

**Spotlight
on Diversity
and Inclusion
2024**



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At MinterEllison, we champion and advocate for inclusion. We do this because diversity is part of who we are and is fundamental to our character and identity.

Our people come from different cultural backgrounds, including First Nations Australian cultures. We speak many languages. Our people have diverse genders and sexual orientations. Our people have diverse caring responsibilities. Our people have lived experience of disability.

Among our clients and markets, we are known for our diversity of skills, perspectives and expertise.

We know that when we bring together diversity of thinking, skills, experience, genders, backgrounds, orientations and abilities, and recognise where they intersect, we thrive and we deliver excellent results for our clients, people and communities."



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We want all of our people to feel they belong at MinterEllison. We want our people to participate fully in the life of the firm, and to perform at their best. We understand that to achieve this, everyone must feel equally included, valued, respected and recognised."

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Our clients' most complex problems require nuanced multi-disciplinary solutions. Diversity of skills, perspectives and expertise helps us find those solutions. In this way, diversity is a business imperative."



The Board's endorsement of the Diversity and Inclusion Steering Committee's proposal that a whole of firm strategy be developed to integrate diversity and inclusion across our business is important and to be celebrated!

Our diversity and inclusion narrative, which was co-designed by our people, will guide our roadmap to develop and implement the strategy so we can all focus consistently on delivering great outcomes for our people, our clients and our communities.

Thank you to all who bring their energy and commitment to this important work."

Amanda Watt

Partner and Chair, Diversity & Inclusion Steering Committee (she/her)



I will always be a vocal champion for diversity, inclusion and belonging, as it enables all of our people to achieve sustainable performance excellence and deliver for our clients.

I'm also proud that we have helped many of our clients with their own diversity and inclusion work, demonstrating the importance of working together to create systemic change."

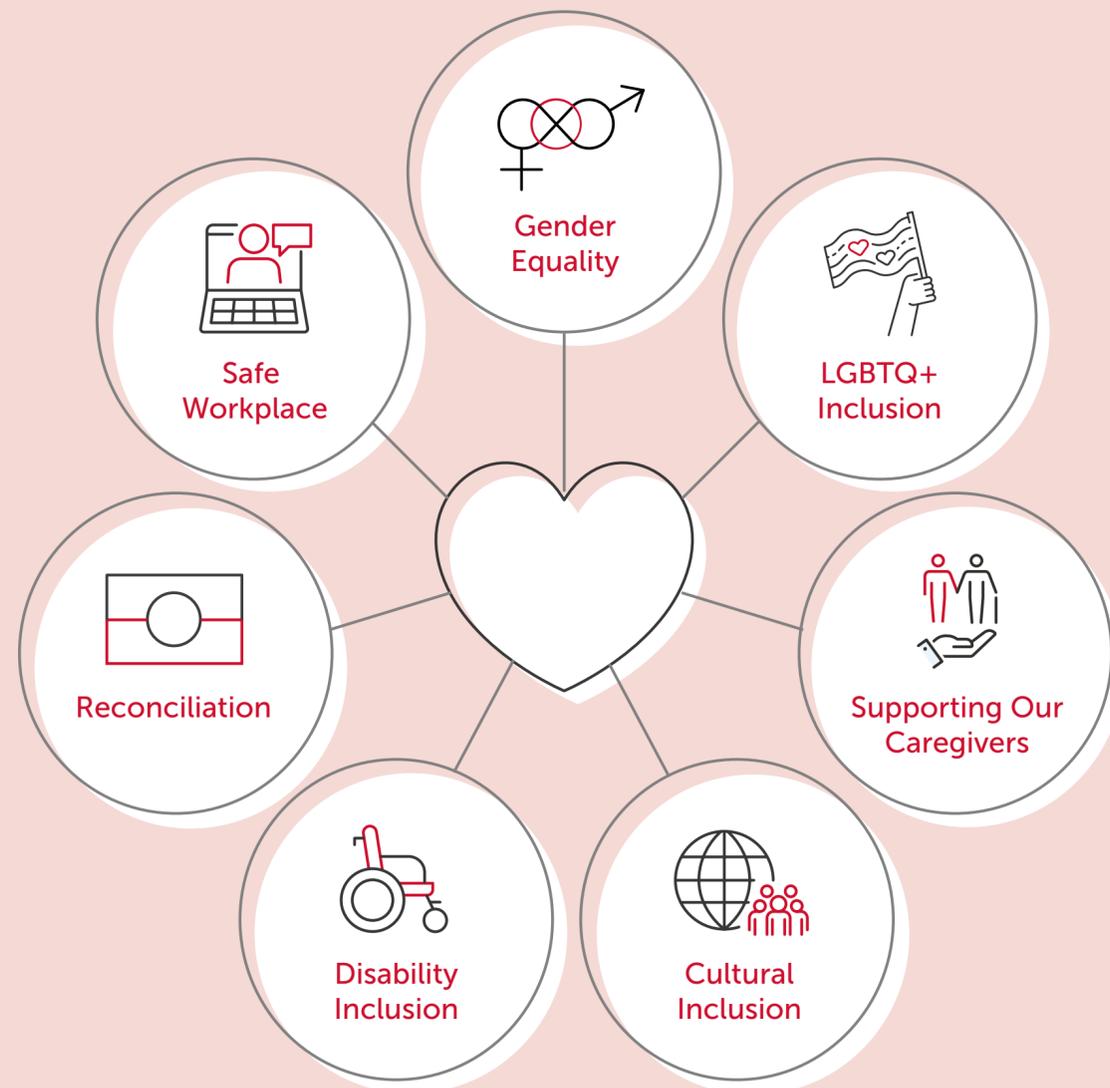
Virginia Briggs

Managing Partner & CEO, (she/her)

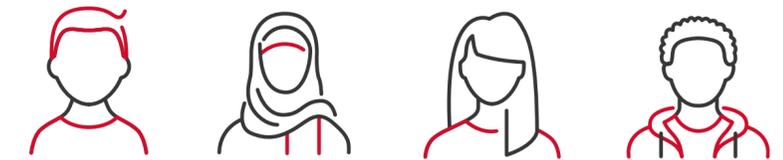


Our achievements

We focus on the following key areas of Diversity and Inclusion, each with its own programs to drive awareness and inclusion capability across the firm:



We're developing a holistic Diversity & Inclusion Strategy that will aim to progress the firm to an integrated approach where inclusive mindsets and practices form part of everything we do.



D&I Steering Committee and Working Group

- 70 Partners and people from across the firm
- Focused on bringing our diversity and inclusion ambitions to life and deliver an inclusive, sustainable workplace experience

2024 Priorities

- Cultural inclusion
- Inclusive leadership
- Gender equality (including our 40:40:20 partnership target and prevention of sexual harassment)
- Disability inclusion
- Reconciliation Action Plan
- LGBTQ+ inclusion

We recognise the importance of intersectionality and consciously work to ensure that all our people are engaged and supported by the programs.

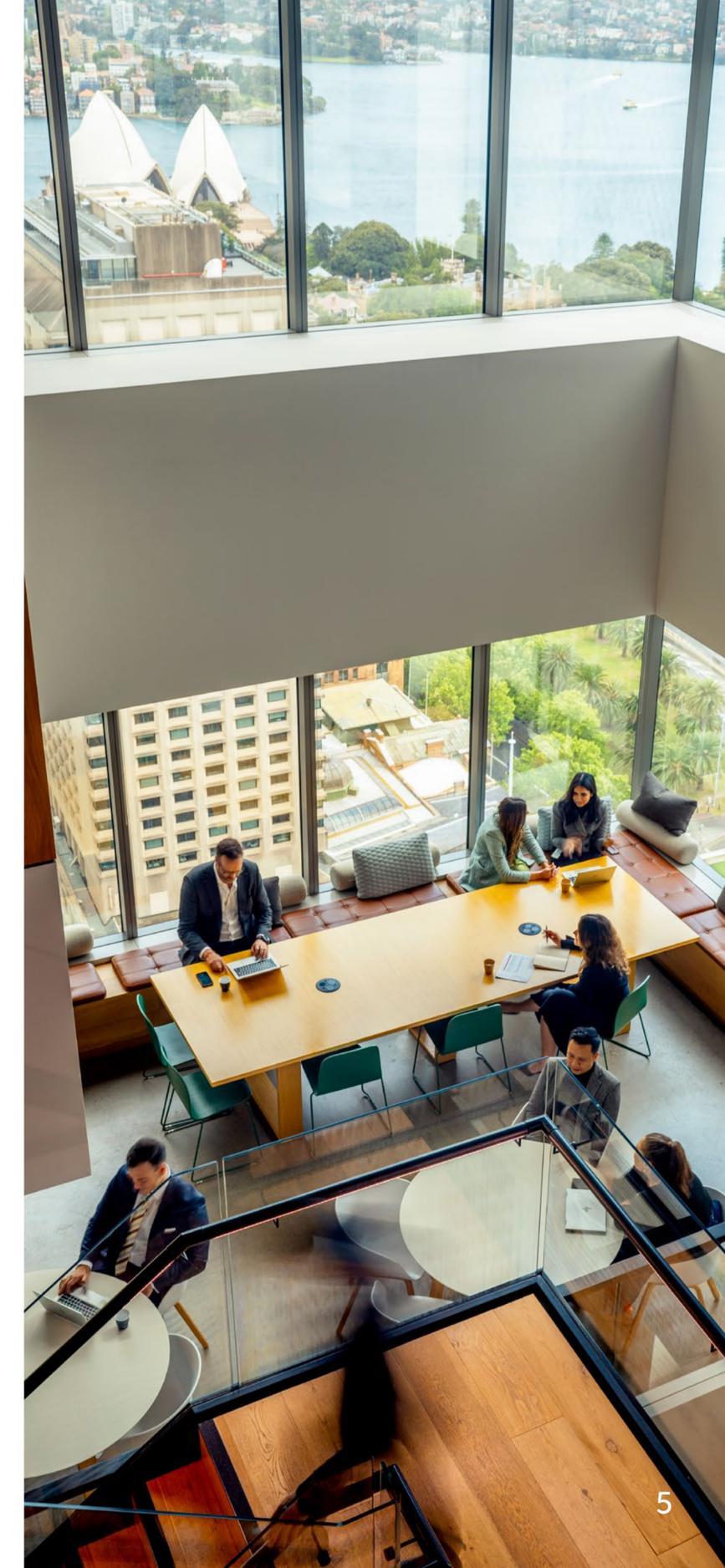
Our employee networks

Focused on fostering inclusive, respectful workplaces, raising awareness and delivering on our diversity and inclusion ambitions

- Embrace (cultural inclusion)
- PRIME (LGBTQ+ inclusion)
- Reconciliation Action Plan Working Group
- WISE (gender equality)



Key partnerships and accolades



Key statistics

36% of partnership are women

50+ D&I educational and awareness sessions in 2024

45% of our people are carers for children, elderly relatives and/or people with disability

64% women in the firm

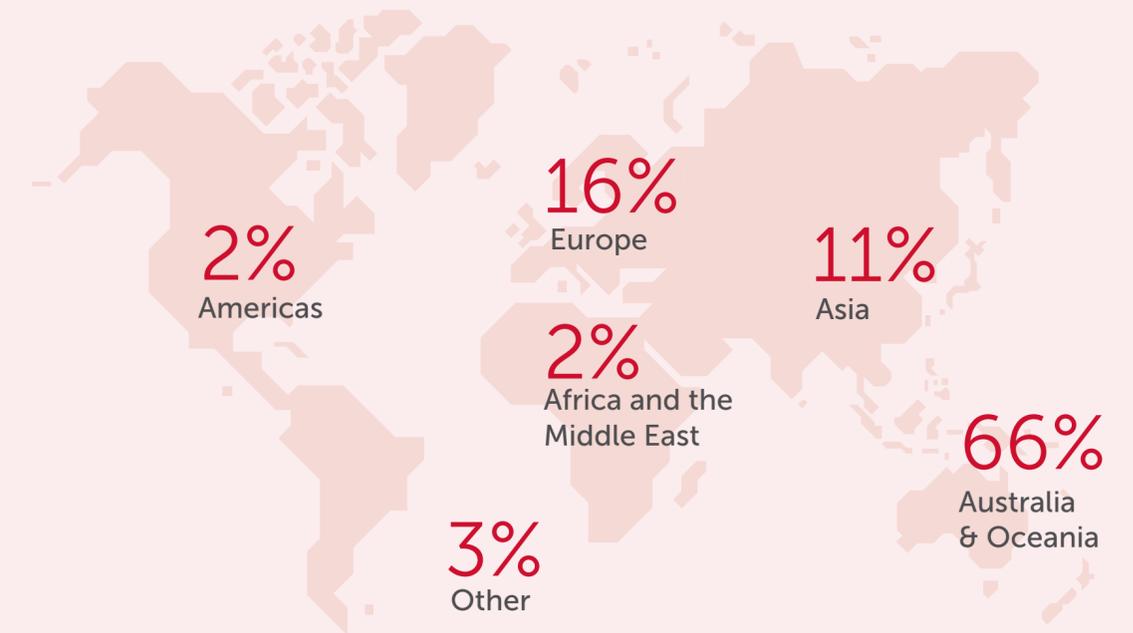
300+ WISE, PRIME, Embrace, D&I Working Group committee members

5% of our people identify as LGBTQ+

4% of our people identify as having a disability

(Source: 2024 MinterEllison Team Culture Survey)

Ethnic or cultural background



(Source: 2024 MinterEllison Team Culture Survey)

Gender Equitable Briefing commitment – stats FY24

25% of total senior barristers briefed were female
(consistent with 2023)

44% of led junior barristers were female
(increase of 4% from 2023: 40%)

45% of unled junior barristers were female
(increase of 3% from 2023: 42%)

As a % of total fees charged, **24%** were to female barristers
(26% in 2023, 23% in 2022)

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81%

of our people feel they can be themselves without worrying about how they will be accepted

(MinterEllison 2024 Wellbeing Survey)

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93%

of our people believe their teams work together in a way that is respectful and conducive to a positive working environment

(MinterEllison 2024 Team Culture Survey)

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82%

of our people feel a strong sense of belonging to their teams

(MinterEllison 2024 Wellbeing Survey)

Our achievements



MinterEllison hosted the Asian Leadership Project's annual summit in Melbourne, bringing together 80+ industry leaders on cultural inclusion

Gender pay gap transparency

Our average organisation-wide gender pay gap continues to improve, resulting in our lowest ever average gender pay gap



Named as an Australian Workplace Equality Index Platinum Employer 2024, reflecting our unwavering commitment to LGBTQ+ inclusion



Workplace Gender Equality Agency Employer of Choice for Gender Equality



Highly Commended in the Chambers Asia Pacific DEI Awards 2024 as an Outstanding Firm for Diversity and Inclusion, recognising our recent achievements in diversity and inclusion



Our achievements



95% of our people completed the refreshed Workplace Behaviour training module on the prevention of bullying, harassment, discrimination and sexual harassment.

1000+ of our people participated in workshops on creating respectful workplaces and bystander awareness.

"A really engaging and useful session.
It opened my eyes to scenarios where I had not considered the broader impact on culture and behaviour."

"A super powerful and moving workshop.
A very important topic to discuss within a company and in an open forum too."

Our new parental leave package offering greater flexibility to our people

- **26 weeks paid parental leave** for all of our people which can be taken flexibly, including to support transition back to work or for those occasions when extra leave for parenting is required.
- Superannuation paid for up to 12 months while on parental leave.

Sustain: our working parents coaching program pilot aimed at new and expectant parents

In partnership with Transitioning Well, eligible employees receive coaching to help navigate the transition into parenthood and return to work, from 'working person' to 'working parent'.

85% of our new parents agree that MinterEllison's parental leave offering meets their needs

"I'm a happy beneficiary of the updated parental leave policy. It has meant that I have been able to take the time to focus entirely on becoming a mother, without worrying that taking time away from the office will set our family back financially. While I'm loving my time at home with my baby, I look forward to returning to my Minters team next year (although they may argue that I haven't really be gone as we regularly visit for coffee)."

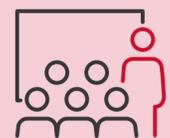
"The firm's parental leave offering and extensive paid leave allowed me to take the time I needed to bond with my child and allowed me to take a full, uninterrupted break from work."



Pro bono legal advisers for Pride WA



Our achievements



In recognition of International Women's Day 2024 we held events focused on the importance of women's economic empowerment and financial literacy



Sydney Gay & Lesbian Mardi Gras partnership with LGBTQ+ Domestic Violence Awareness Foundation

We gifted our place in the 2024 Mardi Gras parade to longstanding pro bono client LGBTQ+ Domestic Violence Awareness Foundation, the first corporate Mardi Gras partner to do so.



Recognising cultural and religious days of significance.

2 days' paid cultural leave for our people to recognise the cultural or religious days that matter most to them.

'As someone who took a day of cultural leave to recognise a religious holiday, it meant a lot to be able to spend the day with family, observing tradition, without eating into precious annual leave. The addition of cultural leave days makes an impact beyond its use – it also sparked conversations with colleagues, leading to open and warm conversations about each other's cultures and traditions, contributing to the MinterEllison's focus of bringing your whole self to work.'

'Cultural leave has allowed me to make space to connect with my culture and celebrate the days that are important to me. It has been an exciting and approachable way to share more about my culture with my colleagues. I feel proud telling others about this great initiative we have at the firm.'

'I appreciate the recognition of cultural days of significance for those of us who are of different religious and cultural backgrounds who would otherwise have to use up annual leave for, or miss out on, such important days.'

Our Gender Affirmation policy

- Includes up to **8 weeks paid leave** for individuals
- **5 days' paid leave** to support a family member affirming their gender
- Ability to take leave flexibly to undergo any aspect of gender affirmation
- \$1200 towards work appropriate clothing that reflects a person's affirmed gender.

Our achievements



We recognised World Day for Cultural Diversity for Dialogue and Development

featuring food representing our diverse cultures, and partnering with Meals with Impact, which creates employment for women from migrant and refugee backgrounds.



Our CEO and Managing Partner Virginia Briggs attended the United Nations 68th annual Commission on the Status of Women in New York City through her membership with the Champions of Change Coalition

Our CEO spoke on the business case for LGBTQ+ inclusion in law firms at the 2024 International Bar Association Conference, Mexico City.



Our WISE gender equality network facilitated a discussion on gender and AI, covering inclusive AI, tackling inequalities and stereotypes in algorithms and how AI can benefit women



Finding Your Dad Fit

A conversation with fathers at MinterEllison on the joys and challenges of modern fatherhood.

"Good to hear from dads at higher levels who are finding ways to manage their responsibilities at home and see other men opening up and sharing their stories."

"Great to see that other Dads have similar challenges as me."



Social media highlights

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This International Women's Day, we're highlighting the importance of women's economic empowerment, financial literacy and equal participation in the workforce. Women are more likely to find their finances and superannuation impacted by part-time work, childcare and time out of the workforce, and are still frequently under-represented in higher paying roles.

At MinterEllison we're actively addressing gender imbalance and reducing our gender pay gap.

Read more about what we're doing to address the gender pay gap. <https://lnkd.in/g/Xws-ths>
#InternationalWomensDay #IWD2024 #countherin



International Women's Day

Highlighting economic empowerment, financial literacy and equal participation in the workforce.

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MinterEllison wishes everyone a prosperous and happy Lunar New Year. As we usher in the Year of the Dragon, may the year bring good fortune, robust health, and abundant success.

#LunarNewYear #YearoftheDragon



HAPPY LUNAR NEW YEAR 2024
MinterEllison.
Year of the Dragon

46

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Today is **Wear It Purple Day!** Across our Australian offices, we're donning purple hues to show our support for young people in the LGBTQ+ community, celebrating their right to pride in their identity. Our Pride Network at MinterEllison (PRIME) leads the charge, advocating tirelessly for inclusion and nurturing a culture where everyone feels they belong.

This year is extra meaningful as we embark on a new journey as pro bono supporters with **Wear It Purple**, reinforcing our commitment to championing diversity and inclusion.

Whilst we celebrate the purple today, we're about rainbow every day. Thanks to PRIME's dedication, we're honoured to support events like **Sydney Gay and Lesbian Mardi Gras** and have achieved Platinum Employer status in the Australian Workplace Equality Index.

#WearItPurpleDay #InclusionMatters 🏳️‍🌈



Happy Wear It Purple Day!

Celebrating diversity and inclusion at MinterEllison

34 You and 50 others

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At MinterEllison we foster a safe, inclusive work environment where everyone can engage in respectful conversations about our cultural identities, perspectives and experiences. This week, we celebrated the 'World Day for Cultural Diversity for Dialogue and Development' across our Australian offices. May 21 marks this global day, highlighting the richness of diverse cultures and the power of intercultural dialogue for peace and development.

Our national celebrations provided a space to share, listen and celebrate the diversity within our firm, as well as an opportunity to connect with one another over a multi-cultural menu.

We were proud to partner with social enterprise **Meals with Impact** who catered our Melbourne event.

#WorldDayforCulturalDiversity #Diversity



Celebrating World Day for Cultural Diversity

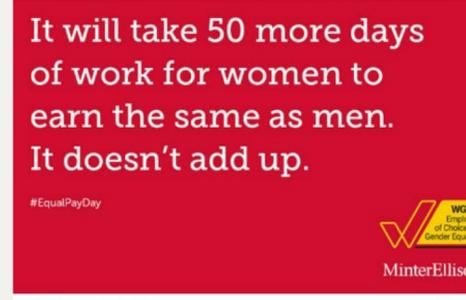
Across our Australian offices

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Today we recognise **#EqualPayDay**, which marks 50 days from 30 June that women must work to earn the same average pay as men in Australia. Gender discrimination, care, family responsibilities and workforce participation and female-dominated industries attracting lower pay all contribute to the gender pay gap. We're committed to improving gender equality and reducing our organisation-wide gender pay gap. Each year our gender pay gap continues to decline. Read more about how we're addressing our gender pay gap here: <https://lnkd.in/g/Xws-ths>



It will take 50 more days of work for women to earn the same as men. It doesn't add up.

#EqualPayDay

WGEA Employer of Choice for Gender Equality
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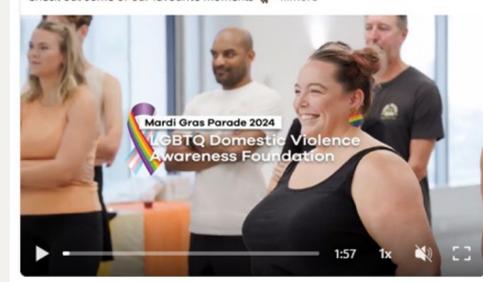
Farewell to the glitter but not to the message. As Mardi Gras parade participants pack away the flags and banners for another year, at MinterEllison we're thinking about our friends at the **LGBTQ Domestic Violence Awareness Foundation**, who marched in our place in the parade.

Their participation was a true sign to all watching that LGBTQ+ people experiencing domestic, family or intimate partner violence are seen and believed. Here's their short video, capturing their conquest of Oxford Street and Sydney's hearts.

LGBTQ Domestic Violence Awareness Foundation
3,160 followers
6mo • 🌐

Did you spot us at **Sydney Gay and Lesbian Mardi Gras**?

Check out some of our favourite moments 🌈 ...more



20

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We were proud to host **Asian Leadership Project's** annual conference last Thursday in our Melbourne office. Cultural inclusion is a Diversity & Inclusion strategic priority for MinterEllison and we're a committed corporate partner with **The Asian Leadership Project**, whose aim is to fast-track diverse Asian talent into leadership. Participants heard inspiring perspectives and stories from a diversity of leaders on topics such as cultural intelligence, the impact of employee resource groups, the 'bamboo ceiling' and the importance of culturally diverse leaders in corporate Australia.

Insurance & Corporate Risk Partner **Chern Tan** spoke about the progress that Embrace, MinterEllison's cultural diversity network has made towards cultural inclusion at our firm, and Melbourne Office Managing Partner **Matthew Hibbins** welcomed attendees. Read more about diversity and inclusion at MinterEllison: <https://lnkd.in/g/MyWKfGt>



34 You and 61 others 1 comment • 2 reposts

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In Australia, on average one woman is killed every 9 days by a current or former partner, and 2 in 5 women have experienced violence since the age of 15. Our longstanding partnership with **Challenge DV**, which provides workplace education on DV, includes supporting **Darkness to Daylight** founded by MinterEllison Special Counsel **Robert Reed**.

Visit <https://lnkd.in/g/VHryf3Z> for more information

#ChallengeDV #DarknessToDaylight #D2D2024 #EveryStepCounts #EndDV #DFVPM2024 #AllOfUsTogether #MakeADifference #domesticviolence #workplaceculture #respectatwork



Darkness to Daylight 2024: happening now

To coincide with Domestic and Family Violence Prevention Month

59 3 comments • 1 repost

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MinterEllison have proudly supported the important work of the **LGBTQ Domestic Violence Awareness Foundation** for a number of years. LGBTQ Domestic Violence Awareness Day highlights the issue of domestic, family, and intimate partner violence and abuse within the LGBTQ+ community.

Sydney Gay and Lesbian Mardi Gras
6,970 followers
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Today is LGBTQ+ Domestic Violence Awareness Day.

The LGBTQ Domestic Violence Awareness Foundation was given their ...more

LGBTQ Domestic Violence Awareness Foundation reflects on Sydney Mardi Gras 2024 - Sydney Gay and...
mardigras.org.au

11 1 repost

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We have once again been recognised as a **Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality!** We champion and advocate for inclusion, and we know that gender equality is critical to our success. This recognition demonstrates our sustained commitment to improving gender equality at our firm.

#WGEA #EmployerofChoiceforGenderEquality



WGEA Employer of Choice

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MinterEllison is thrilled to be recognised as 'Highly Commended' in the **Chambers Asia Pacific DEI Awards 2024** as an Outstanding Firm for Diversity & Inclusion. The awards, that took place in Hong Kong last night, recognise our outstanding achievements in Diversity, Equity and Inclusion over the past 12 months.

Read more about our achievements in our Spotlight on Diversity & Inclusion report: <https://lnkd.in/g/MyWKfGt>



MinterEllison 'Highly Commended' as an Outstanding Firm in D&I

Chambers Asia Pacific DEI Awards 2024

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Today we celebrate a milestone achievement in MinterEllison's commitment to LGBTQ+ inclusion: we've received **Platinum Employer status** at the Australian LGBTQ+ Inclusion Awards this afternoon. Platinum status is the highest obtainable recognition and is based on the results of the Australian Workplace Equality Index (AWEI).

At MinterEllison, we champion and advocate for inclusion. We do this because our diversity is our greatest strength and is fundamental to our character and identity. And today we recognise the tireless leadership of our Prime Committee in generating positive change for our LGBTQ+ community.

#PrideInDiversity #AustralianLGBTQInclusionAwards #AWEI #AWEI2024 Pride in Diversity



Platinum Employer status for LGBTQ+ inclusion

Australian LGBTQ+ Inclusion Awards 2024

81 1 comment • 6 reposts

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