



**REFLECT**  
Reconciliation Action Plan  
October 2022 – October 2023





**Through its use of contemporary design elements, the design developed by leading Aboriginal and Torres Strait Islander design agency, ingeous studios, symbolises Barry Nilsson's meaningful commitment to reconciliation with Australia's First Peoples.**

The element at the centerpiece of the design is a symbol of strength for Barry Nilsson, and is reflective of the firm's commitment to walk alongside Aboriginal and Torres Strait Islander communities on a healing journey of understanding, enlightenment and knowledge sharing. The knowledge shared with Barry Nilsson through the five key pillars of the reconciliation journey will, in turn, be shared with our broader clientele, colleagues and peers in order to effect meaningful change, and the implementation of our Reflect RAP is just the first step in this process.

## *About the studio*

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.

[ingeousstudios.com](http://ingeousstudios.com)





# Reflect RAP CEO statement

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## **Reconciliation Australia welcomes Barry Nilsson to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.**

Barry Nilsson joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Barry Nilsson to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Barry Nilsson, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

*Karen Mundine*

**CHIEF EXECUTIVE OFFICER  
RECONCILIATION AUSTRALIA**

# Message from the BN RAP Leadership Team

**As a firm, and individually, we recognise our obligation to contribute positively to the communities in which we live and conduct our business.**

Reconciliation is at the forefront of our social priorities, and we're extremely proud to present Barry Nilsson's first Reconciliation Action Plan. While, as a firm, we have taken positive steps towards reconciliation, the development and launch of this RAP is fundamental in solidifying our unwavering commitment to actively planning our reconciliation journey and implementing real and measurable steps towards achieving a reconciled, just and equitable society for Aboriginal and Torres Strait Islander Peoples. It is also an opportunity to further encourage, educate and support our people to reflect on the importance of the country's reconciliation, and consider the impact they can make as individuals, both in their personal and professional endeavours.

We are honoured to be given the opportunity to work alongside our First Nations community partners, including Shoreline, the Indigenous Lawyers Association of Queensland and CareerTrackers, to help raise funding and awareness, and increase access to education, employment, legal services, and justice for First Nations peoples. We look forward to continuing and expanding on these relationships over the coming years.

In all that we do in our journey towards reconciliation, we recognise that for the journey to be successful, we must be guided by First Nations communities themselves.

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

*Graeme Walsh*

**CHIEF EXECUTIVE OFFICER**

*Katie Swain*

**HEAD OF PRO BONO AND RESPONSIBLE BUSINESS**

*Danielle Davis*

**SENIOR ASSOCIATE AND GUBBI GUBBI WOMAN**



# Our Business

**Barry Nilsson (BN) is a national law firm with a reputation for leadership in the areas of 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 specialty 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.**

Founded in 1963, BN was originally a Brisbane based firm. In response to client demand, in 2014 we began our expansion along the East Coast, and celebrated the completion of our national expansion with the launch of our sixth and final office in Perth in 2017. As our national footprint has continued to expand and grow over the years, so too has the breadth, depth and true meaning of our values and, in turn, our inherent desire and responsibility to give back to our local communities on a national scale. In recognition of this responsibility, BN launched its dedicated pro bono practice and responsible business program, the Impact Project.

Led by Katie Swain (Head of Pro Bono & Responsible Business and Principal) and Stephen Somerville (Manager of Pro Bono & Responsible Business and Special Counsel), the Impact Project encourages and facilitates a firm-wide culture of making a positive difference across four core areas: reconciliation, pro bono, community and sustainability. It is an integral part of BN's commitment to creating meaningful change in the community.

At the core of everything we do is our commitment 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 350 lawyers and business services professionals encompasses a diverse range of cultures, including three members who have identified as First Nations people. Entwined in our commitment to diversity is our commitment to supporting the 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. This is ultimately what led us to establish BN's first RAP.





# Our RAP

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**BN recognises the significant necessity for a reconciled, just and equitable Australia, and the role we are privileged to be able to play in achieving this, both as a firm and individually. While, as a firm, we have made and continue to make positive progress towards reconciliation, developing and implementing our first Reflect RAP, and embedding the objectives of this RAP into the wider strategy of BN's Impact Project, is a fundamental step in the firm's reconciliation journey.**

The driving force behind all of our reconciliation initiatives is our desire to effect positive, meaningful and measurable change for Australia's First Nations peoples. By bringing together our skills and expertise as lawyers and business services professionals, we aim to provide solutions for societal issues, respond to the current unmet legal needs of First Nations peoples within Australia, and increase access to justice. We also aim to increase and enhance the opportunities available for our staff to contribute positively to the communities in which we operate. At the core of our focus is cultural empowerment, and we recognise that, for our reconciliation journey to be successful, we must be led by First Nations peoples.

BN's Reflect RAP will be implemented and overseen by the firm's dedicated RAP Working Group. This cross-functional and diverse team is championed by our RAP Principal Sponsors, Katie Swain and Scott Wedgwood, and co-led by Danielle Davis (Senior Associate and Gubbi Gubbi woman) and Stephen Somerville (Manager of Pro Bono & Responsible Business and Special Counsel). Two members of our RAP Working Group identify as First Nations people. The RAP Working Group determines and leads reconciliation initiatives, including events, scholarships, internships, procurement and cultural competency training, and collaborates with BN's Diversity & Inclusion Committee, People & Culture team, and Board of Management to implement these initiatives.





# RAP Leadership Team

RAP PRINCIPAL



**KATIE SWAIN**  
PRINCIPAL AND  
HEAD OF PRO BONO &  
RESPONSIBLE BUSINESS

RAP PRINCIPAL



**SCOTT WEDGWOOD**  
PRINCIPAL

RAP LEADER



**DANIELLE DAVIS**  
SENIOR  
ASSOCIATE

RAP LEADER



**STEPHEN SOMERVILLE**  
SPECIAL COUNSEL AND  
MANAGER OF PRO BONO &  
RESPONSIBLE BUSINESS

RAP CO-CHAIR



**ANNALIESE WILLIAMS**  
ASSOCIATE

RAP CO-CHAIR



**MARY MCATEER**  
OFFICE  
COORDINATOR AND  
PERSONAL ASSISTANT

CEO



**GRAEME WALSH**  
CHIEF EXECUTIVE  
OFFICER

PEOPLE & CULTURE MANAGER  
DIVERSITY & INCLUSION  
COMMITTEE LEADER



**JASMIN BLUNDELL**  
PEOPLE & CULTURE  
MANAGER



# Our Partnerships and Activities

**BN actively promotes a firm-wide culture of making a positive difference to the communities in which we live and conduct our business.**

BN has made positive progress towards our reconciliation journey under the firm's Impact Project, including:

- Introducing protocols for Acknowledgement of Country and Welcome to Country
- Encouraging First Nations applicants to apply for employment opportunities, internships and scholarships, and, cultural education and training
- First Nations procurement
- Recognition and celebration of significant First Nations events, including NAIDOC Week, National Reconciliation Week and Harmony Day
- Inclusion of 26 January in the firm's Public Holiday Swap Policy.

Our core partnership is with Shoreline, a grassroots charity cultivating educational programs and employment pathways to create sustainable careers for young First Nations peoples. Alongside raising awareness of Shoreline and increasing employment opportunities for First Nations youth, we are committed to a \$200,000 fundraising target to help Shoreline expand its program on a national scale. To date, we have raised \$130,000 towards this goal.

BN also has a longstanding relationship with the Indigenous Lawyers Association of Queensland (ILAQ); the professional body for advancement of First Nations peoples in the legal industry. We regularly advertise positions through the ILAQ network and are proud to assist them in achieving their objective of increasing access to legal education by providing scholarships to fund the Practice Management course fees for First Nations solicitors.

We also work alongside CareerTrackers to create internship opportunities for First Nations university students. This includes the Work Shadow Program and hosting legal interns.

At the core of the Impact Project's strategy for reconciliation is our commitment to addressing systemic legal problems and improving access to justice through our dedicated pro bono practice. We seek to make a positive and long-lasting impact for First Nations peoples through a number of pro bono initiatives, some of which have included:

- Partnering with organisations such as Women's Legal Service in each state to provide family law assistance to marginalised and disadvantaged First Nations women and children.
- Providing a graduate pro bono program and firm wide pro bono secondments to organisation which service First Nations clients, including Inner Melbourne Community Legal, Barwon Community Legal Service, and Redfern Legal Centre.

We look forward to expanding on these initiatives under the guidance of our Reflect RAP.



**Impact  
Project**  
Barry Nilsson





# Our RAP Actions

## RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2023	Lead: Relationships Leader Supported by: RAP Leader, Relationships Team and Diversity & Inclusion Committee
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2023	
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Lead: Relationships Leader Supported by: RAP Leader, Relationships Team and Diversity & Inclusion Committee
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2023	
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2023	Lead: RAP Principals Supported by: RAP Leader and Diversity & Inclusion Committee
<b>3. Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all staff.	October 2022	Lead: CEO Supported by: RAP Principals, RAP Leaders and Diversity & Inclusion Committee
	Communicate our commitment to reconciliation publicly	October 2022	
	Publish our RAP on our website	November 2022	Lead: CEO Supported by: RAP Principals, RAP Leaders and IT Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2023	Lead: RAP Leader Supported by: Relationships Team and Diversity & Inclusion Committee
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2023	
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	August 2023	Lead: RAP Leader, People & Culture Manager Supported by: Relationships Team and People & Culture Team
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2023	

<b>ACTION</b>	<b>DELIVERABLE</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April 2023	Lead: RAP Leader Supported by: Respect Team, People & Culture Team and Diversity & Inclusion Committee
	Conduct a review of cultural learning needs within our organisation.	April 2023	Lead: People & Culture Manager Supported by: Respect Team and People & Culture Team
	Investigate cultural learning opportunities for staff and senior leaders.	June 2023	Lead: RAP Leader Supported by: Respect Team, RAP Champion and Office Managers
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	August 2023	Lead: RAP Leader Supported by: Respect Team, RAP Champion and Office Managers
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2023	Lead: RAP Leader Supported by: Respect Team, Diversity & Inclusion Committee and Office Managers
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Lead: RAP Leader Supported by: Respect Team, Diversity & Inclusion Committee and Event Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2023	Lead: RAP Principal Supported by: RAP Leaders and Co-chairs, RAP Working Group, People & Culture Manager and People & Culture Team
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	September 2023	Lead: People & Culture Manager Supported by: RAP Principals, RAP Leaders and Co-chairs, RAP Working Group, People & Culture Team and Diversity & Inclusion Committee
	Maintain our relationship with CareerTrackers to continue offering internship opportunities for First Nations university students	October 2023	Lead: RAP Principal Supported by: RAP Leaders and Co-chairs, RAP Working Group, People & Culture Manager and People & Culture Team
	Maintain and strengthen our current partnerships with Shoreline and ILAQ to support First Nations employment	October 2023	Lead: RAP Principal Supported by: RAP Leaders and Co-chairs, RAP Working Group, Business Development & Marketing Team
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2023	Lead: RAP Principals Supported by: RAP Leader and RWG Co-chairs, RAP Working Group and Office Managers
	Investigate Supply Nation membership.	June 2023	Lead: RAP Principals Supported by: RAP Leader and Co-chair, RAP Working Group and Office Managers

# GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (Reflect Team) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	March 2023	Lead: RAP Principals Supported by: RAP Working Group Co-Chairs, People & Culture Team and Diversity & Inclusion Committee
	Draft a Terms of Reference for the RWG.	October 2022	
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2023	
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2022	Lead: RAP Principals Supported by: Reflect RAP Working Group, People & Culture Team and Diversity & Inclusion Committee
	Continue to engage senior leaders in the delivery of RAP commitments.	March 2023	Lead: RAP Principals Supported by: Reflect RAP Leader, People & Culture Team and Diversity & Inclusion Committee
	Maintain a senior leader to champion our RAP internally.	March 2023	Lead: RAP Principals Supported by: RAP Working Group Co-Chairs, People & Culture Team and Diversity & Inclusion Committee
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2022	Lead: RAP Leader Supported by: RAP Working Group Co-Chairs, RAP Working Group and People & Culture Team
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	June 2023	Lead: RAP Leader Supported by: RAP Working Group Co-Chairs, RAP Working Group and Diversity & Inclusion Committee
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	Lead: RAP Leader Supported by: RAP Working Group Co-Chairs, RAP Working Group and Diversity & Inclusion Committee

## CONTACT DETAILS



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