



# TURKSLEGAL REFLECT RECONCILIATION ACTION PLAN

FEBRUARY 2021 - FEBRUARY 2022

**Turks.**



INSURANCE • COMMERCIAL • BANKING



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## About the artwork



“**Stay in your magic**” is about staying true to yourself, holding on and keeping that magic you have been gifted. We all have a unique and powerful gift to share with the world that is unique to every one of us. Stay true to who you are and share your gift.

## About the artist



The artist, Tamara Murray, is a proud member of the Barkindtji and Muraroah tribes on her mother’s side, the Yorta Yorta and Dhudaroah tribes on her father’s side.

She grew up on the Namatjira Mission in the small country town of Coomealla

*“Culture is everything to me, it’s a way of life, it’s my identity, it’s who I represent – my people, my family. Culture is our way of healing, telling stories, keeping spirits and traditions alive. It’s our connection to the land”.*

For Tamara, her art is not simply paint on a canvas; it’s a story, it’s a place, it’s someone she has met along the way that has inspired her. It’s a deep connection to the land and her culture. It’s a story that has been passed down.

*“I want my art to help break down barriers between Indigenous and non-Indigenous Australians. I hope I can help educate and contribute to a more peaceful world where our children can all walk as one, hand in hand, no matter their skin colour or cultural identity”.*

# Acknowledgment of Country

We begin by acknowledging the Traditional Owners of the land on which we meet and operate our business today and pay our respects to Elders past, present and emerging.



## A Message from TurksLegal Senior Leadership

“ I am proud to present TurksLegal’s first Reconciliation Action Plan (RAP). This plan outlines our commitment to strengthening an inclusive workplace as well as laying the foundations for building relationships with the Aboriginal and Torres Strait Islander communities.

Whilst we are in the early stages of our reconciliation journey, we have adopted Reconciliation Australia’s framework by starting on our Reflect plan. This will define our vision of engaging with the Aboriginal and Torres Strait Islander communities when seeking to promote and support diversity more broadly.

Driven by our values of respect, diversity and inclusiveness we are looking forward to executing our plan and we are excited by what we will achieve over the next 12 months.

Whilst we cannot change the past, we are committed to addressing it and taking action.”



**Kiri Brain**  
CEO

“ 2020 has been a challenging year for humanity. Through those challenges, we have better understood the role we must embrace in addressing the social, economic and health disparity between Aboriginal and Torres Strait Islander peoples and other Australians. Reconciliation is a very important focus for the Diversity and Inclusion Committee and for the firm. I am proud to have seen the Diversity and Inclusion Committee establish and progress our Reconciliation Australia Plan and to see the passion from my TurksLegal colleagues to be a part of our reconciliation initiatives.

We are committed to playing our role for a more fair, equal and respectful society, where Aboriginal and Torres Strait Islander peoples will have their voices truly heard and where they are restored to a place of equity, dignity and respect. The legal profession needs greater Aboriginal and Torres Strait Islander representation and it is incumbent on all of us to build pathways that allow this to happen.”



**Darryl Pereira**  
Chair Diversity & Inclusion Committee




## Our Business

TurksLegal is a specialist law firm with offices in Sydney, Melbourne, Brisbane and Newcastle and with a reach throughout the rest of Australia. We employ over 190 people and have over 110 lawyers, including 32 partners and 10 special counsel. TurksLegal currently has one Aboriginal and Torres Strait Islander staff member. Our core areas of specialty are Insurance, Commercial and Banking.

We have relentlessly focused on doing what we do best, which is delivering innovative and practical solutions to the legal and business hurdles which our clients face in the corporate, insurance and banking fields.

At the heart of our culture is our unshakeable belief that our diversity of people, beliefs and approaches makes our product offerings better, stronger and deeper.

TurksLegal draws its firm values from a stated commitment to the following principles:

				
<b>LEADERS</b>	<b>ACCOUNTABLE</b>	<b>TOGETHER</b>	<b>INTEGRITY</b>	<b>BOLD</b>

Within these values, TurksLegal's commitment to togetherness is a statement of the importance placed on supporting and treating one another with respect. The TurksLegal Diversity and Inclusion Committee was established to transform this commitment into positive outcomes in support of social justice issues and the development of a RAP is a continuation of that ongoing effort.

# Our RAP

Reconciliation Australia's framework sets out a structured approach to advancing reconciliation. There are four different types of RAP through which TurksLegal envisages its reconciliation journey taking place:

1. Reflect (Deciding on our vision)
2. Innovate (Implementing our vision)
3. Stretch (Embedding our long term vision)
4. Elevate (Industry leadership)

TurksLegal decided to develop a RAP in order to advance its core stated principle of "togetherness" by promoting inclusivity in the workplace and business practices.

TurksLegal is commencing its journey and the starting place for this is to 'Reflect' over the course of this 12 month RAP. The intention is to evaluate the success of our Reflect RAP and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia in September 2021.

The purpose of the Reflect RAP is to reflect on how TurksLegal can contribute to reconciliation and by undertaking the actions and initiatives as part of our RAP, develop a vision for what we want to achieve in the future.

The long-term goal of the entire process from the perspective of TurksLegal is to educate staff on Aboriginal and Torres Strait Islander histories, cultures and the need for reconciliation as a first step so that current and future Aboriginal and Torres Strait Islander employees are included and safe in the workplace.

Once established the plan will assist TurksLegal in meaningfully engaging with Aboriginal and Torres Strait Islander communities when seeking to promote and support diversity and inclusion more broadly.





## Key Goals

- Raise internal awareness at TurksLegal of Aboriginal and Torres Strait Islander histories, cultures and the need for reconciliation so that Aboriginal and Torres Strait Islander employees are included and safe in the workplace.
- Establish a connection with Aboriginal and Torres Strait Islander communities and stakeholders.
- Create the foundation for an Aboriginal and Torres Strait Islander employment strategy.
- Understand our sphere of influence within the Aboriginal and Torres Strait Islander community.

## The RAP Working Group

The RAP working group consists of a number of employees across the business and is the key group responsible for implementing the RAP. This group creates content, generates ideas and drives progress on the RAP.

The RAP working group will be led by Darryl Pereira as TurksLegal's RAP Champion. Darryl is the current chair of TurksLegal's Diversity and Inclusion Committee and will be responsible for driving internal engagement with and awareness of the RAP.



# Actions and Deliverables

## Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	June 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	June 2021	RAP Champion
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	27 May 2021 – 3 June 2021	Head of People and Culture
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	May 2021	Head of People and Culture
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	May 2021	Head of People and Culture
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	May 2021	Chair of D&I Committee
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	April 2021	Chair of D&I Committee
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	April 2021	Chair of D&I Committee
	<ul style="list-style-type: none"> <li>Identify an appropriate Aboriginal and Torres Strait Islander charitable organisation to partner with and support when promoting and celebrating Aboriginal and Torres Strait Islander events.</li> </ul>	May 2021	RAP Champion
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	May 2021	Head of People and Culture
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	May 2021	Head of People and Culture
	<ul style="list-style-type: none"> <li>Facilitate employee access to Benestar's individual wellbeing support options and its incident management options.</li> </ul>	May 2021	Head of People and Culture



# Actions and Deliverables

## Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	August 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	August 2021	Head of People and Culture
	<ul style="list-style-type: none"> <li>Capture data and measure the staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.</li> </ul>	August 2021	Head of People and Culture
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	November 2021	Head of People and Culture
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	November 2021	Head of People and Culture
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	First week in July, 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	First week in July, 2021	RAP Champion
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July, 2021	RAP Champion
Identify ways in which TurksLegal can create an inclusive physical environment in its offices for Aboriginal and Torres Strait Islander employees.	<ul style="list-style-type: none"> <li>Consider the placing of Aboriginal and Torres Strait Islander artworks.</li> </ul>	February 2021	Office Manager
	<ul style="list-style-type: none"> <li>In consultation with local Traditional Custodians, consider the renaming of meeting rooms in Aboriginal and Torres Strait Islander languages.</li> </ul>	February 2021	Office Manager
	<ul style="list-style-type: none"> <li>Consider other measures that can be taken to facilitate an inclusive environment.</li> </ul>	January 2022	Chair of D&I Committee



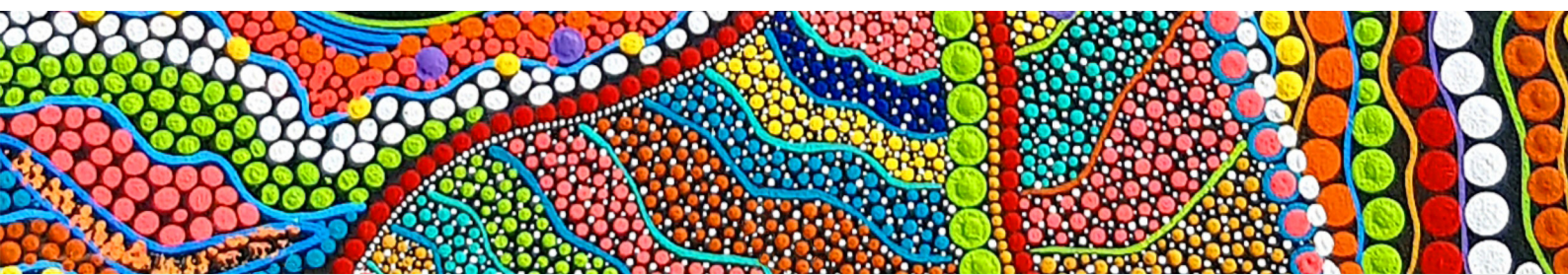
# Actions and Deliverables

## Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	August 2021	Head of People and Culture
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	August 2021	Head of People and Culture
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	August 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	August 2021	RAP Champion

## Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> </ul>	February 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	March 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	March 2021	RAP Champion
Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	March 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	March 2021	RAP Champion
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	March 2021	RAP Champion
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September 2021	Head of People and Culture
Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	October 2021	Head of People and Culture





## Contact Us

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