history, cultures and contributions.

This item is yet to be actioned, but please note the inclusion of an explanation of the Law Society's RAP and undertakings in the induction pack for new employees.

Celebrate NAIDOC Week

8. Working Group to participate in a community NAIDOC Week event, or hold an internal event (6-13 July).

NAIDOC Week 2014

'Small Court House Big Stories: the First 50 Years of Perth's Oldest Surviving Building'

On Thursday, 29 May 2014, the Working Group met at the Old Court House Law Museum to observe the 'Small Court House Big Stories: the First 50 Years of Perth's Oldest Surviving Building' exhibition. This exhibition incorporates Indigenous imagery and there is an audio component with commentary from Noongar Elders.

Staff Breakfast July 2014

On Tuesday, 8 July 2014, Law Society staff and Council members attended the Annual Staff Breakfast on Level 5 of the Law Society building.

As the breakfast coincided with NAIDOC Week, which celebrates the history, culture and achievements of Aboriginal and Torres Strait Islander peoples, the Breakfast commenced with a Welcome to Country Ceremony performed by Whadjuk Noongar Elder, Mr Matthew McGuire.

Mr McGuire explained the cultural significance of the Welcome to Country ceremony; a Welcome to Country ceremony gives Traditional Owners the opportunity to formally welcome people to their land and that having a Welcome to Country ceremony shows respect to the Whadjuk Noongar community.

State Records Office Event

Greg McIntyre SC was responsible for cross-promoting a lunchtime seminar to Law Society members held at the State Records Office of Western Australia titled A Different Kind of 'Subject': Colonial Law in Aboriginal European Relations in Early 19th Century Western Australia, 1829-1861, via Friday Facts.

NAIDOC Week 2015

The President, Matthew Keogh, and other Law Society representatives, attended the Launch of Western Australians for Recognition Committee, contributing to the building of a coalition of corporate and community leaders in Western Australia who support Constitutional recognition of Aboriginal peoples in the Australian and Western Australian Constitutions.

The launch of the Law Society's RAP in July also provided an ideal moment to celebrate NAIDOC Week and promote reconciliation and Constitutional recognition.

Raise internal understanding of protocols

9. The plan that is developed to raise awareness (5.6) includes opportunities to raise understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country, to our employees.

The Working Group drafted and Council approved, policies and procedure in relation to Welcome to Country and Acknowledgement of Country protocols.

The Welcome to Country and Acknowledgement of Country protocols and procedures raise cultural awareness in relation to respecting and acknowledging the Traditional Owners of the land at the commencement of Law Society events.



OPPORTUNITIES

Consider Aboriginal and Torres Strait Islander employment

10. A business case for Aboriginal and Torres Strait Islander employment within our organisation is scoped.

The amended recruitment policy ensures that Aboriginal and Torres Strait Islander peoples are aware that the Law Society welcomes their job applications when a vacancy arises and is advertised.

11. We have captured baseline data on current Aboriginal and Torres Strait Islander employees to inform future developments.

Currently no Aboriginal and Torres Strait Islander employees

Consider supplier diversity

12. A business case for Aboriginal and Torres Strait Islander supplier diversity and how our organisation can develop an Aboriginal and Torres Strait Islander supplier diversity programme is scoped.

The amended procurement policy ensures that when appropriate and possible, Aboriginal and Torres Strait Islander business opportunities are considered.

Other opportunities

13. A paper is presented to the RAP WG outlining other opportunities, such as around education, that have been identified throughout our consultation with internal and external stakeholders. This paper will assist with defining actions for subsequent RAPs for our organisation.

Work is underway regarding what opportunities the Law Society may be able to provide in relation to education regarding the profession to high school students.

TRACKING PROGRESS

Build support for the RAP

14. Ensure the RAP will be adequately resourced.

The RAP WG was granted a budget allocation for 2015/16, and has been consulted for a budget allocation for 2016/17.

15. Data collection is able to measure our progress and successes.

Reports and updates are regularly drafted and circulated to RAP WG members and Law Society staff.

16. Report to Reconciliation Australia annually on our achievements.

September 2016 will be the first reporting year for the Law Society as the Reflect RAP was launched in July 2015.