



First annual Innovate RAP report – October 2022

In November 2021, Nick Nichola, Managing Partner, Australia, launched the K&L Gates Innovate Reconciliation Action Plan (RAP).

Committing to an Innovate RAP focuses our attention on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging partners, staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

In the K&L Gates Innovate RAP, actions align with the concepts of Relationships, Respect, Opportunities, and Governance and Reporting (including quarterly internal reporting).

This report summarises our activities and achievements during the first year of our Innovate RAP:

Committee updates

During the year the Committee welcomed its newest member, Joanna Bielby. Other Committee members are Liz Bodey, Nick Grant, Adam Levine, Greta Marks, Katherine Smith and Jessica Thompson.

The RAP Committee communicates regularly and meets formally on a monthly basis.

The Committee is aided by input and guidance from a representative from The Cultural Intelligence Project attending meetings on a quarterly basis.

Nick Nichola, Managing Partner Australia, was appointed as an internal RAP Champion from senior management to help support and promote the work of the Committee and the actions of the firm.

Increasing opportunities for Aboriginal and Torres Strait Islander peoples

In line with K&L Gates' commitment to increasing future employment and professional development opportunities for Aboriginal and Torres Strait Islander peoples, the RAP Committee has created an Indigenous Internship Program (IIP). Initial connections for the IIP have been with Griffith University in Queensland and Macquarie University in New South Wales.

We have also met with University of Technology Sydney (UTS) to discuss how we may partner together to provide opportunities for Aboriginal and Torres Strait Islander students at UTS. Working with UTS's Jumbunna Institute for Indigenous Education and Research we are planning campus visits to foster relationships with students and promote our Indigenous Internship Program.

K&L Gates has established a relationship with Edith Cowan University and will be sponsoring a School of Business Law Indigenous student prize. We will also be looking at work experience placements for

Indigenous students in 2023 in our Perth office.

We are exploring avenues to expand our programs in Victoria.

Pro bono and access to equal justice

During the life of the Innovate RAP, the K&L Gates Australian offices continue to provide valuable pro bono assistance to our indigenous clients, including individuals and not for profit organisations. In the past year these have included:

- Aboriginal Legal Service (NSW/ACT) Limited
- Aunty Fran Bodkin and Uncle Gavin Andrews
- Baada Aboriginal Corp
- Cherbourg Regional Aboriginal & Islander Community Controlled Health Services Ltd
- Elizabeth Morgan House Aboriginal Women's Services Inc.
- Gugin Gudduba Local Aboriginal Land Council
- Indigenous Pasifika Support
- Indigenous Players Alliance Ltd
- Meeanjin Heritage and Remembrance Centre Ltd
- Murray Lower Darling Rivers Indigenous Nations
- Murray Valley Aboriginal Co-Operative Limited
- Ngarluma Aboriginal Corp - (NAC) Prescribed Body Corporate
- Ngarluma Yindjibarndi Foundation Ltd
- Saltwater Country Inc
- WA Family Violence Prevention Legal Service Aboriginal Corp (t/a Aboriginal

- Family Law Services)
- Warddeken Land Management Ltd
- Weilwan Local Aboriginal Land Council
- West Kimberley Alliance Ltd
- West Wyalong Local Aboriginal Land Council
- Wilinggin Aboriginal Corporation
- Yarraka Bayles, on behalf of her son Quaden and the family

Acknowledgement of Country plaques

The RAP Committee is arranging permanent Acknowledgement of Country plaques in each office. These will be put on display in each K&L Gates office reception area. Each plaque will use Indigenous artwork and be printed by a 100% Aboriginal owned and operated business in Melbourne, Kinya Lerrk.

Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy

The RAP Committee finalised the Aboriginal and Torres Strait Islander Recruitment, Retention and Professional Development Strategy. This strategy outlines the firms approach to attracting, retaining and developing Aboriginal and Torres Strait Islander talent and was created in consultation with Adele Peek from The Cultural Intelligence Project.

Celebrating Aboriginal and Torres Strait Islander peoples cultures

In May, June and July 2022, representatives from K&L Gates attended a number of events for National Reconciliation Week, Mabo Day and National Aborigines and Islanders Day Observance Committee (NAIDOC) Week including:

- **Where to from here?** - a discussion on the next steps for the Uluru Statement From the Heart and the momentum building toward enacting a Voice in the Constitution.
- National Justice Project presented a session to employees about the new resource **Call It Out**, an independent, Indigenous-led alternative to traditional and onerous complaints and legal processes for reporting experiences of racism.



- On 3 June 2022 our Perth office participated in the **Walk for Reconciliation**, a journey through Kaarta Koomba (King's Park).
- K&L Gates hosted a **film screening** of the Adam Goodes documentary 'The Final Quarter' on 7 July.

Acknowledging Country

On 21 March 2022, the Sydney office held an event at which Shannon Foster performed an official Welcome to Country, and we hosted our clients Aunty Fran Bodkin and Uncle Gavin Andrews (who generously provided the artwork for our Innovate RAP) and Acting Commissioner of the Land and Environment Court and barrister, Andrew Smith. You can read Andrew's full speech [here](#).

Cultural Intelligence training series

We have engaged The Cultural Intelligence Project to lead our cultural awareness training series towards in 2023. These are bespoke sessions that are tailored to K&L Gates and will follow a similar framework to the 2021 training series we ran as part of our Reflect RAP.

Supporting Aboriginal and Torres Strait Islander businesses

K&L Gates continues to support Aboriginal and Torres Strait Islander businesses through procured goods and services:

- At the Welcome to Country event in Sydney, we engaged indigenous catering company **Kallico Catering** to provide a delicious array of treats.
- Our consumables supplier **Winc** has been instructed to continually review our range of purchases to see if there are options to substitute in Aboriginal and Torres Strait Islander sourced products.
- We are working with our art provider **Artbank** to source additional indigenous artworks for display in our four Australian offices.
- The Melbourne office has hosted 'Barista & Breakfast' mornings with a coffee cart from **Co-Ground**. This company has developed partnerships with Aboriginal and Torres Strait Islander organisations focusing on empowerment of young people through training, leadership and employment. They are a registered charity and certified Social Trader.

Photo (L to R): RAP Committee members Nick Grant & Katherine Smith, Andrew Smith, Aunty Fran Bodkin and Uncle Gavin Andrews at the Welcome to Country event in Sydney on 21 March 2022