

**Jensen
McConaghy**

LAWYERS

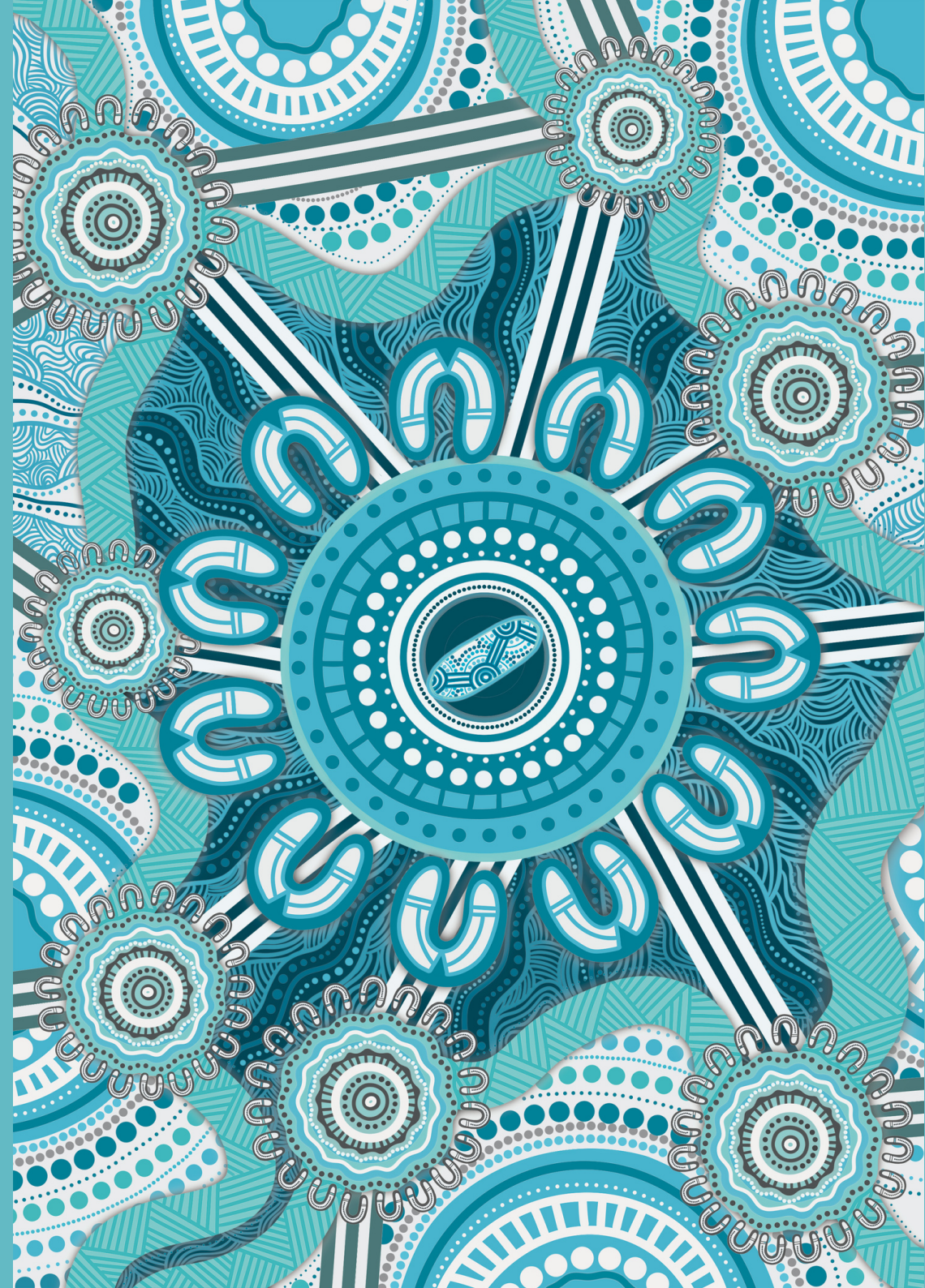
Reflect Reconciliation Action Plan

January 2024 – December 2024



RECONCILIATION
ACTION PLAN

REFLECT



Acknowledgement of Country

In keeping with the spirit of Reconciliation, Jensen McConaghy Lawyers acknowledges the Traditional Owners of the land.

We wish to pay respect to their Elders – past, present and emerging – and acknowledge the important role Aboriginal and Torres Strait Islander peoples continue to play within the community.



About the artwork

The journey of a shared message

The artwork you described portrays Jensen McConaghy and its staff at the center, with a message stick representing the values of Jensen McConaghy that is shared with both the staff and the clients they serve. The artwork further extends outward with journey lines connecting to various communities. These journey lines symbolize the interconnectedness of the communities and their shared values with Jensen McConaghy.

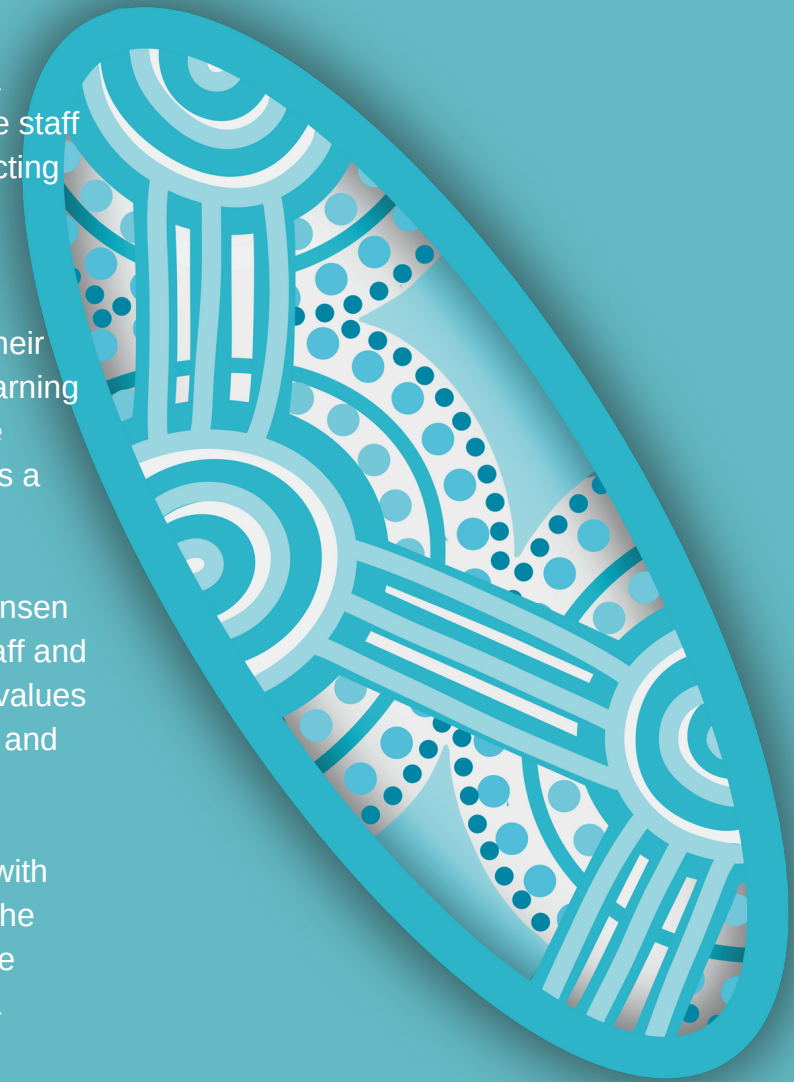
The purpose of the artwork seems to be highlighting Jensen McConaghy's journey and their commitment to reaching out to multiple communities. It emphasizes the importance of learning values that connect people to the land, waters, and fellow individuals. By showcasing the interconnectedness of these communities through the journey lines, the artwork promotes a sense of unity, collaboration, and shared purpose in working towards common goals.

The message stick at the centre signifies the guiding principles and values that shape Jensen McConaghy's mission. It serves as a reminder and a source of inspiration for both the staff and clients, reminding them of the core values they adhere to while working together. These values likely include principles like respect, cultural understanding, environmental sustainability, and community empowerment.

Overall, the artwork beautifully represents Jensen McConaghy's dedication to engaging with various communities, fostering connections, and promoting values that tie individuals to the land, waters, and people around them. It creates a visual narrative that communicates the essence of their work and the importance of collaboration and shared values in making a positive impact.

I want to share this piece with love and harmony.

- Leah Cummins, Artist





Sharing my love of Indigenous art to the world.
I find inspiration in my cultural identity and bring my
stories of my country and people to life in my art.

MEET THE ARTIST

Yathi winja (Good day) My name is Leah Cummins, I am a proud Mayi woman from North-Western Queensland. Mayi-Kulan from my father and Kalkadoon from my mother.

I find inspiration in my cultural identity and bring my stories of my country and people to life in my art. I paint of stories of strength for women and children, love of the land and all my people.

I pay respect to the ancestors who give me these stories in my creativity, to share my culture that transcends words and draws people into wanting to learn about First Nations people. I paint both traditional and contemporary art using storytelling in every art piece to educate and teach everyone of my people's culture.

I hope to inspire and uplift my people by contributing to the sharing of culture and stories through my art. I want to share my love of my people with you.

As a proud Mayi woman from North Western Queensland I want to share my love of art and interpretation of empowerment of my people. I want to share all my piece with love and harmony

"Bunya Sister"



Authentic Aboriginal Art by Leah Cummins

Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Jensen McConaghy Lawyers to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Jensen McConaghy Lawyers joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Jensen McConaghy Lawyers to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to Jensen McConaghy Lawyers, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



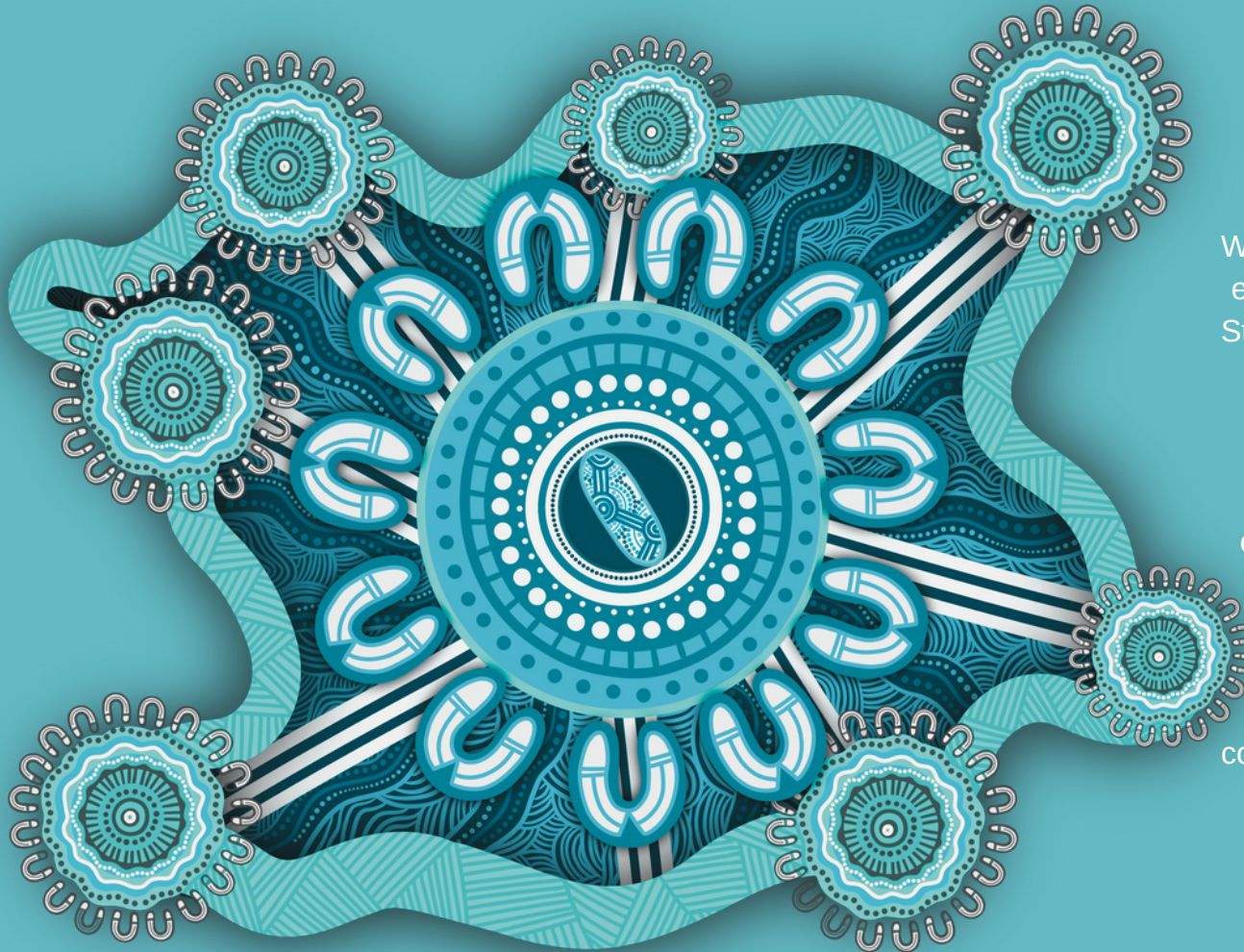
Statement from Jensen McConaghy Lawyers' Leadership Team

As a firm we are proud to launch our first Reconciliation Action Plan (RAP).

We acknowledge our responsibility to provide equal opportunities for Aboriginal and Torres Strait Islander peoples and we are committed to ensuring the successful delivery of our RAP.

We strive to positively contribute to the communities in which we work and continue taking steps towards national reconciliation.

On behalf of Jensen McConaghy Lawyers, we thank Reconciliation Australia for their continued support and awareness throughout our reconciliation journey.

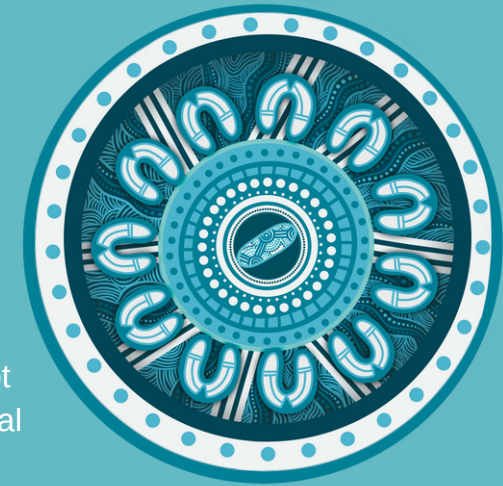


Our Business

Jensen McConaghy Lawyers are defendant insurance litigation experts providing legal advice to corporate clients.

We are market leaders, with the largest statutory insurance practice in Queensland. We are at the forefront of industry issues and have developed successful lasting partnerships with some of the biggest corporations, insurers and employers in Queensland, Australia.

With offices in Brisbane and Cairns, we have a team of approximately 50 staff. To date we have not collected information on the cultural heritage of current employees. While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.



Our RAP

Jensen McConaghy Lawyers recognises the importance of Aboriginal and Torres Strait Islander peoples in our community and having a reconciled country. As a firm, it is important for us to connect to the communities in which we work and positively impact these communities on our RAP journey. In creating our RAP we have reflected on our firm values and how they directly relate to ensuring diversity and equal opportunities.

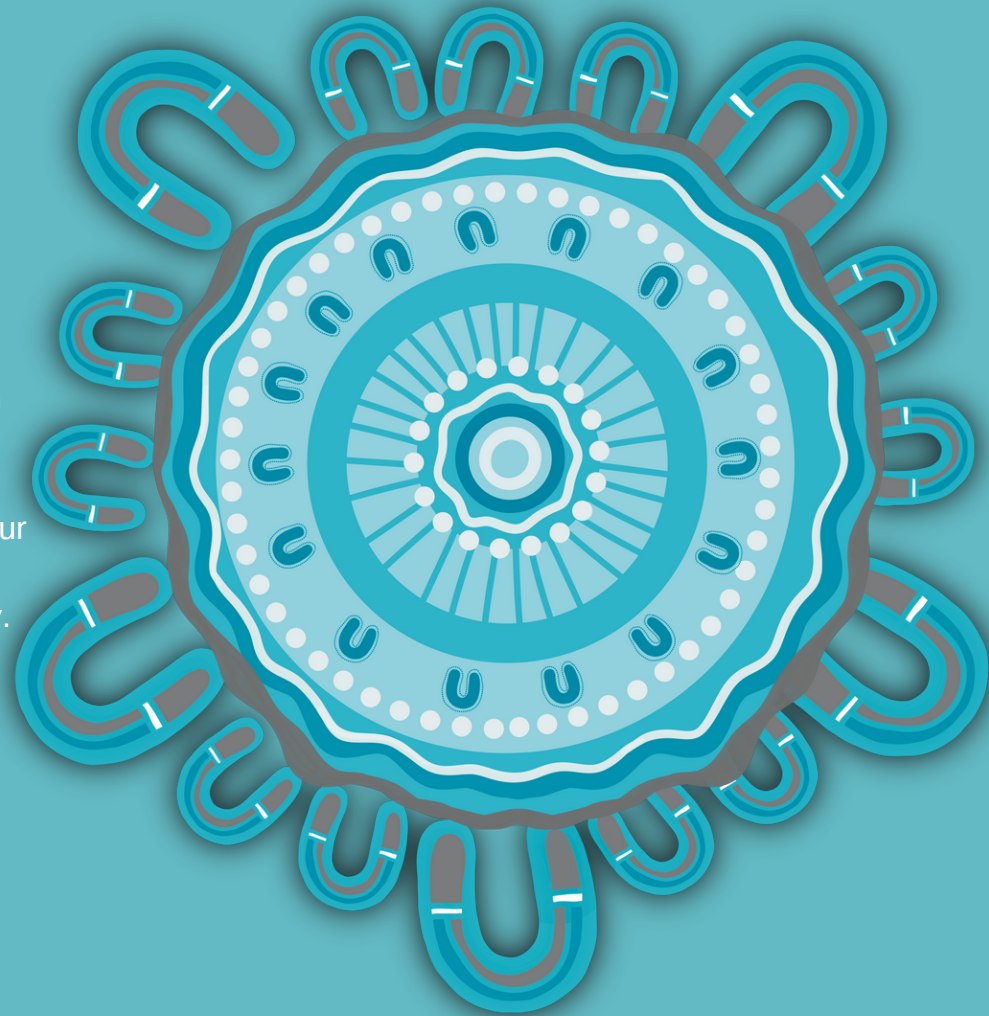
Our RAP will be rolled out by our RAP Working Group, which includes a range of staff from different departments to ensure it is being spread throughout the firm. Our RAP Working Group is currently made up of our Managing Partner, Partner, Office & HR Manager and Finance & Systems Manager. Our RAP is being championed by our Managing Partner who is driving the awareness of our firm. The RAP Working Group will be reporting on RAP progress on a quarterly basis to ensure it is on track throughout the journey.



Our partnerships & current activities

We celebrate firm wide significant First Nations events such as NAIDOC week and National Reconciliation week

With the development of our RAP we intend to expand on our contribution to First Nations communities and build further partnerships with leading organisations focused on diversity.





Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	February 2024	Finance & Systems Manager
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	February 2024	Finance & Systems Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff. 	April 2024	Office & HR Manager
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	May 2024	Partner
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June 2024	Office & HR Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	February 2024	Managing Partner
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March 2024	Office & HR Manager
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	March 2024	Office & HR Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	April 2024	Office & HR Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April 2024	Office & HR Manager



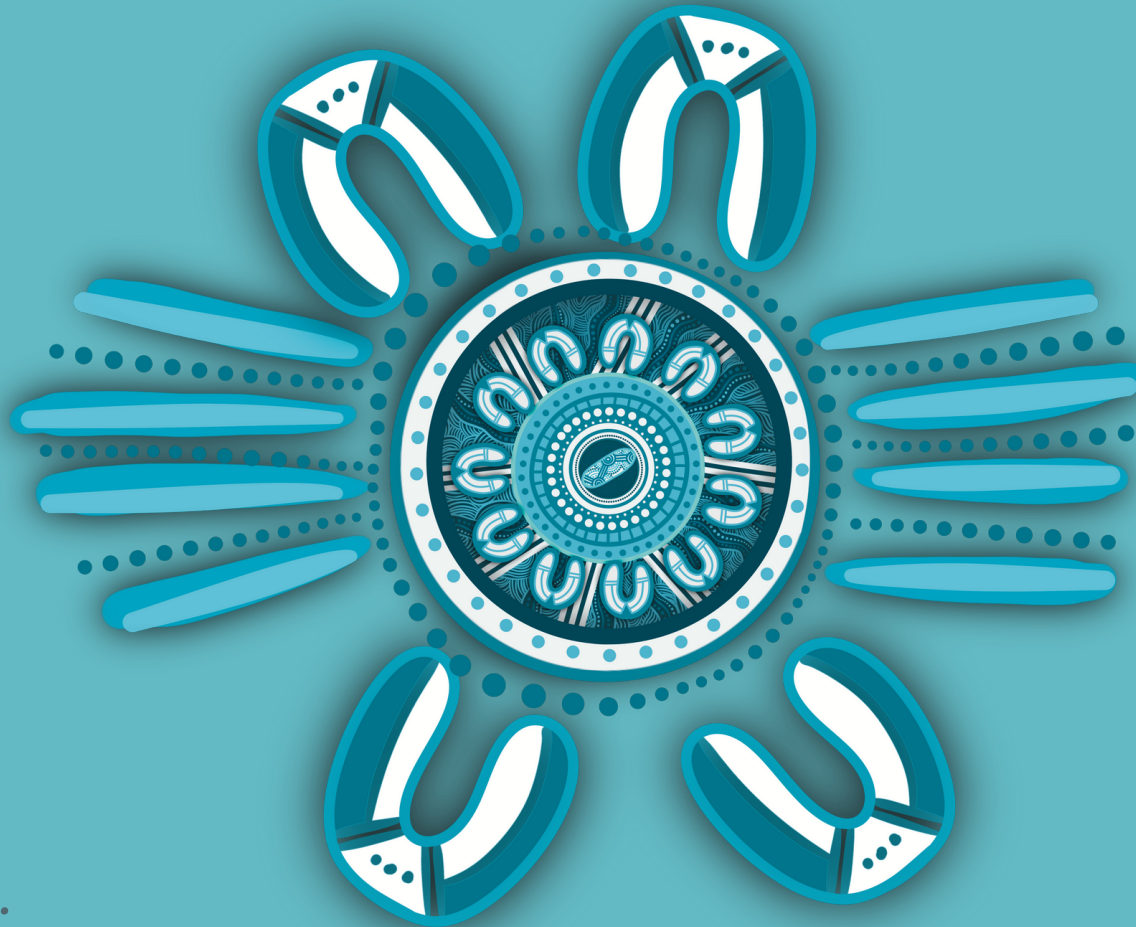
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	May 2024	Managing Partner
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	May 2024	Partner
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	June 2024	Office & HR Manager
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	June 2024	Partner
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2024	Office & HR Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2024	Office & HR Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2024	Office & HR Manager



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	August 2024	Managing Partner
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	August 2024	Office & HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	October 2024	Managing Partner
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	October 2024	Office & HR Manager



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	February 2024	Office & HR Manager
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	February 2024	Office & HR Manager
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	February 2024	Office & HR Manager
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	February 2024	Office & HR Manager
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	February 2024	Office & HR Manager
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	February 2024	Office & HR Manager
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	February 2024	Office & HR Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	June annually	Office & HR Manager
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August annually	Office & HR Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, annually	Office & HR Manager
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	May 2024	Office & HR Manager



Contact details:

Name: Jess O'Dwyer
Position: Office & HR Manager
Phone: 07 3004 0924
Email: jodwyer@jensenmc.com.au