



GILBERT
+ TOBIN

RECONCILIATION ACTION PLAN

2011

2011

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OUR JOURNEY

Gilbert + Tobin was the first Sydney law firm to launch a Reconciliation Action Plan (RAP) in late 2008. This is our first report which outlines our journey in supporting reconciliation within our firm, with our clients and in partnership with the Aboriginal and Torres Strait Islander (Indigenous) community.

Gilbert + Tobin has always had a strong commitment to the Aboriginal and Torres Strait Islander community, enabling people and organisations to access legal services and the justice system and providing opportunities for our staff to work with our Aboriginal and Torres Strait Islander clients to achieve their objectives.

We believe our RAP has reflected this approach and we continue to strive to build on the work we have done in past years and to find ways to support the process of reconciliation between Aboriginal and Torres Strait Islander people and other Australians.

MOST SIGNIFICANT CHANGE

As a key feature of the Gilbert + Tobin Reconciliation Action Plan (RAP), we have grown our relationships with local Redfern Aboriginal community partners such as Mudgin-Gal Women's Centre and Tribal Warrior Association. Our RAP's focus on the Redfern community reflects the firm's close links with the inner Sydney Aboriginal community developed over the last 20 years since the firm began operations. We have also grown our provision of Pro Bono services to Aboriginal and Torres Strait Islander clients right across the country as far afield as the Kimberley and Northern Territory, to Cape York to Victoria and beyond thereby further broadening our reach in supporting Aboriginal and Torres Strait Islander communities beyond the local Sydney region. The development of these relationships has helped our business to better understand our clients and our staff to increase their engagement across Australia with not just urban Aboriginal and Torres Strait Islander communities but those in remote and regional areas.

SUMMARY OF OUR LESSONS LEARNED

Our most important lesson in developing our Reconciliation Action Plan (RAP) was that actions were best able to be achieved when led by a well functioning RAP Action Group, with responsibility spread across the organisation, and not reliant on one area of the firm. Our RAP is managed by a RAP Action Team comprising both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander staff at Gilbert + Tobin and our external Aboriginal and Torres Strait Islander partners, including Megan Davis (Director, Indigenous Law Centre, UNSW), Terry Chenery (Director, Legal Land and Culture NSW Department of Aboriginal Affairs), Shane Phillips (Tribal Warrior) and Dixie Link-Gordon (Mudgin-Gal Aboriginal Corporation). In taking our RAP further, we aim to provide flexibility for our RAP Action Team enabling our staff and external participants to continue or revise their participation in our RAP Action Team as appropriate. Ultimately this approach enables other employees and Aboriginal and Torres Strait Islander organisations and people to contribute fresh ideas and approaches to ongoing development of our RAP initiatives, while allowing our Aboriginal and Torres Strait Islander partners to focus, when necessary, on community needs through the work that they do.

Within Gilbert + Tobin we have succeeded in ensuring that key areas of our business take responsibility for developing and leading a number of elements of our RAP. For example our Services and IT team has taken the lead in developing our relationships and engagement with the Australian Indigenous Minority Supplier Council. Our Human Resources department is proactive in developing strong links and relationships with both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander external organisations to manage and support the growth of our Indigenous Employment Strategy. Our partner for Corporate Social Responsibility oversees our RAP implementation for the purpose of annual reporting and refreshing our RAP in consultation with the RAP Action Team and other staff contributors.

We have been proactive in involving Gilbert + Tobin employees in marking key events on the Indigenous calendar such as NAIDOC Week and National Reconciliation Week and respecting Indigenous cultural protocols by including a “Welcome to Country” or “Acknowledgment of Country” at events where appropriate. There are those from our business who contribute to meeting RAP initiatives through volunteering for our RAP programs and participating in many of our community activities.

Gilbert + Tobin has a proud record of staff-initiated fundraising together with fundraising conducted under the auspices of the firm for organisations as such as the Fred Hollows Foundation, Habitat for Humanity, Cancer Council NSW, UNIFEM, the Redfern Legal Centre, Mudgin-Gal Aboriginal Corporation, Gamarada and Tribal Warrior. In this reporting period we donated a significant portion of firm-directed fundraising energies towards programs and organisations that support Aboriginal and Torres Strait Islander education, employment and economic development.

In this report we have measured our progress in accordance with Reconciliation Australia’s reporting requirements using a traffic light system as follows:



- GREEN DOT POINT – Achieved
- AMBER DOT POINT – In progress
- RED DOT POINT – Revised

RELATIONSHIPS

At Gilbert + Tobin we undertook to develop relationships which embodied mutual respect and understanding and which we believe are essential to working in collaboration with our clients, employees and the Aboriginal and Torres Strait Islander community.

Relationships	
Action	Target Established a consultative group of Aboriginal people to join Gilbert + Tobin staff and operational managers to guide the development, implementation and effectiveness of our Reconciliation Action Plan. This group is known as our RAP Action Team.
Target	Maintain the engagement of the current external stakeholders until at least September 2009 Review, in collaboration with stakeholders, the possibility of their ongoing engagement beyond September 2009. Completion of first year's report on implementation of this RAP.
Actual Progress	Consultative group established comprising staff, Indigenous employees and members of the Indigenous community Stakeholders ongoing engagement reviewed. First report delayed but since completed.
Lessons Learned	The importance of engagement with our external Indigenous partners, Terry Chenery, Megan Davis, Dixie Link-Gordon and Shane Phillips who have been an integral part of developing and maintaining our relationships and understanding of achieving reconciliation within the Sydney community in particular. We have brought new members of Gilbert + Tobin staff into our RAP Action Team and this indicates a growing awareness of reconciliation within our firm through increased employee involvement.
Stop Light	● Green

Action	Our RAP Action Team meets monthly and will continue to oversee the implementation and effectiveness of our RAP.
Target	Monthly meetings
Actual Progress	Meetings held quarterly
Lessons Learned	The need to be flexible with a meeting schedule to accommodate a large group of people with various work or community commitments. This approach also allows our community partners to concentrate on the services they deliver to the Indigenous community. This change is also due to the nature of our RAP activities which do not require monthly input or review. Meetings are now held three times a year instead of monthly.

Stop Light	 Green
Action	Maintain close relationships with Aboriginal & Torres Strait Islander organisations and community members in order to meet their identified needs
Target	<p>Quarterly reports on liaison with Aboriginal and Torres Strait Islander referral agencies (Pro Bono team).</p> <p>Report on liaison with Aboriginal and Torres Strait Islander organisations and organisations delivering services to Aboriginal and Torres Strait Islander people.</p> <p>Record feedback, congratulations, complaints, comments and suggestions for improvement of our service delivery and community engagement</p>
Actual Progress	<p>We have maintained strong ties across local Aboriginal and Torres Strait Islander communities and organisations through our community programs and pro bono work.</p> <p>Quarterly reporting achieved for each of the three targets.</p> <p>Danny Gilbert has continued to establish and maintain important relationships with the Australian Indigenous community. These relationships extend from prior to the establishment of Gilbert + Tobin and continue to date.</p> <p>Danny Gilbert is the Chair of the Cape York Institute, was a founding Director of the Australian Indigenous Minority Supplier Council and is Chairman of the University of Western Sydney Foundation, a university which educates a significant number of urban Aboriginal and Torres Strait Islander students and provides many Aboriginal and Torres Strait Islander student scholarships to promote the tertiary education of Aboriginal and Torres Strait Islander people.</p>
Lessons Learned	<p>The importance of ongoing RAP consultation and liaison with the Indigenous community</p> <ul style="list-style-type: none"> + Providing the opportunity for Indigenous partners to continue their participation in our RAP Action Team and to invite other key Indigenous people to be involved. + Engaging with our key local community partners – Tribal Warrior Association and Mudgin-Gal Aboriginal Corporation and set up of employment referral agreements with them. + Maintaining strong relationships in our Pro Bono activities with our key Indigenous clients across Australia.
Stop Light	 Green

SHIFTING PERSPECTIVES OF ABORIGINAL ART

We recognise the importance of art being central to identity, place and belonging for Aboriginal people. To that end, we aimed to create opportunities for our staff and clients to learn and understand more about the Aboriginal art work have on display in our premises.

The Gilbert + Tobin reception area holds a collection of “larrakitj” or memorial poles. Larrakitj are hollow log coffins from North East Arnhem Land, painted by senior elders of the Yolngu people. They tell scared stories through the designs which are the law.

Each stroke follows a timeless template specific to the spiritual identity of kinship and country of Yolngu law.

We partnered with The Buku Larngay Mulka arts centre in Yirrkala to create a series of audio resources which explain the significance of the stories and lore as depicted on the “larrakitj. This project allowed Aboriginal people and the artists themselves to tell the story of the artwork in their own words. The digital media equipment used to produce the recordings then remained with the community for use in further activities and projects requiring such skills and equipment.

These two short audio vignettes are available on the Gilbert + Tobin intranet site for all staff and via MP3 players in our reception for visitors to Gilbert + Tobin.

Through this approach we aim to ensure that the art engages people and deepens staff, clients and visitors understanding of the significance of the larrakitj and Aboriginal and Torres Strait Islander art to Aboriginal and Torres Strait Islander culture.

RESPECT

We committed to creating better awareness, understanding and acknowledgment of Aboriginal and Torres Strait Islander cultures amongst the Gilbert + Tobin community. In developing a mutual respect between Aboriginal and Torres Strait Islanders and non Aboriginal and Torres Strait Islander Australians through our Reconciliation Action Plan, our initiatives have strengthened our relationships and led to the creation of further opportunities between our business and Aboriginal and Torres Strait Islander people and their communities.

Respect	
Action	Acknowledging Country Publish and promote a suggested protocol for how to acknowledge country and how to arrange a Welcome to Country has been prepared and is available to our staff on our intranet.
Target	Nil
Actual Progress	Guidelines established in consultation with Indigenous people and available on the Gilbert + Tobin intranet site. Requests also come to the Partner for CSR for advice around both.
Lessons Learned	
Stop Light	● Green
Action	Encourage Gilbert + Tobin partners and staff to acknowledge country when they host or present at large internal or external meetings.
Target	Staff question why country was not acknowledged.
Actual Progress	This has occurred at relevant events including gatherings involving Indigenous Australians.
Lessons Learned	
Stop Light	● Green
Action	Invite traditional owners to provide a “Welcome to Country for significant events.
Target	How often and in connection with which events were traditional owners invited to provide a welcome to country

Actual Progress	Traditional owners have provided a “Welcome to Country” for significant events such as our RAP launch and community program events and at the workshops and residential during the first year of the program “How Big Are Your Dreams”.
Lessons Learned	
Stop Light	● Green
Action	Shifting Perspectives Create regular and ongoing opportunities for staff to meet and interact with Aboriginal and Torres Strait Islander people with whom we have a relationship at work.
Target	Report on events that promote interaction between Gilbert + Tobin staff and Aboriginal and Torres Strait Islander people in our annual RAP report.
Actual Progress	Achieved through participation at key events held at Gilbert + Tobin and externally.
Lessons Learned	We recognise that we could establish better ways to communicate with our staff about external events in the Aboriginal and Torres Strait Islander communities and to notify staff of these. We expect our new intranet portal highlighting key events on the Aboriginal and Torres Strait Islander calendar and regular email updates of key events will assist.
Stop Light	● Green
Action	Our staff can learn a lot more about the designs of the larrakitj, and other Aboriginal and Torres Strait Islander artworks in our collection, through the Shifting Perspectives program.
Target	All art within the Gilbert + Tobin collection to be displayed with full artist credits including artists’ statements. Audio content for clients, visitors and staff produced for key works in the Gilbert + Tobin art collection.
Actual Progress	The “larrakitj” (ceremonial log coffins) work in our foyer is displayed with full artist credits and statements from the artists about their work. The Buku Larngay Mulka arts centre in Yirrkala has created an audio explanation of the artwork which aims to deepen staff, clients and visitors understanding of the significance of the larrakitj. This audio is accessible both on the intranet and in reception.
Lessons Learned	We demonstrate respect for Aboriginal and Torres Strait Islander art by giving a voice to the artists who create the artwork we show and promote within our firm.
Stop Light	● Green

Target	One guided tour of art collection conducted annually
Actual Progress	This action has been revised
Lessons Learned	Our collection of works is currently not of a sufficient size to warrant a tour. We will be revising our approach in our RAP refresh.
Stop Light	● Red
Actual Progress	We have developed a new art policy which focuses on Aboriginal and Torres Strait Islander art promoting emerging Aboriginal and Torres Strait Islander artists through the collection.
Lessons Learned	
Stop Light	● Green
Actual Progress	We have appointed Hetti Perkins as curator of our new art collection. Ms Perkins was formerly the senior curator of the Aboriginal and Torres Strait Islander Art at the Art Gallery of NSW. Ms Perkins will not only guide Gilbert + Tobin in acquisition of our art but will give presentations to staff and clients on Aboriginal and Torres Strait Islander Art and artists.
Lessons Learned	
Stop Light	● Green
Action	<p>Garma Festival</p> <p>Continue to invite staff who make an exceptional contribution to our pro bono and community programs to attend the Garma Festival in North-East Arnhem Land.</p> <p>Staff make a presentation to the firm on their return, and take responsibility for preparing the next group of attendees to prepare for their Garma experience.</p> <p>Sometimes, staff make recommendations in connection with our engagement with Aboriginal and Torres Strait Islander clients and organisations.</p>
Target	<p>Staff members attend the Garma Festival annually.</p> <p>Attendees report back to the firm on their experiences and offer any reflections and recommendations they wish to make.</p>

Actual Progress	<p>5 Gilbert + Tobin staff attended the annual Garma Festival in North-East Arnhem Land in 2009 and 2010 and 4 attended in 2011. On each occasion they produced a report and gave a presentation to staff about their experience.</p> <p>The 2009 group of staff also assisted in delivering training to intellectual property lawyers in relation to the protection of Aboriginal and Torres Strait Islander artists' rights which was an area of focus at that year's Garma Festival.</p> <p>One staff member also made a radio documentary which focused on the rights of Aboriginal and Torres Strait Islander artists and is available to download on the Gilbert + Tobin intranet site.</p>
Lessons Learned	<p>Cultural programs such as the Garma Festival are invaluable for our staff in learning about traditional Aboriginal and Torres Strait Islander culture in a specific area of Australia and contributes to their learning around the different experiences of Aboriginal and Torres Strait Islander communities which exist in both the local Sydney environment, in which we engage with urban Aboriginal community members, and further afield in remote Aboriginal and Torres Strait Islander communities such as those in North East Arnhem land.</p>
Stop Light	● Green

Action	<p>Mark events of significance to Aboriginal and Torres Strait Islanders at Gilbert + Tobin, for example, Sorry Day, National Reconciliation Week and NAIDOC Week.</p> <p>Promote external events to Gilbert + Tobin staff.</p>
Target	<p>All staff invited to attend at least one external Indigenous event, such as NAIDOC Week in Redfern or the Message Sticks Indigenous Film Festival.</p>
Actual Progress	<p>We had strong representation at external events. Events included participation on Tribal Warrior harbour cruises to see familiar harbour spots from an Aboriginal perspective, and external events held in the Redfern community as part of NAIDOC Week and National Reconciliation Week.</p> <p>We marked events of significance to the Aboriginal and Torres Strait Islander community and all staff were invited to attend at least one internal event including those held to mark the Apology Anniversary (February), Close the Gap Day (April), NAIDOC Week (July) and National Reconciliation Week (May/June).</p> <p>We have also hosted functions for Indigenous organisations we support through our pro bono work, for example, the Australian Indigenous Minority Supplier Council.</p>
Lessons Learned	<p>We are establishing a calendar program of key dates and events of both internal and external events to be posted on the CSR/RAP intranet site and email staff in advance of key dates when these occur, particularly for external events.</p>
Stop Light	● Green

YIDAKI CEREMONY

In early 2011 we held a Yidaki welcoming and healing ceremony in the offices of Gilbert + Tobin and the foyer of the Citigroup Building. The ceremony was conducted by Gulpu Clan people of far northern Australia. We invited Gilbert + Tobin clients as guests to the ceremony. It was an amazing event and received a very enthusiastic response from clients and staff.

GILBERT AND TOBIN CENTRE FOR PUBLIC LAW

The Gilbert + Tobin Centre of Public Law plays a prominent, independent role in public debate on issues vital to Australia's future. An important aim of the Gilbert + Tobin Centre of Public Law is to forge links with the legal profession and with other groups and organisations interested or involved in the field of public law. Gilbert + Tobin is the principal sponsor of the Centre.

The Centre is a focal point for research into and discussion of important questions of public law for the academic, professional and wider community. The work of the Centre is based around a team of leading public law scholars working at the Faculty of Law at the University of NSW who have international reputations for research in constitutional and administrative law, Indigenous legal issues, reconciliation and native title, anti-terrorism laws, human rights and international refugee and migration law.

In these and other areas, the Centre is involved in research and contemporary public debates of great political and legal significance. It acts as a change agent through the excellence of its research, the highly visible platform it provides for key participants and its influential and constructive community leadership in debate and opinion formation.

The Centre's Members, Postgraduate Students and Visitors seek to actively engage with government, the legal profession and broader community through research, teaching, media and consultancy work and events including conferences and seminars. In this way debate can continue to be generated on a range of contemporary issues including those relating to Aboriginal and Torres Strait Islander communities.

During 2011 the Centre has played a significant role in promoting discussion around the proposed constitutional reforms to recognise Aboriginal and Torres Strait Islander people.

BANGARRA DANCE THEATRE

"Bangarra Dance Theatre has been generously supported by Gilbert & Tobin for over a decade with pro bono advice on employment matters, contracts and licensing agreements. We feel secure in the knowledge that should issues arise we can pick up the phone and have immediate access to high level specialist legal expertise. That's extremely comforting and is of significant assistance to Bangarra. The financial impact of paying for these legal services would be considerable, so our resources can be directed towards our Indigenous artists and our creative and cultural activities. We receive the same high standards and prompt service you would expect if we were a paying client. We find this is a very respectful way for Gilbert & Tobin to treat a community organisation like Bangarra.

Gilbert + Tobin's Managing Partner, Danny Gilbert, has provided valuable service to Bangarra Dance Theatre over the years as both a board member and a legal advisor through Gilbert & Tobin. Bangarra has tremendous respect for Danny's unwavering commitment and passion for Indigenous affairs and his ability to understand the complexities of dealing with communities whether they are in urban or remote regional locations."

Catherine Baldwin, Executive Director, Bangarra Dance Theatre

OPPORTUNITIES

Through the Gilbert + Tobin RAP, we aimed to provide access to opportunities which further develop the beliefs that the firm espouses through its strong support over the last 20+ years to the Aboriginal and Torres Strait Islander community in its Pro Bono practice. We continue to provide legal services and strive to improve our service delivery to the Indigenous community. We have invested in creating educational and work experience opportunities for Aboriginal and Torres Strait Islander high school and tertiary students and encouraged the growth of Aboriginal and Torres Strait Islander businesses. We will also be sponsoring the proposed inaugural Chair of Indigenous Studies at Sydney University.

Opportunities	
Action	Pro Bono Services Continue to prioritise Aboriginal and Torres Strait Islander people and organisations in the delivery of pro bono legal services.
Target	Report on and consider Aboriginal and Torres Strait Islander clients and any emerging needs that may be identified. Review whether we need to consider adapting our service delivery model in any way to meet unmet demand, within the limits of our expertise.
Actual Progress	<p>We continue to prioritise Aboriginal and Torres Strait Islander people and organisations in the delivery of pro bono legal services which comprise one third of the work of our practice.</p> <p>We have provided a secondee to Cape York to assist a number of Aboriginal and Torres Strait Islander organisations in the community which, in turn, create a stronger link between the firm and clients in the region. This has resulted in a threefold increase in work from that region.</p> <p>We also contributed a profile on our pro bono practice to the National Pro Bono Resource Centre's guide to Pro Bono Services for Aboriginal and Torres Strait Islander legal services.</p> <p>We contributed to Redfern Legal Centre and the Local Metropolitan Land Council's Community Consultation on the proposed Constitutional Reforms and assisted in drafting a submission to the Committee.</p>
Lessons Learned	<p>Governance guidelines to prioritise Aboriginal and Torres Strait Islander organisations have been developed to meet growing demand in this area.</p>
Stop Light	● Green

Action	<p>Employment</p> <p>Establish the Gilbert + Tobin Indigenous Cadetship Program to recruit annually two cadets and to provide them with work that complements their university studies, with the aim of supporting them to successfully complete their law degrees, and we hope, to join us as graduates.</p>
Target	<p>The successful recruitment of two cadets per year (achieved in 2008).</p> <p>The successful retention of the Indigenous cadets for the duration of their degrees.</p> <p>Subject to performance, make an offer of graduate employment to graduating cadets.</p>
Actual Progress	<p>We successfully established the Gilbert + Tobin Indigenous Cadetship Program and aimed to recruit 2 cadets in 2008 as part of a pilot program with the UNSW Faculty of Law.</p> <p>We later extended this program by offering cadetship opportunities to students at the University of Sydney, UNSW, UTS and Macquarie University. A further cadet was employed in 2009 and another recruited in 2011.</p> <p>One cadet has joined the firm as a summer clerk, leading to graduate employment.</p> <p>Another cadet finished her cadetship and has chosen to pursue a career in a different area of law.</p>
Lessons Learned	<p>We aim to broaden our reach to other universities in the Sydney, Newcastle and Wollongong region to increase opportunities for Aboriginal and Torres Strait Islander law students to apply for cadetships.</p>
Stop Light	<p>● Green</p>
Action	<p>Operations Staff</p> <p>Gilbert + Tobin hopes to employ (and to retain) up to five new Aboriginal and Torres Strait Islander operations staff to our business in the financial year 2008 – 2009 and to continue to steadily grow the numbers of Aboriginal and Torres Strait Islander staff in our operations team.</p>
Target	<p>The successful recruitment of up to five Aboriginal and Torres Strait Islander operations staff by 30 June 2009.</p>
Actual Progress	<p>We employed 3 new staff in operations roles, but they left their roles for reasons beyond the control of Gilbert + Tobin.</p> <p>We currently have 1 member of staff recruited through this scheme and she is performing very well and enjoying her role.</p>

Lessons Learned	<p>During the reporting period, the global financial crisis reduced our capacity to employ people and so we did not engage any new staff. In that time we worked to identify appropriate employment service providers to assist in recruiting Indigenous staff and to provide support once they commenced employment.</p> <p>We also developed ways to clarify the expectations the firm has of new staff and also to develop clear career pathways for new staff once they commenced. We have since employed a junior secretary to the firm.</p> <p>We continue to explore a number of relationships with potential recruitment partners to ensure that we can grow our employment opportunities for Indigenous Australians in an appropriate way.</p>
Stop Light	● Amber
Action	<p>Exemptions</p> <p>Gilbert + Tobin will obtain any necessary exemptions from anti-discrimination legislation in order to promote Aboriginal or Torres Strait Islander employment at Gilbert + Tobin.</p>
Target	Exemptions granted as required.
Actual Progress	Successful application to the Anti- Discrimination Board of NSW in relation to our Indigenous employment strategy and our Indigenous Youth Program. Exemptions were granted for both.
Lessons Learned	
Stop Light	● Green
Action	<p>Education</p> <p>Establish and pilot an annual program for Aboriginal and Torres Strait Islander high school students.</p>
Target	<p>Recruitment of 15 participants by December 2008.</p> <p>Retention of participants throughout the scheduled program pilot.</p> <p>Successful graduation from the program of 15 participants in October 2009.</p> <p>Participants ongoing connection to the program, to each other and to the organisational stakeholders, Gilbert + Tobin, Tranby Aboriginal College and UTS: Education.</p> <p>Recruitment of a new group of students each school year.</p>

Actual Progress	<p>10 participants recruited and 9 graduated.</p> <p>We piloted a youth program aimed at Aboriginal and Torres Strait Islander high school students “How Big Are Your Dreams”. The project has since been transferred to the University of Technology Sydney (UTS) to manage. Gilbert + Tobin continues to be the major funder of the program and staff participate in the program as and when appropriate.</p>
Lessons Learned	<p>During the pilot phase of the project run during 2009, a number of issues were identified during initial delivery of the program which indicated further revision would be required to ensure that the project remains culturally relevant and to ensure that the program suitably and most beneficially complements the education and learning approaches in place for Aboriginal and Torres Strait Islander children. Adaptations are made to improve the program each year.</p> <p>The program is now in its 3rd year and students who have “graduated” are keen to remain engaged so we are seeking opportunities to involve them.</p>
Stop Light	● Green
Action	<p>Entrepreneurial clients</p> <p>Support Aboriginal and Torres Strait Islander entrepreneurs by providing pro bono legal assistance at start up, and ‘graduating’ those clients into paying clients as their businesses succeed.</p>
Target	Review of Aboriginal & Torres Strait Islander clients whom we have assisted to start up commercial enterprises for capacity to pay legal fees at a discounted or full fee rate.
Target	Review of Aboriginal & Torres Strait Islander clients whom we have assisted to start up commercial enterprises for capacity to pay legal fees at a discounted or full fee rate.
Actual Progress	We have provided or are providing assistance to several entrepreneurial clients.
Stop Light	● Green

Action	<p>Entrepreneurial suppliers</p> <p>Continue and grow our support for businesses owned by Aboriginal or Torres Strait Islander people where those businesses offer goods and services to Gilbert + Tobin that are required and that can be supplied on a competitive basis.</p>
Target	Review of suppliers.
Actual Progress	Gilbert + Tobin became a founding member of the Australian Indigenous Minority Supplier Council (AIMSC) . Danny Gilbert was a founding director. We initially engaged with the Message Stick Group for provision of conference call services. We also use Nullawilli as our paper supplier.
Lessons Learned	Gilbert + Tobin became a founding member of the Australian Indigenous Minority Supplier Council (AIMSC) . Danny Gilbert was a founding director. We initially engaged with the Message Stick Group for provision of conference call services. We also use Nullawilli as our paper supplier.
Stop Light	● Green

RECOGNITION FOR OUR PRO BONO WORK

Around one third of Gilbert + Tobin's pro bono work assists Aboriginal and Torres Strait Islander organisations and individuals. This has been an important part of Gilbert + Tobin's focus in the pro bono area since the firm began in 1988. In this RAP reporting period, Gilbert + Tobin was recognised both by our Aboriginal and Torres Strait Islander clients and by our peers for our pro bono work.

We have had positive feedback from many Aboriginal and Torres Strait Islander clients we have represented including from a community we assisted with the return of important Indigenous artworks to that community, they commented that, "The community is grateful and relieved and we are indebted to Gilbert + Tobin for all the hard work they did. We are all truly grateful." Another Indigenous client working within an organisation which we represented said "I'm so grateful for the help you gave me. I was able to tell my side of the story, clear my name and tell people what I had experienced. Thank you for helping me do that".

In recognition of the firm's broader Pro Bono and CSR work not just those which assist Aboriginal and Torres Strait Islander organisations or individuals, Gilbert + Tobin has been recognised with awards in recent years including Corporate Citizen Law Firm of the Year for the second consecutive year at the 2009 ALB Australasian Law Awards. The Gamarada Men's Healing and Life Skill's Program was recently awarded the NSW Aboriginal Affairs Premier's Excellence Award, Leadership in Aboriginal Communities; Building Community Leadership. This innovative program fulfils recommendations made in the Bringing them home report (1997) in which it was understood that emotional healing, practical support and legal information were ways to break the nexus between Indigenous men and the criminal justice system. Gilbert + Tobin are proud to support Gamarada as a pro bono client.

Our pro bono clients are based throughout Australia and we have long worked with clients as close as Redfern and as distant as Cape York, particularly through our lengthy association with Jawun, formerly Indigenous Enterprise Partnerships.

Gilbert + Tobin undertakes pro bono work for Aboriginal and Torres Strait Islander individuals as well as both large and small Aboriginal and Torres Strait Islander companies and organisations. Some of our other Aboriginal and Torres Strait Islander pro bono and CSR clients include the Australian Indigenous Leadership Centre, the Aboriginal Artist Development Fund Incorporated, the Aurora Project and Programs Pty Limited, the Australian Indigenous Minority Supplier Council (AIMSC), Balkanu Cape York Development Corporation, Bangarra Dance Theatre, the Broome Aboriginal Media Association, Cape York Institute, Cape York Partnerships, the Central Australian Aboriginal Legal Aid Service, Dharriwaa Elders Group, Dtarawarra Pty Limited, Dudungarra Environmental Services, Gadigal Information Service Aboriginal Corporation (Koori Radio), Gunawirra, Indigenous Community Television (ICTV), The Jimmy Little Foundation, Nullawilli, Ngroo (Early Childhood Development Agency,) Tangentyere Council Incorporated, the Robert Sykes Education Foundation, Thiyamia-Li Family Violence Service, Tribal Warrior Association Incorporated, The Charlie Perkins Children's Trust, The Warburton Community Arts Projects, Walpurri Youth Development Aboriginal Mount Theo program, The Western Desert Lands Aboriginal Corporation, the Yirrkalā Indigenous Knowledge Centre and Jarjum College.

YOUNG LAW STUDENTS SHINE

At Gilbert + Tobin, our young Indigenous law student cadets, such as April Long, recognise the importance of their studies and contribution they can make to the legal profession. “My cadetship has served as a personal reminder that Indigenous Australian law students are a valuable resource to the corporate law environment. I previously had not held such a view and my cadetship allows me to keep the option of pursuing a corporate career, well and truly open.

The Gilbert + Tobin cadetship program is enabling other young Aboriginal and Torres Strait Islander law students like April to work part-time at the firm while undertaking their law degrees. April has now graduated from the University of NSW. Following her commencement with Gilbert + Tobin in 2008, she worked in a range of areas including Real Estate and Projects group, the Litigation group and assisted the Pro Bono group. In 2010 she undertook a summer clerkship with the firm and we look forward to her return as a graduate lawyer.

“Completing a cadetship with Gilbert + Tobin is highly significant to my aspirations, my future and ultimately my career. My cadetship has enabled me to build relevant networks, skills and confidence - vital elements for a successful legal career.”

For April, exposure to the day to day workings of a law firm has been rewarding, “The structure of the cadetship enables me to explore different areas of interest so when I am making the difficult decision of choosing an area of expertise (choosing electives at law school, for example) I can make a more informed decision based on my practical experience in relevant areas.”

April says that the opportunity to pursue work that is directly related to her degree enables her to survive financially at university while focusing on her study commitments and career without unnecessary burdens. “I have made a few mistakes but also had some great achievements. Both have been commented on with an abundance of advice from a supportive group of people including the Human Resources team.”

Our commitment to inspiring the next generation of young Aboriginal and Torres Strait Islander lawyers extends beyond the cadetships the firm offers. We also host the University of NSW Winter School Program whereby a group of young Aboriginal and Torres Strait Islander students with an interest in studying law spend a day at Gilbert + Tobin to learn how lawyers operate in the workplace and get a taste of what it might be like working in a law firm. We also hosted first year Aboriginal and Torres Strait Islander law students from the UNSW Foundation’s Enrichment Program who also met with Gilbert + Tobin staff.

RECONCILING THE PAST AND RETURN OF STOLEN WAGES

Gilbert + Tobin's pro bono team has assisted Aboriginal clients with reclaiming funds through what is known as the "Stolen Wages" scheme for a few years now. Between 1900 and 1968, the wages of some Aboriginal workers were paid into a trust fund which was controlled by the Aborigines Protection Board and the Aborigines Welfare Board. Wages were not repaid to the Aboriginal workers to whom they belonged and were held in trust, or for the benefit of those Aboriginal workers, by the New South Wales Government.

In March 2004, the NSW Government apologised for non-payment of wages to Aboriginal workers. Out of this came the repayment scheme, known as the Aboriginal Trust Fund Repayments Scheme (ATFRS). Through ATFRS, wages can now be paid to Aboriginal workers who can prove they worked in NSW between 1900 and 1968, and were not paid.

Gilbert + Tobin has undertaken a number of these cases to assist elderly Aboriginal people to reclaim their wages through this scheme. Working with our clients on these matters also enables our lawyers to understand first hand the impact of such programs on Aboriginal people today. "Not everybody is listening to what people from the Stolen Generation are speaking about when they go through this process. Its quite an important healing process for people to go through – to have their story heard and to have it validated by, in this circumstance, having the money that was rightfully owed to her paid to her when she originally received a nil assessment."

Over the last few years, Gilbert + Tobin has successfully assisted scores of Aboriginal clients to reclaim their lost wages and in doing so continues to contribute toward reconciliation in action in the real sense of the word.

TRACKING PROGRESS AND REPORTING

Opportunities	
Action	Report to Reconciliation Australia on our progress against this RAP each year.
Target	Production of a report against this matrix.
Actual Progress	Achieved 2011
Lessons Learned	This first report unfortunately has been delayed but our RAP activities have not been impacted by the delay. They have not only continued, but developed, since the submission of our Plan. In the future we will streamline our reporting with RA and work closely with the RAP Action Team.
Stop Light	● Green
Action	Develop strong indicators of what success under this RAP looks like.
Target	Development of better indicators and measures.
Actual Progress	Achieved and continuing.
Lessons Learned	This is an ongoing process, as we require new indicators when we develop a new RAP action.
Stop Light	● Green
Action	Undertake this RAP with the understanding that it is the creation of lasting relationships of trust and respect between the staff and partners of Gilbert + Tobin and the Aboriginal and Torres Strait Islander organisations and individuals with whom we work that will ensure the success of the initiatives to which we are committing here.
Target	RAP discussed at team meetings throughout our business. Staff engaged in discussions about Gilbert + Tobin's commitments under this RAP.
Actual Progress	Achieved
Lessons Learned	All staff need to work on this and be more aware of how they can participate in the RAP. We continue to work to promote awareness of the RAP and the programs under it amongst our staff through firm updates, group meetings and through staff participation.
Stop Light	● Green

