

KING & WOOD
MALLESONS
金杜律师事务所

KWM
COMMUNITY
IMPACT

Impact Report 2021

Working to Transform the Justice System for Young People

Cover Artwork:

Bessie Malarvie (1960–2013)

Bessie was born in Kirrkimby in the NT and grew up there and at Mistake Creek. She started at Nicholson Station in the kitchen washing dishes and sweeping and doing the laundry. She also worked at Mistake Creek. In the 70's she and her husband moved to Kununurra. They were camping at Lily Creek. Then a few years later in the 80's they shifted to Emu Creek. They started making artefacts there. Bessie's Dad was teaching them and they were selling in the street in Kununurra and then through the first Waringarri. They would go out on weekends looking for boab nuts to carve and sell. Along with her sister Kitten, Bessie used to sell boabs so they could buy tucker. It was a hard time but a good time.

**Artist in the Black Project
Adopt a Lawyer Program**

To continue expanding upon the success of its Artists in the Black program, Arts Law launched its pro bono initiative, Adopt a Lawyer in 2013. The program partners Aboriginal and Torres Strait Islander community art centres with a single law firm for a three-year partnership. It is designed to streamline the existing Artists in the Black support of art centres by facilitating a strengthened relationship between an art centre and a single law firm. In 2018, KWM was proudly 'adopted' by Waringarri Aboriginal Arts Centre. Our relationship with Waringarri continues to broaden and deepen each year.

Waringarri Aboriginal Arts

Established in the late 1970's, in the heart of Miriwoong country at Kununurra in the Kimberley region of northern Australia, Waringarri artists share the importance of their Country and Culture. Waringarri is the first wholly Indigenous owned art centre established in the Kimberley region and one of the oldest continuously operating art centres in Australia, supporting economic independence for artists and their community. All proceeds from art sales, art commissions and cultural tourism is returned to the community to support their ongoing program of arts and cultural projects.

Artwork in this document

KWM has formal permission to use Bessie's work for this document and KWM has paid the licence fee requested, an arrangement which has been documented in a licence agreement.

Hand drawn illustrations throughout this document are by the Naarm artist HEGO (Instagram @_HEGO)

4 – 5 Reflections
6 – 7 Our Practice in Summary
8 – 9 Our Impact Pillars
10 – 11 Our Approach
12 – 13 Our Blueprint for Impact
Pro Bono Legal Services:
14 – 19 Strategic Projects
20 – 25 Advice & Representation Service
26 – 31 Clinics Program
32 – 37 Secondments Program
38 – 49 Legal Education
50 – 54 Volunteering
55 – 65 Social Mobility
66 – 69 Philanthropy
70 – 71 Our Strategic Community Partners
72 – 73 Our Team

We are pleased to share with you the 2021 Impact Report for our social impact practice, *KWM Community Impact*.

Right now, the world faces significant challenges on many fronts — from a global pandemic and climate change, to rising inequality and poverty. The role of pro bono and social impact practices have arguably never been more important. Our data represents not just strong engagement, but a strong willingness to lean into the major challenges of our time and do what we can to create positive social change.

This Impact Report seeks to present a snapshot of the way in which KWM Community Impact deploys pro bono legal services, social mobility projects, skilled & community volunteering initiatives and philanthropy across Australia and Singapore, through a highly strategic and multi-layered approach to meet our objectives and work towards our goal.

While incorporating our traditional quantitative data, we have also gathered a range of qualitative data from our people, our community clients, our commercial clients and our social mobility participants, so that we have a much richer data set to assist us in tracking, measuring, evaluating, adapting and reporting on our social impact work.

The past financial year has been our busiest year on record for KWM Community Impact. We are excited to share some key highlights:

1. We delivered more than 54,000 hours of pro bono legal services (our highest ever);
2. More than 91% of our lawyers delivered those pro bono hours (again, our highest ever);
3. We assessed and approved a record high 410 new pro bono matters;
4. We launched the KWM First Nations Fellowship to assist a further 10 First Nations law students in their first year of law;
5. \$740,913 was raised & donated via DigDeep® with a further \$254,982 donated via our Strategic Grants, Donations & Sponsorships Program;
6. Our people delivered 6,697 hours of support to our Social Mobility programs and other skilled volunteering projects; and
7. 92.45% of KWM's community clients Strongly Agreed that our pro bono support allowed them to resolve their legal issues more effectively.

We recognise that there are also opportunities for us to refine some of our approaches:

1. Our people have told us they want to be more connected to the community partners they donate to via workplace giving; and
2. We need to ensure that our response times on some pro bono matters are stronger.

Finally, we want to acknowledge the unbelievable commitment and determination of our people to reducing inequality and poverty, and we want to thank the hundreds of community partners and individuals with whom we have the great privilege of working with and alongside. You inspire us and you remind us of the importance of working collaboratively to solve the major justice challenges of our time.

We trust that you enjoy, and find useful, this Impact Report. We look forward to sharing more results over the coming months.



Berkeley Cox

Chief Executive Partner and Chair,
KWM Community Impact Board



Dan Creasey

Head of Pro Bono and Community
Impact, Lead Pro Bono Counsel

Our Practice in Summary

Pro Bono Legal Services

54,273

Hours ↑ **5.8%**

91.4%

Participation Rate ↑ **1.3%**

410

New Pro Bono Matters Approved and Opened

Volunteering & Social Mobility

6,697

Hours ↑ **65.0%**

40.0%

Participation Rate ↑ **11.1%**

Launch of KWM First Nations Fellowship to support 10 First Nations first year law students

Philanthropy

\$740,913

Raised & Donated via DigDeep® ↓ **24.1%**

51.5%

Participation Rate ↑ **3.0%**

\$254,982

Donated via Strategic Grants, Donations & Sponsorships Program

Output by Hours

FY21	54,273
FY20	51,292
FY19	32,573
FY18	27,783
FY17	29,657
FY16	27,896

Participation Rate among Lawyers

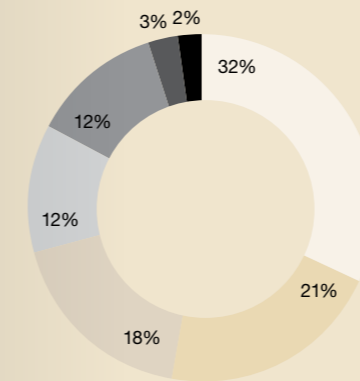
FY21	91.4%
FY20	87.1%
FY19	84.8%
FY18	73.9%
FY17	70.6%
FY16	70.0%

Average Hours per Lawyer

FY21	63.1
FY20	62.7
FY19	39.0
FY18	34.6
FY17	38.0
FY16	38.0

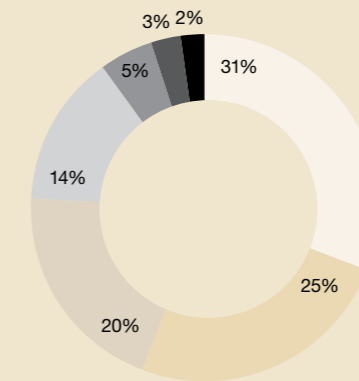
Pro Bono Legal Services

Client Group



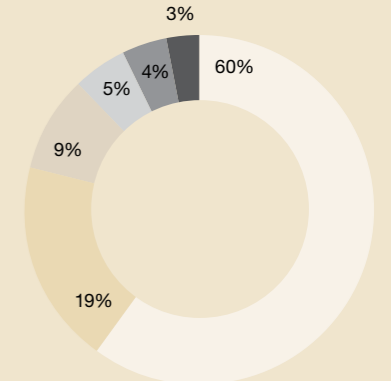
- 32% First Nations
- 21% Young People
- 18% Other
- 12% CALD
- 12% Reducing Inequality & Poverty
- 3% First Nations Young People
- 2% Climate

Work Streams



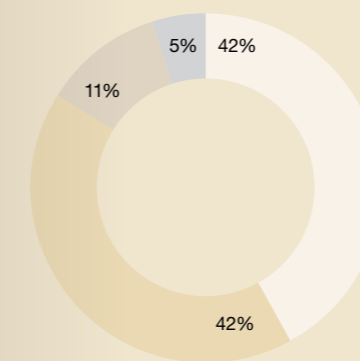
- 31% Advice & Representation Services
- 25% Clinics Program
- 20% Strategic Projects
- 14% Secondments
- 5% Human Rights Law Group
- 3% Management & Co-ordination
- 2% Legal Education

Lawyer Level



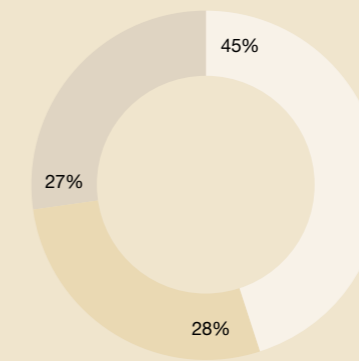
- 60% Solicitor
- 19% Senior Associate
- 9% Partner
- 5% LawClerk
- 4% Graduate
- 3% Special Counsel

Pro Bono Pipeline



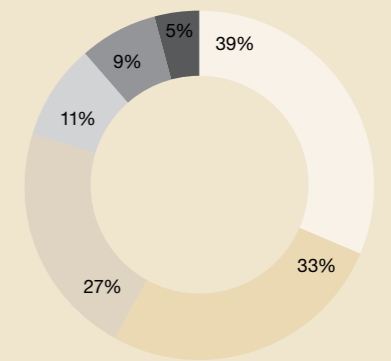
- 42% Strategic Community Partner
- 42% Associated Community Partner
- 11% New client
- 5% Growth Community Partner

Client Type



- 45% Organisation
- 28% First Nations Organisation
- 27% Individual

Practice Group



- 39% Dispute Resolution
- 33% Mergers & Acquisitions
- 27% KWM Community Impact
- 11% Projects & Real Estate
- 9% Taxation
- 5% Banking & Finance

Our Impact Pillars

Our People Our Partnerships Our Operations

54,273
Pro Bono Hours

91.4%
of Partners and
Lawyers Participated
in Pro Bono

333 + 1,511
Organisations +
Individuals Received
Legal Assistance

\$740,913
Raised and Donated
to 27 Community
Organisations

3,221
People attended our
Thought Leadership
Events and Legal
Education Programs

Improving the Justice System

- 17,016 Pro Bono Hours via our Advice & Representation Service
- 410 New Pro Bono Matters Approved and Opened
- 717 Active Pro Bono Matters
- 333 Community Organisations Assisted via our Advice & Representation Service
- 19 Legal Clinics Operating Across Australia
- 1,511 Individuals Received Advice via our Clinics Program
- 13,409 Pro Bono Hours via our Clinics Program
- 92.45% of KWM's community clients Strongly Agreed that our pro bono support allowed them to resolve their legal issues more effectively

Strengthening Civil Society

- 19 Legal Secondments Across Australia
- 7,755 Pro Bono Hours via our Secondments Program
- 18 Strategic Clients, 108 Growth Clients and 311 Associated Clients Assisted
- 26 Commercial Clients Working With Us and Our Community Clients
- \$740,913 Donated to 27 Community Organisations
- \$254,982 Provided via our Strategic Grants, Donations & Sponsorships Program
- \$66,419 Provided via our In-Kind Support Service
- \$98,300 via Procurement to Social Enterprises
- 6,697 Skilled Volunteering Hours for 27 Community Clients
- 92.45% of KWM donors said that they Strongly Agreed, or Agreed, that by participating in DigDeep®, they felt a sense of satisfaction in being able to support the community
- 64.15% of KWM donors said that they Strongly Agreed, or Agreed, that DigDeep® enables them to contribute and feel connected to the organisations those donors choose to give to

Working To Reduce Inequality & Poverty Among Young People – Especially First Nations People

Creating Equal Justice & Opportunities

- 9 sessions of Impact Academy
- 40 sessions of TalkLaw® delivered
- 364 Young People Participated in TalkLaw®
- 987 Pro Hours of Legal Education
- 10 Cadets Supported via Waiwa Mudena
- 10 Students Supported by KWM School of Opportunity®
- 10 Fellows Supported via the KWM First Nations Fellowship
- 1 Scholar Supported via the KWM Scholarship
- 100% of KWM School of Opportunity® Students said that they Strongly Agreed with the statement: "KWM School of Opportunity® is helping me develop valuable professional networks"
- 92.31% of KWM Volunteers for KWM School of Opportunity® said that they Strongly Agreed, or Agreed, that the program is helping to reduce inequality and poverty
- 100% of Volunteers for Waiwa Mudena said they Strongly Agreed, or Agreed, with the statement: "Waiwa Mudena enables cadets to gain a better understanding or their career options"

Exploring Major Justice Challenges

- 5 sessions of Field Notes (Thought Leadership Events)
- 10,616 Pro Bono Hours for our Strategic Projects
- 34 Active Strategic Projects
- 2,849 Pro Bono Hours by our Human Rights Law Group
- 3,221 Attendees at our events, forums and legal education sessions
- More than 95% of KWM respondents either Strongly Agreed, or Agreed, with the statement: "By providing pro bono advice and assistance to our clients through strategic project/s, KWM has contributed to an informed evidence-base for those organisations to advocate for reform"
- 100% of KWM's community partners Strongly Agreed with the statement: "KWM's work has supported our organisation in advocating for solutions and reforms"

Creating Equal Justice & Technology

- 34 Active Strategic Projects



Our Approach

We work to create positive social change while rethinking major justice challenges.

KWM Community Impact deploys pro bono legal services, social mobility projects, skilled & community volunteering initiatives and philanthropy across all of Australia and Singapore through a highly strategic and multi-layered approach to reduce inequality & poverty affecting young people (especially First Nations young people).

Why is this important? Because inequality & poverty leaves people behind.

There are 1.1 million young people living below the poverty line in Australia. This number continues to rise. It is a challenge beyond Australia. It is a global challenge. And global challenges impact upon all communities, and they also impact our people, our clients & our business.

A system that leaves people behind is bad for people and bad for the economy. When people have to go without meals, sleep on the streets, can't afford healthcare or access a lawyer, we are seeing the impacts of inequality & poverty. This is our focus. This is the 'why'.

Through our highly strategic and multi-layered approach, our award-winning social impact practice seeks to inspire & empower all of our people to work together to create a more just society and to address the structural and major justice challenges of our time as they relate to young people. The central pillars of our work are to improve the legal system, support equal justice & opportunities, and strengthen civil society.

Our Blueprint for Impact

Our Vision

Inspire and empower our people to address some of the major justice challenges of our time and create a more just society by reducing inequality & poverty among young people.

Our Plan

At its core is our long-standing grassroots work which creates positive social change. We also want to use the knowledge gained through that work to explore major justice challenges and see what further contributions we can make to the structural causes of inequality & poverty.

Our Focus

Young People.

Priority Group

First Nations Young People.

SDGs Alignment

Our plan is aligned to the UN's Sustainable Goals (in particular, SDGs 1, 10, 13 & 16).

Priority A

Priority B

We aim to:

Create Positive Social Change by:

- A1. Improving the Legal System
- A2. Supporting Equal Justice & Opportunities
- A3. Strengthening Civil Society

Address Major Justice Challenges by:

- B1. Exploring the Big Challenges
- B2. Exploring Technology & Equal Justice

To deliver outcomes for: **Young People and First Nations Young People**

By:

A1. Utilising our industry leading skill set, & being bold, dynamic, challenging and to ensure maximum impact, directing our support to where we may be able to improve the legal system.

A2. Focussing on providing direct assistance & creating opportunities to support improved legal, social & economic wellbeing. In partnership with our Community Partners, we will exchange information, and provide our legal expertise, specialist skills & resources to help create improvements.

A3. Working with & alongside our Community Partners, and civil society in general, to help build strong & adaptable organisations, and confront challenges when they arise.

B1. Facilitating informed discussion, debate & where appropriate, advocacy, on the major justice challenges facing Australia and humanity worldwide.

B2. Exploring new ways to deliver legal advice & assistance to disadvantaged communities to improve equal justice, while at the same time, responding to the challenges new technology presents.

Why:

To reduce inequality and poverty

There are 1.1 million young people living below the poverty line in Australia. This number continues to rise. It is a challenge beyond Australia. It is a global challenge. And global challenges impact upon all communities, and they also impact our people, our clients & our business.

A system that leaves people behind is bad for people and bad for the economy. When people have to go without meals, sleep on the streets, can't afford healthcare or access a lawyer, we are seeing the impacts of inequality & poverty. This is our focus. This is the 'why'.

Pro Bono Legal Services Strategic Projects

Priority B: Major Justice Challenges

B1. Exploring the Big Challenges

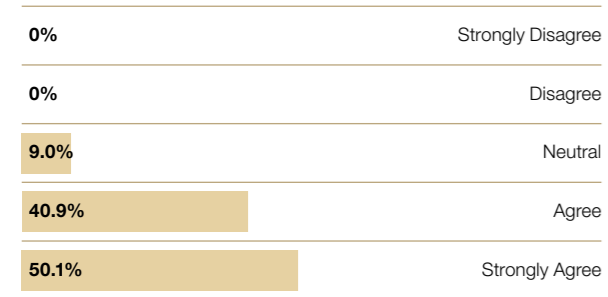
B2. Explore Technology & Equal Justice

1	Issue	What is the social issue we are responding to?	First Nations people continue to experience a significant gap across key indicators including justice, health, social, safety, employment, education, and economic indicators, compared with non-Indigenous people. Communities seek greater local and regional-level influence in the leadership and decisions impacting on their communities.
2	Participants	Who are the people upon whom we want to have an effect?	First Nations community-led, place-based initiatives around Australia, with a focus on Justice Reinvestment and Empowered Communities sites.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	Communities who are empowered to lead the design and implementation of collaborative solutions to the underlying causes of offending and disadvantage create stronger and safer communities. First Nations people must have greater influence and control over decisions that impact on their lives to create sustainable, long-term progress on closing the gap.
4	Activities	What activities or services will we provide?	<p>Strategic project support to First Nations community-led, place-based initiatives around Australia, with a focus on Justice Reinvestment and Empowered Communities sites.</p> <p>1 Justice Reinvestment (JR): JR is aimed at addressing the overrepresentation of Aboriginal and Torres Strait Islander people in contact with the criminal justice system. KWM lawyers partner with JR community sites and JR peak bodies to support:</p> <ul style="list-style-type: none"> – community driven initiatives - or sites - to drive outcomes at the local level that reduce crime and incarceration rates and create savings for reinvestment into crime prevention, early intervention and diversion; and – development of policy and legislative measures at the state level that reduce crime and incarceration rates and create savings for reinvestment. <p>2 Empowered Communities (EC): Empowered Communities is a set of transformational national reforms for an Indigenous Empowerment agenda. The EC sites are community regions working to place-based development agendas (economic, social and cultural development) with the support of a national and regional enabling network.</p>
		FY21 Activities	<ul style="list-style-type: none"> – KWM assisted or led 34 large-scale projects involving a wide range of stakeholders. – These projects are long-term, involve multiple players and large teams of KWM lawyers.

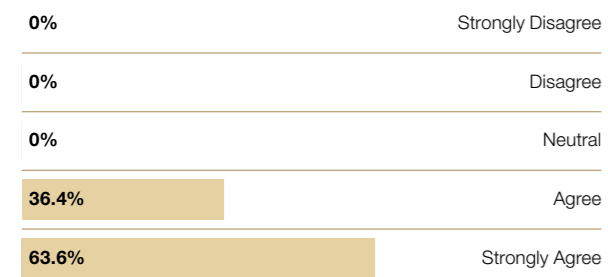
5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – Ongoing strategic project support of JR and EC initiatives. – Targeted non-legal assistance aimed at supporting the strategic growth and further development of First Nations community-led JR and EC sites – Total of 10,616 pro bono hours (up from 8,406 in FY20) provided via our Strategic Projects. – These projects represent 14% (up from 12% in FY20) of our entire pro bono legal practice.
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Enhanced capacity of JR and EC organisations and communities to advocate for community-led solutions and reforms. – Increased sector sharing of practices and experiences to build a community of practice around JR and EC.
		FY21 Outcomes	<ul style="list-style-type: none"> – More than 95% of KWM participants either Strongly Agreed, or Agreed, with the statement: “By providing pro bono advice and assistance to our clients through strategic project/s, KWM has contributed to an informed evidence-base for those organisations to advocate for reform”. – 100% of KWM’s community partners Strongly Agreed with the statement: “KWM’s work has supported our organisation in advocating for solutions and reforms”
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – JR and EC organisations experience enhanced operating efficiency. – Expanded operation of JR and EC to communities seeking to engage in these initiatives.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – Stronger and safer communities through First Nations leadership. – State-wide policy and legislative reform addressing the core levers for change.
9	Impact	What will it look like when the social issue has been addressed?	<i>First Nations communities</i> have much greater influence in the leadership and decisions impacting upon their communities and achieve community-defined outcomes. Greater accountability of the service sector and government to community. Community is resourced in a sustainable way to lead change.

Pro Bono Legal Services Strategic Projects

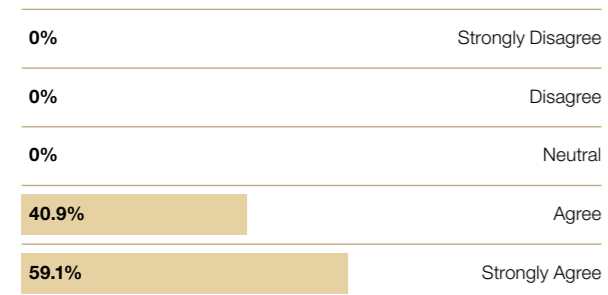
Our People Said



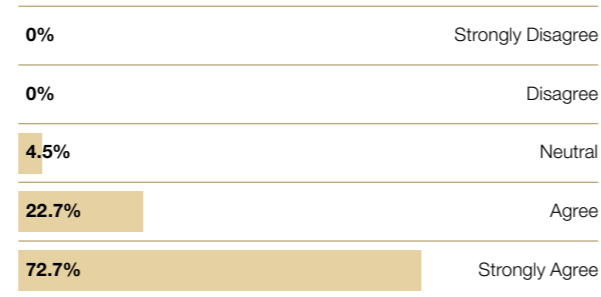
By engaging in our pro bono practice, I have gained a better understanding of our community impact practice, its aims/objectives, as well as a deeper insight into the strategic work of our client.



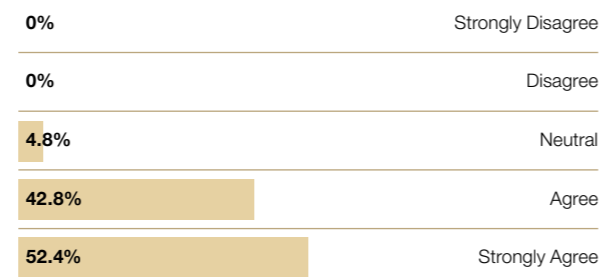
By participating in our strategic project(s), I've gained new skills and/or knowledge.



Our pro bono and assistance has a positive impact by supporting clients to address key justice challenges.

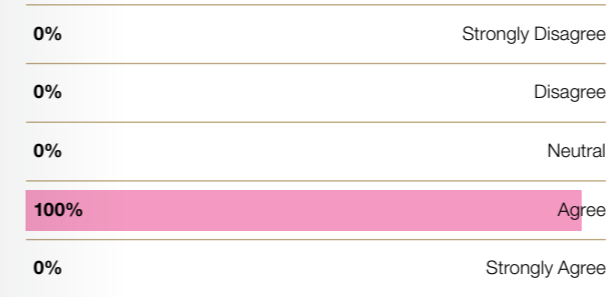


By participating in our pro bono practice, I feel a sense of satisfaction in being able to support the community via KWM.

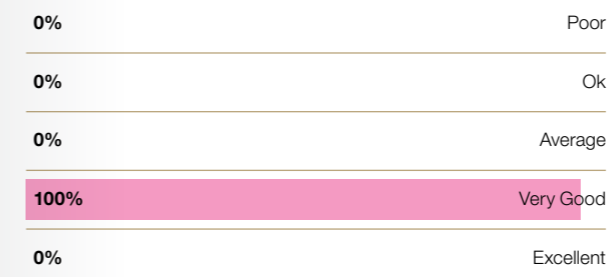


By providing pro bono advice and assistance to our client through strategic project(s), KWM has contributed to an informed evidence-base for those organisation to advocate for reform.

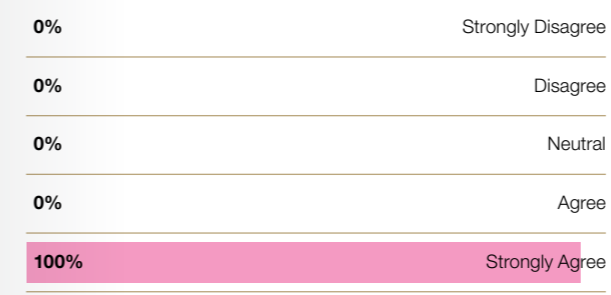
Our Clients Said



Acknowledging that systems-change work is ongoing and long-term, has the work by KWM to date supported you to achieve an outcome or move towards an outcome or objective of your organisation and/or community?



How would you rate the quality of the assistance provided by KWM?



KWM's work has supported our organisation in advocating for solutions and reforms

Thematic Areas of Assistance

- Child Protection
- Youth Justice
- Law Reform
- Community-Led Change

Impact Stories

Raise the Age: Children don't belong in prison

Evidence-based law reform project supporting various state and territory coalitions in the development of key evidence papers and resources for use in advocating to raise the age of criminal responsibility to at least 14. Focus on young people receiving necessary support and care rather than imprisonment and addressing the drivers of high-risk behaviours.

Involves ongoing work such as the preparation of key alternatives to incarceration case studies, alternate vision for youth justice, evidence of causation relating to the impacts of detention on young people and recidivism, and international examples of post-raise the age environments and flow ons.

Work continues through the various state and territory bodies, with promising initiatives for reform occurring across a number of jurisdictions.

Aboriginal and Torres Strait Islander Child Placement Principles – Implementation

Collaborative project with SNAICC to review implementation progress on the legislative, policy and practice responses to Aboriginal and Torres Strait Islander children and families in contact with child protection services. The focus of the analysis remains on the Aboriginal and Torres Strait Islander Child Placement Principles and benchmarking undertaken by SNAICC in 2018.

KWM advocates for the full implementation in each state and territory of the Aboriginal and Torres Strait Islander Child Placement Principles, in form but importantly in practice, to ensure that Aboriginal and Torres Strait Islander children and young people grow up strong and safe in culture.

Permanency of Culture Child Protection Project

Law reform project focussing on the permanency of culture for Aboriginal and Torres Strait Islander young people, which aims to work towards a child protection system that recognises permanency of culture as integral to the wellbeing and best interests of Aboriginal children.

Key strategy is to bring together interdisciplinary research and family law/international jurisprudence that can be used to support submissions in relation to the importance of culture. This is combined with detailed case law reviews in the child protection and family law jurisdictions nationally and internationally, to inform the approach of the client ALS and evidence-based law reform.

KWM has moved work to the next phase involving the analysis and strategy paper for the project, drawing on more than a year of research and analysis of the child protection system in Australia and internationally.

Justice Reinvestment Network Australia

Secretariat and project support to the Justice Reinvestment Network Australia, the group of community leaders, practitioners, researchers, and policy colleagues interested in the area of and advocating for implementation of Justice Reinvestment and other alternatives to incarceration, particularly for Aboriginal and Torres Strait Islander peoples. The focus of the work is on the funding of community-led initiatives and approaches which address the drivers of offending and support community strengths, diverting funds from the carceral system which reproduces, rather than prevents, further harm.

Involves project support on a typology report, identifying key features of justice reinvestment implementation in Australia (in Bourke, Moree, Mt Druitt, ACT, Halls Creek, Katherine, Cherbourg, Doomadgee & Port Adelaide). This work will inform communities around approaches and strategies for justice reinvestment and identify opportunities to address barriers for community looking to engage in a justice reinvestment approach. reinvestment approach.

National Aboriginal and Torres Strait Islander Children's Commissioner role development

Partnership with SNAICC to further develop their call for a National Aboriginal and Torres Strait Islander Children's Commissioner to enhance advocacy at a national level.

KWM prepared a detailed options paper of alternative models for an independent role and how that might function, including through the scoping and analysis of similar roles domestically and internationally.

The paper has been used as part of the Family Matters campaign for a National Commissioner, and published to support broad access and engagement. KWM is proud to continue to work with SNAICC in advocating to make the National role a reality and support the strong network of state-based Aboriginal and Torres Strait Islander Children's Commissioners.

Reinvestment Project

Project support to Just Reinvest NSW and Social Reinvestment WA on the concept and operationalising of 'reinvestment' mechanisms as part of justice reinvestment. KWM has provided expert input into potential mechanisms and structures used internationally as part of justice reinvestment and participatory models.

KWM is also supporting community sites with evaluation and impact reporting on community achievements through justice reinvestment initiatives.

East Kimberley - Binarri-binyja yarrowoo

KWM continues to work with Binarri-binyja yarrowoo, the backbone organisation for Empowered Communities in the East Kimberley, supporting Aboriginal leaders as they drive structural reform aimed at improving wellbeing for Aboriginal people in the East Kimberley.

KWM have supported BBY with advisory services on development of regional governance and new opportunities for agreement-making under the revised Closing the Gap framework.

Early Years Project

Broad project and advisory support to SNAICC on the development of governance, organisational structure and functions of a pilot intermediary organisation supporting Aboriginal community-controlled early childhood education and care (ECEC) services in NSW.

KWM recognises the significant value and role of Aboriginal community-controlled ECEC services nationally and the benefits in networked support for these organisations. This is consistent with the evidence of the critical role of early years education for all children and the real impacts of culturally appropriate services for Aboriginal and Torres Strait Islander children.

The project is ongoing with the pilot now operational in NSW and intermediary services in two additional states to be co-designed with Aboriginal organisations and established in the next year.

First Nations Enterprises Project

Advisory project supporting the establishment of Trading Blak, a social enterprise and not-for-profit structure aimed at building economic empowerment by reclaiming the First Nations business space by First Nations communities for First Nations communities.

Trading Blak advocates to end the exploitation of First Nations culture and community in the business space and provide a direct opportunity for mentorship and supported entry into online trading for First Nations peoples, returning economic and social benefits to First Nations communities.

KWM is proud to support Aboriginal community enterprise initiatives and join Trading Blak and other advocates to realise reforms needed to enhance the sector for the benefit of community.

Funerals Financial Hardship project

Advisory project for community sites as part of the SVA Consulting-led initiative working with Tender Funerals to replicate its not-for-profit model of affordable, meaningful funerals in communities across Australia. Through a social franchising relationship, Tender Funerals Australia provides interested communities with critical, upfront know-how on how to create and run a community funeral service. It also provides ongoing capacity building support, training, and fundraising support.

KWM continues to support community sites to set up and operationalise their not-for-profit service, as part of the scaling of the model of community funeral provision under a new national not-for-profit, Tender Funerals Australia, established in August 2019.

Treaty Victoria: Supporting First Peoples' Assembly of Victoria

KWM is supporting the First Peoples' Assembly of Victoria, the body tasked with working to develop the framework, rules and processes by which a Treaty or Treaties can be agreed, as well as establishing a Treaty Authority.

Involves ongoing project work comprising comparative jurisdictional analysis, treaty interpretation and consideration of novel options for navigating the complexities of treaty processes in Victoria.

To date, the project has contributed work on the enshrinement of article rights contained in the United Nations Declaration on the Rights of Indigenous Peoples in domestic legislation to inform deliberations on rights to be proposed for inclusion or exclusion in the treaty negotiation process. KWM has produced an analysis of comparative examples of treaty or similar entities internationally with a focus on the establishment, role, membership, legal structure, funding and governance to provide comprehensive advice to Assembly members on specific details relating to the establishment of the Treaty Authority. KWM has also contributed to the consideration of options for eligibility criteria for local treaties.

KWM continues to support the work of the Assembly as the treaty process advances.

Pro Bono Legal Services

Advice & Representation Service



Priority A: Positive Social Change

A2. Support Equal Justice & Opportunities

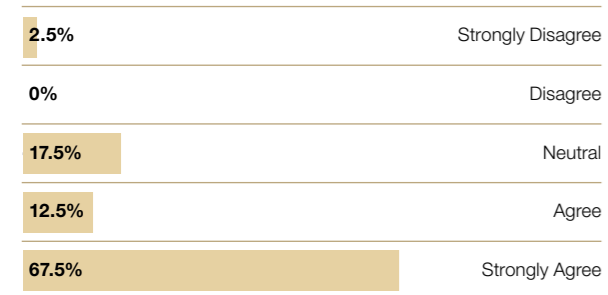
A3. Strengthen Civil Society

1	Issue	What is the social issue we are responding to?	Community sector organisations are frontline responders to complex, interrelated social issues. They are often relying on limited funding or support. A strategic approach is needed to maximise resources, efficiency and create effective, long-term outcomes. Many of these organisations are often under-funded and are unable to obtain legal advice unless it is provided on a pro bono basis. Further, First Nations peoples experience far higher rates of adverse contact with the justice system than other Australians due in large part to the ongoing impacts of colonisation and racism. Each year, one in four Australians will experience a legal problem substantial enough to require a lawyer, yet a lawyer may not always be within reach.
2	Participants	Who are the people upon whom we want to have an effect?	Young people, especially First Nations peoples.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	Our clients, and particularly First Nations clients, should be catered to in a person-first manner and with an understanding of the various and interrelated issues that affect their lives and wellbeing. This includes using comprehensible language, understanding family networks and the client's cultural context, and refraining from having the client repeat their story multiple times, or to many different people.
4	Activities	What activities or services will we provide?	KWM lawyers and graduates provide advice and representation to individuals and organisations who are unable to afford legal representation. Matters relate to a range of areas of law within KWM's expertise and are assessed by the Community Impact group.
		FY21 Activities	<ul style="list-style-type: none"> – Diverse range of legal advice provided to NFPs, and some individuals, by KWM lawyers – Areas of advice include employment, taxation, governance, IP, contracts, disputes, DGR, risk. – Matters received from community partners (including NFPs and CLCs), plus pro bono clearing houses.

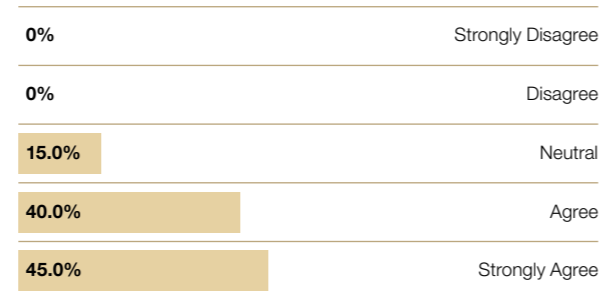
5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – 17,061 pro bono hours provided in FY21 (down from 23,307 in FY20) via Advice & Representation Service. – This service represents 31% of our entire pro bono legal practice (down from 45% in FY20). – 717 active case files for organisations and individuals. – 410 new case files opened in FY21.
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Young people, First Nations peoples and the organisations that support them have access to appropriate and effective legal services. – Community sector organisations have increased capacity to provide their services.
		FY21 Outcomes	<ul style="list-style-type: none"> – Over 90% of KWM's community partners either Strongly Agreed, or Agreed, that their matter received the same attention as paid work. – 92.45% of KWM's community clients Strongly Agreed that our pro bono support allowed them to resolve their legal issues more effectively. – 85% of KWM respondents said that our clients had a better awareness of their rights after receiving assistance.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – Young people and First Nations peoples have the resources to resolve their legal issues more efficiently and effectively. – Young people, First Nations peoples and the organisations that support them have the resources to resolve their legal issues more efficiently and effectively. – Community sector organisations have increased capacity to provide their services.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – The following groups of people are better able to protect, promote and enforce their legal and human rights: <ul style="list-style-type: none"> – Young people – Aboriginal and Torres Strait Islander peoples
9	Impact	What will it look like when the social issue has been addressed?	<p>Legal need among First Nations people will be lower, as legal and non-legal issues can be addressed quickly and effectively, without snowballing. Remaining legal need will be responded to promptly, in a culturally competent, trauma-informed, and empathetic manner, with wrap-around support available to vulnerable clients.</p> <p>These steps will support greater trust in the legal system from First Nations people, by ensuring it is culturally appropriate and linguistically accessible, anti-discriminatory, and actively seeks to overcome colonial biases and power structures.</p>

Pro Bono Legal Services Advice & Representation Service

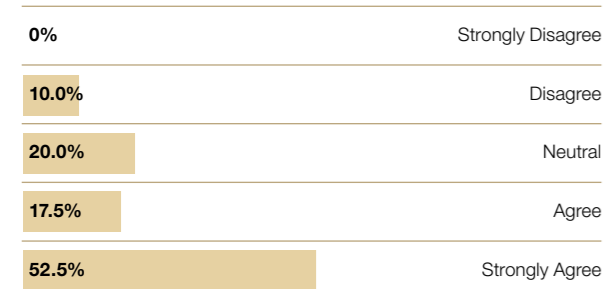
Our People Said



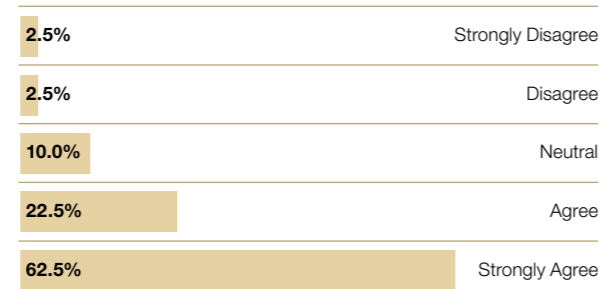
I gained new skills and knowledge via participating in the pro bono practice



Our pro bono practice is helping to strengthen civil society, by assisting to build strong & adaptable organisations, and confronting legal challenges when they arise

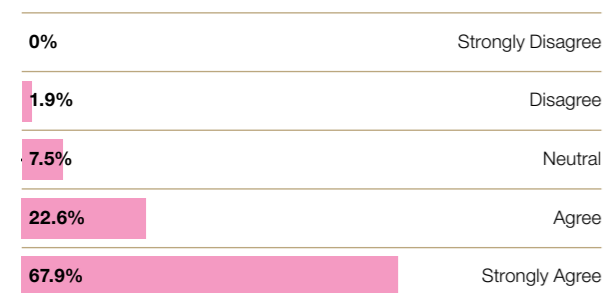


Participating in pro bono helps me feel more engaged in my commercial work at KWM



Pro bono clients have a better awareness of legal issues after receiving assistance from KWM

Our Clients Said

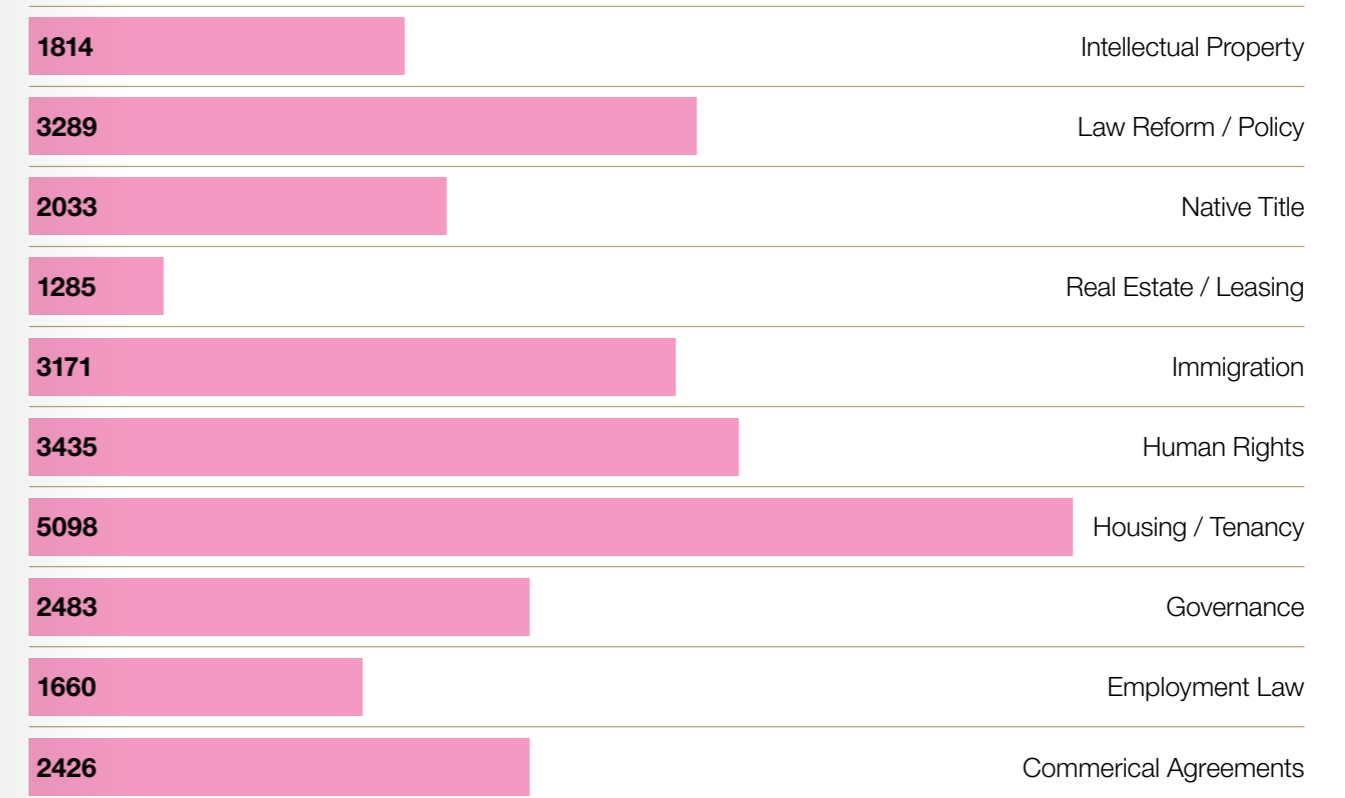


I felt that my matter received the same amount of attention as paid work

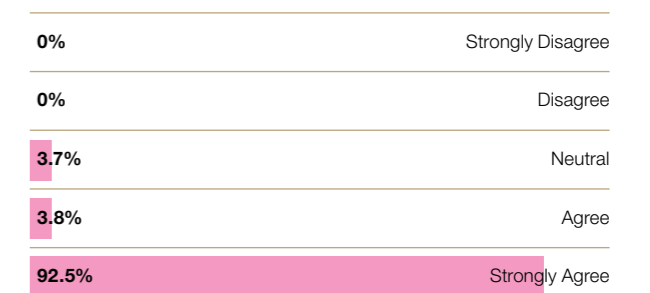


KWM lawyers are responsive

Top areas of law advised on



KWM work is of high quality



Receiving pro bono assistance has allowed me to resolve my/my organisation's issues more effectively

Our Client Voices

What the best thing about pro bono support from KWM?

Expertise in legal areas not typically advised on by CLCs, for example, company law.

That you know you are getting the best advice without having to pay unaffordable fees.

I have been incredibly impressed with the willingness to participate, support and add real resources to the reconciliation effort nationally.

KWM give us legal advice where and when we need it most and when we aren't using them, we have the comfort of knowing we will be able to sleep at night.

More clear and transparent way of asking for assistance for particular issues and knowing the limits of the assistance.

Supporting Indigenous People to have representation and counsel that they otherwise would never be aware of let alone able to afford.

KWM staff have diverse and deep experience that we would not otherwise be able to access.

It is prompt, to the point and it goes beyond the strict terms of the retainer when necessary.

There's been a great understanding of our particular circumstances.

Having worked in a commercial organisation and obtained paid legal advice, it is extremely pleasing that the lawyers at KWM are as diligent and responsive with pro bono assistance as with paid legal advice. This is not necessarily my experience elsewhere.

The support reduced the stress levels of our staff significantly and saved our organisations tens of thousands of dollars.

It gives our organisation the confidence to proceed with major projects and contracts knowing that it has received sound advice.

Enables small not-for-profit organisations access to legal advice that it may otherwise not be able to afford.

Pro bono assistance from KWM has allowed us to receive expert advice on issues we wouldn't have been able to resolve confidently.

Of huge assistance to us in being able to meet compliance and ensure all our contractual work is legally binding and risk adverse.

Quality of advice and service.

We have found the many KWM lawyers we have worked with to be motivated, helpful, reliable and professional.

Access to highly committed, highly professional legal assistance.

Excellent, high quality client service.

The team brings a level of thoughtfulness and passion towards the project that matches our own and acts more as a partner in helping to shape our work.

They are genuine, they respond quickly, everyone is incredibly helpful, they have the expertise we need and their work is always of a very high standard.

The relationships are respectful.

The advice was clear and easy to understand. Extra support and calls to clarify was always generously offered.

Access to a range of experts in different fields but having the one contact point into the organisation.

Knowing that we are receiving advice we can rely on. This provides a high level of comfort when acting on that advice.

Receiving this pro bono service has allowed us to progress with a matter that we simply would not have been able to pay the legal fees for.

Flexibility, enthusiasm, efficiency in identifying whether the matter can be supported.

Access to highly committed, highly professional legal assistance.

Nothing is too much trouble with KWM, I feel I get the same level of service as a fee paying client.

Enthusiastic and reliable pro bono assistance.

Reassuring to know we are getting top quality advice and support.

Receiving this pro bono service has allowed us to progress with a matter that we simply would not have been able to pay the legal fees for.

Never at anytime have I been made to feel that my work is less important than any paid work.

How can we improve?

Consider sharing information about the KWM pro bono criteria with CLCs so we can provide better referrals.

It's a bit patchy, some parts of your organisation are quick concise and frankly brilliant.

The KWM Impact Masterclasses are excellent. It would be helpful if organisations could be asked for suggested topics on a regular basis. KWM might also consider producing written materials for NFPs.

More clear and transparent way of asking for assistance for particular issues and knowing the limits of the assistance.

A conversation with the organisation lead, rather than reliance on emails, may assist in understanding the nuances of an issue. But is understandably a time issue.

Pro Bono Legal Services Clinics Program



Priority A: Positive Social Change

A2. Support Equal Justice & Opportunities

A3. Strengthen Civil Society

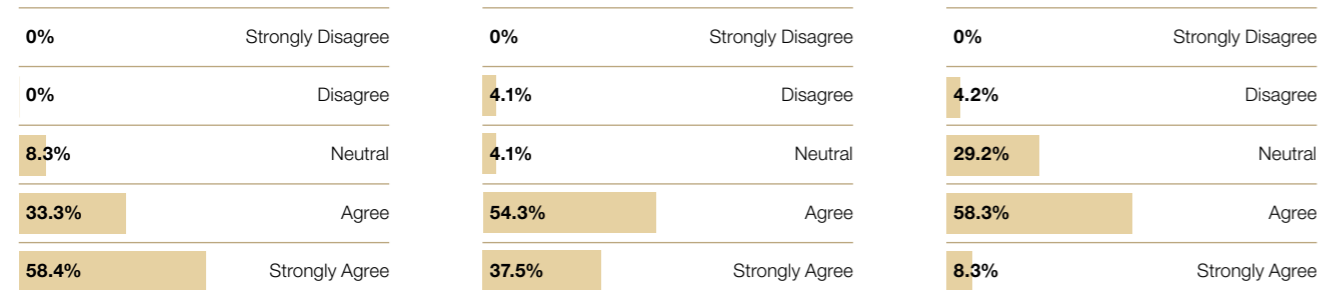
1	Issue	What is the social issue we are responding to?	First Nations peoples experience far higher rates of adverse contact with the justice system than other Australians. Each year, one in four Australians will experience a legal problem substantial enough to require a lawyer, yet a lawyer may not always be within reach. Through collaboration with community legal centres (CLCs), our Clinics Program provides access to legal services to those in need, whilst increasing the capacity of CLCs to service the community.
2	Participants	Who are the people upon whom we want to have an effect?	Young people, especially First Nations peoples.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<p>The legal needs of our clients, especially First Nations clients, should be addressed in a 'person-first' approach and with an understanding of the various and interrelated issues that affect their lives and wellbeing. This includes using comprehensible language, understanding family networks and the client's cultural context, and refraining from having the client repeat their story multiple times, or to many different people.</p> <p>An effective community-centred justice approach will:</p> <ul style="list-style-type: none"> – recognise that the use of the law to control Indigenous people is a form of neo-colonialism; – place individual autonomy, self-determination, and community control at the fore; – embed and continually develop cultural competency and knowledge, to deliver services empathetically and appropriately; and – work in partnership with other community services, such as mental health, employment and housing support, and engage holistically with their local community.
4	Activities	What activities or services will we provide?	<p>KWM lawyers and graduates work with CLCs to provide advice and representation to individuals who are unable to afford legal representation. Matters relate to a range of areas of law.</p> <p>FY21 Activities</p> <ul style="list-style-type: none"> – 19 legal clinics across Australia supported by KWM and our commercial clients as volunteers of the relevant legal centre. – Areas of law include housing/tenancy, discrimination, debts, social security, human rights, employment.

5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – Total of 13,409 pro bono hours (up from 10,244 in FY20) provided via our Clinics Program. – This program represents 25% of our entire pro bono legal practice (up from 20% in FY20).
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Young people and First Nations peoples have access to appropriate and effective legal services. – CLCs have increased capacity to provide legal services to their clients. <p>FY21 Outcomes</p> <ul style="list-style-type: none"> – 87.5% of our Community Partners said they Strongly Agreed with the statement: "This clinic has helped to improve the capacity of our centre to service more clients". – 71.43% of our Community Partners said they Strongly Agreed with the statement: "The clinic assists clients to have a better awareness of their legal rights". – 82.61% of KWM lawyers Strongly Agreed with the statement: "This clinic helps increase access to legal services". – 1,511 individuals received legal assistance.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – Young people and First Nations peoples resolve their legal issues more efficiently and effectively. – Young people and First Nations peoples have a better awareness of their legal rights.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<p>The following groups of people are better able to protect, promote and enforce their legal and human rights:</p> <ul style="list-style-type: none"> – Young people – Aboriginal and Torres Strait Islander peoples – Culturally and linguistically diverse people <p>CLCs provide assistance to more clients in need.</p>
9	Impact	What will it look like when the social issue has been addressed?	The capacity of CLCs to respond to the legal needs of First Nations peoples is enhanced and expanded.

Pro Bono Legal Services Clinics Program



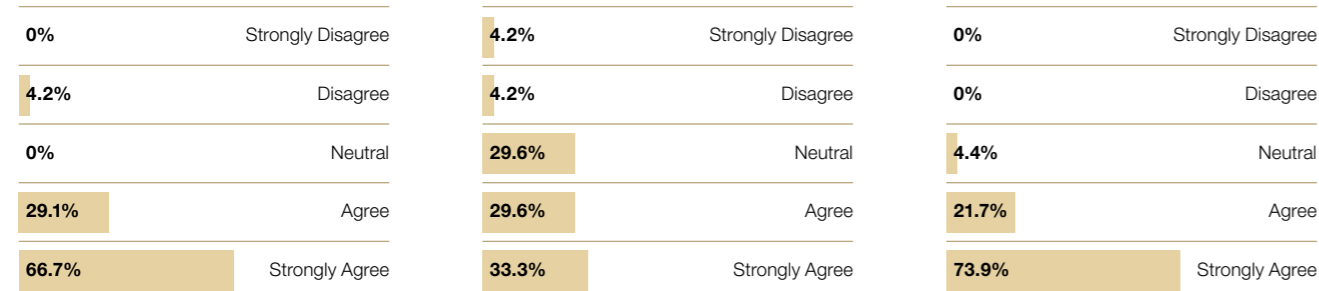
Our People Said



By working in this clinic, I gained new skills and knowledge

I was adequately supported and supervised in this clinic

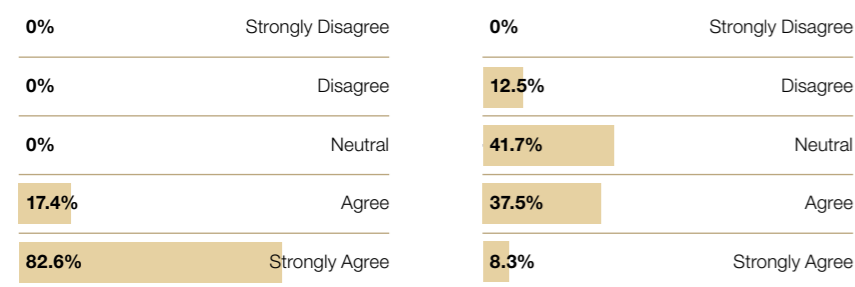
Induction training offered by the CLC prepared me for work in this clinic



Our clients have a better awareness of their legal rights as a result of this clinic

Participating in this clinic made me feel more engaged in my commercial work at KWM

This clinic helps clients resolve their legal issues more efficiently and effectively



This clinic helps increase access to legal services

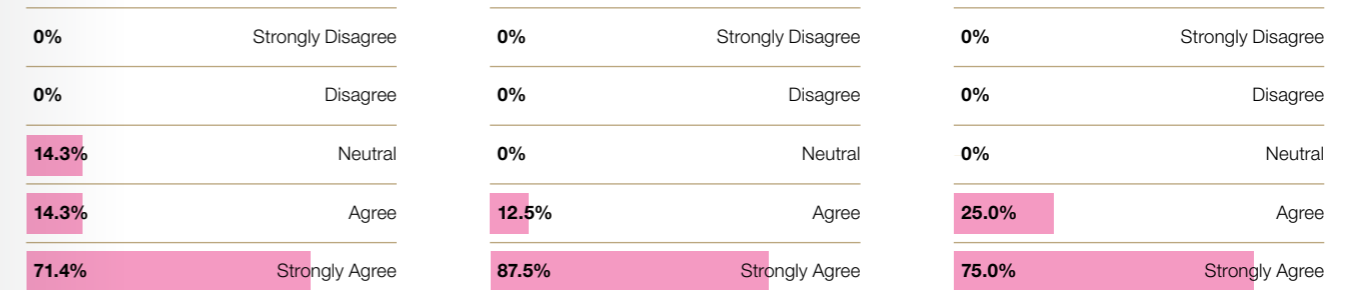
Training offered by KWM (e.g. Impact Academy) assisted me in developing skills for this clinic

Voices: Best thing about our Clinics Programs?

“Your clinic lawyers are dedicated to our clients and do a very high quality of work” – KWM Client.

“As a junior solicitor, clinics provide opportunities to feel greater autonomy and agency when providing legal advice, while also allowing us to hone advisory and client relationship skills that we may otherwise experience day to day.” – KWM Lawyer

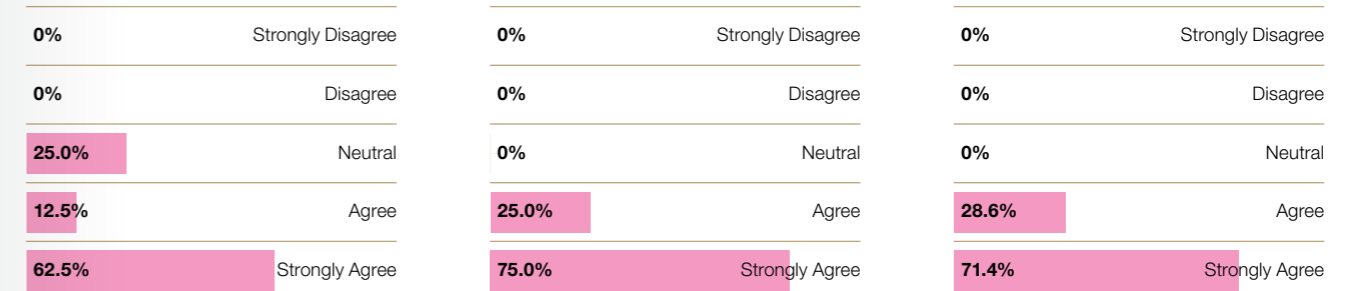
Our Clients Said



The clinic assists clients to have a better awareness of their legal rights

The clinic has helped to improve the capacity of our centre to service more clients

The clinic helps to increase access to legal services



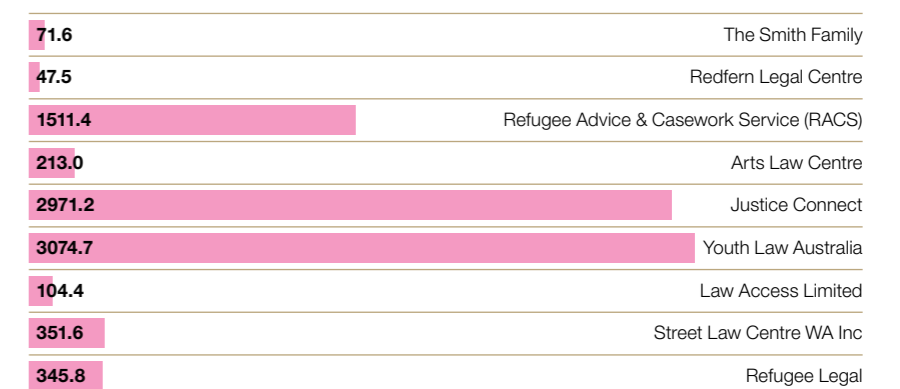
The clinic helps to resolve legal issues more efficiently and effectively

The clinic volunteers are responsive

The clinic volunteers' work is of high quality

Frontline Service Providers

The chart to the right demonstrates the proportion of work undertaken via the Clinics Program for our top 10 frontline service providers. The CyberLaw Project, a partnership with Youth Law Australia, remains our largest clinic.



Impact Stories

Preventing Homelessness

Jade* is an Aboriginal woman, who has faced extensive family violence and complex-trauma which had caused her to cycle between homelessness and prison for several years. Jade had most recently fled family violence perpetrated by an ex-partner, and secured a transitional community housing property. She had also invited her 17 year-old nephew, Pat,* to move in with her, as she was aware of his experiences of family separation and trauma and wanted him to have stable housing.

When Jade first connected with King & Wood Malesons (KWM)'s specialised Homeless Law clinic, her housing provider had applied to VCAT for her eviction based on Jade's alleged breaches her tenancy obligations due to loud noise, including music, abusive language and yelling. These alleged breaches related to Pat's untreated-schizophrenia, which causes him to have loud and aggressive outbursts.

After advising Jade about her tenancy options, KWM's Homeless Law secondee lawyers represented her at VCAT in August 2020, where they successfully prevented her eviction. At that hearing, VCAT made a compliance order, requiring Jade and Pat to refrain from causing excessive noise or interfering with the reasonable peace.

In October 2020, the housing provider made a new eviction application to VCAT, alleging that Jade or Pat had breached the compliance order. After helping Jade to understand her legal and human rights, KWM's Homeless Law secondee lawyers engaged in intensive negotiations with the housing provider to withdraw the application and enable Jade to retain her tenancy. The secondee lawyers set out the vulnerabilities faced by Jade, her high-risk of homelessness if evicted and the obligation on the housing provider to consider her human rights under Victoria's Charter of Human Rights and Responsibilities. Despite this ongoing, high-quality advocacy, the housing provider continued with eviction proceedings and VCAT granted termination and possession orders.

KWM's Homeless Law secondee lawyers continued to robustly negotiate with the housing provider for a delay of the execution of the warrant of possession, and also collaborated closely with Jade's social workers, so that her holistic needs were addressed. This impactful, wrap-around approach ensured that Jade could avoid returning to homelessness, empowering her to prioritise her safety and ongoing health recovery during COVID-19.

Justice Connect Homeless Law Clinic

Jane* is a single parent of two school-aged children. Jane was unable to afford rent due to loss of income from COVID-19. She had asked for a rent reduction, but the landlord refused to make a reasonable offer, and instead made a series of termination order applications on various grounds. Our Homeless Law team prepared for each of the VCAT hearings and responded to the landlord's applications. These applications were each withdrawn and dismissed after the Tribunal heard from Jane's perspective. Separately, the team successfully applied for an order reducing the rent by 50%. The rent reduction order was backdated to the date of Jane's first request for a rent reduction. It will allow her to stay housed, and also to apply for a rent relief grant to further reduce her financial stress. Jane* said, "I haven't had a victory in my life in a while, and you have no idea how much your assistance and support meant to me".

John and Sarah* live with their 6-year-old child who has an intellectual disability. The family was unable to afford their rent due to loss of income from COVID-19. After negotiating a rent reduction, they received a notice to vacate due to a family member of the landlord intending to move into the property. Our Homeless Law team prepared for the VCAT hearing and engaged in extensive negotiations with the landlord. The landlord withdrew the notice to vacate and VCAT application, allowing the family to stay housed.

Justice Connect

KWM assisted Justice Connect with updating the resources on their new Homeless Law in Practice website. The public website will be used by tenants and their representatives to navigate Victoria's new rental laws and prevent evictions into homelessness.

First Peoples' Assembly of Victoria

The First Peoples' Assembly of Victoria is the voice for Aboriginal communities across the state, representing them in the next phase of the Treaty process. We have been supporting the Assembly, a key client, on a pro bono basis on a variety of matters. The Assembly said:

"We would like to formally express our gratitude for the amazing work that the various teams at King & Wood Malesons have carried out to date in support of the Assembly and the Treaty process. We recognise that the team has now contributed to a diverse range of Treaty related advice and research, including a comprehensive audit of Victorian laws against the UNDRIP, research to inform the establishment of the Treaty Authority and the registration of trademarks, among other matters. The contributions of King & Wood Malesons have been immensely helpful in clarifying issues for Members and giving Members the best possible legal advice on which to make their important decisions. The Assembly will continue to rely on help from legal and subject matter experts on the journey towards Treaties, and we can only hope that the relationships are as positive and productive as our relationship with your firm."

Protecting the Wiradyuri's sacred women's site

Earlier this year KWM filed proceedings to prevent Bathurst Regional Council from developing a go-kart track on a sacred Indigenous women's site at Wahluu (Mt Panorama). An interim protection order has been made by the Supreme Court of New South Wales, preventing the Council from commencing work on the track.

Sterling New Life matters

KWM assisted clients on a pro bono basis who lost a significant portion of their life savings as a result of being misled into entering inappropriate "Sterling New Life leases", shortly prior to the collapse of the Sterling New Life group. KWM have filed and progressed complaints on behalf of our clients to the Australian Financial Complaints Authority (AFCA) seeking compensation for loss suffered from the Australian financial service licensee who granted Sterling New Life a licence to conduct the business of marketing and selling the inappropriate leases.

Recently, AFCA has delivered two positive determinations in favour of our clients which provide for each client to be paid a significant amount in compensation. This is a great outcome for our clients and an encouraging sign for the remaining claims on foot. It is a testament to the hard work of those assisting our clients with preparing and maintaining these claims.

Brisbane Youth Service Homeless Persons' Legal Clinic - Debts advice

Our Homeless Persons' Legal Clinic (HPLC) team in Brisbane has continued its important work into the pandemic. The team recently had debts waived for two separate clients without default listings being made. Having debts waived is a key step towards breaking the cycle of homelessness, and we congratulate the HPLC team on their hard work for our individual clients.

Pro Bono Legal Services Secondments

Priority A: Positive Social Change

A2. Support Equal Justice & Opportunities

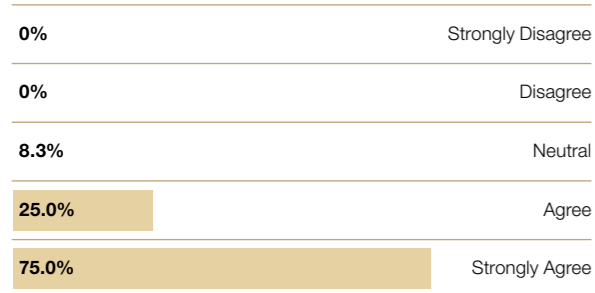
A3. Strengthen Civil Society

1	Issue	What is the social issue we are responding to?	First Nations peoples experience far higher rates of adverse contact with the justice system than other Australians. Each year, one in four Australians will experience a legal problem substantial enough to require a lawyer, yet a lawyer may not always be within reach. Through collaboration with community legal centres (CLCs), and our community clients, our secondments provide access to legal services to those in need, whilst increasing the capacity of these organisations to service the community.
2	Participants	Who are the people upon whom we want to have an effect?	Young people, especially First Nations peoples.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<p>Our clients, and particularly First Nations clients, should be catered to in a person-first manner and with an understanding of the various and interrelated issues that affect their lives and wellbeing. This includes using comprehensible language, understanding family networks and the client's cultural context, and refraining from having the client repeat their story multiple times, or to many different people.</p> <p>An effective community-centred justice approach will:</p> <ul style="list-style-type: none"> – recognise that the use of the law to control Indigenous people is a form of neo-colonialism; – place individual autonomy, self-determination, and community control at the fore; – embed and continually develop cultural competency and knowledge, to deliver services empathetically and appropriately; and – work in partnership with other community services, such as mental health, employment and housing support, and engage holistically with their local community.
4	Activities	What activities or services will we provide?	<p>KWM lawyers and graduates work with CLCs or other community clients to provide advice and representation to individuals who are unable to afford legal representation or to change unfair laws and practices that have a disproportionate impact on First Nations people. Specialist training, support and supervision is provided for each secondee.</p>
		FY21 Activities	<ul style="list-style-type: none"> – 8 lawyers seconded to a range of our strategic community partners over the past FY. – Lawyers typically spend 3 and 6 months working full time or part time with our community clients.

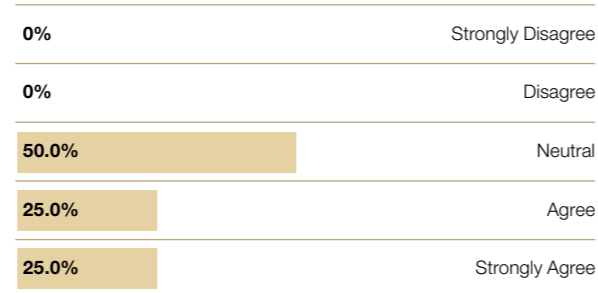
5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – Total of 7,755 pro bono hours provided via our Secondments Program (up from 5,904 in FY20). – This program represents 14% of our entire pro bono legal practice (up from 12% in FY20).
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Young people and First Nations peoples have access to appropriate and effective legal services. – CLCs and community organisations have increased capacity to provide legal services to their clients.
		FY21 Outcomes	<ul style="list-style-type: none"> – 100% of our Community Clients said they Strongly Agreed with the following statements: <ul style="list-style-type: none"> – “The secondment has helped to improve the capacity of our organisation to change unfair laws and policies”. – “The secondee has helped to improve the capacity of our organisation to provide access to legal services”. – “The secondee is responsive”. – “The secondees’ work is of a high quality”. – 66.67% of our secondees Strongly Agreed with the statement: “This secondment increases the capacity of the community client to provide access to legal services”.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – Young people and First Nations peoples resolve their legal issues more efficiently and effectively. – Young people and First Nations peoples have a better awareness of their legal rights.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<p>The following groups of people are better able to protect, promote and enforce their legal and human rights:</p> <ul style="list-style-type: none"> – Young people + Aboriginal – Torres Strait Islander peoples
9	Impact	What will it look like when the social issue has been addressed?	<p>Legal need among First Nations people will be lower, as legal and non-legal issues can be addressed quickly and effectively, without snowballing. Remaining legal need will be responded to promptly, in a culturally competent, trauma-informed, and empathetic manner, with wrap-around support available to vulnerable clients. These steps will support greater trust in the legal system from First Nations people, by ensuring it is culturally appropriate and linguistically accessible, anti-discriminatory, and actively seeks to overcome colonial biases and power structures.</p>

Pro Bono Legal Services Secondments

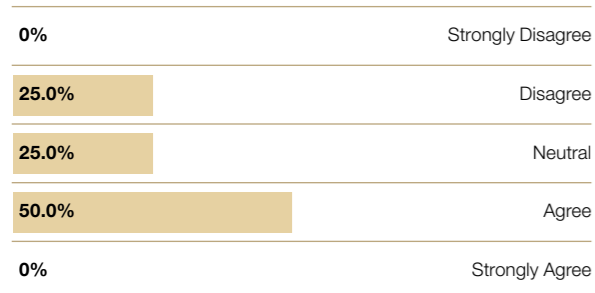
Our People Said



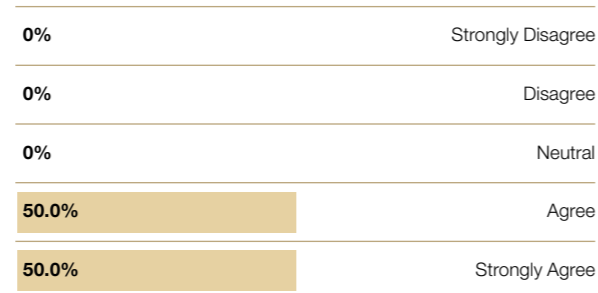
By undertaking this secondment, I gained new skills and knowledge



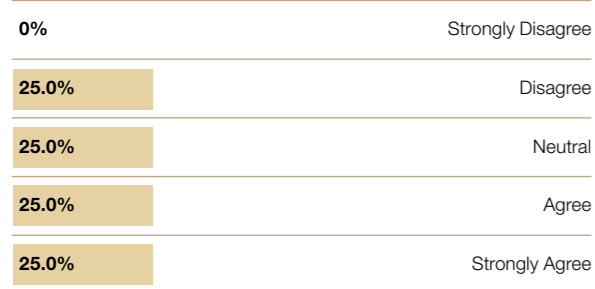
I was adequately supported and supervised during this secondment



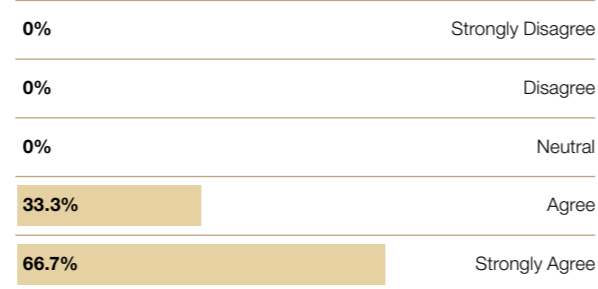
Induction training offered by the organisation prepared me for work in this secondment



Participating in this secondment made me feel more engaged in my commercial work at KWM

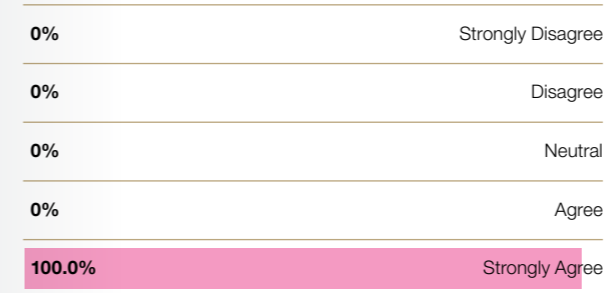


This secondment increases the capacity of the community client to change unfair laws and policies

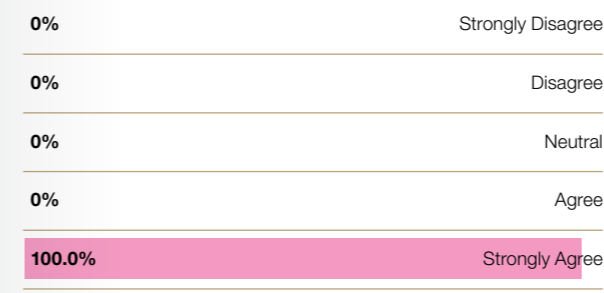


This secondment increases the capacity of the community client to provide access to legal services

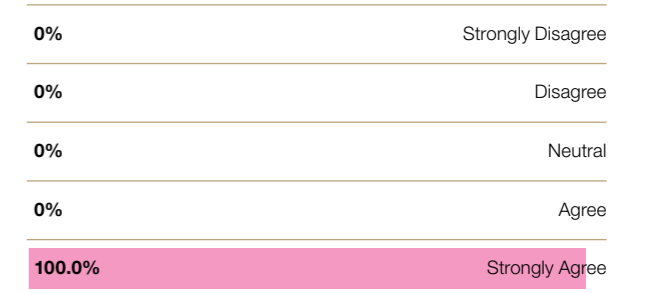
Our Clients Said



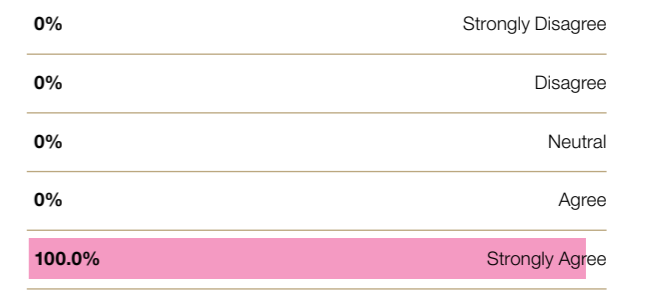
The clinic has helped to improve the capacity of our organisation to change unfair laws and regulations



The secondee is responsive



The secondee has helped to improve the capacity of our organisation to provide access to legal services



The secondees' work is of high quality

Voices: Best Thing About Our Secondment Program?

“The ability for the secondee to use the in-depth knowledge they gained at [client] to strengthen the overall work of KWM in specific areas of need”
– KWM Client.

“Learning new skills and gaining confidence”
– KWM Lawyer.

Our Secondments

We seconded lawyers to the following strategic community partners:

- Arts Law [Artists in the Black] (2)
- Human Rights Law Centre [Indigenous Unit] (2)
- National Family Violence Prevention Legal Services (1)
- Refugee Advice & Casework Service (2)
- Social Reinvestment WA (1)

Impact Stories

iTrack online mentoring

In late 2020, Krystal Jackson (Consultant, Applied Legal Technology Melbourne) volunteered for iTrack, The Smith Family's online mentoring program for high school students in Years 9 to 11. Krystal was matched with a student with a keen interest in animals. Together, they discussed different career pathways involving animals, subjects to study, strategies to raise grades and general life advice about writing resumes and maintaining a work life balance. Krystal said "it has been such an easy and rewarding experience to spend an hour a week giving back to a student in need and helping her achieve her goals in her work life and at home".

Outreach in the Torres Strait

Rebecca Stanley (Solicitor, Sydney) travelled to the Torres Strait to conduct an outreach legal clinic for Indigenous artists and art centres as part of KWM's partnership with the Arts Law Centre of Australia and their Artists in the Black program. Rebecca accompanied Donna Robinson from Arts Law and together they advised on a number of areas, including IP licensing, copyright infringement and contracts. They also prepared wills for 10 artists. While there, they were privileged to learn more about the history and culture of the Torres Strait, as well as the symbolic meaning behind some of the beautiful artworks being created by local artists. The trip helped to build KWM's relationship with Moa Arts Centre and Badu Arts Centre.

30th Anniversary of the Royal Commission into Aboriginal Deaths in Custody Webinar

In April 2021, KWM hosted a virtual conversation to mark the 30th Anniversary of the Royal Commission into Aboriginal Deaths in Custody. Attendees heard from Senator Patrick Dodson and Senator Lidia Thorpe alongside families whose loved ones have died in custody. The panellists discussed the heartfelt stories shared by the affected families and what actions must be taken by government to end Indigenous deaths in custody.

Uluru Statement from the Heart

Teams across our 5 Australian centres attended training on the Uluru Statement from the Heart run by Semara and Stacey from Deadly Inspiring Youth Doing Good (DIYDG). Semara and Stacey, spoke about the importance of the Uluru Statement from the Heart to their communities and from their own perspectives. They explained the importance of enshrinement in the Constitution of a Voice for First Nations people to advise Parliament. Semara and Stacey emphasised that, as only 3% of the Australian population, First Nations people need us to stand with them and join the conversation.

United Nations Responsible Business and Human Rights Forum

In early June 2021, Sati Nagra (Associate, Sydney) was a Panellist for the UN Responsible Business and Human Rights Forum session on "Engaging Business to Promote, Protect and Respect Children's Rights to a Healthy Environment". Sati presented to an audience of 3k+ on recent climate change litigation developments in Australia and overseas; KWM's pro bono support of UNICEF in promoting children's environmental rights across Asia-Pac; and draft principles and policy guidance for ASEAN – specifically how businesses can promote children's environmental rights.

A submission by KWM

In April 2021 KWM made a submission to the Indigenous Voice Co-Design Process. The submission identifies KWM's support of the establishment of a First Nations Voice enshrined in the Australian Constitution. It also profiles a number of successful place-based initiatives from several of KWM's community partners, highlighting the positive outcomes that are achieved through local representation and decision-making.

Volunteering with The Smith Family

In September 2020 KWM held a virtual volunteering session with The Smith Family, handwriting personal messages of encouragement to Victorian students on The Smith Family's flagship Learning for Life program. Students continued to face challenges and disruptions to their learning during the second wave of lockdown and school closures. Students told The Smith Family that words of encouragement were uplifting, because it made them feel that people believed in them.

Supporting Equality Australia

In early 2021 KWM sponsored an event at Parliament House in Canberra for strategic community partner Equality Australia. Guest speakers, Ian Thorpe (Former Olympic Swimmer) and Isabelle Langley (Human Rights Advocate), in conversation with Anna Brown (Equality Australia CEO), discussed the prominent issues that the LGBTIQ+ community is facing and the processes for resolving these issues. They also shared some moving personal stories and received support from a range of MPs and Senators from across Parliament.

Melbourne Indigenous Transition School (MITS) visit KWM Melbourne

In March 2021 KWM Melbourne was delighted to welcome the class of 2021 from the Melbourne Indigenous Transition School (MITS). Students enjoyed lunch, touring around the new Melbourne office and meeting KWM staff. MITS exists to create pathways to greater opportunity for Indigenous students from remote and regional communities, so that they may lead lives full of choice and opportunity.

2020 Christmas Toy and Book Appeal with The Smith Family

Supporting education involves more than just what happens in the classroom, it's also about enabling positive experiences both in the home and in the wider community, to help young people feel included. This is why KWM partnered with The Smith Family to distribute toys and books at Christmas time. In December 2020, KWM assisted The Smith Family to deliver toy and book gift packs to more than 29,000 children in need around Australia.

SecondBite Food Drive Donation and Site Visit

In October 2020, Ashleigh De La Rosa (Senior Associate, Perth) and Angela Zhao (Solicitor, Perth) visited SecondBite's Perth operations to deliver long life food items collected by the KWM Perth centre through their recent food drive. A total of 163kg of food was raised during the drive (all of the tins, cans, rice and pasta added up!). Angela said "it was really great to see how SecondBite works with many charity partners to provide food to people in need, and to reduce waste and save completely edible food from landfill at the same time!". During their visit, Ashleigh & Angela also learned that SecondBite are providing casual employment opportunities to people with disabilities.

Digital Christmas messages for The Smith Family

In late 2020, a team of 27 KWM staff collectively wrote digital Christmas messages to 288 Victorian families supported by The Smith Family. These messages accompanied a digital gift voucher that The Smith Family provided for each Victorian child who would have otherwise received a Christmas gift pack from the annual Toy & Book Appeal. This alternative approach was developed in Victoria because of COVID-19.

Secondment with Refugee & Immigration Legal Service

"I was excited to start my secondment with the Refugee and Immigration Legal Service (RAILS) in May 2020. In my role with RAILS, I assist and talk with clients that have heartbreaking and tragic backgrounds that are seeking a new start in a safe place for them and their family. Understanding the vulnerability of this cohort of people, makes their trust in you to help them an unforgettable privilege. The team at RAILS has been an absolute pleasure to work with as they commit themselves to helping people call Australia their new home. Not only is the team concerned with their client's legal rights but also their wellbeing, by helping them gain access to everyday services that every human being needs." Erin Allen (Float Practice Assistant, Brisbane) Refugee & Immigration Legal Service Secondee

2021 Australian Heritage Festival

In May 2021, members of the Sydney Community Impact Taskforce and R&E Working Group attended the Gulgadya (Grass Tree) Walking Tour in Sydney's inner west, as part of the 2021 Australian Heritage Festival. The walking tour was led by Elders and knowledge holders and took participants along Hawthorne Canal, to engage with landscape through an Indigenous perspective. Participants travelled to two significant Aboriginal midden sites and participated in a cultural activity at the conclusion of the walk. The team said, "We learned so much about the native Australian flora we saw, and how these plants are significant to and used by Indigenous communities. You often notice new things on a walk and it was definitely an eye opening two hours to learn something more about the local landscapes we walk past everyday".

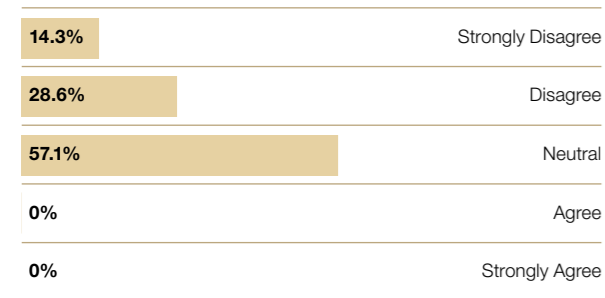
Priority A: Positive Social Change

A1. Improve the Legal System

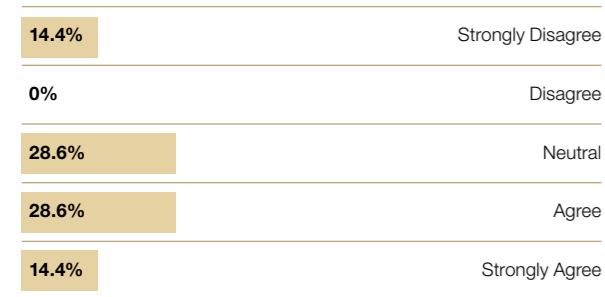
1	Issue	What is the social issue we are responding to?	Young people have limited income or resources to attain legal support, and may be vulnerable to exploitation by employers, businesses, or family members. These issues are compounded for members of low-socio-economic, high migrant background and Aboriginal and Torres Strait Islander communities.
2	Participants	Who are the people upon whom we want to have an effect?	<p>Young people, particularly First Nations young people.</p> <p>Schools are selected on the basis of their Index of Community Socio-Educational Advantage (ICSEA), which is a scale that identifies the socio-educational advantage of a school. Many of the schools are located in areas with high populations of:</p> <ul style="list-style-type: none"> – Aboriginal and Torres Strait Islander young people; – Culturally and linguistically diverse young people; and – young people with a low socio-economic status.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<p>Young people need to have a working level of knowledge around their legal rights in order to ensure that these are protected. Business and community partnerships can support disadvantaged schools to fill in resource gaps, by developing educational opportunities aligned to community needs.</p> <p>To meaningfully engage First Nations young people, it is important to:</p> <ul style="list-style-type: none"> – continually audit materials to ensure that they reflect First Nations perspectives; – ensure that First Nations students are given a voice in classroom discussions; and – acknowledge the impact that colonialism and the modern legal system has had and continues to have on First Nations people in Australia.
4	Activities	What activities or services will we provide?	<p>Volunteers from KWM and our commercial clients run interactive small group discussions with Year 10 students. Workshops range in frequency and length, and most culminate in a mock trial at KWM's offices. No legal advice given in this program.</p>
		FY21 Activities	<ul style="list-style-type: none"> – Legal education program for schools delivered nationally. – TalkLaw® delivered to 12 high schools across Australia.

5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – Total of 979 pro bono hours provided via our Legal Education Program (up from 691.5 in FY20). – 40 sessions of TalkLaw® delivered.
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<p>Young people have an increased understanding of legal issues that disproportionately affect them. Schools with a low ICSEA are able to keep their students more engaged in legal topics. TalkLaw® immersive learning experiences inspire young people to think broadly in terms of their own career aspirations.</p>
		FY21 Outcomes	<ul style="list-style-type: none"> – 100% of participating schools Agreed (4 out of 5) that students are more engaged in legal topics after participating in TalkLaw®. – 83.33% of KWM lawyers Strongly Agreed with the statement: “Students have a better awareness of legal issues after participating in TalkLaw®”. – 364 young people participated in TalkLaw®.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	The legal information provided to young people filters to families and communities, contributing to increased awareness of the legal topics covered in the TalkLaw® program.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	Young people avoid legal problems in relation to the topics covered in the TalkLaw® program in the future, and are better equipped to enforce their legal rights.
9	Impact	What will it look like when the social issue has been addressed?	Young people, particularly First Nations young people, understand their legal rights and responsibilities and are well-placed to ensure that these rights are enforced.

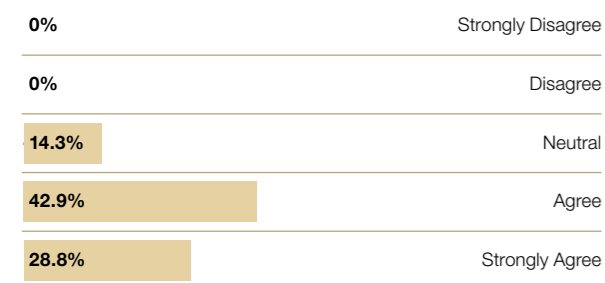
Our People Said



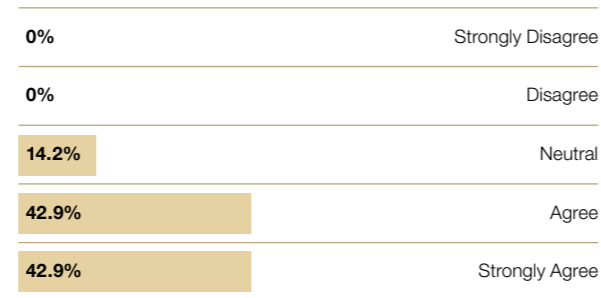
I deepened a relationship with a commercial client via TalkLaw®



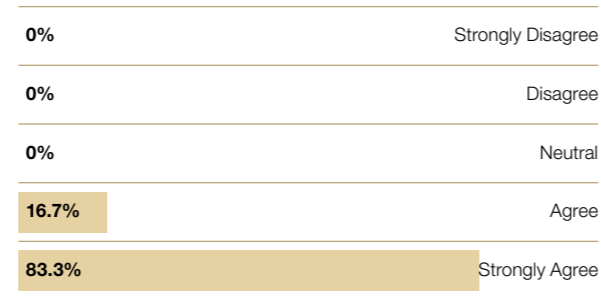
Participating in TalkLaw® made me feel more engaged in my commercial work at KWM



TalkLaw® training adequately prepared me to explain the materials to the students

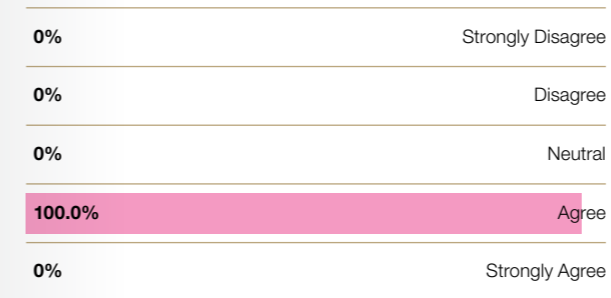


I gained new skills and knowledge via TalkLaw®

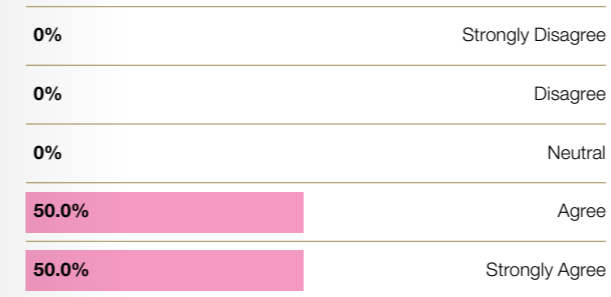


Students have a better awareness of legal issues after participating in TalkLaw®

Our Clients Said



Students are more engaged in legal topics after participating in TalkLaw®



Students have a better awareness of legal issues after participating in TalkLaw®

Voices: Best thing about TalkLaw® ?

“Empowering young people with useful and relevant knowledge of legal issues”
– KWM Lawyer

“Small group participation, Q&A, well-prepared professionals, sense of worth for students receiving this program”
– Participating School

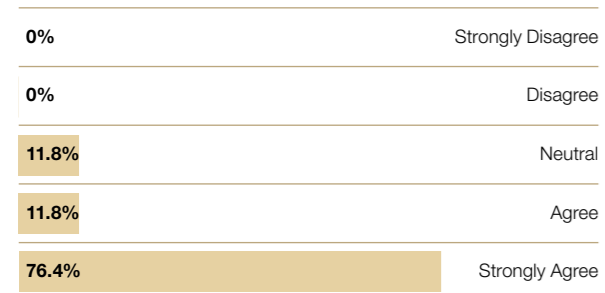
Priority A: Positive Social Change

A3. Strengthen Civil Society

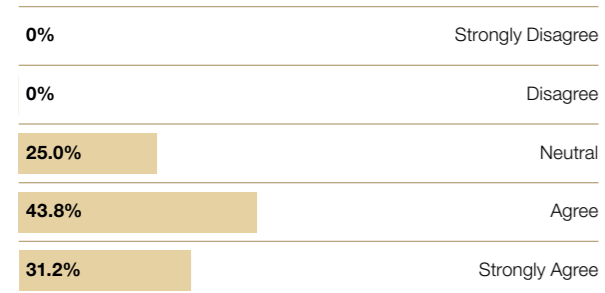
1	Issue	What is the social issue we are responding to?	Community sector organisations are front-line responders to complex, interrelated social issues. They are often relying on limited funding or support. A strategic approach is needed to maximise resources, efficiency and create effective, long-term outcomes.
2	Participants	Who are the people upon whom we want to have an effect?	Our community partners – a range of community legal centres, not-for-profit and for-purpose organisations.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	Community organisations need to: <ul style="list-style-type: none"> – create a clear objective; – centre the client and their needs; – build internal capability; – understand their ecosystem; and – engage other stakeholders to meet their goals.
4	Activities	What activities or services will we provide?	<p>Impact Masterclass Project (IMP) workshops delivered to Community Partners focus on key legal issues and emerging trends in the community sector and facilitate discussion and engagement with the areas covered. Through the workshops we seek to support the further development of attendees' practical skills and legal knowledge and provide the opportunity to seek further tailored assistance.</p> <p>Stream 1 Legal Skills & Knowledge Workshops: KWM lawyers (and in partnership with commercial clients, where appropriate) develop and deliver legal skills and knowledge workshops monthly to KWM community partners and clients.</p> <p>Stream 2 Professional Skills & Knowledge Workshops: The professional skills & knowledge component of IMP focuses on non-legal skills, which aim to streamline and support the way our community partners are able to operate their organisations.</p>
		FY21 Activities	Impact Masterclass Project delivered to more 60+ NFPs on a monthly basis.

5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – Total of 979 pro bono hours provided via our Legal Education Program (up from 691.5 in FY20). – 7 sessions of Impact Masterclass Project delivered in FY21.
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Community partners and clients experience improved legal capability and practices. – Increased sector sharing of practices.
		FY21 Outcomes	<ul style="list-style-type: none"> – 41.17% of Participants said they either Strongly Agreed, or Agreed, that by participating in IMP, they are sharing information and practices to enable the sector to learn from each other. – 75% of Participants said that IMP had increased their depth of awareness of legal issues that may impact upon their organisation. – 356 people attended Impact Masterclass sessions.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	Community partners and clients are able to identify legal issues earlier and request assistance when the issue requires specialist advice.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – Fewer preventable legal issues experienced by community partners and clients. – Participant community organisations enhanced operating efficiency and minimise risk.
9	Impact	What will it look like when the social issue has been addressed?	We have greatly contributed to building the capacity of, and have created sustainable solutions for, our Community partners, and civil society.

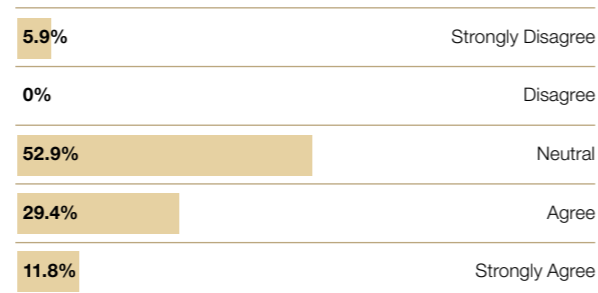
Our Clients Said



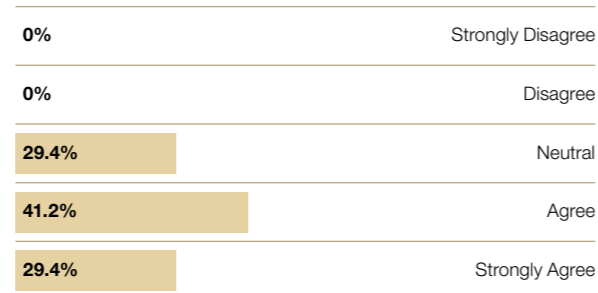
I am likely to refer a matter to KWM for tailored pro bono legal advice, where necessary



Participating in Impact Masterclass has increased my depth of awareness of legal issues that may impact on my organisation



Participating in Impact Academy Masterclass has enabled my sector to share information and practices to enable us so that we can learn from each other



The specialist and professional skills workshop/s have had a positive impact on the operation of my organisation or our staff

Topics covered in FY21

Record retention post-Royal Commission:

A guided example-driven walk through the recommendations of the Royal Commission and what this means for the participant's record keeping obligations, addressing the key categories of information usually received or created by not-for-profit organisations.

MOU's for collaboration: Practical tips and traps in relation to the creation of MOUs.

Fundraising: Practical tips surrounding fundraising in Australia.

Signature strengths: Practical techniques for engaging the participant's character strengths – those positive parts of their personality that impact how one thinks, feels and behaves.

Risk Management: focussed on the ways an organisation can seek to manage and limit the types of risks it might be exposed to.

Intellectual property in collaborations and sponsorship arrangements: A quick refresher on intellectual property and provided some practical tips to help organisations protect its IP.

Voices: What should we do more of next year?

"Would be great to join other governance, director duties, corporate law, Non Executive Director type masterclasses. NED networking events. CPD events for Lawyer directors."

"It's always helpful to see examples relevant to the NGO sector, to bring the legal rules to life".

"Employment law, Defamation law (in light of recent changes to legislation), Trade marks, IT Agreements, Managing legal risks arising from Volunteers".

"More surrounding ADVO's and the care and protection of the children".

"The Privacy Masterclass that I attended some time ago was incredibly useful - and led to a major overhaul of our approach to privacy – more on this would be great".

"The first session I participated in was a bit more interactive in that it sought examples/issues/regulatory requirements from participants and while I understand this was to assess future topics, there was no interaction in subsequent sessions".

Priority A: Positive Social Change

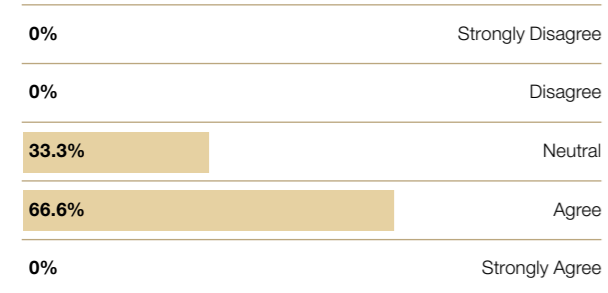
A3. Strengthen Civil Society

1	Issue	What is the social issue we are responding to?	<p>Community sector organisations are front-line responders to complex, interrelated social issues. They are often relying on limited funding or support. A strategic approach is needed to maximise resources, efficiency and create effective, long-term outcomes.</p> <p>From a legal standpoint, member organisations will also all have a set of rules or a constitution that describes how each organisation is run. They will likely have a range of policies and procedures. They are run by a board or committee that is made up of people appointed or elected in accordance with the group's rules. The board or committee sets the strategy for the group and makes certain decisions.</p> <p>These boards and committees play a critical role in ensuring that holistic, comprehensive and competent services are realised. It is therefore vitally important that boards and committees are operating to their highest level, strong and resilient.</p>
2	Participants	Who are the people upon whom we want to have an effect?	Our community clients – a range of community legal centres, not-for-profit and for-purpose organisations. In particular, organisations working to support young people and First Nations people.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<p>Community organisations need to:</p> <ul style="list-style-type: none"> – create a clear objective; – build internal capability; – understand their ecosystem; and – engage other stakeholders to meet their goals.
4	Activities	What activities or services will we provide?	<p>Governance et al. is an online workshop series which aims to broaden and deepen an organisation's understanding of governance related topics and issues, while providing the latest knowledge and thinking on governance to help drive implementation of best practice.</p>
		FY21 Activities	<ul style="list-style-type: none"> – New project launched in FY21 after consultation with NFP sector. – Online webinars delivered on a range of topics associated broadly with governance.

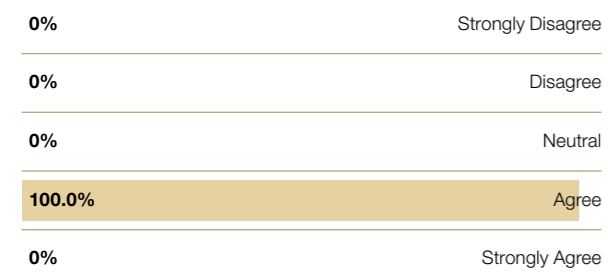
5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – 303 people attended Governance et al sessions – 6 x 1-hour workshops delivered across Victoria, NSW and Queensland
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Community clients experience improved legal capability and practices. – Increased sector sharing of practices.
		FY21 Outcomes	<ul style="list-style-type: none"> – 100% of Participants said that they Agreed (4 out of 5) with the statement: "Participating in Governance et al. has increased my depth of awareness of legal issues that may impact on my organisation". – 66.66% of Participants either Strongly Agreed, or Agreed, with the statement: "The workshops have had a positive impact on the operation of my organisation or our staff". – 100% of Presenters said that they Strongly Agreed that the project "is an effective tool to increase the capacity of the participating organisations to identify their potential legal issues more efficiently and effectively".
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	– Community partners and clients are able to identify legal issues earlier and request assistance when the issue requires specialist advice.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – Fewer preventable legal issues experienced by community partners and clients. – Participant community organisations have enhanced operating efficiency and minimise risk.
9	Impact	What will it look like when the social issue has been addressed?	We have greatly contributed to building the capacity of our community clients and civil society to deal more efficiently and effectively with governance related issues.

Legal Education Governance et al

Our Clients Said

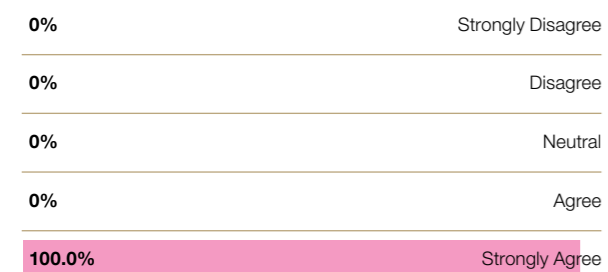


I am likely to refer a matter to KWM for tailored pro bono legal advice, where necessary

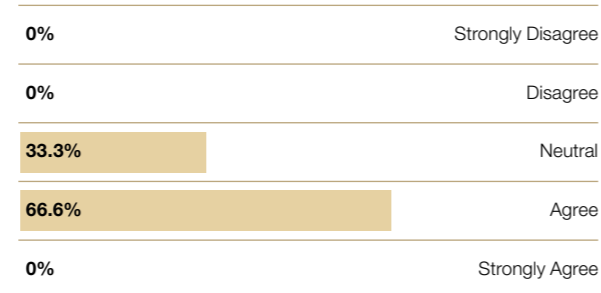


Participating in Governance et al. has increased my depth of awareness of legal issues that may impact on my organisation

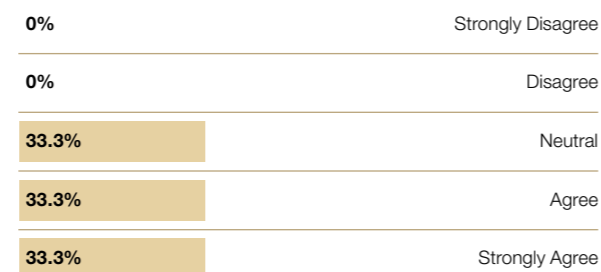
Governance et al Presenters Said



Governance et al. is an effective tool to increase the capacity of the participating organisations to identify their potential legal issues more efficiently and effectively



Participating in Governance et al. has enabled my sector to share information and practices to enable us, so that we can learn from each other



The workshop/s have had a positive impact on the operation of my organisation or our staff



I received enough guidance to deliver the workshop in a tailored way for not-for-profit organisations



hego

2021

Priority A: Positive Social Change

A2. Support Equal Justice & Opportunities

A3. Strengthen Civil Society

1	Issue	What is the social issue we are responding to?	Community sector organisations are frontline responders to complex, interrelated social issues. Many of these organisations operate in a limited resource environment. A strategic approach is needed to maximise resources, efficiency and create effective, long-term outcomes.
2	Participants	Who are the people upon whom we want to have an effect?	<ul style="list-style-type: none"> – Our Community Partners – a range of community legal centres, not-for-profit and for-purpose organisations. – KWM Partners and staff.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<ul style="list-style-type: none"> – Volunteer involvement can contribute to and build the capacity of our Community Partners to achieve their organisational goals. KWM Partners and staff can contribute their time and expertise to enable our Community Partners to design and deliver programs, activities and initiatives that create positive social change. – Volunteering provides KWM Partners and staff with an opportunity to leverage their skills and experience to make a positive impact in the communities in which we live, work and operate. Meaningful volunteering experiences increase employee attraction, engagement and retention, promote wellbeing and enable learning and development.
4	Activities	What activities or services will we provide?	<p>Through KWMobilise, our volunteering project, KWM will deepen relationships and offer holistic support to our Community Partners. KWM Partners and staff are encouraged to participate in a wide range of volunteering opportunities, that meet needs identified by our Community Partners. Volunteering opportunities include individual and team-based activities, skilled and community (unskilled) activities.</p> <p>KWM Partners and staff are also encouraged to take up numerous volunteering opportunities on offer across our social mobility platform, which is measured and reported on separately.</p>
		FY21 Activities	<ul style="list-style-type: none"> – Wide range of community and skilled volunteering support provided to our community clients over the course of FY21. – Activities include skilled workshops, mentoring, logistics support, content development, capacity building. – See Activity List for examples.

5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – Total of 1,824 hours provided via KWMobilise (up from 505.3 in FY20). – Total of 40 volunteering projects. – 74% of volunteering projects utilising skilled volunteering . – 26% of volunteering projects utilising community volunteering .
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Community Partners feel supported by KWM in a holistic way. – KWM Partners and staff grow our relationships with Community Partners and increase their own awareness of causes and responses to address inequality and poverty.
		FY21 Outcomes	<ul style="list-style-type: none"> – Community Partners feel supported by KWM in a holistic way. – KWM Partners and staff grow our relationships with Community Partners and increase their own awareness of causes and responses to address inequality and poverty.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – Community Partners are enabled to achieve organisational goals and objectives . – KWM Partners and staff deepen engagement with our Community Impact practice.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – Community Partners have enhanced operating efficiency and increased capacity to design and deliver services, programs and initiatives that create positive social change. – KWM has developed, supported and nurtured a strong internal community of people who actively participate in our Community Impact practice and take pride in our achievements.
9	Impact	What will it look like when the social issue has been addressed?	<ul style="list-style-type: none"> – KWM has contributed to building the capacity of our Community Partners and civil society to create positive social change. – KWM demonstrates best practice in corporate volunteering, that contributes to positive social change.

Volunteering

KWMobilise

Activity List

Handwriting letters of motivation to school students supported on The Smith Family's <i>Learning for Life</i> program	The Smith Family
iTrack Mentoring	The Smith Family
Toy & Book Appeal	The Smith Family
Administrative Secondment	RAILS
Easter Egg Drive	Deadly Connections
Design Support	The Pinnacle Foundation
Together In Action Summit	EarthTech
Innovation Support	Literacy For Life
CRM Support	Ngalaya
COVID Connect	Australian Red Cross
Learning Resource Development Support	From the Heart
Training Resource Development Support	Deadly Inspiring Youth Doing Good
Food Drive	SecondBite
Signature Strengths Impact Masterclass	All community partners invited to attend



Priority A: Positive Social Change

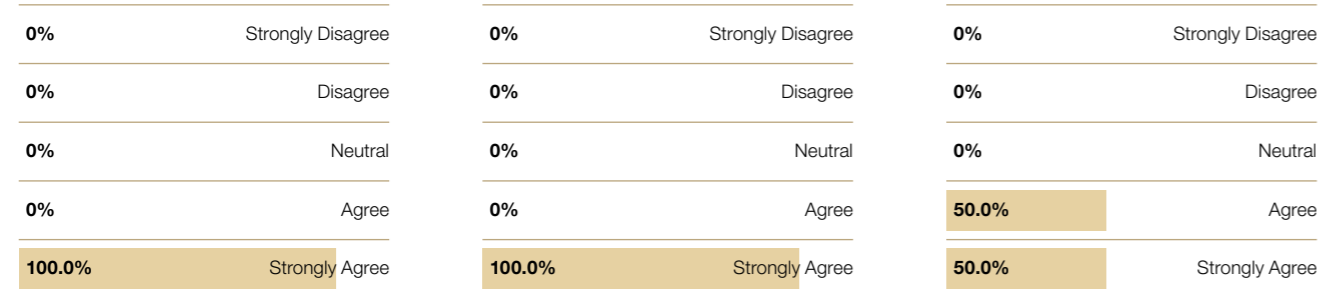
A2. Support Equal Justice & Opportunities

A3. Strengthen Civil Society

1	Issue	What is the social issue we are responding to?	Social mobility. Young people from disadvantaged backgrounds can face complex and often compounding challenges. These challenges can impact a young person's ability to secure and retain meaningful employment, in an increasingly competitive employment market.
2	Participants	Who are the people upon whom we want to have an effect?	Young people from disadvantaged backgrounds.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<ul style="list-style-type: none"> – Meaningful exposure experiences to the world of work. – Opportunities to build genuine relationships with employers.
4	Activities	What activities or services will we provide?	<ul style="list-style-type: none"> – On the job training (immersive learning) in KWM Shared Services & Support teams (70%). – Practical workshops (formal learning) designed and delivered by KWM, ANZ and Transurban (20%). – Mentoring and buddying from KWM staff (peer supported learning) (10%). – A dedicated online portal, enabling the national cohort of students to connect with one another.
		FY21 Activities	<ul style="list-style-type: none"> – 30 day paid work placement & skills development program in KWM Shared Services & Support teams. – Program led by KWM and delivered in collaboration with The Smith Family, ANZ and Transurban.

5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – 10 students assisted via KWM School of Opportunity®. – 4,863 volunteering hours contributed by KWM to design, pilot and deliver KWM School of Opportunity® and Waiwa Mudena in FY21 (up from 1,731 in FY20).
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – Young people from disadvantaged backgrounds gain skills and experience vital to obtain future employment opportunities. – Young people from disadvantaged backgrounds better understand career options.
		FY21 Outcomes	<ul style="list-style-type: none"> – 100% of Students said that they Strongly Agreed with the statement: "I am developing valuable professional skills on KWM School of Opportunity®". – 100% of Students said that they Strongly Agreed that the program would help them to achieve their career goals. – 100% of Students said that they Strongly Agreed with the statement: "KWM School of Opportunity is helping me develop valuable professional networks". – 92.31% of KWM Volunteers said that they Strongly Agreed, or Agreed, that the program is helping to reduce inequality and poverty.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – Young people from disadvantaged backgrounds have developed professional networks and mentoring relationships.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – Contributing to increased young people from disadvantaged backgrounds having improved job readiness, work opportunities and employment prospects. – Contributing to increased young people from disadvantaged backgrounds having stable employment and income post completion of tertiary studies.
9	Impact	What will it look like when the social issue has been addressed?	To create access to a range of powerful opportunities which have the potential to support improved social & economic wellbeing.

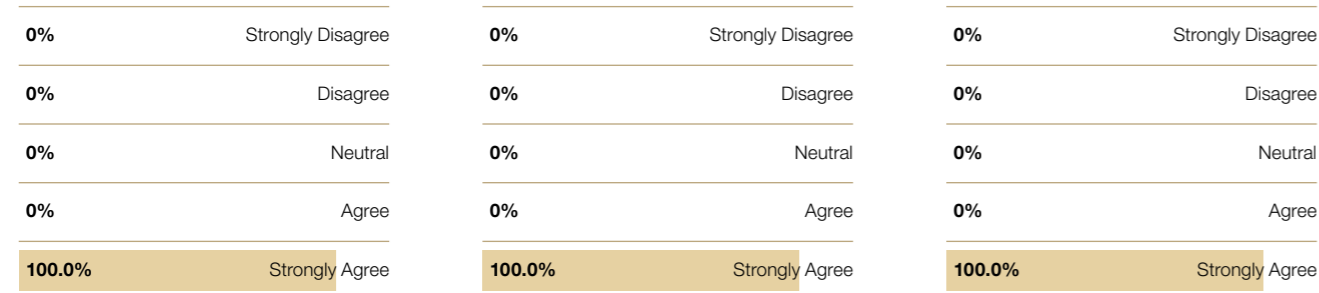
Our Students Said



As a result of KWM School of Opportunity®, I am improving my understanding of the value of mentoring relationships

I am developing valuable professional skills on KWM School of Opportunity®

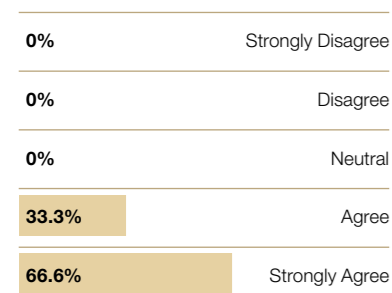
I believe KWM will continue to support me to achieve my career goals via the Community Impact Alumni Network after the completion of KWM School of Opportunity®



I believe my experience as a KWM School of Opportunity® student will help me to achieve my career goals

I believe participating in the KWM School of Opportunity® is boosting my prospects of securing employment on the completion of my university studies

KWM School of Opportunity® is helping me develop valuable professional networks



KWM School of Opportunity® is helping me to better understand my career options

Voices

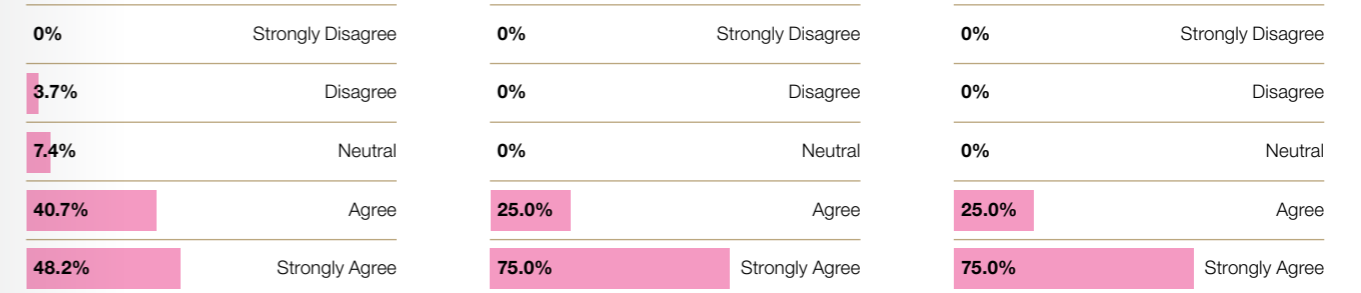
“The KWM School of Opportunity® has been organised exceptionally to teach valuable skills required in the workplace. I particularly think that the flexibility as well as the structure of the program is very well set. Students are supported outside of KWM”

– 2021 Student

“I believe that the insights they learn are very relatable to the stage of their learning and exposure. I also believe the networking they partake in and links they form being a part of this programme, is extremely beneficial for their future”

– KWM Volunteer

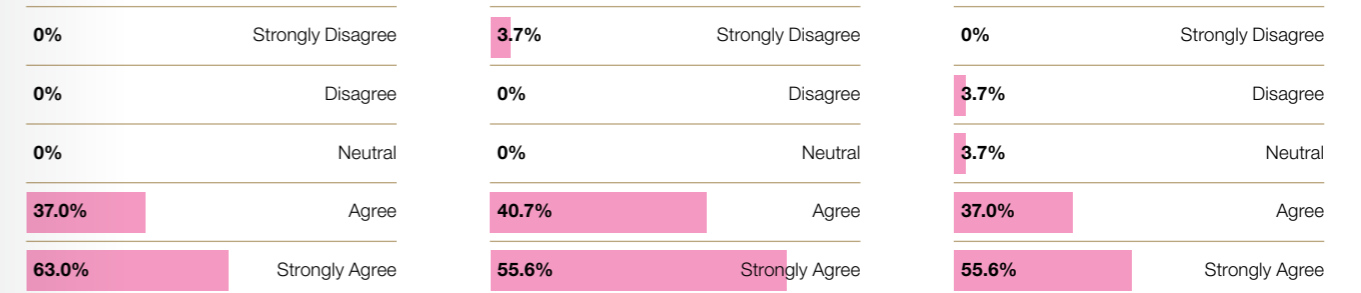
Our Volunteers Said



After the completion of KWM School of Opportunity®, I would like to stay in touch with and support KWM School of Opportunity alumni to achieve their career goals

I am enjoying participating in / contributing to KWM School of Opportunity®

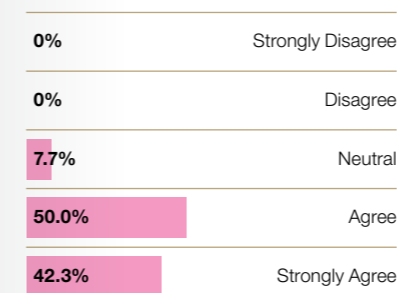
I feel a sense of pride that my organisation is involved in KWM School of Opportunity®



KWM School of Opportunity® enables students to gain a better understanding of their career options

KWM School of Opportunity® enables students to gain skills and experiences that will improve their future employment prospects

KWM School of Opportunity® is helping students develop valuable professional networks and mentoring relationships



KWM School of Opportunity® is helping to reduce inequality and/or poverty

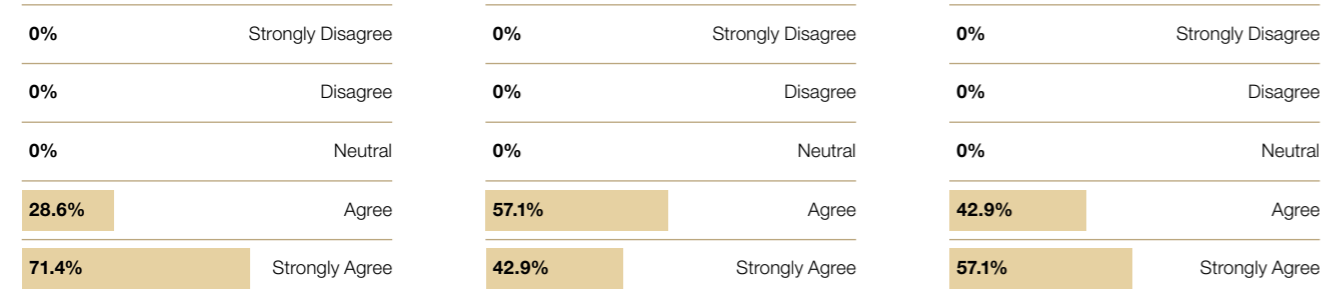
Priority A: Positive Social Change

A2. Support Equal Justice & Opportunities

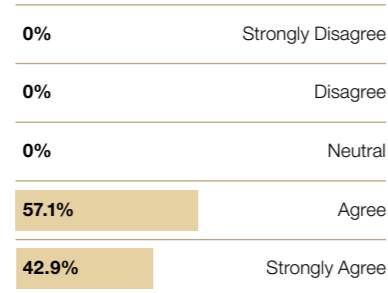
1	Issue	What is the social issue we are responding to?	Under representation and historical exclusion of Aboriginal and Torres Strait Islander people within the legal profession. 1.2% of Australian practising solicitors identify as an Aboriginal or Torres Strait Islander person. 15 out of Australia's 6000 barristers identify as an Aboriginal or Torres Strait Islander person. 2 Indigenous judges currently preside over an Australian courtroom. For too long, Aboriginal and Torres Strait Islander people have been excluded from Australian legal systems and this has contributed to the harm that legal systems have caused them. Despite being over-represented in the justice system, Aboriginal and Torres Strait Islander people are underrepresented in the legal profession.
2	Participants	Who are the people upon whom we want to have an effect?	Aspiring First Nations legal practitioners.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<ul style="list-style-type: none"> – Meaningful exposures to the world of work. – Opportunities to build genuine relationships with employers.
4	Activities	What activities or services will we provide?	<ul style="list-style-type: none"> – Practical on the job training in KWM legal teams. – Mentoring and buddying from KWM lawyers. – Industry specific tailored training and development experiences. – Optional secondment experiences with community legal centres and government related justice agencies. – Networking and shadowing experiences with corporate legal counsel & barristers. – Conference attendance at the National Indigenous Legal Conference. – A dedicated online portal, enabling a sense of belonging and the national cohort of Cadets to connect with one another. – Membership to the KWM Community Impact Alumni network.
		FY21 Activities	<ul style="list-style-type: none"> – 30 day immersive, uniquely flexible paid work placement and skills development program co-designed with and for Aboriginal and Torres Strait Islander law students. – Program led by KWM and delivered in collaboration with UTS, UNSW, The University of Melbourne, The University of Queensland, ANU, Murdoch University, AGL, Tabcorp, Human Rights Law Centre, Victoria Legal Aid, Aboriginal Legal Service NSW/ACT, Aboriginal Legal Service of Western Australia, LawRight, Women's Legal Centre of ACT, Victorian Bar.

5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – 10 Cadets supported across FY21. – 4,863 volunteering hours contributed by KWM to design, pilot and deliver KWM School of Opportunity® and Waiwa Mudena in FY21 (up from 1,731 in FY20).
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – First Nations law students connect with examples of various career pathways available in the legal profession. – First Nations law students better understand their legal career options.
		FY21 Outcomes	<ul style="list-style-type: none"> – 87.5% of Waiwa Mudena cadets said that the program is helping them to better understand their career options in the legal sector. – 100% of Volunteers said they Strongly Agreed, or Agreed, with the statement: "Waiwa Mudena enables cadets to gain a better understanding or their career options".
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – First Nations law students develop valuable industry related professional networks. – The employment prospects of First Nations law students within the legal sectors are boosted by the addition of KWM's strong brand to their CVs.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – Contributing to increased numbers of First Nations law students being ready to work and securing employment in the legal sector. – Contributing to increased participation of First Nations people across the legal profession. – Contributing to addressing the underrepresentation of First Nations people across the legal sector.
9	Impact	What will it look like when the social issue has been addressed?	<ul style="list-style-type: none"> – A more diverse legal profession, one that has greater representation of our First Peoples. – Improved social and economic wellbeing of participants.

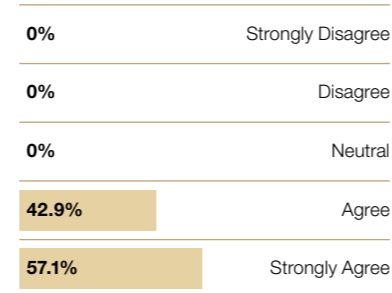
Our Cadets Said



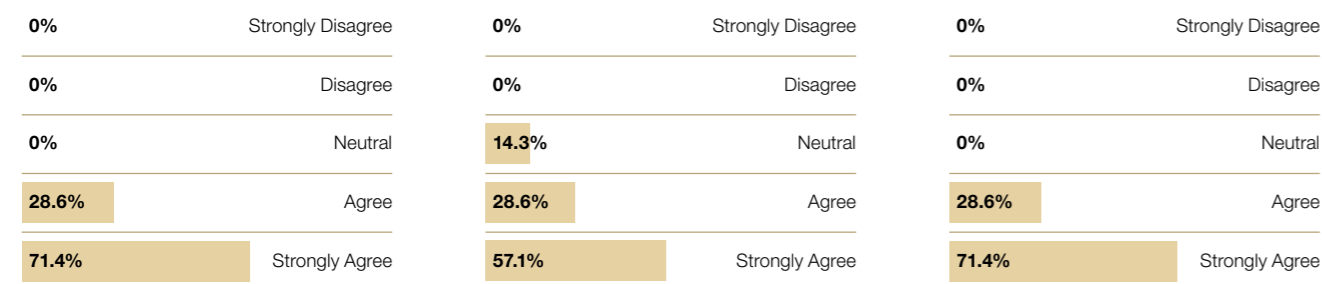
As a result of being on Waiwa Mudena, I am more motivated to pursue a career in the legal industry



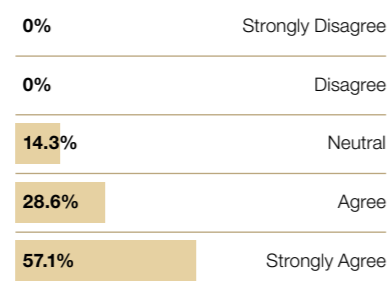
Being on Waiwa Mudena is increasing my commitment to what I am studying at university



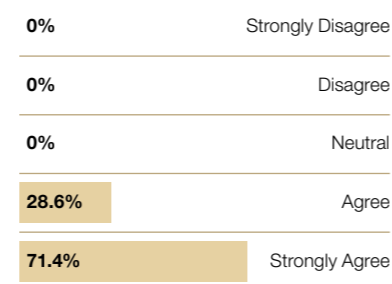
I am developing valuable professional networks on Waiwa Mudena



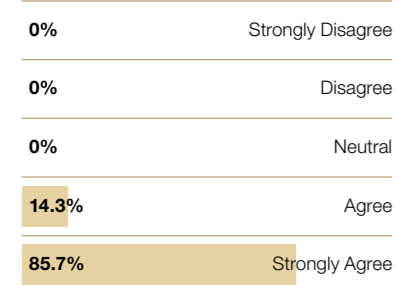
I believe completing Waiwa Mudena will boost my prospects of securing employment in the legal industry on the completion of my law degree



I believe KWM will continue to support me to achieve my career goals via the Community Impact Alumni Network after the completion of Waiwa Mudena

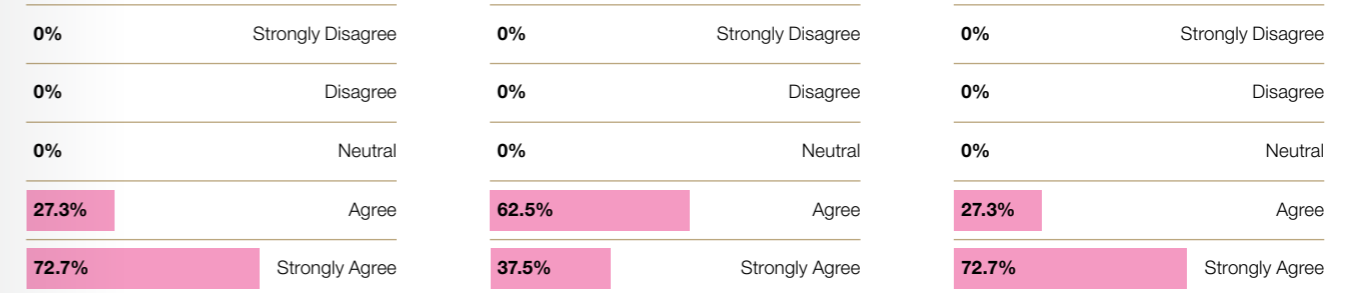


I believe my experience as a Waiwa Mudena cadet will help me to achieve my career goals

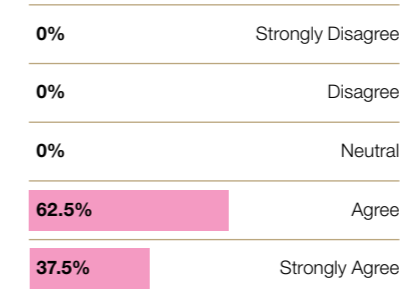


Waiwa Mudena is helping me to better understand my career options in the legal industry

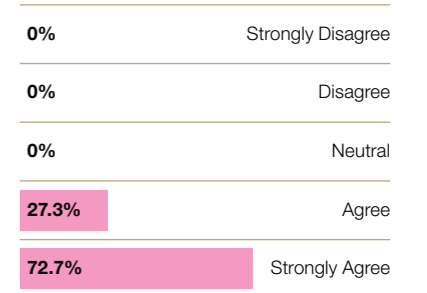
Our Volunteers Said



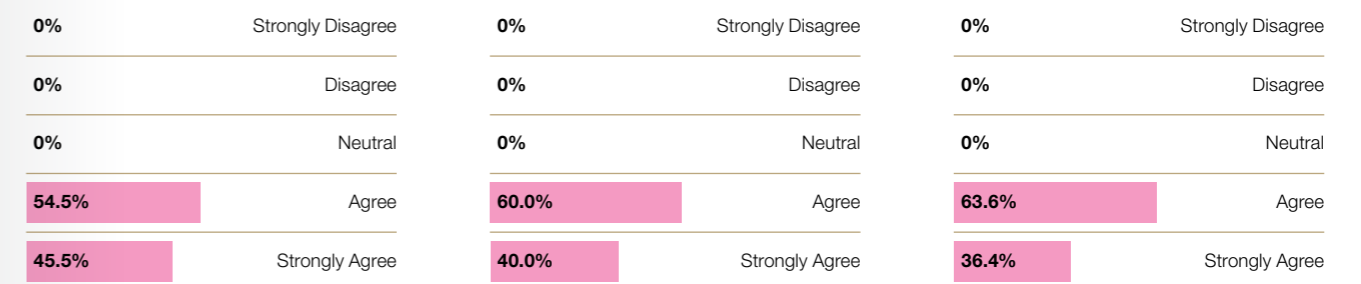
I am enjoying participating in / contributing to Waiwa Mudena



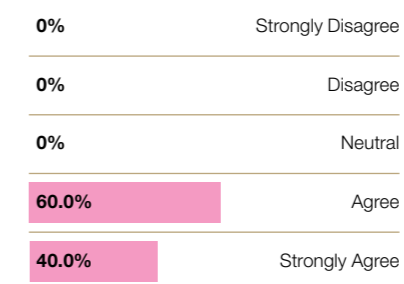
I believe Waiwa Mudena will contribute towards increased participation of First Nations people in the legal profession



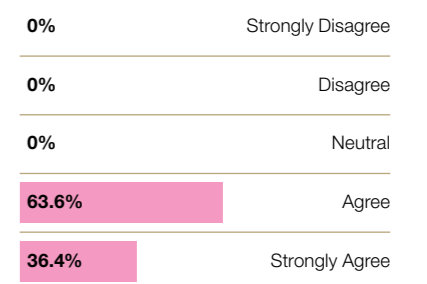
I feel a sense of pride that my organisation is involved in Waiwa Mudena



Waiwa Mudena enables cadets to gain a better understanding of their career options



Waiwa Mudena enables cadets to gain skills and experiences that will improve their future employment prospects in the legal industry



Waiwa Mudena is helping cadets develop valuable professional networks and mentoring relationships

Voices: What's Working Well?

"Like for most young people, having the experience of being able to come into this type of environment is important - to find areas of interest. Some have that opportunity through parents, networks. Some have opportunity through a program such as WM".

"Great opportunity for cadets to be exposed to commercial law firm and different career pathways".

"Listening to the Cadets and ensuring we are meeting their expectations".

Social Mobility

The KWM First Nations Fellowship



Priority A: Positive Social Change

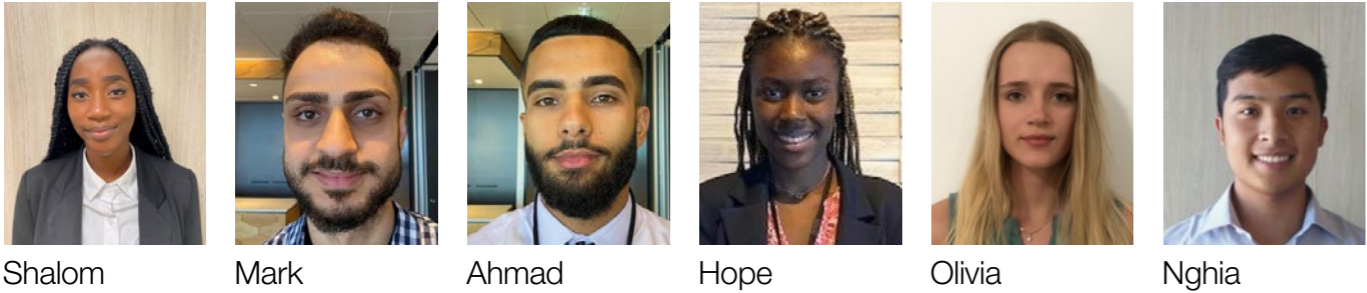
A2. Support Equal Justice & Opportunities

1	Issue	What is the social issue we are responding to?	Under representation and historical exclusion of Aboriginal and Torres Strait Islander people in the legal profession. 1.2% of Australian practising solicitors identify as an Aboriginal or Torres Strait Islander person. 15 out of Australia's 6000 barristers identify as an Aboriginal or Torres Strait Islander person. 2 Indigenous judges currently preside over an Australian courtroom. For too long, Aboriginal and Torres Strait Islander people have been excluded from Australian legal systems and this has contributed to the harm that legal systems have caused them. Despite being over-represented in the justice system, Aboriginal and Torres Strait Islander people are underrepresented in the legal profession.
2	Participants	Who are the people upon whom we want to have an effect?	First Nations students in their first year of studying law.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	<ul style="list-style-type: none"> – Meaningful exposure experiences to the world of work. – Opportunities to build genuine relationships with employers.
4	Activities	What activities or services will we provide?	<ul style="list-style-type: none"> – \$2,000 paid in 2 instalments directly to Fellows to support their studies. – Virtual networking and career insights content, connecting Fellows with Fellowship Ambassadors and a diverse range of Aboriginal and Torres Strait Islander legal professionals from across the legal sector. – Culturally aware mentoring, career guidance and study tips from KWM lawyers and program partners. – Shadowing experiences in legal offices with mentors. – A dedicated online portal, enabling a sense of belonging and the national cohort of First Nations first year law students to connect with one another. – Optional learning & development content that Fellows can access online, in their own time. – Membership to the KWM Community Impact Alumni network.
		FY21 Activities	<ul style="list-style-type: none"> – A strategic Fellowship supporting First Nations students through their first year of law at any Australian university. – Design, testing and piloting of Fellowship. – Launch of Fellowship.

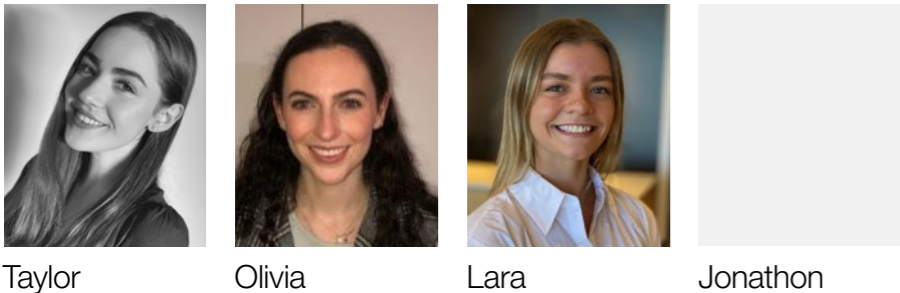
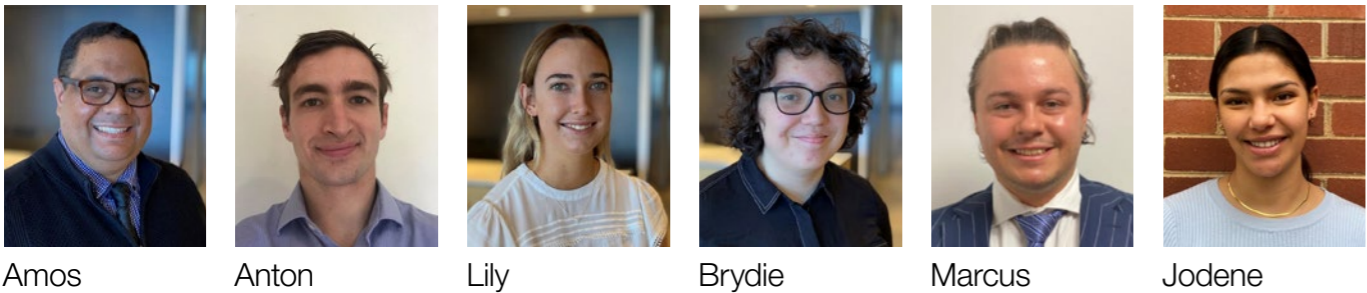
5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> – Launch of new Fellowship. – 10 x Fellows selected.
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> – First Nations law students are provided with holistic support during the first year of their law studies. – First Nations law students better understand their legal career options. – First Nations law students develop valuable industry related professional networks. – Some financial challenges associated with a law degree are eased.
		FY21 Outcomes	<ul style="list-style-type: none"> – Program only commenced in June 2021. – Initial outcomes to be confirmed in FY22.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	<ul style="list-style-type: none"> – The employment prospects of First Nations law students are boosted by the addition of KWM's strong brand to their CVs. – Fellows are aware of and apply for additional opportunities within the KWM Community Impact ecosystem, including Waiwa Mudena.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<ul style="list-style-type: none"> – Contributing to increased numbers of First Nations law students successfully completing their first year of law. – Contributing to increased numbers of First Nations law students securing employment in the legal sector. – Contributing to increased participation of First Nations people across the legal profession. – Contributing to the addressing the underrepresentation of First Nations people across the legal sector.
9	Impact	What will it look like when the social issue has been addressed?	<ul style="list-style-type: none"> – A more diverse legal profession, one that has greater representation of our First Peoples. – Improved social and economic wellbeing of participants.

Our Students, Cadets & Fellows

KWM School of Opportunity® Students



Waiwa Mudena Cadets



First Nations Fellowship Fellows

- Yasmin
- Kelsey
- Michelle
- Maggie
- Marcia
- Rosemary
- Natalie
- Leah
- Jedda
- Shayla



hego 2021

Priority A: Positive Social Change

A3. Strengthen Civil Society

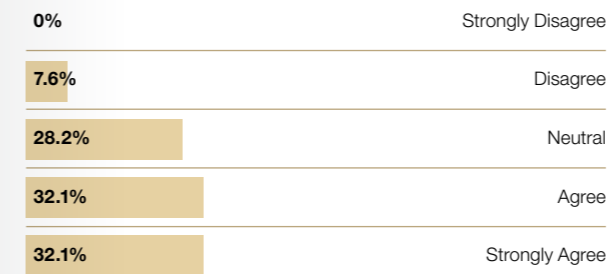
1	Issue	What is the social issue we are responding to?	Community sector organisations are frontline responders to complex, interrelated social issues. They are often relying on limited funding or support. A strategic approach is needed to maximise resources, efficiency and create effective, long-term outcomes. Many of these organisations are often under-funded.
2	Participants	Who are the people upon whom we want to have an effect?	Young people, especially First Nations peoples.
3	Evidence	What does the evidence say is the best way to respond to the social issue?	Community Partners require monetary assistance to successfully continue supporting people from disadvantaged backgrounds.
4	Activities	What activities or services will we provide?	<p>KWM's philanthropy is formalised through DigDeep®, our workplace giving project. KWM partners and staff donate money directly from their pay to selected community partners. KWM matches staff donations dollar-for-dollar, doubling the financial contributions received by our community partners.</p> <p>DigDeep® encompasses regular giving by KWM Partners and staff, sponsoring a student, one-off appeals and final hour appeals. Regular giving allows KWM staff to make fortnightly or monthly donations to their preferred community partner/s. The sponsor a student program allows KWM Partners and staff to support a primary, secondary or tertiary student from The Smith Family's Learning for Life program through their education. One-off Appeals are activated in response to emergencies, such as bushfires. The Final Hour Appeals are run twice a year and allows KWM Partners and staff to donate the final hour of their working week in support of KWM's community partners.</p>
		FY21 Activities	<ul style="list-style-type: none"> - DigDeep® (workplace giving project). - KWMAppeals (activated twice for Australian bushfires). - Final Hour Appeals (activated twice). - In-kind Support (use of meeting rooms, catering, signage and related staffing support). - Strategic Grants, Donations & Sponsorships Program. - Procurement.

5	Outputs	FY21 Outputs	<ul style="list-style-type: none"> - Total of \$740,913 raised & donated via our Philanthropy Program. - 101 hosted with, or on behalf of, our community partners as part of our in-kind support. - A total of 3,221 guests attended the above 101 events (up from 2,484 attendees in FY20). - \$254,982 donated via our Strategic Grants, Donations & Sponsorships Program. - KWM donated the use of its facilities, in-kind, and valued at \$66,419. - \$98,300 via our Procurement to social enterprises and Supply Nation businesses. - DigDeep® has resulted in over \$13.6M in donations since its implementation.
6	Outcomes (Short Term)	What will be the immediate changes in participants lives?	<ul style="list-style-type: none"> - Community Partners are assisted to support young people and First Nations peoples and address inequality and poverty. - Community Partners feel supported by the DigDeep® program.
		FY21 Outcomes	<ul style="list-style-type: none"> - 51.4% of KWM Partners and staff contributed to DigDeep® throughout FY21, up 3% on FY20. - 92.45% of KWM donor respondents said that they Strongly Agreed, or Agreed, that by participating in DigDeep®, they felt a sense of satisfaction in being able to support the community. - 64.15% of KWM donor respondents said that they Strongly Agreed, or Agreed, that DigDeep® enables them to contribute and feel connected to the organisations those donors choose to give to.
7	Outcomes (Medium Term)	What will be the intermediate changes in participants lives?	Young people and First Nations peoples experiencing disadvantage have increased assistance and support. Community Partners have increased support to provide their services.
8	Outcomes (Long Term)	What will be the long-term changes in participants lives?	<p>There will be a reduction in the following groups experiencing disadvantage:</p> <ul style="list-style-type: none"> - Young people. - First Nations peoples.
9	Impact	What will it look like when the social issue has been addressed?	<ul style="list-style-type: none"> - There will be a reduction in the number of young people and First Nations peoples experiencing disadvantage. - Those experiencing disadvantage will feel supported. - Organisations will continue to receive additional funding in a simple and effective way.

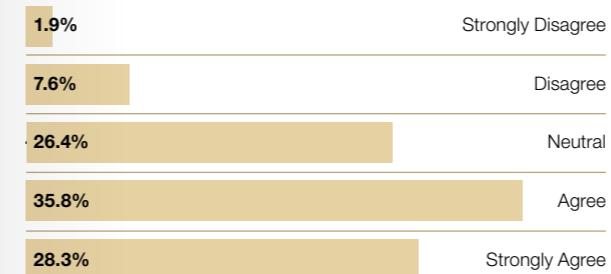
Recipients

\$6,964	Youth Law Australia
\$105,556	The Smith Family
\$26,967	The Katrina Dawson Foundation
\$20,187	Sydney Children's Hospital
\$23,755	Starlight Foundation
\$14,731	SecondBite
\$74,161	SANE
\$29,140	RSPCA
\$18,946	RACS
\$3,979	Pegasus Riding for the Disabled
\$12,347	Parkerville
\$48,037	Opportunity International
\$8,277	NATSILS
\$18,590	National Breast Cancer Foundation
\$3,471	Mater Foundation
\$8,818	Marymead Child & Family Centre
\$14,011	Literacy for Life
\$9,971	Launch Housing
\$44,306	Garvan
\$6,925	Equality Australia
\$50,588	CARE Australia
\$49,814	Australian Red Cross
\$36,009	Australian Conservation Foundation
\$39,233	Asylum Seeker Resource Centre
\$7,429	Guide Dogs WA
\$3,840	Arts Law Centre
\$29,026	Act for Kids
\$22,012	Aboriginal Legal Service (NSW/ACT)

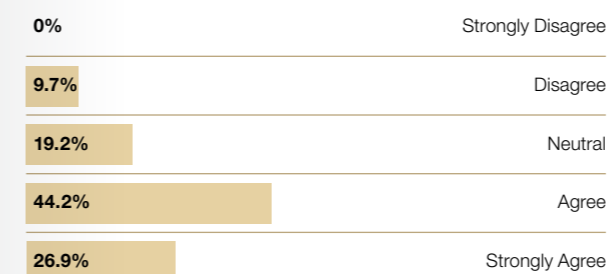
Our People Said



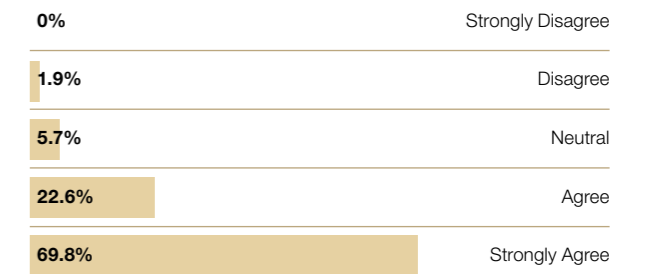
By engaging in DigDeep®, I have gained a better understanding of our community impact programme and a deeper insight into the work of our community partners



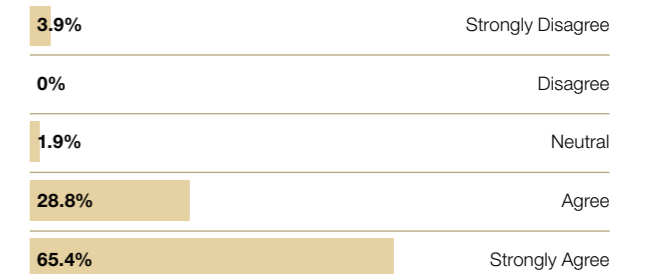
DigDeep® enables me to contribute, and feel connected, to the organisation(s) I choose to give to



I am provided with sufficient information to demonstrate how my contribution, and that of my colleagues, is helping to improve the work of our community partners



By participating in DigDeep®, I feel a sense of satisfaction in being able to support the community via KWM



DigDeep®, our workplace giving project, provides me with an efficient and effective way to donate to organisations working to reduce inequality and poverty

Our Strategic Community Partners & Strategic Memberships

Indigenous Legal Assistance Sector

National Aboriginal and Torres Strait Islander Legal Service (NATSILS)
 Northern Australian Aboriginal Justice Agency (NAAJA)
 Victorian Aboriginal Legal Service (VALS)
 Tasmanian Aboriginal Legal Service (TALS)
 Aboriginal and Torres Strait Islander Legal Service QLD (ATSILS QLD)
 Aboriginal Legal Service WA (ALSWA)
 Aboriginal Legal Rights Movement SA (ALRM)
 Aboriginal Legal Service NSW/ACT (ALS NSW/ACT)

Indigenous Intellectual Property & Cultural Rights

Arts Law Centre - Artists in the Black
 Injalak Arts & Craft Association
 Jilamara Arts
 Moa Arts
 Waringarri Aboriginal Arts Centre

Climate Justice

Australian Conservation Foundation
 Nature Conservancy Australia
 Environmental Defenders Office
 Environmental Justice Australia
 Australian Wildlife Conservancy

Justice Reinvestment & Empowered Communities

Justice Reinvestment Network Australia
 Cowra Community JR site
 Just Reinvest NSW
 Justice Reinvestment SA
 Tiraapendi Wodli Justice Reinvestment Project Port Adelaide
 Social Reinvestment WA
 The Olabud Doogethu Project Halls Creek
 Inner Sydney Empowered Communities
 Cape York Partnership (Empowered Communities Cape York)
 BBY Aboriginal Corporation (leading org for Empowered Communities East Kimberley)
 First Peoples' Assembly of Victoria

Reconciliation & Reunion

Reconciliation Australia Reconciliation Australia
 Healing Foundation
 Reconciliation NSW
 Reconciliation QLD
 Reconciliation SA
 Reconciliation Tasmania Reconciliation WA
 Reconciliation Victoria

Youth Justice

Human Rights Law Centre
 Koori Youth Council
 ANtAR
 National Justice Project
 Public Interest Advocacy Centre
 UNICEF

First Nations Social Mobility

The Smith Family
 Indigenous Lawyers Association
 Tjabal Indigenous Higher Education Centre – ANU
 Indigenous Barristers' Trust – The Mum Shirl Fund Ngalaya
 UNSW Indigenous Law Centre
 Nura Gili – UNSW
 Jumbunna Institute – UTS
 Indigenous Lawyers Association of QLD
 Aboriginal and Torres Strait Islander Studies Unit – UQ
 Bond University Nyombil Indigenous Support Centre
 Australian National University
 Tauondi Aboriginal College
 Kulbardi Aboriginal Centre – Murdoch University
 Tarwirri – Indigenous Law Students and Lawyers Association
 Murrup Barak – University of Melbourne

Family Matters

Secretariat of National Aboriginal and Islander Child Care (SNAICC)
 Victorian Aboriginal Child Care Agency

Family Violence

National Family Violence Prevention Legal Service (FVPLS)
 Queensland Aboriginal and Torres Strait Islander Child Protection Peak Limited
 Mulleun Mura Aboriginal and Torres Strait Islander Women's Access to Justice Program
 Binaal Billa Family Violence Prevention Legal Service
 Many Rivers Family Violence Prevention Legal Service
 Warra-Warra Family Violence Prevention Legal Service
 Aboriginal Family Legal Service Southern Queensland
 Aboriginal Family Law Service WA
 Aboriginal Family Violence Prevention and Legal Service Victoria (Djirra)
 Southern Aboriginal Corporation Family Violence Prevention Legal Services
 North Australian Aboriginal Family Legal Services

First Nations Health

National Aboriginal Community Controlled Health Organisation (NACCHO)
 Victorian Aboriginal Community Controlled Health Organisation

Our Team

The CI Group

Dan Creasey
Chloe Johnco
Donnella Mills
Megan Barnett-Smith
Jane Timbs
Dusan Stevic
Oskar Henderson
Vicky Kuo
Cree Oliveira
Chloe Castro
Sam Smith

The CI Board

Berkeley Cox
Dan Creasey
David Bell
Amanda Engels
Tim Finlayson
Juliana Jorissen
Jo McAlpine
Darren McClafferty

Diana Nicholson
Helen Pearce
Moirra Saville
Gary Smythe
Chris Wheeler

CI Ambassadors

Matthew Austin
Mark Beaufoy
Kirsten Bowe
Paul Crawford
Sam Dundas
David Friedlander
Francesca Giorlando
Lisa Huett
Tim Klineberg
Scott Langford
Heath Lewis
Rachael Lewis
Joseph Muraca
Mark Upfold
Sarah Yu

Pro Bono Coordinators

Odette Adams
Joel Bond
Matthew Caldow
Janine Chisholm
Tom Crompton
Charlotte Fenton
Darcy Harwood
Aidan Hawkes
Chloe Johnco
Tom Kagan
Amanda Kazacos
Murray Kellock
Christopher Kok
Sankalp Labroo
Donnella Mills
Ben Morgan
Kai Nash
Greg Protektor
Tommy Randall
Leo Rees-Murphy

James Russell
Clare Sayers
Bryce Wray
Ingrid Wright
Joyce Xu

R&E Coordinators

Stephen Brightman
Rebecca Vieceli
Bridget Butler
Anthony Di Gregorio
Georgia Bowden
Sarah McCauley
Clare Sayers
Georgia Sullivan
Ali Thompson
Allison Warriar

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KWM acknowledges and pay our deep respects to the Traditional Owners owners and custodians of the lands on which we work and live. We pay our respects to the First Peoples of this country, their culture and Elders past and present.

WARNING: This report may contain images or names of people who have passed away.