

K&L GATES

Reflect Reconciliation Action Plan

September 2020 to September 2021



RECONCILIATION
ACTION PLAN

REFLECT

A MESSAGE FROM NICK NICHOLA MANAGING PARTNER - AUSTRALIA



I am pleased to launch the K&L Gates 2020-2021 Reflect Reconciliation Action Plan (RAP).

K&L Gates has provided access to justice for many Aboriginal and Torres Strait Islander peoples and organisations, principally through our pro bono activities in Western Australia and the Northern Territory. We now formalise the firm's commitment to the essential work of reconciliation.

We share a vision for a just, equitable and reconciled Australia.

To achieve that vision, we must engage in dialogue with Aboriginal and Torres Strait Islander peoples to understand how we can actively support reconciliation with Aboriginal and Torres Strait Islander peoples in our business activities and the community more broadly.

The tasks of reconciliation are multifaceted. Initially, our challenge is to build a stronger awareness of our collective responsibility for these tasks. We will do this by building on the opportunities and relationships our previous work has provided us, along with new collaborations with Aboriginal and Torres Strait Islander peoples, to better understand what is required of us to achieve meaningful progress.

Our aim is to grow, through deeper collaboration, our awareness of, and respect for, Aboriginal and Torres Strait Islander peoples achievements, and a greater understanding of the variety of challenges and socio economic circumstances that affect equality for Aboriginal and Torres Strait Islander peoples, including access to justice.

Increasing the representation of Aboriginal and Torres Strait Islander peoples within the legal industry will be part of our plan by encouraging opportunities to pursue careers in law.

We would like to thank Reconciliation Australia for their guidance in the development and successful launch of our RAP and we look forward to collaborating with Aboriginal and Torres Strait Islander peoples as part of the reconciliation journey.

Nick Nichola
Managing Partner - Australia



We acknowledge the
Traditional Custodians of
the lands on which we
work across Australia, and
pay our deep respects to
their Elders past, present
and emerging.

OUR BUSINESS

K&L Gates is a fully integrated global law firm with lawyers located across five continents. Our broad global platform allows us to guide clients through the legal challenges inherent in the ever-changing international landscape. Our clients are predominantly commercial entities ranging across a wide variety of industries.

The deep latticework of relationships across our offices and practices enables our clients to respond to diverse legal

issues and risks through the services of one law firm with a single communication.

K&L Gates has four offices across Australia in Brisbane, Melbourne, Perth and Sydney. We have nearly 500 people in Australia, forming part of a global workforce of approximately 3,500.

While the number of current employees who identify as Aboriginal and Torres Strait Islander is unknown, we will request this information through our biennial engagement survey and in open dialogue with our employees as this Reflect RAP is implemented.

10,000+
hours of legal
advice provided

K&L GATES COMMITMENT TO RECONCILIATION

K&L Gates is committed to promoting a diverse workforce and an inclusive firm culture where we value the contribution that people from diverse backgrounds and life experience bring to our firm. This includes igniting and encouraging our people to be passionate about making a difference in the communities in which we live and work.

A RAP provides a framework for practical actions around relationships, respect and opportunity. A Reflect RAP is the

first stage in the reconciliation journey. It allows for an organisation to focus on understanding its existing commitments to reconciliation while exploring opportunities for future commitments. Our Reflect RAP aligns with our firm's diversity strategy and goal of broadening our diversity and inclusion commitments and programs.

This Reflect RAP formalises our commitment to Aboriginal and Torres Strait Islander peoples and our intention

to play a role in collaborating to achieve greater equality in life outcomes for Aboriginal and Torres Strait Islander peoples, including access to justice. We endeavour to achieve this by increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and traditions amongst our people and our community, and strengthening relationships and engagement with Aboriginal and Torres Strait Islander peoples.

275+

days of lawyers seconded to Aboriginal and Torres Strait Islander clients

54 Aboriginal and Torres Strait Islander clients represented

OUR RAP



The K&L Gates Reflect RAP proposes actions that will facilitate greater understanding of Aboriginal and Torres Strait Islander peoples through growing existing relationships and establishing new relationships with Aboriginal and Torres Strait Islander communities around the four concepts of: Relationships, Respect, Opportunities and Governance and Reporting.

At present there is no Aboriginal and Torres Strait Islander representation on the RAP Committee, however we hope to change this during the term of our Reflect RAP. Our inaugural RAP Report is due in 2021. The RAP Committee will use the RAP Report, along with consultation with key stakeholders, to review and refresh the RAP.

Our RAP Committee members include:

Adam Levine

Pro Bono Coordinator and Partner

Nick Grant

Director of Human Resources

Jessica Fisher

Human Resources Business Partner

Liz Bodey

Associate Director of Market Development

Collette Farley

PR and Communications Specialist

K&L Gates Australia

When Middletons combined with K&L Gates in 2013, the firm merged not only its people, but its values, bringing a number of long standing pro bono and community partners into the new firm.

2013

Meeanjin Aboriginal Corporation

Started a partnership with Meeanjin on the promotion of cultural activities in Brisbane.

2015

Indigenous AFL Players Alliance

Assisted the Indigenous Players Alliance to form the Indigenous Past Players Association.

2017

A plan begins to form

Work begins on the K&L Gates inaugural Reflect RAP in April 2019.

2019

North Australian Indigenous Land & Sea Management Alliance (NAILSMA)

Started providing pro bono legal advice to NAILSMA.

2014

Northern Land Council

Began working with Northern Land Council providing advice across a variety of areas, and secondments.

2016

Nyamba Buru Yawuru

Began working with Nyamba Buru Yawuru Limited providing pro bono advice across a variety of areas, and secondments.

Nyamba Buru Yawuru Indigenous Governance Award

Nyamba Buru Yawuru was awarded the Reconciliation Australia Indigenous Governance Award, recognising the high quality of their corporate and cultural governance, work that the team at K&L Gates supported.

2018

RAP launched

Commencement of the K&L Gates Reflect RAP in 2020.

2020



RELATIONSHIPS

K&L Gates will continue to establish and strengthen relationships with Aboriginal and Torres Strait Islander clients and the wider communities in which we operate.

Action	Deliverable	Timeline	Responsibility
Establish relationships and partnerships with Aboriginal and Torres Strait Islander peoples, stakeholders and organisations	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2020	RAP Committee Chair and RAP Committee Relationship Lead
	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November 2020	RAP Committee Chair and RAP Committee Relationship Lead
	Establish relationships with local Aboriginal and Torres Strait Islander organisations including Aboriginal Community Controlled Organisations and Aboriginal Corporations.	November 2020	RAP Committee Chair and RAP Committee Relationship Lead
	Partner with an Aboriginal and Torres Strait Islander charity to include in our Workplace Giving Program, which encourages our people to engage and donate to selected charities.	February 2021	RAP Committee Chair and RAP Committee Secretary
Promote reconciliation through our sphere of influence	Engage in the Legal Profession Reconciliation Network and establish relationships with other law firms involved in reconciliation to explore opportunities for collaboration.	October 2020	RAP Committee Chair supported by firm partnership
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2020	RAP Committee Relationship Lead
	Communicate our commitment to reconciliation to all our people.	September 2020	RAP Committee Chair and Managing Partner Australia
	Identify those on their own RAP journeys and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2020	RAP Committee Chair and RAP Committee Relationship Lead


Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence	Promote and support discussion in the firm and the wider community on the recognition of Aboriginal and Torres Strait Islander peoples.	November 2020	RAP Committee Chair and RAP Committee Secretary
	New people will receive an overview of the RAP as part of their K&L Gates induction program.	February 2021	RAP Committee Secretary supported by Human Resources
Build relations through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our people.	27 May - 3 June 2021	RAP Committee Chair
	RAP Committee members to participate in an external NRW event.	27 May - 3 June 2021	RAP Committee Chair
	Encourage and support our people and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2021	RAP Committee Chair and Managing Partner Australia
Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination.	January 2021	RAP Committee Secretary supported by Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	January 2021	RAP Committee Secretary supported by Human Resources




RESPECT

K&L Gates is committed to fostering greater respect—as a foundation for reconciliation—by building collective capabilities through the sharing of the rich cultures and customs of Aboriginal and Torres Strait Islander peoples within K&L Gates and projecting our respect to our wider communities in which we work and live.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	October 2020	RAP Committee Chair
	Conduct a review of cultural learning needs within our organisation.	November 2020	RAP Committee Chair supported by Learning & Professional Development
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Raise awareness and share information among our people about the meaning of NAIDOC Week.	8 – 15 November 2020 and 4 – 11 July 2021	RAP Committee Chair
	Introduce our people to NAIDOC Week by promoting external events in our local area.	8 – 15 November 2020 and 4 – 11 July 2021	RAP Committee Chair and RAP Committee Relationship Lead
	RAP Committee to participate in an external NAIDOC Week event.	8 – 15 November 2020 and 4 – 11 July 2021	RAP Committee Chair
Publicly support the Uluru Statement from the Heart	Formally participate in the <i>Uluru Statement from the Heart</i> constitutional change effort.	September 2020	RAP Committee Chair and Pro Bono Coordinator
	Communicate our commitment to <i>Uluru Statement from the Heart</i> with all our people.	September 2020	RAP Committee Chair and Pro Bono Coordinator



Action	Deliverable	Timeline	Responsibility
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisations operational area.	November 2020	RAP Committee Chair and RAP Committee Secretary
	Increase our people's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2020	RAP Committee Secretary and RAP Committee Governance Lead
	Establish a practice for Acknowledgment of Country and Welcome to Country for each Australian office.	December 2020	RAP Committee Secretary and RAP Committee Governance Lead
Demonstrate respect for Aboriginal and Torres Strait Islander peoples and culture in our offices	Explore opportunities to display Aboriginal and Torres Strait Islander artwork in each office, supporting local artists in the area.	June 2021	RAP Committee Chair and Pro Bono Coordinator






OPPORTUNITIES


K&L Gates is committed to working collaboratively toward the creation of employment opportunities with the firm and in our sphere of influence in support of Aboriginal and Torres Strait Islander peoples.

We strive to inspire, guide and mentor Aboriginal and Torres Strait Islander peoples and encourage individuals to achieve successful and fulfilling careers in the legal sector. In order to achieve this, K&L Gates understands that there is a need for continued commitment to education, training and employment opportunities, and these must be beneficial for all parties involved.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2020	RAP Committee Chair supported by Human Resources
	Build a business case to support establishing a national internship program, consisting of one intern in each Australian office per annum.	April 2021	RAP Committee Secretary supported by Human Resources
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2021	RAP Committee Chair and RAP Committee Secretary supported by Human Resources
	Increase Aboriginal and Torres Strait Islander representation amongst the Australian workforce.	September 2021	RAP Committee Chair and RAP Committee Secretary supported by Human Resources
	Review and update recruitment policies within the organisation to ensure diversity details and inclusive language are included in all advertisements.	May 2021	RAP Committee Chair and RAP Committee Secretary supported by Human Resources
	Develop an understanding of best practices and alternate recruitment styles to ensure a culturally sensitive recruitment process, such as yarning.	April 2021	RAP Committee Chair and RAP Committee Secretary supported by Human Resources



Action	Deliverable	Timeline	Responsibility
Improve Aboriginal and Torres Strait Islander talent pipelines	Establish relationships with Aboriginal and Torres Strait Islander student associations at respective universities in each K&L Gates office location.	March 2021	RAP Committee Chair and RAP Committee Secretary supported by Human Resources
	Distribute copies of the Reflect RAP as part of the information available for university students at university events and legal career fairs.	March 2021	RAP Committee Chair and RAP Committee Secretary supported by Human Resources
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2021	RAP Committee Chair
	Investigate Supply Nation membership.	June 2021	RAP Committee Chair
	Communicate to all our people, our commitment to utilising Aboriginal and Torres Strait Islander businesses for the sourcing of suppliers, services and goods wherever deemed reasonable.	June 2021	RAP Committee Chair





GOVERNANCE AND REPORTING

K&L Gates approaches this inaugural RAP with the understanding that we will face challenges and need to act upon our learnings. K&L Gates will provide regular feedback internally in order to facilitate the ongoing progress of the reconciliation journey, as well as an annual summary report to internal stakeholders.

Reconciliation Australia will be consulted throughout the phases of this RAP, including the summary report at its culmination. K&L Gates will also submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.

Commitment	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Committee to drive governance of the RAP	Maintain RAP Committee to govern RAP implementation.	September 2020	RAP Committee Chair and RAP Committee Secretary
	RAP Committee to meet at least four times per year to drive and monitor RAP implementation.	September 2020, December 2020, March 2021, June 2021	RAP Committee Chair
	RAP Committee participation and representation to be reviewed annually prior to the refresh of the RAP.	June 2021	RAP Committee Chair and RAP Committee Governance Lead
	Draft a Terms of Reference for the RAP Committee.	September 2020	RAP Committee Governance Lead
	Establish Aboriginal and Torres Strait Islander representation on the RAP Committee.	May 2021	RAP Committee Chair and Pro Bono Coordinator

Commitment	Deliverable	Timeline	Responsibility
Provide appropriate support for effective implementation of RAP commitments	Engage senior leaders in the delivery of RAP commitments.	September 2020	RAP Committee Chair and Managing Partner Australia
	Define resource needs for RAP implementation.	September 2020	RAP Committee Secretary
	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2020	RAP Committee Secretary
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Provide a summary report to the firm's Managing Partner – Australia, Australian board and Diversity Committee.	September 2021	RAP Committee Chair and RAP Committee Governance Lead
	Produce an annual report for Reconciliation Australia on the progress of the RAP.	September 2021	RAP Committee Chair and RAP Committee Governance Lead
	Submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	RAP Committee Chair and RAP Committee Governance Lead
Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin to develop our next RAP.	June 2021	RAP Committee Chair

To request additional information,
please contact:

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Artwork used throughout this RAP depicts the locations where our teams have worked, through our Pro Bono Program, with Aboriginal and Torres Strait Islander communities. These lands include those of the Jukun and Yawuru people who are the traditional owners of the lands and waters in and around Rubibi (the town of Broome) from Bangaragara to the yalimban (south) to Wirrjinmirr (Willie Creek) to the guniyan (north), and banu (east) covering Roebuck Plains and Thangoo pastoral leases, in the Kimberley region of northern Western Australia, and the lands of the 40 autonomous First Nations Traditional Owners of Australia's Murray Darling Basin.

K&L GATES

K&L Gates is a fully integrated global law firm with lawyers located across five continents. The firm represents leading multinational corporations, growth and middle-market companies, capital markets participants, and entrepreneurs in every major industry group, as well as public sector entities, educational institutions, philanthropic organisations and individuals. For more information about K&L Gates or its locations, practices and registrations, visit klgates.com.

