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Dentons Innovate Reconciliation Action Plan

July 2019-July 2021

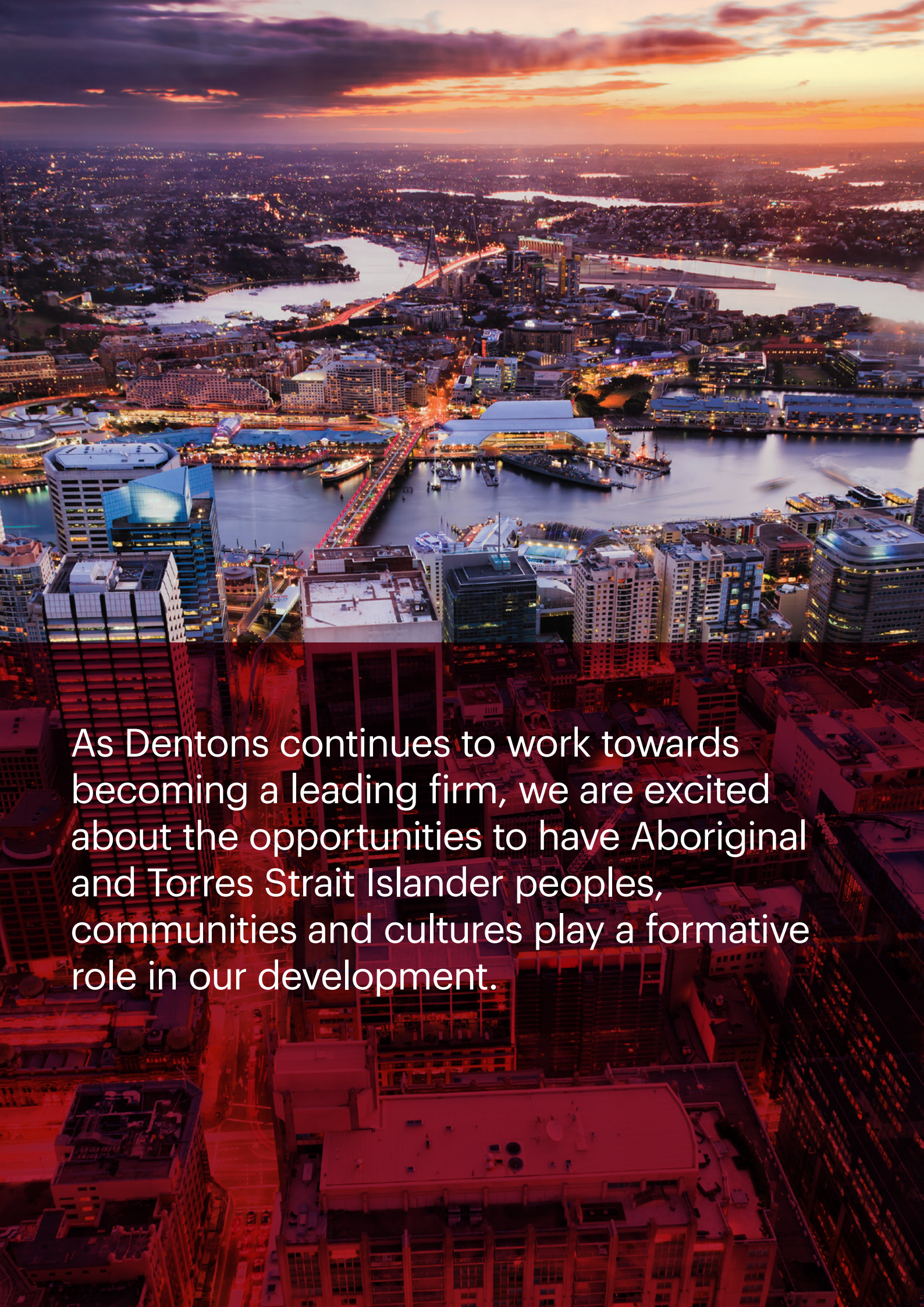


RECONCILIATION
ACTION PLAN

INNOVATE

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As Dentons continues to work towards becoming a leading firm, we are excited about the opportunities to have Aboriginal and Torres Strait Islander peoples, communities and cultures play a formative role in our development.

A message from Dentons' Australia Region Chair and CEO



Doug Stipanicev
Global Chief
Australia Region Chair
and CEO

At Dentons, we believe that Reconciliation is an important step in acknowledging the past and building a bright future. We are committed to working in partnership with Aboriginal and Torres Strait Islander peoples to help close the social and economic gap between Australia's First Peoples and other Australians.

We have a proud history of supporting initiatives that bring us closer to Reconciliation, focusing particularly on improving education outcomes for Aboriginal and Torres Strait Islander peoples and helping our people and clients engage with and appreciate Aboriginal and Torres Strait Islander cultures and art.

Our ongoing partnership with the Watarrka Foundation – which supports communities in the Watarrka area by providing basic services, education and community programs – highlights how we can use educational experiences to connect our employees and clients with Aboriginal and Torres Strait Islander communities.

Continuing our commitment to improving education outcomes for Aboriginal and Torres Strait Islander peoples, each year Dentons welcomes CareerTrackers interns to our firm. It's always a privilege to see these talented university students develop strong relationships within the Firm and gain valuable industry experience and access to new opportunities.

Annual National Reconciliation Week and NAIDOC Week celebrations also offer a sincere opportunity to create greater understanding and respect of Aboriginal and Torres Strait Islander cultures.

Our 2019-2021 Innovate Reconciliation Action Plan sets out how we will continue initiatives like our Watarrka partnership and CareerTrackers program to deliver on our vision for Reconciliation.

While there has been positive progress made to date, Reconciliation is an ongoing journey. It is one we are proud to be a part of.

As Dentons continues to work towards becoming a leading firm, we are excited about the opportunities to have Aboriginal and Torres Strait Islander peoples, communities and cultures play a formative role in our development. We look forward to continuing our partnership with Reconciliation Australia and with Aboriginal and Torres Strait Islander peoples in the years to come.

Acknowledgement of Country and Traditional Owners

Dentons acknowledges the Traditional Owners of the lands across Australia. We recognise and celebrate their contributions, and pay our respects to their Elders both past and present.

About Dentons

Dentons is the world's largest law firm, delivering quality and value to clients around the globe. We are a leader on the Acritas Global Elite Brand Index, a BTI Client Service 30 Award winner and have been recognized by prominent business and legal publications for our innovations in client service, including founding Nextlaw Labs and the Nextlaw Global Referral Network. Dentons' polycentric approach and world-class talent challenge the status quo to advance client interests in the communities in which we live and work.

We employ 485 employees across our offices in Sydney, Melbourne, Brisbane and Perth in Australia and 43 in Port Moresby in Papua New Guinea. Our lawyers have an established reputation for advising clients across a range of industries, including banking and finance, property and construction, and energy and resources.

While we don't report on how many of our employees identify as Aboriginal and/or Torres Strait Islander peoples, we are proud to have welcomed 29 CareerTrackers Interns since 2014, and a number these have transitioned to full time employment following their internships.

Sustainability at Dentons

At Dentons, we recognise that enduring success requires economic growth that both protects and promotes social equity and ecological sustainability.

We believe we have responsibility to contribute to the positive development of the communities in which we operate. This includes our unwavering commitment to reducing the social and economic gap between Aboriginal and Torres Strait Islander peoples and other Australians.

Diversity at Dentons

Diversity and inclusion are the driving principles behind who we are, what we stand for and where we are going.

As the world's largest law firm, the unique perspectives and backgrounds of our people are key to our success. That is why we strive to ensure a vibrant, inclusive workplace where our lawyers, professionals and staff feel valued and connected. It empowers us all to provide superior client service while promoting positive social change.

Our initiatives across our core diversity focus areas of gender, culture, flexibility and LGBTI help to create a dynamic and inclusive work environment that sets us apart from other firms.

Our vision for Reconciliation

As legal professionals we value the importance of education and believe it is the key to ensuring the success of future generations. This value is reflected in our vision for Reconciliation; which is to close the social and economic gap between Aboriginal and Torres Strait Islander peoples and other Australians, and ensure Aboriginal and Torres Strait Islander peoples receive the same opportunities as other Australians.

As lawyers, we would also like to see greater access to justice for all Australians including Aboriginal and Torres Strait Islander peoples.

To achieve this, our focus is on supporting education initiatives, providing career opportunities and using our legal expertise to protect and promote the interests of Aboriginal and Torres Strait Islander peoples.

As a leading law firm, we are well positioned to champion meaningful action to bring about Reconciliation. At Dentons, we believe by fostering respect and understanding, and working with other like-minded organisations, we can help empower Aboriginal and Torres Strait Islander peoples and communities to build bright futures.

Our focus is on supporting education initiatives, providing career opportunities and using our legal expertise to protect and promote the interests of Aboriginal and Torres Strait Islander peoples.

Reconciliation Australia Pillars

1. RELATIONSHIPS

The success of individuals, organisations and communities relies on the strength of their relationships. We view strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians as essential to building Reconciliation.

Our RAP programs and initiatives have evolved over many years through relationships with clients and community partners. We will continue to support and collaborate with like-minded corporate and association partners who share our aim of closing the economic and social gap between Aboriginal and Torres Strait Islander peoples and other Australians.

2. RESPECT

Dentons has a diverse workforce and respect is one of the core values we promote amongst our people. Consistent with the high value we place on respect for one another, we believe respect comes from understanding. We have a role to play in encouraging respect for Aboriginal and Torres Strait Islander cultures, land and histories and will continue to drive initiatives that develop understanding and appreciation within our workforce and our industry.

3. OPPORTUNITIES

As an employer, we believe that education and employment opportunities for Aboriginal and Torres Strait Islander Australians will assist in overcoming historical injustice and lead to more equal opportunities.

We aim to provide opportunities to and support the education and employment of Aboriginal and Torres Strait Islander peoples. We are committed to supporting initiatives which will help close the education gap and ensure Aboriginal and Torres Strait Islander peoples can pursue the career of their choice.

As lawyers, we would like to see greater access to justice for all Australians including Aboriginal and Torres Strait Islander peoples. We provide pro bono legal services to Aboriginal and Torres Strait Islander Australians so they have the opportunity to access legal representation.

Relationships





Relationships

In achieving our vision for Reconciliation, we collaborate with and support fellow corporate and association partners. Highlights in recent years have included:

- Assisting with the fundraising and support for the building of the new secondary classroom at the Watarrka School in Lilla, which was opened in March 2019.
- The Watarrka Foundation Fundraiser in partnership with 10x10 in 2018 .
- The Lilla Sports and Storytelling Festival – extending to four remote Aboriginal schools for August 2019 Festival.
- The annual Indigenous Expo & Art Sale, hosted by Westpac in support of the Watarrka Foundation.
- Expanding the CareerTrackers program to Papua New Guinea in conjunction with Dentons' PNG office.
- Expanding the CareerTrackers program to Dentons' Perth office and Dentons' Melbourne office, and Dentons' Brisbane office in 2018/2019.
- Developing Indigenous business practice to provide career opportunities for our Aboriginal and Torres Strait Islander lawyers with Aboriginal and Torres Strait Islander clients.
- In 2019 Dentons was awarded the CareerTrackers Corporate Plus award.

Reconciliation Australia

We have had a strong partnership with Reconciliation Australia since establishing our first RAP in 2012. We continue to be guided by Reconciliation Australia in the planning of our RAP and the Firm's initiatives to help close the economic and social gap between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

Watarrka Foundation

"I am incredibly proud of the partnership Dentons has with the Lilla community. It is a deep connection that has been fostered over many years to create better outcomes for the community and its people."

Brenton Anderson, Dentons Marketing & Business Development Director

Dentons is proud to be involved with the Watarrka Foundation which supports the Lilla community and surrounding communities in the Watarrka area with basic services such as shelter, food, electricity and clean water, education and community socialisation.

Our fundraising activities have focussed on supporting the Watarrka Foundation, and our efforts helped contribute to the building and opening of a secondary classroom at the Watarrka School in Lilla. This secondary classroom will ensure students up to year 10 can continue their education "on-country" without having to leave the support of their family and friends.

Since 2014 we have proudly supported the Lilla Sports and Storytelling Festival. Held every August, the Festival brings together students from the Lilla, Areyonga, Finke and Imanpa communities with Dentons employees for a three day educational, fun and active experience.

Since its beginning, the Lilla Sports and Storytelling Festival has inspired children in these remote communities to attend school, and provided them with valuable information about health, nutrition, poetry and art.

Dentons will continue fundraising activities for the Watarrka Foundation.



The new secondary classroom at the Watarrka School in Lilla, which opened in March 2019.



National Reconciliation Week

“Observing events such as National Reconciliation Week and NAIDOC Week celebrates the achievements of Aboriginal and Torres Strait Islander peoples and also raises awareness to Dentons staff of the issues which are still affecting Aboriginal and Torres Strait Islander peoples today. This develops a greater understanding of what ‘Closing the Gap’ and ‘Reconciliation’ truly means.”

Manny Bell, Solicitor



National Reconciliation Week is one of the key events we hold each year to promote understanding and strengthen relationships between Aboriginal and Torres Strait Islander employees and other employees.

During the past few years our people have enjoyed and participated in a number of activities, including:

- Posting information about Reconciliation milestones on our intranet.
- A talent show where some of our CareerTrackers interns showcased their skills in singing, dancing and team acts.
- Inviting Dr Paul Kildea, PhD, Lecturer, Faculty of Law, University of New South Wales to speak as a guest at internal seminars on Constitutional recognition.
- Using celebration events to share updates on our RAP and our work with the Watarrka Foundation and CareerTrackers.

Arts Law Centre of Australia (ALCA)

Art plays a central role in Aboriginal and Torres Strait Islander cultures, which is why Dentons is proud to have partnered with ALCA, a national community legal centre for the arts, since 2011. Through this partnership, we provide pro bono legal advice to Aboriginal, Torres Strait Islander and other Australian artists.

For several years Dentons lawyers have travelled to Aboriginal and Torres Strait Islander communities as part of ALCA's Artists in the Black program. The program helps to ensure the copyright of paintings by Aboriginal and Torres Strait Islander artists and any resale royalties are left to their families after their passing. Helping these artists create their wills helps to reduce the number of disputes that commonly occur when an artist passes away, and is a step towards reducing the social and economic gap between Aboriginal and Torres Strait Islander peoples and other Australians.

Our pro bono work also extends to ALCA's National Indigenous Art Registration Service, an initiative to protect the artworks of Aboriginal and Torres Strait Islander peoples. The National Indigenous Art Registration Service combines our legal expertise with the ALCA to ensure that Aboriginal and Torres Strait Islander art is correctly registered under the Australian Government's Personal Property and Security Register. Dentons provides event space for the annual Arts Law Pro Bono Awards, free of charge.

"We met with the artists outside under a shade cloth at the footsteps of the art centre and sat down with them to take instructions and walk them through the process of finalising their wills while other artists continued painting. Many of the artists' wicked sense of humour lightened the mood as we crossed the t's and dotted our i's."



Legal Profession Reconciliation Network

Our Sydney office continues to be involved with the Legal Profession Reconciliation Network to work with other law firms, regulatory bodies and Aboriginal and Torres Strait Islander legal organisations on Reconciliation initiatives.

TARWIRRI

A representative from our Melbourne office sits on the committee of Tarwirri - the Indigenous Law Students and Lawyers Association of Victoria (ILSLAV). It's an incorporated association that provides assistance to Aboriginal and Torres Strait Islander law students, law graduates, solicitors, barristers and judicial officers throughout Victoria.

We work with Tarwirri to help more First Nations people into jobs at large commercial law firms.



Innovate RAP Actions 2019-2021

Relationships

The success of our Innovate RAP depends on relationships between our organisation and Aboriginal and Torres Strait Islander Australians, as well as other organisations committed to achieving Reconciliation. Respectful and mutually beneficial relationships are vital to achieving our vision for Reconciliation and in fostering greater understanding between Aboriginal and Torres Strait Islander peoples and other Australians.

Action	Responsibility	Timeline	Deliverable
1. The Dentons RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	Client Services Manager	August, November 2019 February, May, August, November 2020 February, May 2021	<ul style="list-style-type: none"> Meet at least four times per year to monitor and report on RAP implementation and measure targets. Establish a terms of reference for the RAP Working Group. Ensure Aboriginal and Torres Strait Islander peoples are represented in the RAP Working Group.
	Solicitor, Recovery & Restructuring	August, November 2019, February, May, August, November 2020, February, May 2021	<ul style="list-style-type: none"> Develop and distribute an expression of interest to join the RAP Working Group to key Aboriginal and Torres Strait Islander peoples.
2. Celebrate National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Solicitor, Recovery & Restructuring	May, June 2020, 2021	<ul style="list-style-type: none"> Organise one event to celebrate NRW in each Dentons Australia Region office, each year. Provide updates on our Innovate RAP at NRW events. Register all Dentons' NRW events on Reconciliation Australia's NRW website to capture participation annually. Promote local external NRW events for Dentons employees to attend. Support one external NRW event each year. Ensure our RAP Working Group participates in an external event to celebrate and recognise NRW each year.

Action	Responsibility	Timeline	Deliverable
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Solicitor, Recovery & Restructuring	March 2020, 2021	<ul style="list-style-type: none"> Develop and communicate to all employees a list of Aboriginal and Torres Strait Islander organisations and communities that Dentons will engage with across Australia.
	Planning, Environment & Government Partner	September 2019, September, May 2020, May 2021	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander organisations and communities at least twice per year to discuss opportunities around how Dentons can provide additional support, such as through pro bono legal services.
	Solicitor, Recovery & Restructuring	August 2019, 2020 June, September 2020, June 2021	<ul style="list-style-type: none"> Attend the National Native Title Conference each year. Provide opportunities for CareerTrackers Interns to attend the National Indigenous Legal Conference.
	Business Development Manager	December 2019, 2020, February 2020, 2021	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders. Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.
4. Raise internal and external awareness of our RAP to promote Reconciliation across our business and sector.	Business Development Manager	September, December 2019, 2020	<ul style="list-style-type: none"> Promote Reconciliation through ongoing active engagement with all stakeholders.
	Communications Manager	Every month 2019, 2020, 2021, September 2020	<ul style="list-style-type: none"> Communicate monthly RAP updates to staff via email and intranet. Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.



Relationships cont'd

Action	Responsibility	Timeline	Deliverable
5. Maintain and strengthen our partnerships with local Aboriginal communities in Central Australia.	Partner, Recovery & Restructuring	August 2019, 2020	<ul style="list-style-type: none"> Continue to support the delivery of the Lilla Sports and Storytelling Festival by inviting more organisations to participate in the Storytelling Festival. These organisations include the Kings Canyon Resort, NT Parks and Wildlife (based at Kings Canyon) and Kings Canyon medical centre. Connect the above organisations with the Watarrka School to provide ongoing mentoring support for Aboriginal school children to help with employment after school. Encourage staff to volunteer with the Watarrka Foundation, particularly over the next two years as our firm increases the scope for employees to become involved with the annual Lilla Sports and Storytelling Festival. Continue fundraising activities such as Lilla Art Sale to support projects the Watarrka Foundation undertakes. Undertake fundraising activities with Poetry In Action to support their Indigenous Literacy Program. This program is being further developed to engage with the Areyonga School and other schools in remote Central Australia.
	Client Services Manager	July 2019, 2020, 2021	<ul style="list-style-type: none"> Engage with local employers in the area to support the Watarrka Foundation with providing education and resultant employment pathways for remote communities in Central Australia.
	Solicitor, Recovery & Restructuring	August 2019, 2020, May 2021	<ul style="list-style-type: none"> Participate as a member of the Watarrka Foundation Advisory Committee
6. Promote positive race relations through anti-discrimination strategies	HR Business Partner	June 2020, 2021	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs. This includes ensuring all new starters complete the mandatory training in relation to diversity including anti-discrimination and the effects of racism.
		August 2019 September 2019, 2020, 2021	<ul style="list-style-type: none"> Every two years, commencing from August 2019, requires all staff, including senior leaders, to complete refresher diversity training which includes anti-discrimination and the effects of racism. Survey Aboriginal and Torres Strait Islander staff in our annual engagement survey for feedback on where we can improve their work experience at Dentons.

Respect



Respect

We were delighted and humbled when Dentons partner Campbell Hudson accepted a knowledge tree at the CareerTrackers Gala Dinner and Awards in 2015. The knowledge tree represents the passing of knowledge between Aboriginal and Torres Strait Islander peoples and corporate Australia, and is a welcome reminder of the respectful relationship Dentons has worked to build with the Aboriginal and Torres Strait Islander community.

Uluru Statement from the Heart

In March 2019, Dentons joined 17 other law firms in becoming a signatory to the joint law-firms letter in support of the Uluru Statement From the Heart. In becoming a signatory to the letter, we have proudly voiced our commitment to recognising and supporting the recommendations outlined in the Statement.

"Thank you for your Uluru Statement From the Heart, an invitation to Australia and the Australian people.

"Thank you for your invitation to walk with you in a movement of all Australian people for a better future.

"We recognise the Uluru Statement From the Heart as an historic mandate to create a fuller expression of Australia's nationhood.

"We hear and support your call for the establishment of a First Nations Voice enshrined in the Constitution and for a referendum as a national priority.

"We look forward to working with and supporting you, governments and all Australia to take this next step towards reconciliation."

Sorry Day

We believe respect and Reconciliation starts with acknowledging the past sufferings of Aboriginal and Torres Strait Islander peoples.

We acknowledge Sorry Day each year through internal newsletters and posts on our intranet, to remember the painful history of the Stolen Generations and use the power of saying sorry as a way to start the healing process.

Cultural Protocols

Dentons acknowledges the Traditional Owners of the land at the Firm's significant events and the communities we visit.

We have developed an Aboriginal and Torres Strait Islander cultural protocols document to deepen our employees understanding of Aboriginal and Torres Strait Islander cultural protocols.

Our immersion program where we engage directly with Aboriginal communities on country in remote central Australia provides a first-hand cultural awareness experience for our staff and partnering organisations.



Innovate RAP Actions 2019-2021

Respect

Dentons has a diverse workforce and respect is one of our core values. Consistent with the high value we place on respect for one another, we believe respect comes from understanding. We have a role to play in encouraging respect for Aboriginal and Torres Strait Islander cultures, land and histories, and will continue to drive initiatives that develop understanding and appreciation within our workforce and our industry.

Action	Responsibility	Timeline	Deliverable
1. Demonstrate respect for Australia's First Peoples by engaging employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols around Acknowledgement of Country and Welcome to Country.	Solicitor, Recovery & Restructuring	June 2020, 2021	<ul style="list-style-type: none"> Annually review and update our cultural protocol document around the Acknowledgment of Country and Welcome to Country.
	Business Development Manager	December 2019, 2020 August, November 2019 February, May, August, November 2020, February, May 2021	<ul style="list-style-type: none"> Develop a list of key contacts for organising a Welcome to Country and maintain respectful relationships. Invite a Traditional Owner to provide a Welcome to Country at our end of year client function. Ensure an Acknowledgement of Country is included at all other events. Include an Acknowledgement to Country at the commencement of important internal meetings.
	Client Services Manager	August, November 2019 February, May, August, November 2020, February, May 2021	<ul style="list-style-type: none"> Display one Acknowledgement of Country plaque in each of Dentons' state offices (Sydney, Melbourne, Brisbane and Perth).
	Solicitor, Recovery & Restructuring	August, November 2019 February, May, August, November 2020 February, May 2021	<ul style="list-style-type: none"> Invite a Traditional Owner to our offices to inform staff about the history of the local area.

Action	Responsibility	Timeline	Deliverable
2. Continue to engage employees in continuous cultural learning to increase understanding and appreciation for Aboriginal and Torres Strait Islander cultures, histories and achievements.	HR Business Partner	December 2019 May 2020, 2021	<ul style="list-style-type: none"> Develop, implement and communicate a cultural awareness training strategy in each office, which defines cultural learning needs of employees in different areas of our business, and consider various ways cultural learning can be provided. Provide opportunities for RWG members, RAP Champions, HR Managers and other key leadership staff to participate in cultural training. Provide opportunities for Dentons employees to participate in cultural training.
	Law Clerk	December 2019, 2020	<ul style="list-style-type: none"> Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural training for Dentons.
	Communications Manager	June 2020, 2021	<ul style="list-style-type: none"> Encourage employees to view Reconciliation Australia's 'Share Our Pride' website to gain insight into Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements.
	Solicitor, Recovery & Restructuring	October 2019, 2020 July 2019, 2020, 2021	<ul style="list-style-type: none"> Provide opportunities for First Australians staff and interns to share their cultural knowledge. Investigate cultural immersion opportunities. Organise a brown paper bag, lunchtime learning session on Aboriginal and Torres Strait Islander peoples' histories and achievements.
3. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their cultures and communities through celebrating NAIDOC Week events.	Communications Manager	July 2019, 2020, 2021	<ul style="list-style-type: none"> Advertise local NAIDOC Week events and provide opportunities for all staff to attend on Dentons' intranet.
	Solicitor, Recovery & Restructuring	July 2019, 2020, 2021	<ul style="list-style-type: none"> Provide opportunities for Aboriginal and Torres Strait Islander employees to participate with their cultures and communities in local NAIDOC Week events. In consultation with Traditional Owners, organise at least one internal NAIDOC Week event in each Dentons office.
	HR Business Partner	November 2019, 2020	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.
4. Promote Aboriginal and Torres Strait Islander cultures in Dentons offices.	Partner, Recovery & Restructuring	May 2020, 2021	<ul style="list-style-type: none"> Continue to commission Aboriginal and Torres Strait Islander artwork and display appropriately within Dentons' offices, which will include acknowledgments of artist and artwork.
	Communications Manager	January 2020, 2021 July 2019, 2020, 2021	<ul style="list-style-type: none"> Develop and communicate a calendar of significant Aboriginal and Torres Strait Islander events and dates (such as Sorry Day, NAIDOC Week etc.) Promote local community events in each office recognising these dates of significance.
	Solicitor, Recovery & Restructuring	May 2020, 2021	<ul style="list-style-type: none"> Host a screening as part of the Reconciliation Film Club to bring employees together to develop a deeper understanding of Aboriginal and Torres Strait Islander perspectives, histories and cultures, ignite conversation and spark change.

Opportunities



Opportunities

CareerTrackers

Since 2012, we have proudly partnered with CareerTrackers – an organisation that works with corporate Australia to provide Aboriginal and Torres Strait Islander university students with a structured internship program and professional career development.

As part of this, we are also a signatory to the CareerTrackers 10x10 Initiative. The Initiative commits signatories to a ten-year partnership with CareerTrackers, creating 3500 internship opportunities for Aboriginal and Torres Strait Islander students and graduates across the private sector.

Our support of CareerTrackers has played a key role in helping our partners and people understand Aboriginal and Torres Strait Islander cultures through regular internal events and information sessions. These events provide an opportunity for CareerTrackers graduates to share their stories, and highlight the difference that education and proper career guidance can make to the lives of young Aboriginal and Torres Strait Islander peoples.

In 2019, Dentons was awarded the Corporate Plus Award by CareerTrackers. The Award is the highest recognition of a CareerTrackers employment partner, and is given to the organisation that represents best practice in the implementation of the program, and that has truly “embraced the CareerTrackers vision, going above and beyond to embed the program across their business.”

“I’m from a small town in South Australia and no one in my immediate family works in the corporate environment. CareerTrackers and Dentons working together has given me the opportunity to be exposed to the corporate world in a welcoming environment allowing me to feel comfortable and confident.”

**Gail Brennan, 2017/18
CareerTrackers Intern**





Dentons CareerTrackers interns and employees at the 2018 CareerTrackers Annual Gala Dinner. CareerTracker Clark Donovan (center) was awarded Intern of the Year, and Gail Brennan and Claudia Walters (second and third from right) were both awarded prestigious Gold Diaries for achieving a distinction average in their studies throughout 2017.

Supporting Aboriginal and Torres Strait Islander businesses

In 2019 Dentons established our Indigenous Business Practice, which aims to provide legal practice opportunities for our Aboriginal and Torres Strait Islander lawyers to engage with Aboriginal and Torres Strait Islander clients, and to provide practical solutions around governance and operations for Aboriginal and Torres Strait Islander businesses. As part of this we have:

- Developed an Indigenous Business Practice go-to-market plan.
- Developed an Indigenous Directors' Guide.
- Developed an Indigenous business risk management plan.
- Consulted with leading financial services organisations as to their Indigenous business banking customers and their strategies in assisting Indigenous businesses.
- Consulted with Adam Goodes from the Indigenous Defence Consortium.
- Consulted with Indigenous Business Australia.
- Delivered two podcasts through Westpac's financial literacy arm, the Davidson Institute, aimed at Indigenous business banking customers.
- Delivered a presentation on Joint Ventures to Westpac's Indigenous business banking customers in Brisbane.

Innovate RAP Actions 2019-2021

Opportunities

As an employer we believe that education and employment opportunities for Aboriginal and Torres Strait Islander Australians will assist in overcoming historical injustice and lead to more equal opportunity. Our employment strategy focuses on maximising the access to employment opportunities at the Firm and within Aboriginal and Torres Strait Islander communities. We will continue to explore different strategies to increase Aboriginal and Torres Strait Islander employment within Dentons.

Action	Responsibility	Timeline	Deliverable
1. Investigate opportunities within Dentons to improve and increase Aboriginal and Torres Strait Islander employment and retention opportunities.	Recruitment Business Partner	August, November 2019 February, May, August, November 2020, February, May 2021	<ul style="list-style-type: none"> Continue to advertise job vacancies in Aboriginal and Torres Strait Islander media including Koori Mail.
	HR Business Partner	August, November 2019 February, May, August, November 2020, February, May 2021	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy using feedback gathered from our engagement strategy.
		August 2019, March, August 2020, March 2021	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development, including a summer internship debrief with our CareerTrackers interns.
		August 2019, March, August 2020, March 2021	<ul style="list-style-type: none"> Collect information from our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.
		June 2020, 2021	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.
	Recruitment Business Partner	November 2019	<ul style="list-style-type: none"> Establish an Aboriginal and Torres Strait Islander internal employee network.
	Solicitor, Recovery & Restructuring	November 2019, 2020	<ul style="list-style-type: none"> Encourage Aboriginal and Torres Strait Islander employees to attend the National Indigenous Corporate Network (NICN).

Opportunities cont'd

Action	Responsibility	Timeline	Deliverable
2. Support Aboriginal and Torres Strait Islander students to pursue a career in the legal profession.	Partner, Recovery & Restructuring	July 2019, 2020, 2021	<ul style="list-style-type: none"> Continue to partner with CareerTrackers as signatory to the 10 x 10 Initiative with a target of maintaining a minimum of eight CareerTrackers interns nationally.
		August 2019, 2020	<ul style="list-style-type: none"> Further develop relationships with remote Aboriginal schools in Central Australia being the Watarrka School, Areyonga School, Imanpa School, Finke School, and Haas Bluff School by facilitating annual sports and storytelling festival and greater access to educational workshops with Poetry in Action.
3. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	Client Services Manager	May 2020, 2021	<ul style="list-style-type: none"> Work with Aboriginal and Torres Strait Islander businesses for Firm printing needs as required.
		October 2019, 2020	<ul style="list-style-type: none"> Review procurement policies and procedures to identify and overcome barriers to Aboriginal and Torres Strait Islander businesses to supply our Firm with goods and services.
	December 2019, 2020	<ul style="list-style-type: none"> Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business. Investigate Supply Nation membership. 	
	Communications Manager	February 2020, 2021	<ul style="list-style-type: none"> Communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.

Action	Responsibility	Timeline	Deliverable
4. Ensure Dentons continues to provide pro bono services to Aboriginal and Torres Strait Islander peoples, organisations and communities.	Partner, Planning, Environment & Government	December 2019, 2020	<ul style="list-style-type: none"> Develop and strengthen our partnership with the Arts Law Centre of Australia through wills trips to Aboriginal communities, and also through partnering with Aboriginal and Torres Strait Islander art centres as a dedicated law firm partner. Continue to host the annual Arts Law pro bono awards event at Dentons to promote Aboriginal and Torres Strait Islander artists to provide opportunities for greater public recognition and engagement for Aboriginal and Torres Strait Islander artists. Arrange for Dentons solicitors to be rostered on to provide legal advice on a pro bono basis at the Aboriginal Legal Centre and Redfern Legal Centre. This will form part of our commitment and target for each of our solicitors to do 35 hours per year of pro bono work. Continue to register First Australians' art under the Australian Government's Personal Property and Security Register (PPSR) through the National Indigenous Art Registration Service, launched as a joint initiative by Dentons and the Arts Law Centre of Australia in November 2013.
	Solicitor, Recovery & Restructuring	December 2019, 2020 July 2019, 2020, 2021	<ul style="list-style-type: none"> Develop an Indigenous Business Practice with our Aboriginal and Torres Strait Islander lawyers and continue to provide pro bono and low bono legal support for Indigenous businesses. For confidentiality reasons, it is not appropriate to name our Indigenous business clients. Continue to develop the Indigenous Business Practice to help Aboriginal and Torres Strait Islander businesses better operate and enhance their reputations by partnering with organisations such as Westpac.

Governance, tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. Investigate participating in the RAP barometer. 	30 September 2019, 2020 May 2020	Communications Manager
Report RAP achievements, challenges and learning externally	<ul style="list-style-type: none"> Publically report our RAP achievements, challenges and learnings. 	October 2019, 2020	Communications Manager
Review, refresh and update RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 	January 2021	Partner, Recovery & Restructuring
	<ul style="list-style-type: none"> Send draft RAP to Reconciliation Australia for review and feedback. 	February 2021	Solicitor, Recovery & Restructuring
	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for formal endorsement. 	June 2021	Communications Manager

Our RAP

Our RAP has been developed to ensure our vision for Reconciliation is achieved. By clearly stating our commitment to Reconciliation activities, we will be able to measure our progress.

This RAP was developed with the input from key internal stakeholders including:

- Doug Stipanicev, Australia Region Chair and Chief Executive
- Campbell Hudson, Partner and RAP Champion
- Manny Bell, Solicitor and CareerTrackers alumni
- Doug Barry, Client Services Manager
- Caroline Murray, Communications Manager

We will continue to report on Dentons' achievements, challenges and findings to Reconciliation Australia for inclusion in the annual RAP Impact Measurement Report, by completing the RAP Impact Measurement Questionnaire.

RAP Working Group

Our RAP Working Group, overseen by our RAP Champion, Partner Campbell Hudson, meets quarterly to review our Innovate RAP and the progress of our actions.

The RAP Working Group includes a diverse mix of employees, including Aboriginal and Torres Strait Islander employees. Individuals within the Group are responsible for leading specific initiatives and targets:

- RAP Champion and Recovery & Restructuring Partner Campbell Hudson
- Partner, Recovery & Restructuring
- Partner, Planning, Environment and Government
- Recruitment Business Partner
- Business Development Manager
- Client Services Manager
- Solicitor, Recovery & Restructuring
- CareerTrackers Interns

Contact

For any enquiries about our RAP, please contact:



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We have a role to play in encouraging respect for Aboriginal and Torres Strait Islander cultures, land and histories, and will continue to drive initiatives that develop understanding and appreciation within our workforce and our industry.

ABOUT DENTONS

Dentons is the world's largest law firm, delivering quality and value to clients around the globe. Dentons is a leader on the Acritas Global Elite Brand Index, a BTI Client Service 30 Award winner and recognized by prominent business and legal publications for its innovations in client service, including founding Nextlaw Labs and the Nextlaw Global Referral Network. Dentons' polycentric approach and world-class talent challenge the status quo to advance client interests in the communities in which we live and work.

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