

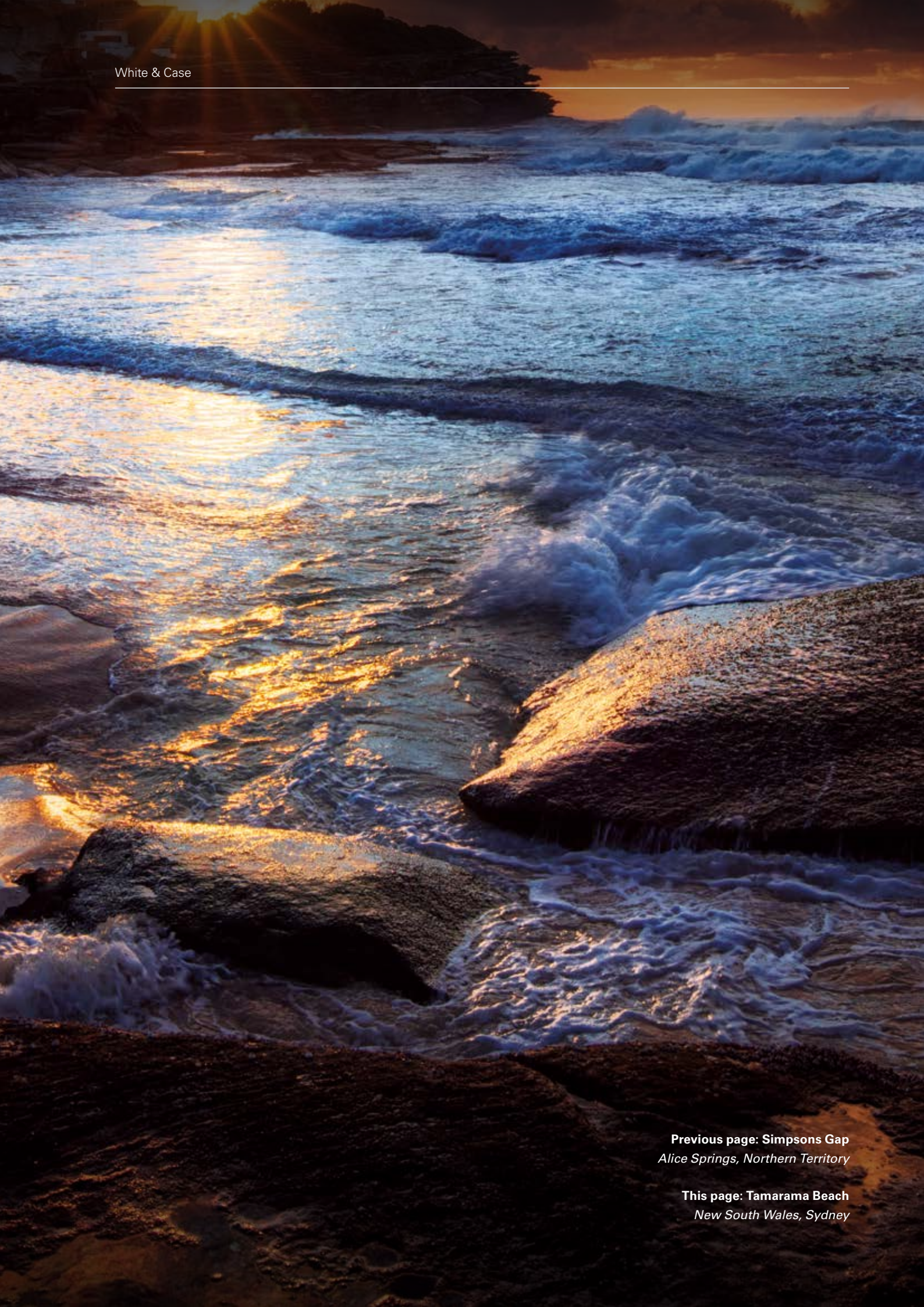
Reconciliation Action Plan

April 2020 – September 2021



RECONCILIATION
ACTION PLAN

REFLECT



Previous page: Simpsons Gap
Alice Springs, Northern Territory

This page: Tamarama Beach
New South Wales, Sydney

Message from White & Case

White & Case is pleased to adopt its first Reconciliation Action Plan (RAP).

While we are a relative newcomer to Australia, we recognise the importance of reconciliation to our Firm and to Australia's future as a nation. With this Plan, we commit to enhancing our understanding of the antiquity, diversity and richness of Aboriginal and Torres Strait Islander cultures, the vital contributions they make to contemporary Australian society, and the challenges and barriers that can prevent Aboriginal and Torres Strait Islander peoples from achieving their full potential.

Our Plan will contribute to raising awareness of these matters within our Firm and the broader community, including our overseas clients who do business in Australia. This awareness is an essential first step to achieving reconciliation. Our Plan will also provide a strong platform for our collaboration with Aboriginal and Torres Strait Islander individuals, organisations and communities, using the talents and commitment of our people to further the cause of reconciliation.

We are indebted to Reconciliation Australia for its guidance and support in helping us develop our RAP, and thank the members of our RAP Working Group for their efforts and commitment to taking this important step.

Tim Power

Partner and Chair, RAP Working Group

Joel Rennie

Office Executive Partner, Sydney

Josh Sgro

Office Executive Partner, Melbourne

Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome White & Case to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, White & Case joins more than 1,000 dedicated corporate, government and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides White & Case a roadmap to begin its reconciliation journey.

Through implementing a Reflect RAP, White & Case will lay the foundations for future RAPs and reconciliation initiatives.

We wish White & Case well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend White & Case on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer Reconciliation Australia



Tyalgum Creek
New South Wales, Sydney

About White & Case

Global law firm White & Case entered the Australian market in 2016, establishing offices in Melbourne and Sydney.

Today, our teams in these cities represent clients in inbound and outbound cross-border business involving Australia, and regularly advise on foreign direct investments into Australia. We advise participants in the region primarily on infrastructure development, energy and resources, M&A/corporate, project finance, planning and environmental issues, bank finance, dispute resolution, trade and securities.

We currently have 95 lawyers and staff in Australia. None of our employees identify as Aboriginal or Torres Strait Islander.

Diversity and Inclusion

Diversity and inclusion are core White & Case values, embedded in all we do as One Firm around the world. We recruit, retain and advance people of diverse backgrounds, and we innovate best practices to increase diversity both in the legal profession globally and internally.

Our community includes individuals of 109 nationalities who speak 88 languages and work in 44 offices in 30 countries. Their diversity strengthens our work across practices and regions. As we serve clients around the world, our diversity not only enriches us collectively, but also makes us a law firm of choice for employees worldwide.

We continually educate our community to embrace their unique differences, including race, colour, ethnicity, religion, gender, gender identity or expression, sexual orientation, disability, neurodiversity, national origin, age, marital status, working pattern and educational or socio-economic background.





Porcupine Creek

Porcupine Gorge National Park, Queensland

Global Citizenship

White & Case is a signatory to the United Nations Global Compact. We are committed to doing business responsibly by aligning our operations with the UN Global Compact's ten principles related to human rights, labour, the environment and anti-corruption.

Our Global Pro Bono Practice, the result of a century of commitment to this work, is the focus of our community engagement activities. In 2019, lawyers from all our offices devoted more than 140,000 hours to pro bono matters, approximately 70 percent of which focused on supporting and promoting human rights.

Around the world, our pro bono clients include global international or non-governmental organisations, such as the International Federation of Red Cross/Red Crescent Societies, Médecins Sans Frontières, Conservation International and the Child Rights International Network. We have a longstanding commitment to advancing the rights of indigenous peoples. In 2012, a global White & Case team completed extensive legal research to help the Cyrus R. Vance Center for International Justice advise the UN Special Rapporteur on the Rights of Indigenous Peoples on developing guidelines for natural resource extraction that may potentially affect indigenous peoples.

White & Case also has a strong local pro bono practice in Australia, and has handled matters that advance the status of indigenous peoples. In 2019, our Australian pro bono clients included the National Apology Foundation for Indigenous Australians and the Amaroo Legal Aboriginal Land Council.



'Para' – Ghost Gums
Tali Tali Pompey – 2010
Acrylic and ink on linen canvas
39 3/4 x 71 5/8 in



Office artwork

White & Case showcases the work of diverse artists in our offices around the world.

Our collection includes *Para* (ghost gums), by Aboriginal artist Tali Tali Pompey (1945 – 2011).

The painting, which we acquired in 2018, sits in our London office. The trees it depicts are mainly found in the south of the Northern Territory, where Finke, the artist's birthplace, is located.



Tali Tali Pompey, photographed with one of her paintings.
©2019 garrybenson.

Our RAP

Reconciliation with Aboriginal and Torres Strait peoples aligns with our culture and values as a Firm, and as individual Australian partners and staff.

It is a distinctly Australian manifestation of our commitment to global citizenship. Our RAP represents our plan to build an understanding of Aboriginal and Torres Strait Islander peoples and to celebrate their rich traditions, cultures and achievements.

We begin our reconciliation journey with a focus on relationships, respect, opportunities and governance. To reach our goal of reconciliation, we are committed to:

- Establishing and sustaining an internal working group to raise awareness and build relationships with reconciliation bodies and Aboriginal and Torres Strait Islander peoples and organisations
- Demonstrating respect for Aboriginal and Torres Strait Islander cultures, histories and achievements by providing learning and development opportunities
- Promoting opportunities for Aboriginal and Torres Strait Islander peoples by investigating employment opportunities, pro bono engagements and supplier diversity at the Firm and
- Ensuring our accountability by tracking our progress against our RAP objectives and reporting quarterly to our Australian partnership and Global Head of Diversity on its implementation



Moonie River
Nindigully, Queensland



Action	Deliverable
<p>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations</p>	<p>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence</p> <p>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations</p>
<p>Build relationships through celebrating National Reconciliation Week (NRW)</p>	<p>Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our partners and staff</p> <p>RAP Working Group members to participate in an external NRW event</p> <p>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW</p>
<p>Promote reconciliation through our sphere of influence</p>	<p>Communicate our commitment to reconciliation to all staff</p> <p>Launch the RAP through the Firm intranet and LinkedIn to raise awareness throughout White & Case globally</p> <p>Build relationships with other law firms that have RAPs to collaborate on reconciliation initiatives, share learnings and enhance our shared reconciliation journey</p> <p>Investigate relationships with Aboriginal and Torres Strait Islander Law Student Associations, such as Tarwirri and Ngalaya</p> <p>Organise for White & Case to join the Legal Profession Reconciliation Network and participate in events</p> <p>Investigate membership of Victorian and NSW Reconciliation bodies</p> <p>Organise for White & Case to become a member of the Business Council of Australia’s Business-Aboriginal and Torres Strait Islander network</p>
<p>Promote positive race relations through anti-discrimination strategies</p>	<p>Research best practice and policies in areas of race relations and anti-discrimination</p> <p>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs</p>

Timeline	Responsibility
May – June 2020 May – June 2021	RAP Partner
May – June 2020 May – June 2021	RAP Partner
May – June 2020 May – June 2021	RAP Partner Partners
Quarterly Town Hall meetings in June, September and December 2020, and March and June 2021	Head of Projects – Asia-Pacific
May 2020	RAP Partner supported by Senior Business Development Manager
June 2020	RAP Partner
August 2020	Recruitment Manager
August 2020	RAP Partner
July 2020	RAP Partner
July 2020	RAP Partner
July 2020	HR Lead, Australia
July 2021	Senior HR Advisor
July 2020	HR Lead, Australia
July 2021	Senior HR Advisor



Glen Helen Gorge & Finke River
Tjoritja, Northern Territory



Respect

Action

Deliverable

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

Conduct a review of cultural learning needs within our organisation

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

Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols

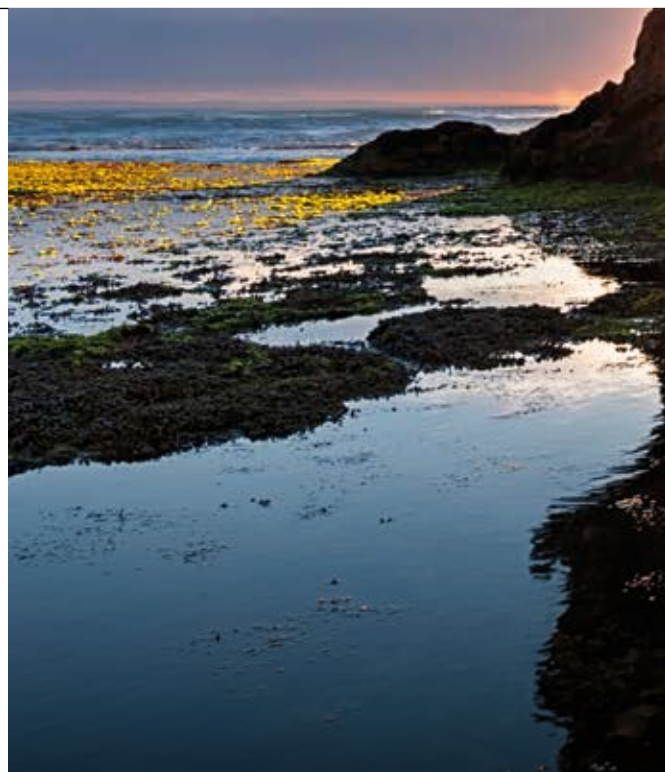
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week

Communicate our commitment to reconciliation to all staff

Raise awareness and share information amongst our staff about the meaning of NAIDOC Week

Introduce our staff to NAIDOC Week by promoting external events in our local area

RAP Working Group to participate in an external NAIDOC Week event



Timeline	Responsibility
August 2020	RAP Partner supported by Senior Finance Manager
October 2020	HR Lead
September 2020	RAP Partner
May 2020	RAP Partner
July 2020 – July 2021	RAP Partner
July 2020 – July 2021	RAP Partner
July 2020 – July 2021	RAP Partner
July 2020	RAP Partner



Sierra Nevada Rocks
 Mornington Peninsula, Victoria



Action

Deliverable

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

Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities

Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation

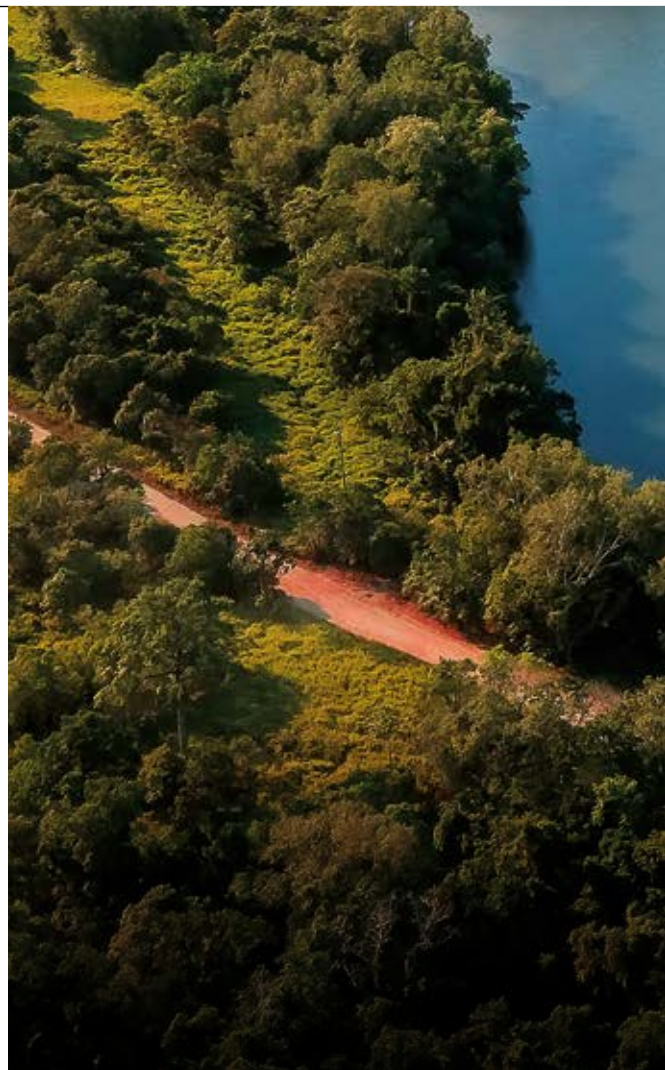
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

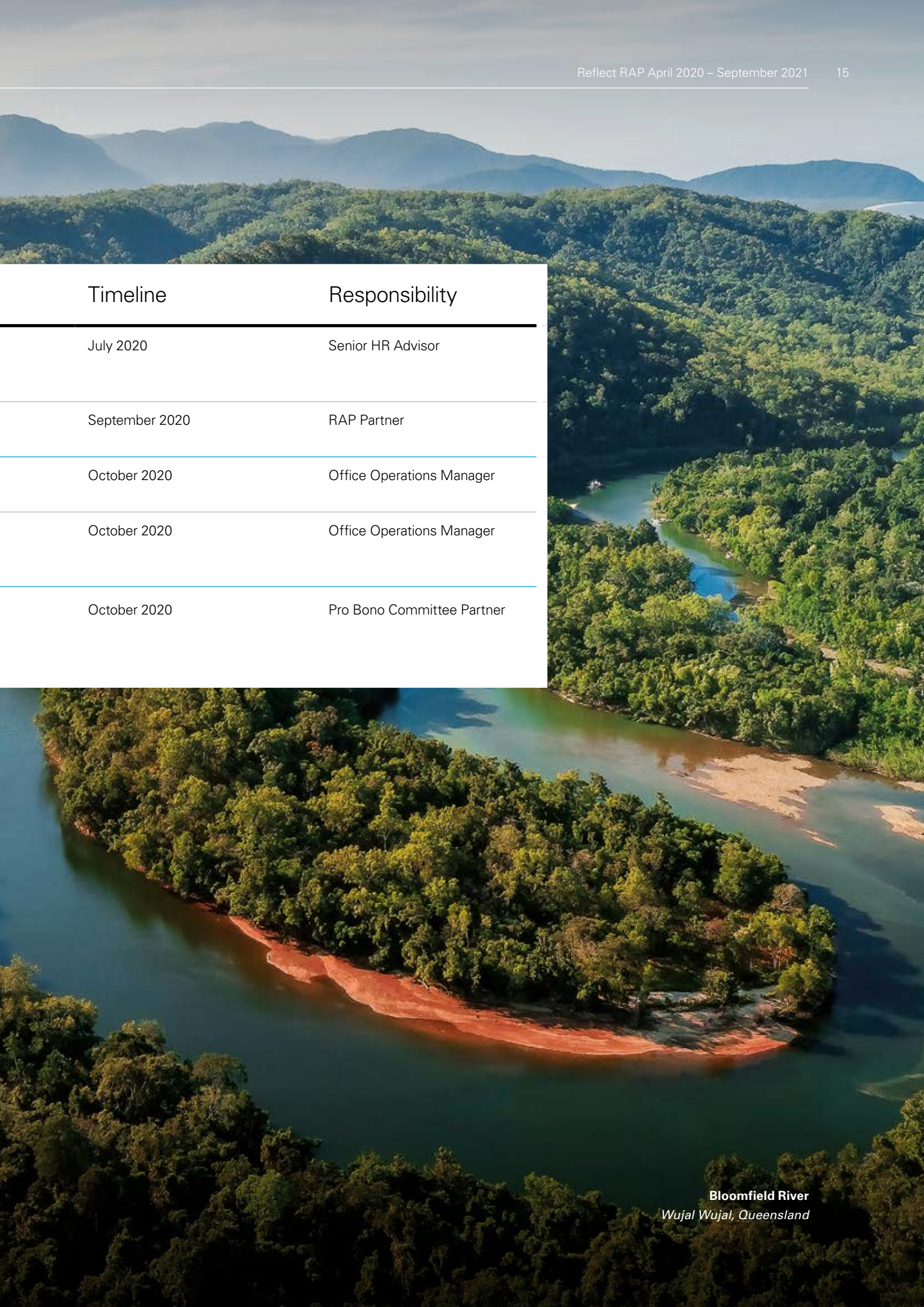
Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses

Investigate Supply Nation membership

Explore and pursue opportunities to develop an Aboriginal and Torres Strait Islander Pro Bono practice

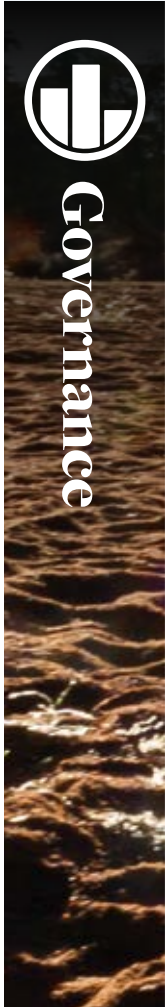
Develop a list of appropriate, conflict-free pro bono opportunities to provide expert legal services in support of Aboriginal and Torres Strait Islander peoples





Timeline	Responsibility
July 2020	Senior HR Advisor
September 2020	RAP Partner
October 2020	Office Operations Manager
October 2020	Office Operations Manager
October 2020	Pro Bono Committee Partner

Bloomfield River
Wujal Wujal, Queensland



Action

Deliverable

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP

Form an RWG to govern RAP implementation

Prepare Terms of Reference for the RWG and to support the RAP partner

Establish Aboriginal and Torres Strait Islander representation in the RWG

Provide appropriate support for effective implementation of RAP commitments

Define resource needs for RAP implementation

Engage senior leaders in the delivery of RAP commitments

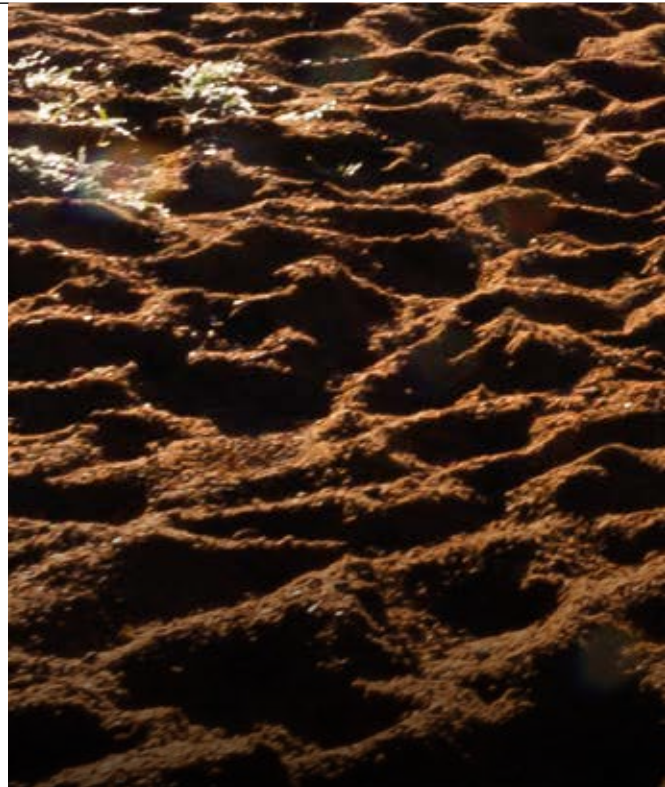
Define appropriate systems and capability to track, measure and report on RAP commitments

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

Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia

Continue our reconciliation journey by developing our next RAP

Register via Reconciliation Australia's [website](#) to begin developing our next RAP



Timeline	Responsibility
April 2020	RAP Partner
May 2020	RAP Partner
September 2020	RAP Partner
May 2020	RAP Partner supported by Senior Finance Manager
May 2020	RAP Partner supported by RWG
May 2020	RAP Partner
30 September 2020 30 September 2021	RAP Partner
May 2021	RAP Partner



The waterhole that was the original site for Alice Springs
Alice Springs, Northern Territory

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White & Case means the international legal practice comprising White & Case LLP, a New York State registered limited liability partnership, White & Case LLP, a limited liability partnership incorporated under English law, and all other affiliated partnerships, companies and entities.

This publication is prepared for the general information of interested persons. It is not, and does not attempt to be, comprehensive in nature. Due to the general nature of its content, it should not be regarded as legal advice.

Simpsons Gap
Alice Springs, Northern Territory