

Reflect Reconciliation Action Plan

February 2024 – February 2025

RAP Champion
Olivia Holmes, Chief People Officer



RECONCILIATION
ACTION PLAN

REFLECT

macpherson kelley.

Statement from CEO of Reconciliation Australia Inaugural Reflect RAP

Reconciliation Australia welcomes Macpherson Kelley to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Macpherson Kelley joins a network of more than 2,500 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 Macpherson Kelley 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 Macpherson Kelley, 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

About Macpherson Kelley

Macpherson Kelley is a full-service, client-focused commercial law firm with more than 270 employees across offices in Dandenong, Melbourne, Sydney and Brisbane.

Macpherson Kelley's local presence is felt among the diverse organisations it supports. Whether at work in the business community or advocating for their clients' growth and prosperity.

Our purpose is to help our clients and our people succeed in business and in life.

Our mission is to give commercial legal guidance to medium-large organisations. Client and employee experience are at the core of what we do. We help strengthen the communities and industries in which we operate.

Every day at Macpherson Kelley, we promote an inclusive workplace for all. Promoting and strengthening diversity, equity and inclusion (DEI) allows us to build a positive workplace culture and enables our teams to deliver exceptional client service. Our employee led DEI Committee, made up of 10% of our workforce, are champions of change and progress work that contribute to achieving a fair and inclusive culture.

We have found that less than 2% of Macpherson Kelley employees identify as a First Nations person. We intend to continue work within this RAP to determine culturally appropriate ways to understand the number of Aboriginal and Torres Strait Islander staff within our organisation.

Macpherson Kelley acknowledges the Traditional Custodians of the land on which we live and work. We recognise their strength and pay our respects to Elders past, present and emerging.

Our Reflect RAP

We began our formal journey towards reconciliation in March 2023. This included communication from the National Managing Partner to all employees, formally committing to advancing reconciliation. An excerpt of what we shared is outlined below:



Part of our mission is to help strengthen the communities and industries we operate in. In support of this and after lengthy consultation with our people and Aboriginal groups, I wish to announce today Macpherson Kelley's commitment towards genuine Reconciliation.

Grant Guenther
National Managing Principal

With the publishing of our Reflect RAP, our work over the last twelve months clearly demonstrates our commitment to strengthening our knowledge and understanding of Aboriginal and Torres Strait Islander cultures and histories. We continue to work on how we can support reconciliation in our firm and within the communities in which we operate.

We have started identifying and actioning deliverables as part of our commitment to the implementation of a meaningful RAP. Part of this work has included meeting with the Bunurong Aboriginal Land Council and welcoming them to our Dandenong office on Bunurong land to complete a Welcome to Country and cultural training session during NAIDOC Week in 2023.

We have an Acknowledgement of Country Policy in place to acknowledge the Traditional Owners of the land on which we work. We pay our respects to Elders, past, present and emerging at the commencement of significant internal and external gatherings.

Part of our work to date has included the commencement of procurement strategies, including new supplier agreements with Aboriginal and Torres Strait Islander businesses such as our partnership with MessageStick.

Our Reflect Reconciliation Action Plan (RAP) forms a key part of our Diversity, Equity and Inclusion Strategy. Macpherson Kelley recognises Aboriginal and Torres Strait Islander peoples have experienced a long history of exclusion from Australian democracy, economy and society. This history of dispossession and colonisation provides a foundation for disparity between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Macpherson Kelley

recognises the unique strengths and resilience shown by Aboriginal and Torres Strait Islander peoples, cultures and communities in the face of discrimination. Macpherson Kelley understands Aboriginal and Torres Strait Islander peoples face broader social determinants and institutional racism, and we are committed to leveraging a strengths-based approach in our commitment to dismantling these.

Macpherson Kelley's RAP Working Group (RWG), overseen by the Chief People Officer is responsible for the RAP implementation.

Our RAP Working Group members are:

Sarah Fak, Lawyer, Melbourne

Gretchen Raja, Paralegal, Brisbane

Sapphire Parsons, Senior Associate, Melbourne

Daniel Jackson, Lawyer, Melbourne

Dimity Payten, Lawyer, Melbourne

Isobel Graham, Lawyer, Melbourne

Vicky Keller, Partner, Melbourne

Emily Doyle, HRBP, Dandenong

Olivia Holmes, Chief People Officer, Dandenong

We will be partnering with Wanyaari Aboriginal Consultancy Services to ensure we have appropriate First Nations guidance as part of the RWG.

Statement from our Managing Principal, Grant Guenther

Part of our mission is to help strengthen the communities and industries we operate in. In support of this, I am very proud to launch our first Reflect Reconciliation Action Plan as part of our journey towards reconciliation. This is the beginning of a long-term commitment and significant step in highlighting how Macpherson Kelley will contribute to reconciliation in Australia. We will do this by respectfully and meaningfully engaging with First Nations peoples, their communities and businesses to grow impactful relationships and progress a vision of reconciliation together.

Macpherson Kelley was founded on the land of the Bunurong peoples of the Kulin Nation more than 115 years ago. The history of this land stretches back over 65,000 years. We acknowledge that this history has included dispossession and colonisation, which has meant an unfortunate foundation for disparity between Aboriginal and Torres Strait Islander and non-Indigenous Australians. It is imperative that we work with local Aboriginal and Torres Strait Islander peoples to deliver community strengthening initiatives.

On behalf of the Macpherson Kelley Board and Executive team, I am proud to endorse this Reconciliation Action Plan and our genuine commitment towards reconciliation. I thank our RAP Committee for their efforts in progressing this important work.



Grant Guenther
National Managing Principal



Our partnerships and current activities

Macpherson Kelley has demonstrated a strong commitment towards reconciliation through the delivery of the following initiatives:

- Identifying opportunities to source goods and services from businesses owned by First Nations people, such as the introduction of videoconferencing technology from Message Stick. This relationship, which commenced in September 2022, is ongoing as we seek to roll out their technology in all four of our offices.
- Macpherson Kelley representation at the anniversary of the National Apology to the Stolen Generations in Canberra.
- Annual participation and celebration of NAIDOC week, with a particular emphasis on cultural awareness development, specifically working with the Bunurong Land Council to understand the history of the local Bunurong lands and waters.
- Community partnership with Children's Ground through the Macpherson Kelley Foundation (MKF). The Macpherson Kelley Foundation provides a meaningful and effective way for our firm to engage and assist with causes we are passionate about. Strengthening access to education and health for children is an area our employees have prioritised. The Macpherson Kelley Foundation is proud to have Children's Ground as one of their current Community Partners. Since May 2023, we have supported the valuable work they do within the community through financial contributions.



Relationships



Action	Deliverable	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	· Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence	February 2024	Chief People Officer
	· Develop an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders	February 2024	Communication Advisor
	· Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	February 2024	Chief People Officer
2 Build relationships through celebrating National Reconciliation Week (NRW)	· Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2024	Chief People Officer
	· RAP Working Group members to participate in an external NRW event	27 May – 3 June 2024	Chief People 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 2024	Chief People Officer
3 Promote reconciliation through our sphere of influence	· Communicate our commitment to reconciliation to all staff at Town Halls	February 2024	Managing Principal Lawyer
	· Create a reconciliation intranet page (for internal purposes) to promote RAP action and education	February 2024	Communication Advisor
	· Identify external stakeholders that our organisation can engage with on our reconciliation journey	February 2024	Chief People Officer
	· Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	July 2024	Chief People Officer
4 Promote positive race relations through anti-discrimination strategies	· Research best practice and policies in areas of race relations and anti-discrimination	February 2024	HR Business Partner
	· Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	February 2024	HR Business Partner

Respect



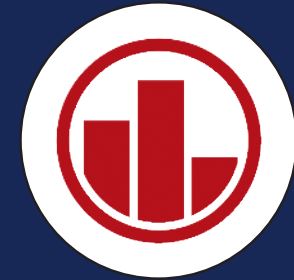
Action	Deliverable	Timeline	Responsibility
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	· Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	February 2024	Chief People Officer
	· Conduct a review of cultural learning needs within our organisation	February 2024	Chief People Officer
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	· Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area	February 2024	Chief People Officer
	· Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	February 2024	Chief People Officer
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	· Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	June 2024	Chief People Officer
	· Introduce our staff to NAIDOC Week by promoting external events in our local area	June 2024	Chief People Officer
	· RAP Working Group to participate in an external NAIDOC Week event	First week of July 2024	Chief People Officer

Opportunities



Action	Deliverable	Timeline	Responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	· Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	May 2024	Talent Acquisition Advisor
	· Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	May 2024	Talent Acquisition Advisor
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	· Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	February 2024	Chief People Officer
	· Investigate Supply Nation membership	April 2024	Chief People Officer

Governance



Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	· Maintain RWG to govern RAP implementation	February 2024	Chief People Officer
	· Draft a Terms of Reference for the RWG	February 2024	Chief People Officer
	· Establish Aboriginal and Torres Strait Islander representation on the RWG	February 2024	Chief People Officer
11 Provide appropriate support for effective implementation of RAP commitments	· Define resource needs for RAP implementation	March 2024	Chief People Officer
	· Engage senior leaders in the delivery of RAP commitments	July 2024	Chief People Officer
	· Maintain a senior leader to champion our RAP internally	February 2025	Chief People Officer
	· Define appropriate systems and capability to track, measure and report on RAP commitments	March 2024	Chief People Officer
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	1 August annually	Chief People Officer
	· Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	30 September annually	Chief People Officer
	· Complete and submit the annual RAP Impact Survey to Reconciliation Australia	June 2024	Chief People Officer
13 Continue our reconciliation journey by developing our next RAP	· Register via Reconciliation Australia's website to begin developing our next RAP	June 2024	Chief People Officer

Contact details:

Olivia Holmes
Chief People Officer

03 9794 2613
olivia.holmes@mk.com.au

1800 888 966
info@mk.com.au
mk.com.au

New South Wales
Sydney

Queensland
Brisbane

Victoria
Melbourne
Dandenong

