

BELONG



RESPECT

UNITE

PRIME annual report
2021



Minter
Ellison.

Diversity & inclusion at MinterEllison

As a firm, we're continuously focused on fostering an inclusive workplace environment that allows our people to bring their whole self to work, to feel at their best and work to their strengths.

Diversity and inclusion is at the core of our Purpose and informs the way we work with each other, our clients and in the community. We know that when we bring together diversity of thinking, skills, experience, gender identity, backgrounds and orientations, we get better results.

We know a workplace that harnesses the power of diversity and makes it central to collaboration will enhance our collective ability to create lasting impacts with our clients, our people and our communities.

We're proud to have been widely recognised for our work in this area by key organisations and benchmarks including as a Gold Employer in the Australian Workplace Equality Index and as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency.



MinterEllison at Sydney Gay & Lesbian Mardi Gras 2021



Virginia Briggs, MinterEllison CEO
at Sydney Gay & Lesbian Mardi
Gras 2021



Gordon Williams, Partner and PRIME
Executive Co-Sponsor at Sydney Gay &
Lesbian Mardi Gras 2021

Pride, respect and inclusion at MinterEllison

PRIME

At MinterEllison, every employee should be able to bring their whole self to work.

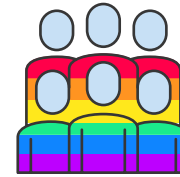
As part of this, MinterEllison has established PRIME (Pride, Respect and Inclusion at MinterEllison), a network which focuses on creating an inclusive and safe workplace for lesbian, gay, bisexual, transgender, and queer/ questioning (LGBTQ+), non-binary, gender diverse and intersex people.

The four key objectives of PRIME are to create lasting impacts for our clients, our people and our communities by:

- fostering an environment that is inclusive and respectful where all employees can develop to their full potential;
- building networks and authentic relationships with our clients that value a commitment to diversity and inclusion;
- recruiting, embracing, retaining and promoting LGBTQ+ talent; and
- contributing to the broader LGBTQ+ community through pro bono engagement and community investment.

PRIME's Executive Co-Sponsors are Gordon Williams, Partner and Jennifer Veiga, Special Counsel.

The PRIME committee has 7 sub-committees which include Strategy, Industry & Governance, Education & Mentoring, Community Engagement, Network, allies & champions, Visibility & brand and LGBTQ+ Women's network.



630

PRIME Members



94

New PRIME members in 2021



22

Committee leads



80

Committee members



17

New committee members in 2021



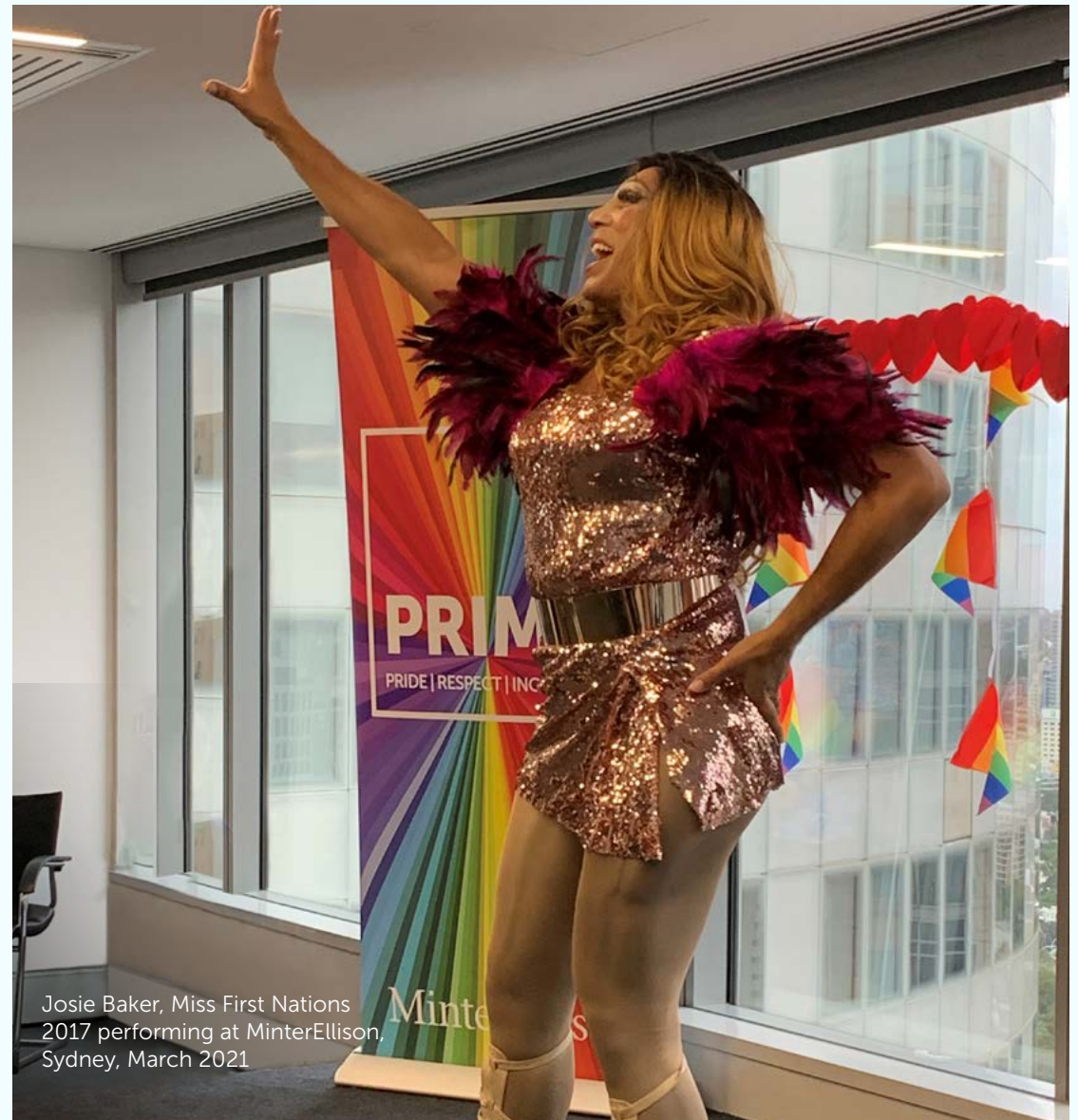
47

Champions

Recognising intersectionality

We recognise the importance of intersectionality and consciously work to ensure that our people who identify with more than one element of diversity and inclusion are engaged and supported by our programs.

MinterEllison has an updated Diversity & Inclusion governance structure with a Diversity & Inclusion Steering Committee and Working Group established throughout 2020 and 2021. PRIME has representation on both the D&I Steering Committee and Working Group in recognition and support of LGBTQ+ Inclusion as a key pillar of the Firm's Diversity & Inclusion Program.



Josie Baker, Miss First Nations
2017 performing at MinterEllison,
Sydney, March 2021

LGBTQ+ women's network

As part of our aim to create an inclusive and respectful workplace, PRIME has established a network for our LGBTQ+ women. The purpose of the network is to provide a safe and respectful supportive space for conversation, feedback and open expression. This network is welcoming of our colleagues who are trans, non-binary and gender diverse.

LGBTQ+ inclusion and cultural diversity

In celebration of Wear it Purple Day 2021, MinterEllison and the Asian Leadership Project collaborated to host a conversation about the intersection of LGBTQ+ identity and cultural diversity.

With the aim of "Starting the Conversation", the panellists shared their personal experiences, discussed their individual and intersecting identities and the important role of allies.



MinterEllison and Asian Leadership Project Wear It Purple Day virtual event 2021.

The year that was....2021

ALL RISE for equality, inclusion and justice.

At MinterEllison, we started 2021 celebrating over 20 years supporting the Sydney Gay & Lesbian Mardi Gras, and we took our commitment to equality, inclusion and justice to the next level.

We paid homage to the late Justice Ruth Bader Ginsberg and asked our people, our clients and our communities to embrace our commitment to equality, inclusion and justice. To be vocal. To stand up. To reach out. To ALL RISE to the challenge!

After a challenging year filled with lockdowns and restrictions in response to the global COVID-19 pandemic, 40 proud Partners and Staff from MinterEllison again marched in the Sydney Gay & Lesbian Mardi Gras parade. Meeting stringent standards in order to be "Covid- Safe", the Sydney Gay & Lesbian Mardi Gras was held in the Sydney Cricket Ground for the first time, instead of the iconic Oxford Street. Cloaked in sequined, rainbow colour lined robes, with RBG's signature lace collar, we proudly danced to the sound of Yazz singing "The Only Way is Up" carrying the flag for "Equality".



MinterEllison preparing for Sydney Gay & Lesbian Mardi Gras 2021



MinterEllison at Sydney Gay & Lesbian Mardi Gras 2021



Donna Kebab with MinterEllison Perth office PRIME committee and members, IDAHOBIT 2021



Ivan Luo, Sydney Gay & Lesbian Mardi Gras, March 2021



Virginia Briggs, CEO, Wear It Purple Day 2021



Paris and Miss Jay with MinterEllison Melbourne PRIME committee and members, IDAHOBIT 2021




Gold!

MinterEllison was once again recognised as a Gold Employer at the Australian LGBTQ Inclusion Awards.

These awards celebrate Australia's top organisations for LGBTQ+ inclusion based on the results of the Australian Workplace Equality Index (AWEI) and, more recently, the Health + Wellbeing Equality Index (HWEI).

Achieving Gold this year is a testament to the passion and drive of our PRIME network. PRIME's 630+ members work alongside leaders and allies to champion LGBTQ+ inclusion and to create a culture in which our LGBTQ+ community can feel safe, proud, connected and inspired.





2021 highlights

Despite our earlier optimism, 2021 was again heavily impacted by COVID-19. Once again PRIME was determined to maintain strong connections with each other and our clients, provide ongoing development opportunities and recognise the significant days in the year.

- **IDAHOBIT:** We marked IDAHOBIT across all of our offices with various events including Drag Bingo and Drag Karaoke nights and hosted a webinar acknowledging the 31st anniversary of the declassification of homosexuality as a mental disorder in the International Statistical Classification of Diseases and Related Health Problems.
- **Gender identity inclusivity:** We further embedded gender identity inclusivity into our systems, including myME, our human capital management system.
- **Law Student Society Roundtables:** The law school cohorts are a key community for our firm and the wider legal profession. We connect with law students through their representative Law Student Societies in a number of ways, including sponsorship and mentoring. By hosting a series of round table discussions at our offices in Perth, Melbourne and Sydney we strengthened our engagement with this important cohort and opened a new channel of reciprocal communication.

- **Client Connections:** We continue to keep sharing best practice and ideas for collaboration with clients such as NAB, ANZ, Stockland, John Holland and Cushman & Wakefield.
- **PRIME fundraising:**
 - Our IDAHOBIT fundraiser for Minus 18 raised \$1,900.00 which was matched by the firm for a total of \$3,800.00. Minus18 is a not for profit organisation dedicated to improving the lives of LGBTQIA+ Youth in Australia. Minus18 are leading change, building social inclusion and advocating for an Australia free of homophobia, biphobia, interphobia and transphobia.
 - Our Wear It Purple fundraiser for The Pinnacle Foundation raised \$2,150.00 which was matched by the firm for a total of \$4,300.00. The Pinnacle Foundation provides educational scholarships, mentoring and opportunities for young LGBTQ+ Australians to realise their full potential and overcome challenges arising from their identity.

- Our Pride Parade eve Perth office local fundraiser for PICYS (Perth Inner City Youth Services) raised \$675.00 which will be matched by the firm for a total of \$1,350.00. PICYS provides a household network for medium to long term supported accommodation for young LGBTQI+ people aged 16-25 who are at risk of homelessness or are homeless. They also provide psycho-social support to youths aged 15-18 who are diagnosed with mental health conditions that have a number of added risk factors that impinge on them achieving their treatment goals.
- **InterBuild:** We continue to support InterBuild, including contributing to the preparation and hosting of the Inc-loo-sion report launch.
- **PRIME Strategy Day:** We hosted a virtual half day strategy session for the PRIME Committee Leads with guest speaker Kylie Hand, Bendigo Senior Secondary College and Brett Atkinson, Pride in Diversity.
- **Pro Bono support:** Sydney Gay & Lesbian Mardi Gras, Victorian Pride Centre, Pride WA, Sydney World Pride, Joy Radio.

- **Sponsorships:** Pride in Law, Pride in Sport, Pride Fest WA.
- **Community events:**
 - Perth office participated in their first ever Pride Fair Day engaging with fair goers about the work we do in the community and in our workplace.
 - Crown held their annual PrideFEST luncheon, supported by Pride WA & Pride in Diversity, with keynote speakers Audrey Mason-Hyde and Joanna (JJ) Ferrari along with a panel of local representatives from the WA corporate community, engaging in conversations around the journey of resilience and inclusion in the community, government and business landscapes. This is THE corporate event of Pride month, hosting attendees from media, education, sports, consulting, government, banking and resources. three attendees from the Perth PRIME committee attended.



Publications

INSIGHT

It's time to RISE because inclusion and diversity has never been more important



🕒 5 minute read 05.03.2021

Gordon Williams, Jennifer Veiga

In a year dominated by COVID-19, it's fair to say that 2020 gave everyone pause to consider what's important to them. And for us at MinterEllison, staying connected with our clients and our people, looking out for one another, and creating inclusive spaces has never been more important.

That's why we're delighted to be celebrating both the 2021 Sydney Gay and Lesbian Mardi Gras and International Women's Day this month.

INSIGHT

Wear it Purple 2021 - Keeping the conversation going



🕒 8 minute read 26.08.2021

Founded in 2010, Wear it Purple Day strives to foster supportive, safe, empowering and inclusive environments for LGBTQ+ young people. At its core, it's about showing LGBTQ+ young people they have the right to be proud of who they are.

InterBUILD

IS YOUR BUILDING INC-LOO-SIVE?

Bathrooms and change rooms are essential public spaces that should meet the needs of the people that use them. InterBuild's research shows that 1 in 4 people need more space, time or privacy when using the bathroom, suggesting that many employees, shoppers, students and other visitors to buildings need more inclusive options and a greater choice when they use the loo.

Designing for better inclusion

Greater inc-loo-sion empowers many within the community:

- Parents and caregivers
- Transgender and gender diverse people (TGD)

Australian

Health Law

Bulletin

Re Imogen: A retrospective one year on

Anna-Maria Lofaro and Sonja Read MINTERELLISON

It has been almost a year since the Family Court of Australia delivered its decision in *Re Imogen*.¹ This article reviews the cases that have been considered

recommended medical treatment that they have already consented to, and places no obligation on an objecting parent to take any active steps to oppose the treatment.



Socials

MinterEllison
45,469 followers

"I often say
that I feel
'at home' at
MinterEllison"

William Vu, Lawyer



"I often say that I feel 'at home' at MinterEllison. The firm's active encouragement of my involvement in PRIME and Mardi Gras, as co-lead of the Visibility & Communications Committee and leading our internal social media, respectively, was personally a turning point in becoming more comfortable with my identity and public about it. A law firm's traditional hierarchical structure falls away in PRIME, and has been a great equaliser in terms of allowing people across the firm (no matter your area of expertise or title) to collaborate and get to know each other." William VU JP. To learn more about diversity and inclusion at MinterEllison: <https://linkd.in/ggcZggP>

We take the pledge to
help LGBTQ+ victims
of Domestic and
Family Violence to be
#SeenAndBelieved



The right to live a life free from violence and abuse is a person's most basic human right, but for many LGBTQ people, this is not a reality. One in two LGBTQ people will experience domestic, family, and intimate partner violence and abuse (DV) in their lifetime, yet victims remain largely invisible with incredibly low levels of reporting. MinterEllison is proud to support LGBTQ Domestic Violence Awareness Day. #SeenAndBelieved Learn more: <https://linkd.in/gu55ipn>

"Having a visibly
diverse community
and a wide network
of supportive people...
has been crucial to
my transition to work."



Renee Shike,
MinterEllison Research Clerk



How great is the MinterEllison Perth team! We participated in our first ever Pride WA Fair on Sunday. It was an amazing day engaging with fair goers about the work we do in the community and in the workplace. Thank you for having us @pride_wa #pridewa #minterellison #inclusion #diversity



Gordon Williams,
Partner, Executive Co-Sponsor
of PRIME



Jennifer Veiga,
Special Counsel, Executive Co-Sponsor
of PRIME

MinterEllison.