

Spotlight on
Diversity and
Inclusion 2023



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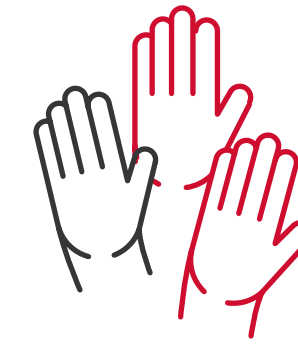
At MinterEllison, we champion and advocate for inclusion. We do this because diversity is our greatest strength and is fundamental to our character and identity.

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 orientations and abilities, and create inclusive ways to listen, learn and devise truly unique solutions, 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."



As Chair of the Diversity and Inclusion Steering Committee, I will know that we've succeeded when everyone feels included, respected, valued and recognised. 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."

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



At MinterEllison we have so many proud champions who advocate for diversity and inclusion, both inside the firm and outside. Together we show leadership on issues where we have demonstrated experience and expertise, and can help and support peers, partners and allies. It is a pleasure to work alongside so many passionate and committed people who have made significant contributions to the diverse and inclusive culture we have today."

Lauren Levin
Head of Diversity, Inclusion and Wellbeing (she/her)



I'm so proud and love to champion the D&I initiatives led by many groups across our firm, with our clients and in the community. Participating alongside many of our people at the Sydney World Pride 2023 parade was a highlight for me but it's only one of many examples of celebrating our diversity and making inclusion a reality. I will continue to champion diversity, inclusion and belonging, because I believe this creates the environment for true diversity of thought. And this underpins excellence and enables us to create sustainable value."

Virginia Briggs
Managing Partner & CEO, (she/her)

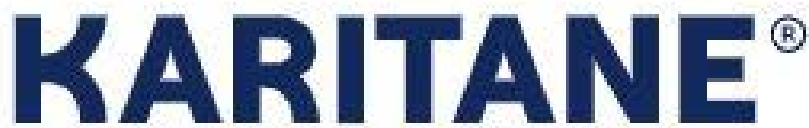
Our approach to diversity and inclusion

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

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



Key partnerships and accolades



Key statistics

34% of partnership are women

94+ D&I educational and awareness sessions

65% women in the firm

80 of our people participated in our float for the Sydney Gay & Lesbian Mardi Gras parade 2023

382 WISE, PRIME, Embrace, RAP Working Group, D&I Working Group committee members

Gender Equitable Briefing



25% of total senior barristers briefed were female
(increase of 2% from 2022: 23%)



40% of led junior barristers were female
(increase of 1% from 2022: 39%)



42% of unled junior barristers were female
(decrease of 2% from 2022: 44%)

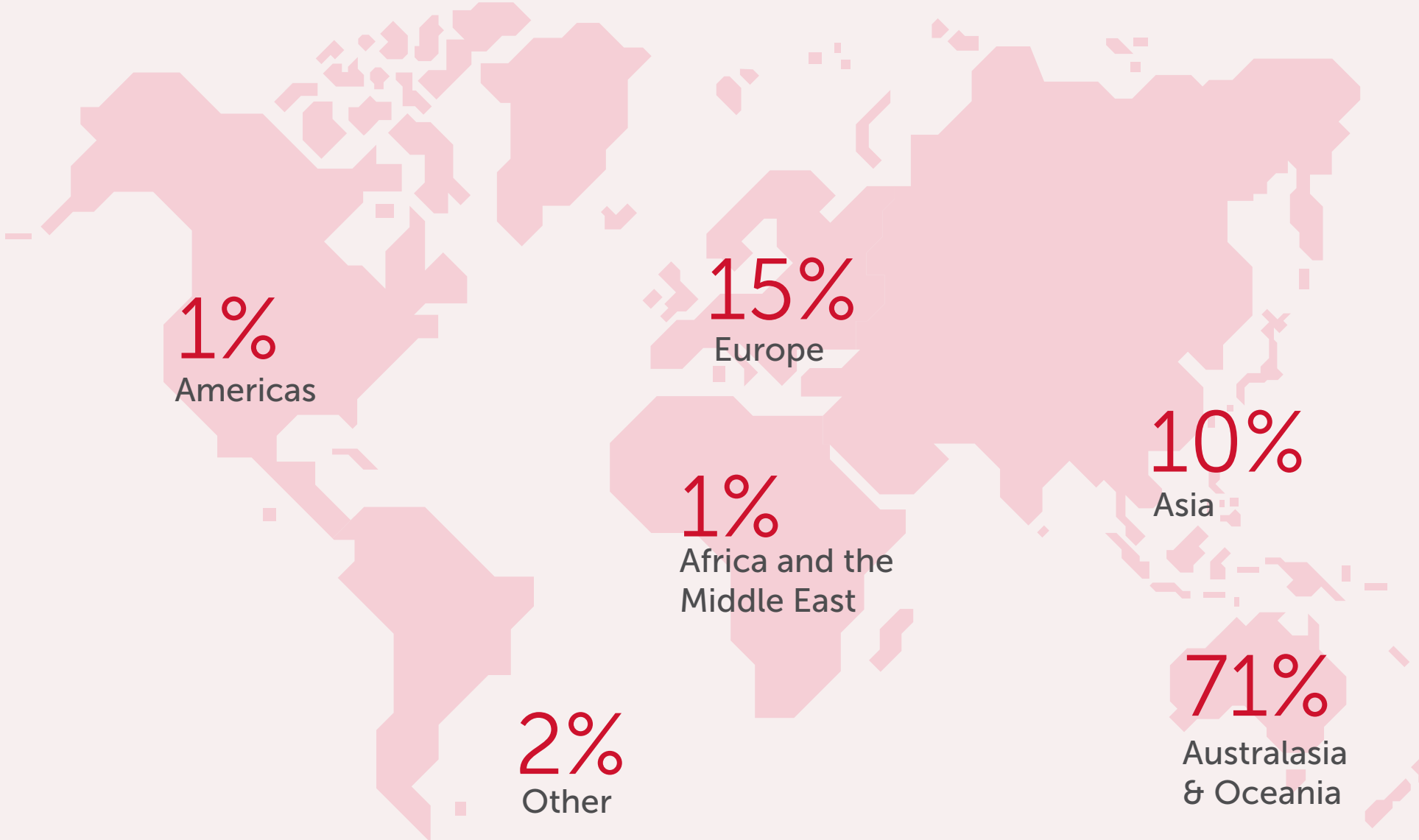


23% as a % of total fees charged 23% were to female barristers
(23% in 2022, 22% in 2021)

Our people

- 34%** caring for children
- 6%** caring for relatives who are elderly, ill or have a disability
- 5%** both child/children and relatives who are elderly, ill or have a disability
- 7%** of people who identify as LGBTQ+
- 3%** of people who identify as having a disability

Ethnic or cultural background



82%

of our people feel their work schedules allow sufficient flexibility to meet their personal/family needs.

93%

of our people feel that we provide a work environment where discrimination and harassment (including gender-based and sexual harassment) is not tolerated.

94%

of our people believe their immediate Partner/leader genuinely supports equality between genders.

MinterEllison Engagement Survey 2022

Our inclusive approach to diversity and inclusion

We crafted a narrative describing our commitment to diversity and inclusion, our strengths, our differentiators, our values and our character

D&I Steering Committee & Working Group

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



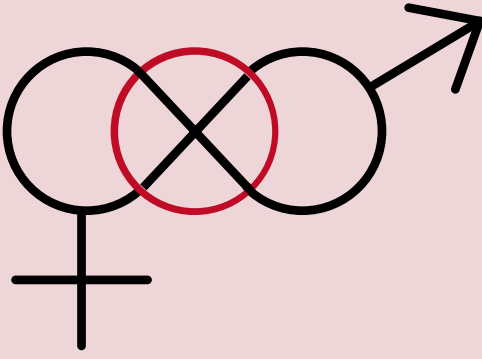
2023 Priorities

- ❑ Developing the narrative on diversity and inclusion
- ❑ Inclusive leadership
- ❑ Gender equality (including our 40:40:20 partnership target, prevention of sexual harassment and WISE network)
- ❑ Disability inclusion
- ❑ Social mobility and inclusion
- ❑ Reconciliation Action Plan
- ❑ LGBTQ+ inclusion (PRIME network)
- ❑ Cultural diversity



Gender equality

WISE
(Women, Inclusion, Support & Equality)



is a network focussed on facilitating opportunities for education, awareness and engagement on gender issues within the firm.



We support the Law Council of Australia's measures by embedding equitable briefing practices and briefing women in at least 30% of all matters and paying 30% of the value of all brief fees.

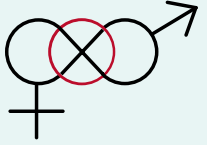


40:40:20 gender target

Our expanded 40:40:20 partnership target – 40% women, 40% men and 20% any gender – now includes leadership roles. We are on track to achieve the partnership target by 2025 with female partners comprising 34% and over 40% on our Executive Leadership Team and in Practice Group Leader and Office Managing Partner roles.



over 40% of our Executive Leadership Team, Office Managing Partners and Practice Group Leaders are women.



WISE Women's Health Spotlight

Over 250 people attended our series of webinars focussed on various important women's health topics and facilitated by subject matter experts.

Our commitment to gender equality and the advancement of women

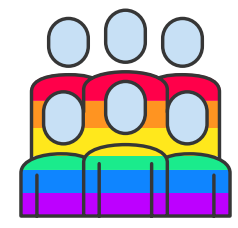
At the core of our business is a commitment to equal treatment of all employees including on the grounds of gender. We are actively addressing gender imbalance at senior levels and have been recognised as a WGEA Employer of Choice for the past 15 years.



In recognition of International Women's Day 2023 we hosted panel sessions featuring our female champions for innovation, where we heard intergenerational perspectives on innovation and the connection with, and impact on, gender equality



LGBTQ+ Inclusion



469
PRIME
Members



83
Committee
members



19
New PRIME
committee
members in 2022



42
Champions



35
New PRIME
members
in 2023



11
Committee
leads

Our achievements

- Official pro bono legal advisers to the Sydney Gay & Lesbian Mardi Gras for over 25 years
- Pro bono legal advisers for Pride WA
- Our CEO spoke at The Leadership Institute's LGBTIQ+ Leadership Summit 2023 on the topic of 'How strong leadership influences culture to make LGBTIQ+ inclusion a reality'
- Hosted the Sydney WorldPride 2023 Business Briefing Lunch in conjunction with Business Sydney
- \$4000+ raised for Minus18 and The Pinnacle Foundation in 2023
- Rainbow Families parenting workshop
- Families with LGBTIQ+ children story telling session with Let's Queer The Air
- Over 150 people of our people attended LGBTQ+ inclusion training in 2023
- Pro bono lawyers for Pride WA and participation in Perth Pride Fest
- Over 400 hours of pro bono legal assistance to the LGBTI Legal Service

Our market leading Gender Affirmation policy

- Up to 6 weeks paid leave in the first 12 months plus an additional 2 weeks paid leave after 12 months
- 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



My involvement in the PRIME network continues to be a highlight of my MinterEllison experience. The firm's ongoing commitment to events such as Mardi Gras, where colleagues come together to support and celebrate LGBTIQ+ people, gives me the confidence to bring my whole self to work."

Jessica Ogden
Registration Clerk and PRIME LGBTQ+ Women's
Network Co-Lead (she/her)



At MinterEllison we champion and advocate for LGBTQ+ inclusion through our PRIME network – and through the hard work of our committee members from all around the country. This year, my highlight was getting a national team together again to march down Oxford Street for Sydney WorldPride, celebrating our long standing support for Sydney Gay & Lesbian Mardi Gras.

Bastian Gasser
Partner and PRIME executive sponsor (he/him)



Supporting our Caregivers

Whether you are a parent of young children, the carer of an ageing parent or a family member with a disability (or sometimes more than one) achieving the right balance between work and family can be a real challenge. Our aim at MinterEllison is to provide the support, the understanding and the flexibility to help navigate these challenges



Our CEO Virginia Briggs is leading the Champions of Change Coalition 'Care' workstream, which seeks to understand the scope of care demands and the impact that caring roles other than early years parenting have on gender equality.

A 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

We enhanced our parental leave resources for our people navigating the transition into parenthood and returning to work:

- A new intranet page with information and resources for people and leaders
- Quarterly 'returning to work from parental leave' online webinars
- Parents Community teams channel

Through our partnership with Pink Elephants, we provide support and resources to our people who are impacted by early pregnancy loss and fertility challenges, as well as for leaders and colleagues



Cultural Diversity

Embrace, our cultural diversity network.



77 committee members



20+ cultural backgrounds



19+ languages spoken



“When I joined MinterEllison, we didn’t talk about cultural diversity or provide a platform to recognise the culture of our people. Now, we celebrate the many diverse cultural backgrounds of our people but also recognise the challenges that it can bring in the workplace. I’m proud to be an executive sponsor of Embrace, which is focussed on progressing cultural diversity both within the firm and in the legal industry, and on providing a work environment that supports and connects our culturally diverse people.”

Noelia Boscana
Partner and Embrace executive sponsor, she/her



Recognising cultural and religious days of significance

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



ASIAN Leadership PROJECT



Disability Inclusion

At MinterEllison we know we have an important role to play to make our workplace accessible for clients and colleagues with disabilities and to encourage greater employment opportunities for all people.

We're focussed on providing more universal access and streamlined support for our people and our clients with disability.



I'm proud to be one of MinterEllison's disability inclusion champions. As someone with a family member with disability I know how important it is for our workplaces and information to be universally accessible. Our aim is to ensure our people and our clients have access to our premises, facilities, and to information in diverse formats that best suits their needs.

Shannon Sedgwick
Partner and Disability Inclusion Champion (he/him)



We participate in Cerebral Palsy Alliance's STEPTember campaign each year. In 2023 we raised \$16,940 and accumulated the equivalent of 33 million steps.



AUSTRALIAN NETWORK ON DISABILITY

Representatives from key functions participated in disability confidence training by the Australian Network on Disability



We launched a disability advisory group representative of our people with lived experience of disability and allies.

Our Disability Inclusion Partner sponsors



Deanna McMaster
Partner and Disability Inclusion Champion (she/her)



Trent Forno
Partner and Disability Inclusion Champion (he/him)



Shannon Sedgwick
Partner and Disability Inclusion Champion (he/him)

Safe Workplace

93% of our people believe MinterEllison provides a work environment where discrimination and harassment is not tolerated



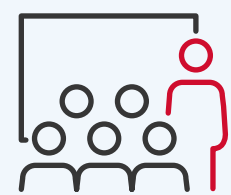
We are committed to providing an inclusive workplace culture in which our people feel supported and respected, free from discrimination, bullying and harassment.



Over 80% of our Partners and leaders participated in bystander awareness training through Griffith University's MATE program



We recognise domestic and family violence is a workplace issue and are committed to maintaining a work environment that supports our people impacted.



51 sessions
900+ participants



We raised over \$44,000 for our community partner and pro bono client Challenge DV for their Darkness to Daylight campaign



At MinterEllison we recognise that having an inclusive culture is underpinned by an environment characterised by trust and a strong sense of psychological safety. Maintaining inclusive, supportive and respectful workplaces requires commitment from all of us."

Alissa Anderson
Chief Talent Officer



We recognised the International Day for the Elimination of Violence Against Women featuring events with family law specialists on recent changes to the Family Law Act with respect to circumstances where there is risk of domestic and family violence

Social media highlights

MinterEllison
57,950 followers

Today is #EqualPayDay, marking 56 additional days from 30 June 2022 that women must work to earn the same average pay as men in Australia. The 13.3% gender pay gap represents the value placed on women's skills, labour and time, and represents the missing money that women could be spending to meet increased everyday costs of living.

MinterEllison is committed to achieving gender equality and equal pay. To learn more about the #GenderPayGap read this article from WGEA <https://lnkd.in/g/WvUZWu>

What's missing matters. And yet on average women are paid 13.3% less than men in Australia

Equal Pay Day 2023

MinterEllison.

Beth Sim and 40 others · 4 reposts

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Today we're recognising International Women's Day by hosting panel conversations on the topic of intergenerational perspectives on innovation, and its impact on and connection with gender equality. Our innovation Champions are hosting c...see more

IWD 2023
CRACKING THE CODE: INNOVATION FOR A GENDER EQUAL FUTURE

UN WOMEN AUSTRALIA

41 · 4 reposts

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The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability has published its Final Report, making 222 recommendations and outlining its vision for an inclusive Australia. Extended reforms are expected for the ...see more

Disability Royal Commission: Final report

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability
MinterEllison.

Read our key takeaways from the Final Report
minterellison.com • 3 min read

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The Respect@Work Act shifted Australia's regulatory focus to the systematic prevention of sexual harassment, sex-based harassment and discrimination, hostile workplace environments and victimisation. What action should organisations be taking to create safe and respectful workplaces? What questions should boards and executives be asking? Amanda Watt and Kristy Edser provide their insights.

#respectatwork #respectfulworkplaces

How to create respectful workplaces

What action should organisations be taking to prevent harm in their workplaces?

MinterEllison.

Find out more
minterellison.com • 1 min read

49 · 1 comment · 13 reposts

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To celebrate IDAHOBIT, today we raise awareness of LGBTQ+ rights and acknowledge the challenges still faced by the community. At MinterEllison, we are committed to building a culture that celebrates diversity and embraces inclusion. ...see more

SYDNEY WORLDPRIDE 2023 MARDI GRAS PARADE

MinterEllison

3:03

MinterEllison marching in the Sydney Gay and Lesbian Mardi Gras SWP 20...

132 · 3 comments · 31 reposts

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Today we're wearing purple to celebrate and support young people from the rainbow community. With the Wear It Purple 2023 theme of "Write your story", we're hosting a storytelling session with Let's Queer The Air in support of families with LGBTQ+ children, and we're raising money to support the health and wellbeing of LGBTQ+ young people in Australia through Minus10 Foundation. Promoting visibility, community and acceptance for our diverse community.

#wearitpurpleday2023 #diversity #inclusion #WIPD23

Happy Wear it Purple Day!

"Write your story" artwork by Lawson 'Wukawu' Dood (Naurna/Narungga/Murrindjini)

2 comments · 1 repost

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We couldn't be prouder of our amazing MinterEllison team for strutting their stuff at the 45th Sydney Gay and Lesbian Mardi Gras parade on Saturday! They donned their fabulous red capes and heart-shaped lights and brought the heat with the ...see more

DREAM

MinterEllison marching at the 45th Sydney Gay and Lesbian Mardi Gras

254 · 3 comments · 24 reposts

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We were thrilled to host Western Bulldogs AFL player Jamarra Ugle-Hagan along with Western Bulldogs CEO Ameet Bains for a conversation on cultural diversity in the workplace. Progressing cultural diversity within the firm and in our cor...see more

In Conversation with Jamarra Ugle-Hagan of the Western Bulldogs

Fostering cultural diversity in the workplace

MinterEllison.

Beth Sim and 106 others · 3 comments · 1 repost

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Darkness to Daylight founder and Special Counsel Robert Reed OAM, has been supporting this important cause for 10 years now, raising awareness and funds for domestic and family violence prevention. It's not too late to support the 1...see more

Darkness to Daylight

10th Darkness to Daylight 2023

67 · 2 comments · 5 reposts

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Trans Day of Visibility is an annual international day of pride and celebration of the trans and gender diverse community, their experiences and achievements. It is a day to amplify trans and gender diverse voices, and provide representation an...see more

Standing with the trans and gender diverse community on Transgender Day of Visibility

31 March 2023

31 · 2 reposts

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With Sydney WorldPride festival well underway, corporates, organisations and governments have a great opportunity to focus on key change priorities for LGBTQIA+ communities. MinterEllison hosted The Inclusion Circle's panel ...see more

The business of LGBTQ inclusion and the role of organisations and governments

The Inclusion Circle's panel event hosted by MinterEllison

77 · 1 comment · 2 reposts

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We are thrilled to have hosted the Australian Banking Association (ABA) for an international Women's Day panel discussion around this year's theme #EmbraceEquity. Panelists tackled issues around developing challenges in...see more

International Women's Day panel

With the Australian Banking Association (ABA)

MinterEllison.

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