

Reconciliation Action Plan Australia

July 2024 – July 2026



Impact
Project



Barry
Nilsson



RECONCILIATION
ACTION PLAN
INNOVATE



Acknowledgement of Country

Barry Nilsson acknowledges the Traditional Owners of the land on which our business operates across Australia. We pay our respects to Aboriginal and Torres Strait Islander peoples and to Elders past and present.

Meanjin (Brisbane) | Jagera People and Turrbal.
Sydney | Gadigal People of the Eora Nation.
Melbourne | Wurundjeri Woi-Wurrung People of the Kulin Nation.
Adelaide | Kaurna People of the Adelaide Plains (Kaurna Country).
Hobart | muwinina people.
Perth | Wadjuk People.

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Message from the BN RAP Leadership Team

As a firm, we care deeply about what we do and how we do it. Our firm values reflect our firm priorities, and making a positive social impact is entwined in those values. Reconciliation remains at the forefront of our social priorities, and we are committed to helping create a more inclusive, caring and just society.

The launch of BN's Innovate RAP for 2024 – 2026 is a major milestone for our firm. It not only marks the next phase of our reconciliation journey, but also solidifies and formalises our existing and ongoing commitment towards reconciliation using real and measurable steps.

Since the launch of our first RAP in October 2022, we have made significant strides in our reconciliation journey, including implementing traditional Aboriginal place names across each of our six offices, expanding cultural awareness through workshops and seminars, and fostering economic opportunities through partnerships with First Nations organisations.

We are honoured to have worked alongside our First Nations community partners, including Shoreline, the Indigenous Lawyers Association of Queensland, and CareerTrackers, to raise funding, increase access to education and



RAP Champion Katie Swain, Principal and Head of Pro Bono & Responsible Business and member of the Legal Professional Reconciliation Network.



employment, and provide justice for First Nations peoples. We look forward to continuing and expanding on these relationships, as well as establishing new ones, over the coming years.

In order to create a stronger foundation for our continued reconciliation journey, our Innovate RAP prioritises the requirement for an internal focus on expanding and strengthening our understanding and awareness of Australia's shared histories through tailored knowledge sharing and education. With a renewed focus and clear vision, we reaffirm our commitment to Australia's First Nations peoples – to listen to

and learn from them, and to be guided by them on our shared journey towards achieving true equality in Australia.

On behalf of BN, we look forward to continuing to build upon the positive work we are doing towards achieving national reconciliation.



Barry Nilsson staff in Brisbane participating in cultural awareness training with First Nations Consultant and Gurreng Gurreng man, Tom Kirk.

Message from CEO Reconciliation Australia



Reconciliation Australia commends Barry Nilsson (BN) on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for BN to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, BN will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and

collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. BN is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals BN's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations BN on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Barry Nilsson staff and CareerTrackers interns at the 2024 CareerTrackers Gala Dinner in Brisbane.

Our Vision for Reconciliation

Our vision for reconciliation is a collective culture where First Nations peoples and non-Indigenous Australians are united by a deep understanding of the histories and cultures of First Nations peoples, an acute awareness of where disparities lie, and a collective pursuit for equity.

Within the context of our core business, our vision for reconciliation is reflected in our commitment to achieving equal opportunities for, and access to, employment and legal services for all Australians, as well as our dedication to deepening the awareness of the cultures, histories and perspectives of First Nations peoples, both amongst our staff and our wider sphere of influence.

As a purpose-driven organisation, we recognise that, for our reconciliation journey to be successful, we must establish a strong internal foundation. With this in mind, the initial focus of this two-year RAP is to further expand and strengthen the firm's understanding and awareness of our shared histories through truth telling, knowledge sharing and acceptance. Guided by our First Nations leaders, and focused on cultural empowerment, we embark on the next stage of our reconciliation journey with an unwavering commitment to creating a future we can all be proud of.



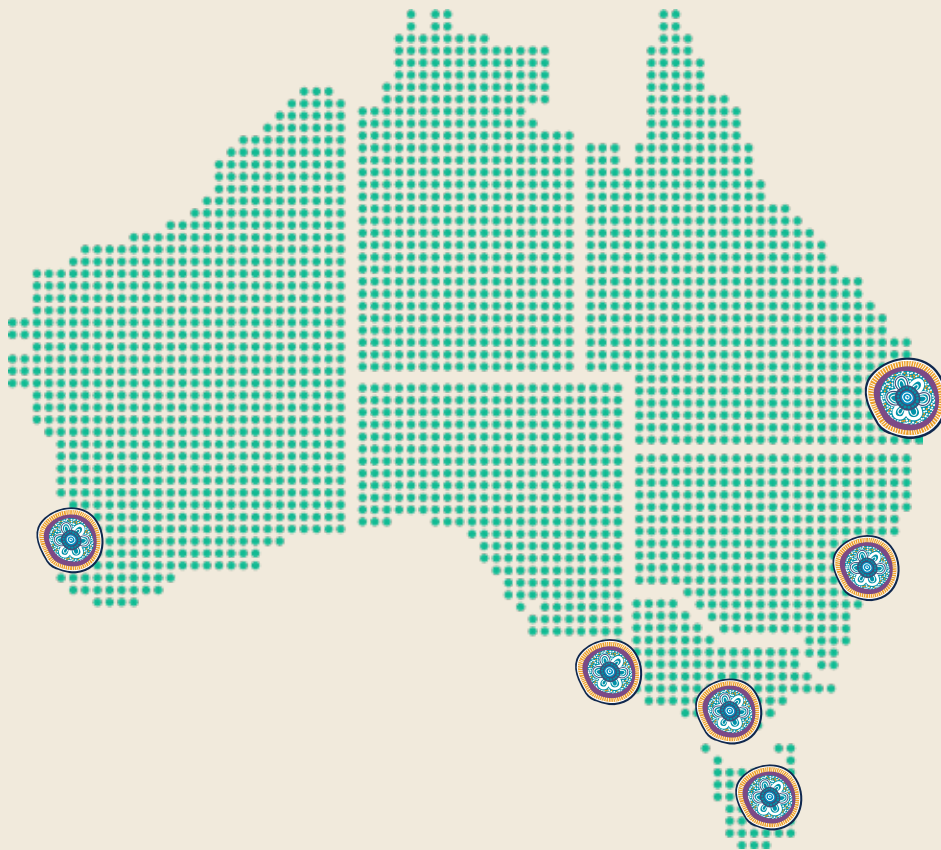
Barry Nilsson's Wills & Estates team joined Legal Aid WA and community legal services at a First Nations wills clinic facilitated by Law Access in the East Kimberley in June 2023.



Intern Keynote
Indi McKeown
Proud Barunggam Woman

CareerTrackers intern Indi McKeown who was selected from hundreds of interns to deliver an incredibly moving keynote address at the Gala Dinner in Brisbane.

Our Business



For 60 years, BN has been shaping a better legal experience for our clients in Insurance & Health Law, Family Law and Estate Planning. With offices in Brisbane, Sydney, Melbourne, Adelaide, Perth and Hobart, we service clients all throughout the country, including rural and regional Australia, as well as internationally. Our client base across our areas of speciality includes corporate organisations, public sector departments and agencies, as well as private individuals and businesses. More specifically, our Insurance & Health Law team undertakes work for a range of insurers, brokers, self-insureds, re-insurers and underwriters.

The recent launch of our 2025 strategy allowed us to consolidate our national expansion and growth, and map a clear path to achieve a number of tangible objectives across the firm, including cementing BN's social equity goals and our commitment to creating a more inclusive, caring and just society through our pro bono practice and responsible business program 'the Impact Project'. This coincided with the launch of our renewed firm values – dedicated professionalism, client-focused outcomes, enduring relationships, positive social impact, and collaboration and teamwork. These values reflect our priorities as a firm and are entwined in everything we do – from client service to community giving.



In everything we do, we are committed to nurturing a supportive and inclusive environment in which diversity is celebrated and our people feel included, valued, and confident to bring their whole selves to work every day. Our national team of over 420 lawyers and business services professionals encompasses a diverse range of cultures, including two Aboriginal members who identify as Aboriginal people. Entwined in our commitment to diversity is our commitment to supporting Aboriginal and Torres Strait Islander people within our team, the legal industry, and all throughout the country, and recognising the role we play in achieving a reconciled Australia.

Our Reconciliation Action Plan



Members of the East Kimberley Wills Clinic team.

As a firm, we are unwaveringly committed to effecting positive social impact and reconciliation. This is embedded across our business through our values, strategic priorities and governance. Reconciliation is a key pillar of our social impact initiative 'the Impact Project' and a focus dimension in our Diversity and Inclusion Network. The driving force for this commitment is our sense of justice, and doing what is fair and right.

As we continue the firm's journey towards reconciliation through this Innovate RAP, we commit to deeply understanding First Nations peoples, where inequalities lie, and our pathway as a law firm to make a meaningful difference through pro bono legal services, employment and business relationships.



RAP journey to date

Barry Nilsson is proud of our positive progress towards reconciliation which over the period of our Reflect RAP included the below initiatives. Honouring First Nations Place Names

In April 2023, BN committed to public acknowledgment and honouring of the traditional Aboriginal place names for each of our six offices by including those names in our address on our website, letterhead, email signatures and business cards. The Aboriginal place names were identified through respectful consultation with the Traditional Owners, as well as Rachael McPhail, a proud Gomerioi woman and founder of the 'Place Names in Addresses' campaign. Rachael's viral campaign created significant change in First Nations place names being restored which included traditional place names being formally recognised in Australia Post's address guidelines.

To foster awareness and highlight the importance of including traditional place names, we hosted Rachael McPhail during National Reconciliation Week in May 2023, with a national audience of 98 staff and clients. Rachael shared that this is: "a practice of language reclamation and language sovereignty for First Nations people. When non-Indigenous people use First Nations place names, it is an act of solidarity that helps to reclaim these languages and embed Indigenous perspectives into everyday life."

Rachael also highlighted that a national database of traditional names was required to respectfully and accurately identify all of the traditional place names, to culturally preserve these names and promote First Nations connection to Country. In recognition and support of the cultural importance of Rachael's vision, we were pleased to be able to provide initial funding for her charity First Nations Place Names.

Expanding cultural awareness

We hosted First Nations Consultant and Gurreng Gurreng man, Tom Kirk, to enhance cultural awareness and staff engagement with reconciliation. This was provided as an intimate discussion with Tom for 20 staff in Brisbane on

October 2023, and for a national online audience for 67 staff in February 2024. Tom spoke about his experiences of cultural misunderstandings, and provided insight into Aboriginal perspectives, including the principle of connectedness and the responsibility to all others and the land. The session was interactive and engaging with staff commenting 'I found Tom Kirk's training session to be exceptionally valuable. Tom is an excellent presenter, the style in which he delivers the training is relaxed and engaging.'

Fostering economic opportunities

We partnered with First Nations organisation CareerTrackers which supports university students to create lasting employment opportunities through continuous support and paid internships, with over 80% of interns being employed within 3 months of completing their studies. Through our partnership in 2022 and 2023, we were a sponsoring organisation and provided four paid legal internships in our Brisbane and Sydney offices, with one of those interns continuing to work with us as a law clerk while completing their studies.

We also partnered with First Nations charity Shoreline, providing \$200,000 in donations to support secondary students with career opportunities through funding further study, paid internships and pastoral support, resulting in 100% of students being employed after school. Through our partnership, we have provided \$200,000 in donations, supporting around 30 additional students to participate in the highly successful program.

In 2022, and further to our commitments to reconciliation and fostering a diverse and inclusive working environment, we expressly encouraged First Nations people to apply for employment positions on every role advertisement.

Providing access to justice

We prioritised First Nations clients for our pro bono legal services, and considered the most significant areas of unmet legal needs which we could address.

One area critical for First Nations people is wills and estate services, which are critical to give effect to culturally appropriate outcomes. Through a collaboration with Law Access, Aboriginal Family Legal Services, Legal Aid WA and Kimberley Community Legal Services we provide wills and estate services across remote communities in the East Kimberley in June 2023. Our team provided critical legal education on the impacts of intestacy law for First Nations people and the cultural impacts of not having a will. Our team also prepared wills and legal documents to ensure that families were protected by culturally appropriate inheritance provisions and honoured burial rites and customary laws. This involved our Queensland based lawyers travelling to Western Australia, and across remote communities, to serve the needs of underrepresented communities.

Emma Blay, estate lawyer, said that the experience was ‘unforgettable and extremely rewarding’ and that she felt ‘we made a meaningful difference’ through community education and assisting 37 clients to have access to much needed wills services. The Wills Clinic attracted media coverage from The Australian, Lawyers Weekly and QLS Proctor.

Education on the Uluru Statement from the Heart and the Voice to Parliament

In July 2022, in collaboration with another firm, we hosted a seminar on the Uluru Statement from the Heart by Kishaya Delaney, a proud Wiradjuri lawyer. Kishaya spoke about the history of constitutional recognition, the First Nations Regional Dialogues process leading to the gifting of the Uluru Statement from the Heart. In support of constitutional recognition and the Voice to Parliament we provided a donation to the Uluru Dialogues.

In National Reconciliation Week in May 2023, we also provided a comprehensive range of resources to educate and inform staff about the referendum on the Voice to Parliament as well as training seminars facilitated by the Public Interest Advocacy Centre.

Whilst our Reflect RAP journey is one to be celebrated, we identified that there were gaps in cultural knowledge, and that through greater awareness, a stronger and broader commitment to reconciliation was achieved. To create a stronger foundation for our continued journey, our Innovate RAP therefore prioritises the requirement for an internal focus on bridging any knowledge gaps amongst our people regarding Australia’s shared histories through tailored knowledge sharing and education.



RAP Champion and Working Group

BN's Innovate RAP will be implemented and overseen by the firm's First Nations's led RAP Working Group, a cross-functional and diverse team, including two Aboriginal members.

Our RAP Working Group is led by Danielle Davis, Senior Associate and Gubbi-Gubbi woman, and our RAP Champion is Katie Swain, Principal and

Head of Pro Bono & Responsible Business and member of the Legal Professional Reconciliation Network.

The RAP Working Group collaborates with BN's Diversity & Inclusion Network, and reports to the Board of Management and Principals.



Katie Swain
(RAP Champion, Principal and Head of Pro Bono & Responsible Business)



Mary McAteer
(RAP Working Group Chair, D&I Officer)



Danielle Davis
(RAP Working Group Leader, Senior Associate and Gubbi Gubbi woman) (RAP Senior Associate)



Stephen Somerville
(RAP Working Group Leader, Special Counsel and Manager of Pro Bono & Responsible Business)



Sally Cuskelly
(Marketing & Communications Manager)



Lizzy Hancock
(People & Culture Officer)



Jasmin Blundell
(Head of People & Culture)



Lulu Schneiders
(People & Culture Advisor)



Maureen Schull
(National Family Law Manager)



Nathan Clews
(Law Clerk and previous CareerTrackers intern)

Relationships

We recognise that our vision for reconciliation – to cultivate and establish an environment in which First Nations peoples and non-Indigenous Australians are united by a shared understanding, mutual respect, and a collective pursuit of equity – cannot be achieved without strong relationships between First Nations peoples and non-Indigenous Australians. We also acknowledge that we cannot adequately educate our people without consultation with First Nations peoples. It is imperative that we forge and nurture long lasting relationships with Aboriginal and Torres Strait Islander peoples to support our collective journey towards reconciliation.

Focus area

Enduring relationships: Transparent and honest partnerships based on a genuine respect for our colleagues and clients.

Collaboration and teamwork: Acting as one firm in everything we do. We work closely with our clients and with each other for the most effective outcomes.

Positive social impact: We take our social responsibility seriously and we are committed to helping create a more inclusive, caring and just society.

1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December 2024	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2025	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
• Explore opportunities for staff to participate as volunteers and/or supporters for community-based projects and initiatives to help build meaningful relationships with First Nations communities.	July 2025	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer

2. Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025, 2026	Lead: Head of Pro Bono & Responsible Business Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
• RAP Working Group members to participate in an external NRW event.	27 May-3 June 2025, 2026	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2025, 2026	Lead: Head of Pro Bono & Responsible Business Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
• Organise at least one NRW event each year.	27 May-3 June 2025, 2026	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
• Register all our NRW events on Reconciliation Australia's NRW website.	May 2025, 2026	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer

3. Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	February 2025	Lead: Head of People & Culture Supported by: RAP Senior Associate
<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	February 2025	Lead: CEO Supported by: Head of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	July 2024, 2025, 2026	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations, both within and outside the legal industry, to develop innovative approaches and consider structural law reforms to advance reconciliation. 	July 2024, 2025	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
<ul style="list-style-type: none"> Connect with state-based Reconciliation networks, supporting Queensland's Treaty Engagement process, or other local place-based reconciliation initiatives. 	December 2024, 2025	Lead: RAP Senior Associate Supported by: Manager of Pro Bono & Responsible Business and D&I Officer
<ul style="list-style-type: none"> Explore partnerships with organisations advocating to end Aboriginal and Torres Strait Islander deaths in custody. 	March 2026	Lead: Head of Pro Bono & Responsible Business Supported by: Manager of Pro Bono & Responsible Business and D&I Officer

4. Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	February 2025	Lead: Head of People & Culture Supported by: RAP Working Group Chairs
<ul style="list-style-type: none"> Review, communicate and organise training in relation to the anti-discrimination policy for our organisation. 	February 2025, 2026	Lead: Head of People & Culture Supported by: RAP Senior Associate
<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	January 2025	Lead: Head of People & Culture Supported by: RAP Senior Associate
<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	February 2025, 2026	Lead: Head of Pro Bono & Responsible Business Supported by: RAP Senior Associate
<ul style="list-style-type: none"> Raise awareness of our company expectations on what constitutes appropriate behaviour in the workplace, including the negative impact of discriminatory and racist behaviours. 	February 2025, 2026	Lead: Head of People & Culture Supported by: Head of Pro Bono & Responsible Business



To fulfil our professional responsibility and address the inequalities within our legal system and industry, we appreciate the fundamentality of recognising, acknowledging, and respecting the inherent cultures, histories, knowledge, and rights of Aboriginal and Torres Strait Islander peoples. This notion of respect extends beyond our professional duties, through our education and awareness initiatives, and guides our obligation to create a psychologically safe and respectful work environment where Aboriginal and Torres Strait Islander peoples feel valued, respected and empowered to thrive and contribute to our workforce. By actively seeking opportunities to connect and learn from others, we will strengthen our commitment to reconciliation.

Focus area

Enduring relationships: Transparent and honest partnerships based on a genuine respect for our colleagues and clients.

Positive social impact: We take our social responsibility seriously and we are committed to helping create a more inclusive, caring and just society.

5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Conduct a review of cultural learning needs within our organisation.	November 2025	Lead: Manager of Pro Bono & Responsible Business Supported by: Head of People & Culture
<ul style="list-style-type: none">Engage local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	November 2024	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer
<ul style="list-style-type: none">Develop, implement, and communicate a cultural learning strategy document for our staff.	November 2025	Lead: Manager of Pro Bono & Responsible Business Supported by: Head of People & Culture
<ul style="list-style-type: none">Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2025	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer
<ul style="list-style-type: none">RAP Working Group members to participate in the Core Cultural Learning Program delivered by the Australian Institute of Aboriginal and Torres Strait Islander Studies.	November 2025	Lead: National Family Law Manager Supported by: Manager of Pro Bono & Responsible Business

6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	November 2024	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer
<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	June 2025	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer
<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	June 2025, 2026	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer
<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	July 2024	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2025-2026	Lead: National Family Law Manager Supported by: Manager of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	June 2025, 2026	Lead: Head of People & Culture Supported by: Manager of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2025, 2026	Lead: National Family Law Manager Supported by: Manager of Pro Bono & Responsible Business

8. Raise awareness of the importance of truth telling and treaty to First Nations People.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Establish a dedicated knowledge hub on Beacon (intranet) with articles, podcasts and links to other resources/organisations, so that our staff can actively seek out new information and insights focussed on: <ul style="list-style-type: none"> exploring the concept of treaty/agreement in an Australian context, as well as providing updates regarding ongoing discussions in each state and territory providing historical information about the experiences and perspectives of First Nations People 	November 2025	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer
<ul style="list-style-type: none"> Consult with local Traditional Owners and/or Aboriginal and Torres Strait Islander people to seek their guidance about leading and contributing to discussions about truth telling and treaty. 	November 2024	Lead: Manager of Pro Bono & Responsible Business Supported by: RAP Senior Associate and D&I Officer

Opportunities

The opportunities pillar sets out commitments that relate to improving our work in the attraction, development and retention of Aboriginal and Torres Strait Islander people as well as our commitment to further embedding procurement processes that support Aboriginal and Torres Strait Islander businesses.

At the centre of Barry Nilsson's core business objectives is a strong desire to assist those most at risk in society by providing high quality legal assistance in areas of unmet legal need. We acknowledge that pro bono is an integral aspect, not only of our firm, but of each lawyer's professional responsibility and development. In all of our pro bono work, we seek to action a positive and long-term impact by addressing systemic legal problems and improving access to justice for those affected by these unmet areas.

Further, Barry Nilsson endeavours to address the employment barriers faced by Aboriginal and Torres Strait Islander peoples, as well as promote supplier diversity within our organisation through the procurement of goods and services, such as stationery and kitchen supplies, from First Nations businesses.

Focus area

Client focussed outcomes: A collective where our clients come first, and where results are measured by client satisfaction and advocacy.

Enduring Relationships: Transparent and honest partnerships based on a genuine respect for our colleagues and clients.

Positive social impact: We take our social responsibility seriously and we are committed to helping create a more inclusive, caring and just society.

9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2024	Lead: Head of People & Culture Supported by: D&I Officer
<ul style="list-style-type: none">Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	October 2024	Lead: Head of People & Culture Supported by: D&I Officer
<ul style="list-style-type: none">Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	October 2025	Lead: Head of People & Culture Supported by: D&I Officer
<ul style="list-style-type: none">Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	October 2025	Lead: Head of People & Culture Supported by: D&I Officer
<ul style="list-style-type: none">Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	February 2026	Lead: Head of People & Culture Supported by: D&I Officer

10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	June 2025	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer and Manager of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Investigate Supply Nation membership. 	October 2025	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer and Manager of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	June 2025	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer and Manager of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	February 2026	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer and Manager of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	June 2025, 2026	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer and Manager of Pro Bono & Responsible Business

11. Increase pro bono legal support for Aboriginal and Torres Strait Islander individuals and organisations.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Prioritise pro bono referrals involving Aboriginal and Torres Strait Islander clients. 	June 2026	Lead: Head of Pro Bono & Responsible Business Supported by: Manager of Pro Bono & Responsible Business
<ul style="list-style-type: none"> Create a partnership with at least one organisation to provide pro bono assistance in relation to Aboriginal and Torres Strait Islander deaths in custody. 	June 2026	Lead: Head of Pro Bono & Responsible Business Supported by: Manager of Pro Bono & Responsible Business

12. Expand awareness in relation to Traditional Place Names.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Explore opportunities to further partner with the Traditional Place Names project. 	June 2025	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer
<ul style="list-style-type: none"> Develop resources to expand accessibility for other organisations. 	June 2026	Lead: Head of Pro Bono & Responsible Business Supported by: Manager of Pro Bono & Responsible Business

13. Investigate opportunities to support Aboriginal and Torres Strait Islander scholarships.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Identify organisations who provide scholarships for Aboriginal and Torres Strait Islander university students to assist their studies. 	April 2025	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer
<ul style="list-style-type: none"> Offer one scholarship per year to Aboriginal and Torres Strait Islander university students. 	July 2025 and July 2026	Lead: Head of Pro Bono & Responsible Business Supported by: D&I Officer

14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	July 2024	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	July 2024	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	November 2024	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate

15. Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	November 2024	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	November 2024	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	November 2024	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	November 2024	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate

16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	July 2024, 2025, 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August 2024, 2025, 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September 2024, 2025, 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	July, October, 2024 and January, April, July and October 2025, 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. 	May 2025, 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate
<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	July 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate

17. Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	February 2026	Lead: D&I Officer Supported by: Manager of Pro Bono & Responsible Business and RAP Senior Associate

About the design

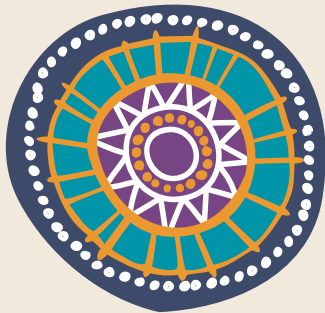
The design developed by leading Indigenous design agency, ingenious studios symbolises the meaningful commitment by the principals and staff of Barry Nilsson, to reconciliation with Aboriginal and Torres Strait Islander peoples, Australia's first peoples.

The element at the centerpiece of the design is a symbol of strength for Barry Nilsson, and its principals and staff towards reconciliation and is reflective of the firm's commitment to a shared journey of understanding towards reconciliation. This achieved through the firm's commitment to understanding to walk alongside the Aboriginal and Torres Strait Islander communities on a healing journey of understanding and enlightenment through knowledge sharing.

This knowledge is shared through the five key pillars of the reconciliation journey throughout Barry Nilsson's offices throughout the Country and, in turn, this reconciliation is shared with the broader clientele and public throughout the firm's offices.

Introduced into the Barry Nilsson journey RAP design following Barry Nilsson commitment and reflection of the principles of reconciliation are the actions of Respecting First Nations peoples and cultures and forming improved Relationships and building Opportunities for First Nations peoples throughout the Country. These visually displayed through the introduction of three new icons to the Barry Nilsson Reconciliation Action Plan design.





Equality and Equity



Unity



Institutional Integrity



Race Relations



Historical Acceptance



Respect



Relationships



Opportunities

The design agency

ingeous studios is a full service Aboriginal and Torres Strait Islander design and digital creative agency based in Cairns.

Their creative productions are created by Aboriginal and Torres Strait Islander designers and creative professionals with the imperative of providing true cultural representation. ingeous studios has over 25 years of experience in the creative industries, specialising in Indigenous graphic design and digital creative productions locally, nationally and internationally.

ingeous studios is committed to walking the talk and making a positive impact through their work and aligning their actions with their beliefs. In 2019 ingeous studios established Indigenous Design Labs to create opportunities for young aspiring Indigenous creatives in the digital design and creative industries.

Indigenous Design Labs is a partnership between ingeous studios and Red Ochre Republic and is led by Aboriginal graphic designer and digital creative Leigh Harris and assisted by mentors and Sheree Jacobs and Tarquin Singleton. The Primary aim of Indigenous Design Labs is to grow the skills, experience of young Indigenous creatives in the design and technology industries of today through real world opportunities building and experiences.

Today Indigenous Design Labs operates as a Indigenous creative impact hub which empowers young people in North Queensland with opportunities in the creative design and digital industries.

ingeousstudios.com



BN RAP contacts

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