UNSW Law
Reconciliation Action Plan
2015 - 2017
Teena McCarthy is a descendant of the Barkindji people, although born in Perth in 1962, and moved to Sydney in 1982. Teena is a recent graduate from University of New South Wales Art & Design where she obtained a BFA with Distinction (BFA ‘14).

McCarthy’s current body of work synthesizes the personal and the political, with wit, humour and pathos as she interrogates the legacy of colonisation, simultaneously grappling with issues of displacement and the Stolen Generations.

Working predominantly in painting and photography to push the boundaries and explore contemporised issues, creating her own processes of experimentation, McCarthy challenges the notion of what painting is in the here and now.


“One Road One People’ is a symbolic painting, each mark has a meaning for me. The White Hand of ‘colonisation’ reaches towards the Black Hand of ‘First Peoples’, as a gesture of friendship and hope. Granite, a rock common throughout Australia, is my primary reference point for Australia. The granite, made up of multi hues of colour, is an integral element that speaks of time, culture and country. The brightness of the yellow dawn portrays reconciliation, and a new beginning; leading the road towards a better future.”

The artwork will be added to the UNSW Law Indigenous artwork collection.
UNSW Law acknowledges the Bedegal people who are the Traditional Custodians of the lands where this Law School is located. UNSW Australia (The University of New South Wales) is situated near an 8000 year old campsite around which the people of the area taught culture, history and subsistence. From an age-old past through to the present, the site holds significance as a place for gathering, meeting, teaching and sharing.

For UNSW Law, reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians means fostering and treasuring enduring relationships. UNSW Law strives to achieve personal and professional fulfilment and self-empowerment for Aboriginal and Torres Strait Islander peoples in all aspects of its life and business; and

For UNSW Law, forging enduring relationships requires dialogue between Aboriginal and Torres Strait Islander peoples and other Australians, within and beyond the Faculty, building a supportive environment for all Aboriginal and Torres Strait Islander peoples who work, visit or study here; and

For UNSW Law, respect, participation, representation, consideration and an understanding of the issues facing Aboriginal and Torres Strait Islander peoples, are essential features of the journey to, and achievement of, reconciliation; and

For UNSW Law, celebrating diversity, learning and achieving social justice are fundamental to our mission; and

For UNSW Law, this Reconciliation Action Plan (RAP) expresses our commitment to providing opportunity and support for, and a willingness to stand with and to learn from, Aboriginal and Torres Strait Islander peoples.

Professor David Dixon,

Dean
Faculty of Law UNSW
UNSW Law, through its teaching, research and community outreach, promotes a holistic understanding of law and its role in society. It has a strong and unwavering commitment to social justice, technical excellence and inter-disciplinary research, informed by the knowledge that law can and does bear harshly and disproportionately upon sectors of the community, including upon Aboriginal and Torres Strait Islander peoples.

UNSW Law is one of eight faculties at UNSW Australia, a founding member of the Group of Eight (G08) Universities (a coalition of Australia’s leading research-intensive universities), amongst which UNSW Law is ranked 15th Law School in the world (QS World University Rankings 2015). UNSW Law has more than 1,700 undergraduate students; over 1,000 postgraduate students; over 100 higher degree research students; and over 15,000 alumni. The total number of Aboriginal and Torres Strait Islander students enrolled (at Semester 1 2015) was 54. Students at UNSW Law undertake undergraduate study in the form of a dual degree, choosing from over 23 dual degree options. Students can combine a Bachelor of Laws with a non-law degree such as Arts, Commerce or Science. UNSW Law also offers a range of leading postgraduate and research programs.

UNSW Law is committed to Aboriginal and Torres Strait Islander peoples’ legal education, and since 1975, 80 Aboriginal or Torres Strait Islander students have graduated from its Law programs. UNSW Law includes more than 90 professors and lecturers, many of whom are leaders in their areas of research interest. Members of the Faculty regularly win major research grants which enable them to conduct path-breaking research in the Faculty’s areas of research strength. We teach our students to see law from many perspectives. Our students are taught top quality doctrinal and analytical skills, preparing them not only for successful careers in the law, but for a wide range of career opportunities in myriad fields. This connects with strong commitment to principles of social justice and the rule of law. It also leads naturally to an interdisciplinary, contextual approach to studying and learning.

UNSW Law is also supported by 60 professional and technical staff who provide management and support in teaching, research, finance and student administration.

UNSW Law incorporates a range of legal research, advocacy and education centres. These centres are integral to the Faculty’s research output. They also play an essential role in the education of UNSW Law students through the provision of internships and clinical legal education. Some of our leading centres include the Indigenous Law Centre, Kingsford Legal Centre, the Australian Human Rights Centre, Australian Pro Bono Centre, and the Andrew and Renata Kaldor Centre for International Refugee Law.

1 UNSW Law discloses Aboriginal and Torres Strait Islander people staff numbers direct to Reconciliation Australia.
Our Values

• **Teaching** in a collegial, collaborative, innovative and intellectually rigorous manner with an uncompromising commitment to excellence;

• **Seeing** society differently by challenging assumptions, welcoming diversity, entrenching interdisciplinary perspectives, facilitating reflective practice and advocating justice for all in accordance with Faculty and UNSW commitments to social justice;

• **Researching** the law from critical perspectives, utilising reform-orientated, visionary approaches and linking research with teaching;

• **Engaging** in current legal issues, teaching law practically and engaging with the profession, public sector, community and business;

• **Modelling** pluralistic, progressive and respectful educational practice while integrating the needs of the profession, public sector, community and business;

• **Living** with passion, professional excellence, idealism and high ethics.
Our Commitment

- To contribute to the improvement of educational, economic and social outcomes for Aboriginal and Torres Strait Islander peoples;
- To promote Aboriginal and Torres Strait Islander peoples’ representation in the UNSW Law workforce and in its student body, both undergraduate and postgraduate;
- To promote understanding of Aboriginal and Torres Strait Islander peoples’ issues and culture amongst all UNSW Law staff and students;
- To promote through UNSW Law programs, publications and in other ways an understanding of the impact of law and legal processes upon Aboriginal and Torres Strait Islander peoples;
- To engage Nura Gili in all aspects of UNSW Law activities, and to support Nura Gili in all aspects of its activities;
- To pursue strong ongoing relationships with Aboriginal and Torres Strait Islander alumni;
- To engage effectively with other Aboriginal and Torres Strait Islander groups, individuals and organisations in all aspects of UNSW Law’s activities.

“UNSW Law has always been committed to improving opportunity for Aboriginal and Torres Strait Islander peoples. Incorporating this commitment into the Reconciliation Action Plan both makes that commitment public, and ensures that all who work, study or otherwise engage with UNSW Law are aware of this commitment and understand what it entails. Congratulations to those who have worked so hard to develop the RAP which I’m sure will give a real boost and clear direction to UNSW Law’s reconciliation activities.”

- Carolyn Penfold, Head of School
  (current Head of School, previously Director, Indigenous Legal Education UNSW Law)
Alumni Profiles

Terri Janke
Terri Janke graduated from UNSW Law (Bachelor of Laws/Arts) in 1995 and established her own law firm in 2000. It was the first private independent Indigenous commercial law firm owned by a woman in Australia. Her very successful law firm specialises in Indigenous arts and intellectual and cultural property and business law, with a focus on Indigenous business. She has also written a novel, Butterfly Song, which was published in 2005.

Terri was NAIDOC Person of the Year in 2011 and Indigenous Lawyer of the Year in 2012. Terri was also recently listed in the AFR/Westpac 100 Women of Influence.

Matthew Myers
His Honour Judge Matthew Myers AM was appointed to the Federal Circuit Court of Australia in 2011 and is Australia’s first and only Indigenous Commonwealth judicial officer. Judge Myers holds a Bachelor of Arts, a Bachelor of Laws from the University of New South Wales in 1997, a Master of Applied Law (Family Law) and a Vocational Graduate Diploma of Family Dispute Resolution.

Prior to his appointment, Judge Myers undertook work as a Notary Public, Accredited Collaborative Family Lawyer, an Accredited Family Law Specialist in New South Wales, Victoria and Queensland and as an Accredited Family Dispute Resolution Practitioner.

Judge Myers was awarded the NSW Law Society President’s medal in 2011 and received the award of Member of the Order of Australia in the Queen’s Birthday Honours list in 2013.

Ashley Walker
Ash Walker is a Yuin man from the La Perouse Aboriginal community who graduated from UNSW Law (Bachelor Laws/Commerce) in 2011. In March 2011 Ash was one of two recipients to be awarded the prestigious John Koowarta Reconciliation Law Scholarship by the Law Council of Australia.

Ash was admitted as a solicitor of the Supreme Court of New South Wales in 2013 and works as a lawyer in Gilbert + Tobin’s Corporate Advisory group.
Our Journey

1971
UNSW Law established by Hal Wootten

1975
First Aboriginal and Torres Strait Islander students graduate from UNSW Law

1981
Aboriginal Law Research Unit established (now Indigenous Law Centre)

1986
Pat O’Shane (LLB ‘75) appointed Magistrate of NSW

1986
Pat O’Shane (LLB ‘75) appointed Magistrate of NSW

2012
Matthew Myers (LLB ‘97) appointed to Federal Court

2012
Megan Davis appointed as expert member on United Nations Permanent Forum on Indigenous Issues

2013
Damien Miller (LLB ‘98) becomes first Indigenous Head of Mission as Ambassador to Denmark

2014
Inaugural Mooting Competition of Australia’s First Peoples’ at UNSW Law
1995
First Pre-Law Program launched by Garth Nettheim

1996
Bob Belllear (LLB '78) appointed as first Indigenous District Court Judge of NSW

2004
Paul Rodwell “Book Lending Scheme” providing law text books for Aboriginal and Torres Strait Islander Students launched by Jill Hunter

2005
First Winter School in Law for Aboriginal and Torres Strait Islander high school Students

2006
Megan Davis appointed to UNSW Law as Director of Indigenous Law Centre

2009
Diploma in Humanities (Law Stream) launched (now Enabling Program)

2011
April Long (LLB ‘12) awarded inaugural Commonwealth Attorney-General’s Indigenous Law Student of the Year Award
Our RAP consolidates the achievements of UNSW Law’s strong commitment and dedication to reconciliation. It is built on the historical and enduring commitment UNSW Law has made to Aboriginal and Torres Strait Islander peoples and the RAP represents the beginning of the next stage of the journey towards reconciliation. Our RAP will continue to evolve to accomplish positive and exciting outcomes for UNSW Law and in the community.

UNSW Law is committed to the process of reconciliation with Aboriginal and Torres Strait Islander peoples. Since its inception in 1971 UNSW Law has been committed to the education of Aboriginal and Torres Strait Islander peoples and has provided pathways into law, a policy later adopted by the Federal Government for all Australian universities.

For over 40 years UNSW Law, in partnership with the Nura Gili Centre for Indigenous Programs, has been offering an alternative entry program into law and a range of outreach and support initiatives for Aboriginal and Torres Strait Islander peoples. The Law School is committed to increasing the number of law graduates in Australia and the Aboriginal and Torres Strait Islander Entry into Law Scheme at UNSW aims to play a significant part in this.

The UNSW Law RAP Management Group (in March 2015 renamed the Indigenous Legal Education, Reconciliation and Research Committee) was first established in 2009 to develop the RAP. The Law School embarked on the process of developing a RAP to formalise and provide a guiding framework to continue and expand its acknowledgement and commitment to Aboriginal and Torres Strait Islander peoples in legal education. The Indigenous Legal Education, Reconciliation and Research Committee consists of the following members: Director of Indigenous Legal Education; Associate Dean (Academic); Director of Undergraduate Studies; Director of Juris Doctor Studies; UNSW Law Student Services team member; Outreach Librarian (Law Library); Director of Kingsford Legal Centre; Kingsford Legal Centre Community Outreach Worker; Director of Nura Gili; Nura Gili General Manager; UNSW Law Faculty General Manager; UNSW Law Development Manager; UNSW Law Marketing Manager; UNSW Law Aboriginal and Torres Strait Islander Cadet; Law Society Indigenous Officer; UNSW Law Society Co-President; UNSW Law Society Social Justice Representative. There are 4 students and a minimum of 7 Aboriginal and Torres Strait Islander members on the Committee.

UNSW Law has appointed the holder of the executive position of Associate Dean (Academic) currently held by Professor Alex Steel to be its recognised RAP champion. Professor Steel, as Associate Dean (Academic), is well placed to ensure staff engagement and maintain momentum for the implementation of the RAP through UNSW Law committee leadership.
UNSW Law in developing this RAP has consulted with staff across UNSW Law, the Nura Gili Centre for Indigenous Programs, current Indigenous students, the Director of the Indigenous Law Centre and Reconciliation Australia.

In development of this RAP, UNSW Law would like to recognise the following partners who have provided guidance and support:

- **Reconciliation Australia**
- **The Nura Gili Centre for Indigenous Programs, UNSW**
  Nura Gili is the Centre for Indigenous Programs at the University of New South Wales. Nura Gili provides pathways for prospective Aboriginal and Torres Strait Islander students to study in all UNSW faculties and programs and a range of student support services, tutorial and study spaces for enrolled students.
- **The Herbert Smith Freehills Law Library**
  The Herbert Smith Freehills Law Library runs the Paul Rodwell Lending Scheme which provides free text books for all Aboriginal and Torres Strait Islander law students.
- **Indigenous Legal Education, Reconciliation and Research Committee**
  The Indigenous Legal Education, Reconciliation and Research Committee (formerly the Indigenous legal education committee) is staffed by academics, professional and technical staff, representatives from Nura Gili, and the student law society. It has been a driving force in the development of the RAP.
- **Kingsford Legal Centre (KLC)**
  Kingsford Legal Centre is a community legal centre which is located within UNSW Law and runs a clinical legal education program providing free legal advice and assistance to people who live, work or study in the Randwick and Botany local government areas in New South Wales.
- **Indigenous Law Centre (ILC)**
  Led by Professor Megan Davis, the Indigenous Law Centre is located within UNSW Law and focuses on research concerning Indigenous peoples and the law and produces the Indigenous Law Bulletin and the Australian Indigenous Law Review.
- **UNSW Alumni**
- **NSW Bar Association**
  UNSW Law has a close relationship with the NSW Bar Association and Indigenous Barristers’ Trust which runs a mentoring programs for Aboriginal and Torres Strait Islander law students.
### Relationships

UNSW Law understands the importance of fostering lasting relationships between Aboriginal and Torres Strait Islander peoples and other Australians, in order to create a welcoming, respectful and mutually beneficial work and study environment for our staff and students.

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<tr>
<td>Establish Indigenous Legal Education, Reconciliation and Research Committee and Implementation Process</td>
<td>Led by • Director of Indigenous Legal Education, Reconciliation and Research Committee • Dean • Faculty Centre Directors • Head of School • General Manager • Marketing • Nura Gili</td>
<td>• Dean • Faculty Centre Directors • Head of School • General Manager • Marketing • Nura Gili</td>
<td>June 2015</td>
<td>• Establish Meeting Schedule • Assign Indigenous Legal Education, Reconciliation and Research Committee responsibilities • Identify implementation strategy and Individual allocation of tasks</td>
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<td>2. The Indigenous Legal Education, Reconciliation and Research Committee actively monitors RAP development, including implementation of actions, tracking progress and reporting</td>
<td>Led by • Director of Indigenous Legal Education, Reconciliation and Research Committee</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee</td>
<td>June 2015</td>
<td>July 2015</td>
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<td>Develop cultural understanding and build relationships through participation in Aboriginal and Torres Strait Islander events</td>
<td>Led By • Dean • Head of School • Centre Directors • Marketing &amp; Communications Manager • Indigenous Legal Education, Reconciliation and Research Committee</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee</td>
<td>July 2015</td>
<td>December 2015</td>
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<tr>
<td><strong>4. Celebrate National Reconciliation Week (NRW) by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships</strong></td>
<td>Led by • Head of School • General Manager</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee</td>
<td>May 2015, 2016</td>
<td>• Organise one internal NRW event each year • Register all NRW events on the Reconciliation Australia website</td>
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**Strengthen and build external relationships that will result in strong, long term and mutually beneficial relationships**

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<td><strong>5. Work with outside organisations, including law firms, to increase opportunities for Aboriginal and Torres Strait Islander students</strong></td>
<td>Led By • LAW Alumni Officer • Faculty Development Manager • Faculty Advisory Board • Director of Indigenous Legal Education</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee • Student Services • Faculty Marketing • Alumni Officer</td>
<td>December 2015</td>
<td>• Aboriginal and/or Torres Strait Islander Alumni story included in every Alumni Newsletter • Continue partnership with Indigenous Barristers’ Strategy Working Party • Approach law firms to open opportunities for seminars, clerkships, mentoring and other events</td>
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<td><strong>6. Promote the UNSW Law RAP across the university and other Faculties</strong></td>
<td>Led By • Dean • Faculty Marketing Manager • Director of Indigenous Legal Education</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee</td>
<td>October 2015</td>
<td>• Deliver copy of RAP to each UNSW Division, and Faculty Executive team • Liaise and propose a presentation to senior executives in other UNSW Faculties on UNSW Law RAP</td>
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Respect & Cultural Awareness

UNSW Law believes that demonstrating respect for Aboriginal and Torres Strait Islander peoples, their cultures, country and histories through Faculty research, teaching, events, practices and values will ensure that UNSW Law is a culturally safe work and study environment for current and future staff and students.

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<tr>
<td>Acknowledge Traditional Owners at law events and functions</td>
<td>Led by Faculty General Manager, Faculty Marketing &amp; Communications Manager, Chairs of Committees, Dean</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee, Nura Gili, Equity and Diversity Committee</td>
<td>December 2015</td>
<td>• A Cultural Protocol document will be developed, communicated to staff and published on intranet. • Organisers of events and functions made aware of cultural protocols • Invite a Traditional Owner to provide a Welcome to Country at significant events and meetings • Acknowledgment of Country will be held when Traditional Owners are not present for meetings/events</td>
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<td>Encourage and support research that demonstrates respect for Aboriginal and Torres Strait Islander peoples</td>
<td>Led By Head of School, Faculty Centres, Associate Deans, Research Officers, Indigenous Legal Education, Reconciliation and Research Committee, Faculty Research Committee, Seminar Organisers</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee, Nura Gili</td>
<td>July 2015</td>
<td>July 2016</td>
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<tr>
<td>Encourage and promote staff cultural development</td>
<td>Led by Dean, Faculty General Manager</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee, Nura Gili</td>
<td>August 2015</td>
<td>February 2016</td>
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| 4. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and community through NAIDOC week events                                                                 | • Indigenous Legal Education, Reconciliation and Research Committee  
• Executive Officer                                                                                                                             | • Faculty Staff   
• Faculty students                                                                                                                               | July 2015          
April / May 2016                                                                  | • Run a local NAIDOC event annually  
• Provide opportunities for Aboriginal and Torres Strait Islander staff to participate in local NAIDOC week events  
• Review HR policies and procedures to ensure there are no barriers for staff to participate in NAIDOC week |
|                                                                                                                                                |                                                                                       |                     |                                |                                                                                   |
| Identify and promote curriculum content that respects Aboriginal and Torres Strait Islander peoples under the law                                                                                         | Led By                                                                                   | • Nura Gili   
• Faculty staff   
• Faculty students                                                                                                                               | November 2015       
March 2016         
July 2016                                                      | • Develop and implement protocols for communications and discussions in classrooms  
• Create online repository of Aboriginal and Torres Strait Islander cultural material for all courses ($1,500 for research assistant)  
• Develop, implement and communicate a protocol document for undergraduate and postgraduate curriculum content |
| 5. Identify and promote curriculum content that respects Aboriginal and Torres Strait Islander peoples under the law                                                                                     | • Head of School  
• Undergraduate & Postgraduate Education Committees  
• Program and course coordinators  
• Stream Directors  
• Faculty Student & Academic Services  
• Indigenous Legal Education, Reconciliation and Research Committee                                                                                                                          | • Law Library                                                                 |                                |                                                                                   |
| Maintain and Increase Subscriptions to Aboriginal and Torres Strait Islander publications                                                                                                               | Led by                                                                                   | • Nura Gili                                                                 | December 2015                      | • Carry out audit of current subscriptions to identify number of Aboriginal and Torres Strait Islander authored publications  
• Renew and identify opportunities to increase subscriptions  
• Subscribe to Koori Mail and other Aboriginal and Torres Strait Islander publications for staff room |
| 6. Subscribe to magazines, newsletters, Indigenous law journals and newspapers to enhance cultural learnings for students, teachers, research fellows                                                         | • UNSW Outreach Librarian  
• UNSW Law Centre Directors  
• Associate Dean Research                                                                                                                       | • Law Library                                                                 |                                |                                                                                   |
| Promote and display Aboriginal and Torres Strait Islander artwork                                                                            | Led By                                                                                   | • Indigenous Legal Education, Reconciliation and Research Committee  
• Faculty Marketing & Communications Manager  
• Faculty General Manager  
• Centre Directors                                                                                                                           | December 2015       
February 2016, 2017                                                               | • Develop guidelines for use of Aboriginal and Torres Strait Islander artworks in marketing  
• Engage with Aboriginal and Torres Strait Islander artists and designers for new material and inclusion in publications  
• Audit and record relevant information of Aboriginal and Torres Strait Islander artworks in UNSW Law  
• Appropriately acknowledge artist and artwork |

**Identify and promote curriculum content that respects Aboriginal and Torres Strait Islander peoples under the law**

- **Led By**
  - Head of School
  - Undergraduate & Postgraduate Education Committees
  - Program and course coordinators
  - Stream Directors
  - Faculty Student & Academic Services
  - Indigenous Legal Education, Reconciliation and Research Committee

- **Consultation**
  - Faculty Staff
  - Faculty students

- **Timeline**
  - July 2015
  - April / May 2016

- **Measurable Target**
  - Run a local NAIDOC event annually
  - Provide opportunities for Aboriginal and Torres Strait Islander staff to participate in local NAIDOC week events
  - Review HR policies and procedures to ensure there are no barriers for staff to participate in NAIDOC week

**Maintain and Increase Subscriptions to Aboriginal and Torres Strait Islander publications**

- **Led by**
  - UNSW Outreach Librarian
  - UNSW Law Centre Directors
  - Associate Dean Research

- **Consultation**
  - Law Library

- **Timeline**
  - December 2015

- **Measurable Target**
  - Carry out audit of current subscriptions to identify number of Aboriginal and Torres Strait Islander authored publications
  - Renew and identify opportunities to increase subscriptions
  - Subscribe to Koori Mail and other Aboriginal and Torres Strait Islander publications for staff room

**Promote and display Aboriginal and Torres Strait Islander artwork**

- **Led By**
  - Faculty Marketing & Communications Manager

- **Consultation**
  - Indigenous Legal Education, Reconciliation and Research Committee

- **Timeline**
  - December 2015

- **Measurable Target**
  - Develop guidelines for use of Aboriginal and Torres Strait Islander artworks in marketing
  - Engage with Aboriginal and Torres Strait Islander artists and designers for new material and inclusion in publications
  - Audit and record relevant information of Aboriginal and Torres Strait Islander artworks in UNSW Law
  - Appropriately acknowledge artist and artwork
## Opportunities

By identifying and promoting opportunities for Aboriginal and Torres Strait Islander peoples to strive to achieve personal goals, professional fulfilment and self-empowerment, UNSW Law is better positioning itself as a University of choice for a diverse range of staff and students.

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<tr>
<td><strong>Expand the academic, administrative and financial support for undergraduate, Juris Doctor and post-graduate Aboriginal and Torres Strait Islander law students</strong></td>
<td>Led by Indigenous Legal Education, Reconciliation and Research Committee&lt;br&gt;Head of School&lt;br&gt;Faculty General Manager&lt;br&gt;Head of School</td>
<td>Indigenous Legal Education, Reconciliation and Research Committee&lt;br&gt;Head of School&lt;br&gt;Faculty General Manager</td>
<td>September 2015, 2016, 2017</td>
<td>Maintain Foundations Enrichment 1 &amp; 2 (support programs for first year students)&lt;br&gt;Maintain Enabling Program (Diploma of Humanities)&lt;br&gt;Maintain Dedicated Director of Indigenous Legal Education position&lt;br&gt;Increase exam review program to upper year subjects&lt;br&gt;Expand upper year research experience scheme to 8 students per year&lt;br&gt;Support 2 eligible students to attend National Indigenous Legal Conference annually&lt;br&gt;Review and renew Indigenous academic cadetship program&lt;br&gt;Create teaching assistant position for Aboriginal and Torres Strait Islander graduate</td>
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<td><strong>Increase administrative support for Aboriginal and Torres Strait Islander students</strong></td>
<td>Led by Faculty General Manager&lt;br&gt;Student and Academic Services Manager&lt;br&gt;Faculty Marketing Manager&lt;br&gt;Director of Indigenous Legal Education&lt;br&gt;Head of School&lt;br&gt;Faculty General Manager&lt;br&gt;Head of School</td>
<td>Faculty General Manager&lt;br&gt;Faculty Marketing Manager&lt;br&gt;Director of Indigenous Legal Education</td>
<td>July 2015</td>
<td>Ensure increased time allocated to dedicated administrative support staff of Aboriginal and Torres Strait Islander students during peak activity periods&lt;br&gt;Update UNSW Law Indigenous student handbook produced and circulated to pre-law students, winter school students and any other intending students</td>
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<td><strong>Increase financial support for Aboriginal and Torres Strait Islander students</strong></td>
<td>Led by Faculty Development Manager&lt;br&gt;Faculty General Manager&lt;br&gt;Director of Indigenous Legal Education&lt;br&gt;Head of School&lt;br&gt;Dean</td>
<td>Faculty Development Manager&lt;br&gt;Faculty General Manager&lt;br&gt;Director of Indigenous Legal Education</td>
<td>December 2015</td>
<td>Expand the Paul Rodwell Lending Book Scheme to provide texts for all students in all courses&lt;br&gt;Approach 10 Law firms to discuss potential scholarships (Undergraduate and Postgraduate)&lt;br&gt;Renew Juris Doctor Indigenous student scholarship</td>
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<tr>
<td><strong>Provide academic, administrative and financial support for outreach activities to attract Aboriginal and Torres Strait Islanders students to UNSW Law</strong></td>
<td>Led by Indigenous Legal Education, Reconciliation and Research Committee&lt;br&gt;Faculty General Manager&lt;br&gt;Head of School&lt;br&gt;Student Services Manager&lt;br&gt;Marketing Manager&lt;br&gt;Nura Gili</td>
<td>Indigenous Legal Education, Reconciliation and Research Committee&lt;br&gt;Faculty General Manager&lt;br&gt;Head of School&lt;br&gt;Student Services Manager&lt;br&gt;Marketing Manager&lt;br&gt;Nura Gili</td>
<td>June 2015, October 2015, March 2016</td>
<td>Arrange for two current Aboriginal and/or Torres Strait Islander law students to mentor Law Winter School students&lt;br&gt;Establish an Aboriginal and Torres Strait Islander law ambassador group&lt;br&gt;Invite two additional guest speakers to participate in the Aboriginal and Torres Strait Islander Pre-law Program</td>
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<tr>
<td>5. Increase Aboriginal and Torres Strait Islander academic staff</td>
<td>Led by • Staffing Advisory Committee • Equity and Diversity Committee • Human Resources Manager • Dean</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee • UNSW Law Current Aboriginal and Torres Strait Islander peoples staff</td>
<td>June 2015</td>
<td>• Advertise all job vacancies in Aboriginal and Torres Strait Islander media • Engage and consult with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies and identify any barriers • Develop and implement a Faculty protocol to guide process of recruiting and mentoring Aboriginal and Torres Strait Islander academic staff (including consideration of recent graduates) • Review and update HR policies to ensure identified barriers for Aboriginal and Torres Strait Islander peoples are addressed • Investigate appropriate ways to capture baseline data on current Aboriginal and/or Torres Strait Islander employees to inform future employment developments</td>
</tr>
<tr>
<td>6. Increase Aboriginal and Torres Strait Islander professional and technical (non-academic) staff</td>
<td>Led by • Head of School • Faculty General Manager • Human Resources Manager</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee • UNSW Law Current Aboriginal and Torres Strait Islander peoples staff</td>
<td>June 2015</td>
<td>• Advertise all job vacancies in Aboriginal and Torres Strait Islander media • Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies and identify any barriers • Develop and implement a Faculty protocol to guide process of recruiting and mentoring Aboriginal and Torres Strait Islander professional and technical staff • Review and update HR policies to ensure identified barriers for Aboriginal and Torres Strait Islander peoples are addressed • Develop a plan and timeline for a traineeship for an Aboriginal or Torres Strait Islander peoples • Investigate appropriate ways to capture baseline data on current Aboriginal and/or Torres Strait Islander employees to inform future employment developments</td>
</tr>
<tr>
<td>7. Investigate opportunities to increase supplier diversity within UNSW Law</td>
<td>Led by • Faculty General Manager • Marketing Manager</td>
<td>• Finance Manager</td>
<td>December 2015</td>
<td>• Review procurement policy barriers to Aboriginal and Torres Strait Islander businesses • Educate staff about using Aboriginal and Torres Strait Islander businesses • Develop one or more commercial relationships with an Aboriginal and Torres Strait Islander business</td>
</tr>
</tbody>
</table>
## Tracking & Progress

<table>
<thead>
<tr>
<th>Action</th>
<th>Responsibility</th>
<th>Consultation</th>
<th>Timeline</th>
<th>Measurable Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establish Reporting Procedures of Indigenous Legal Education, Reconciliation and Research Committee within Faculty</td>
<td>Led by • Director of Indigenous Legal Education, Reconciliation and Research Committee</td>
<td>• Dean • Faculty Centre Directors • Head of School • Office Manager • Development Manager • Marketing • Nura Gili</td>
<td>February 2016</td>
<td>• Indigenous Legal Education, Reconciliation and Research Committee to compile RAP report annually which details - Progress towards targets - Barriers to achieving targets • Indigenous Legal Education, Reconciliation and Research Committee to consider RAP Report annually • Faculty Board/School to consider RAP Report annually • Investigate opportunities to publically report on RAP achievements, learnings and challenges</td>
</tr>
</tbody>
</table>

### Reporting Procedure to Reconciliation Australia

| 2. Complete and Submit annual RAP Questionnaire | Led by • Director of Indigenous Legal Education, Reconciliation and Research Committee | • Dean • Faculty Centre Directors • Head of School • Office Manager • Development Manager • Marketing • Nura Gili | September 2015, September 2016 | • RAP Questionnaire approval by Dean • Submit RAP Impact Measurement Questionnaire to Reconciliation Australia annually |

| 3. Review, refresh and update UNSW Law RAP | Led by • Director of Indigenous Legal Education, Reconciliation and Research Committee | • Dean • Faculty Centre Directors • Head of School • Office Manager • Development Manager • Marketing • Nura Gili | January - March 2017 | • Review, refresh and update RAP based on learnings, challenges and achievements of this RAP • Update and submit draft RAP to Reconciliation Australia for formal review and endorsement |