



# Reflect Reconciliation Action Plan

April 2024 - April 2025

LigetiPartners  
LAWYERS





# Acknowledgement of Country

In the spirit of reconciliation Ligeti Partners acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

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# Artwork Story

## 'THE PATHWAY WE GROW TOGETHER'

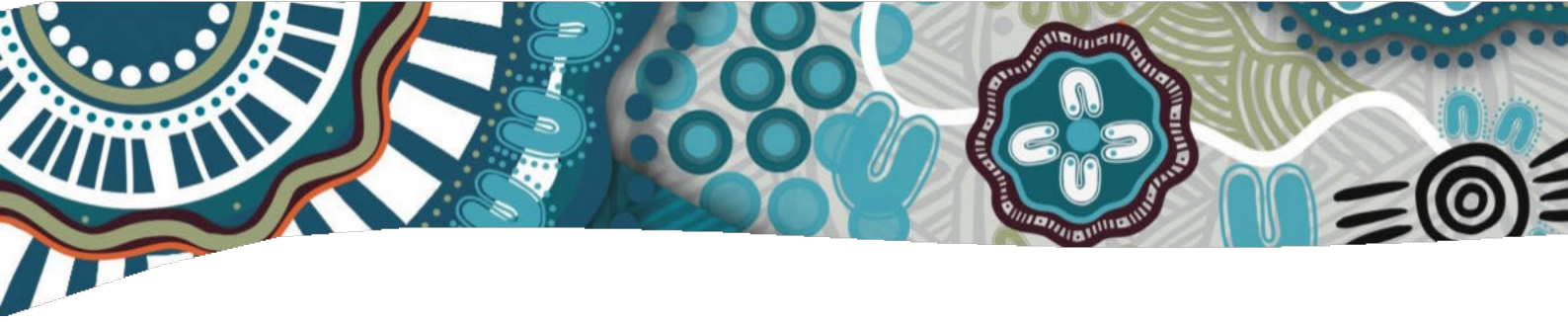


This piece of artwork captures the essence of Ligeti Partners' commitment to building enduring relationships with clients and Indigenous communities. The values that drive this commitment are symbolized by four lines extending outward from Ligeti Partners, positioned at the top center of the artwork. These lines are "journey lines," represent the firm's continuous growth and dedication to their core values, linking back to the staff who embody these principles in their daily work.

The footprints signify always moving forward in progress, the white lines interwoven throughout the piece highlight the connections to various communities, illustrating how these relationships are founded on shared values.

Central to the artwork are two individuals seated opposite each other, engaged in the exchange of knowledge. Surrounding them is a community of people gathered together, representing the collective wisdom and shared experiences that contribute to communal growth. The older and newer generations working together is represented by the younger generation sitting on the shoulders of the old generation, guiding the path forward, demonstrating the value of intergenerational knowledge transfer.

Embedded within the artwork are representations of First Nations communities coming together, each bearing equal responsibility in the pursuit of reconciliation.



# 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 have family connections from the Simpson Desert up to the Gul of Carpentria.

I find inspiration in my cultural identify 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 story telling in every piece to educate and teach everyone 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 all my piece with love and harmony.

“Bunya Sister”



*“Transcending words with Indigenous art”*

# Statement from CEO of Reconciliation Australia

## Inaugural Reflect RAP

Reconciliation Australia welcomes Ligeti Partners to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Ligeti Partners joins a network of more than 2,500 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 Ligeti Partners 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 Ligeti Partners, 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 Ligeti Partners' Managing Director

## Inaugural Reflect RAP

As the Managing Director of Ligeti Partners, I am pleased to announce the launch of our Reflect Reconciliation Action Plan. This marks the beginning of an important journey for us—one focused on strengthening our relationship with Australia's Indigenous Peoples, in line with our firm's dedication to collaboration and inclusivity.

Our action plan is a testament to our steadfast commitment to honor and empower our nation's First Peoples. Building upon the foundation laid by our Diversity and Inclusion Committee, we are prioritising inclusivity efforts across the firm, with the RAP being a crucial component.

Throughout this journey, we will provide firmwide education, streamline processes, and actively participate in celebrating significant cultural events. These efforts ensure that every member of our team has the opportunity to contribute meaningfully to Australia's reconciliation goals.

Central to our approach is forging strong connections with Indigenous organisations, expanding our philanthropic endeavours, and supporting local business. Our dedicated RAP Working Group, in collaboration with our senior leadership team, is fully committed to accomplishing this vision, thereby contributing to a nation that embraces opportunity and fosters respect for all Australians.



James Mulcahy  
Managing Director  
Ligeti Partners

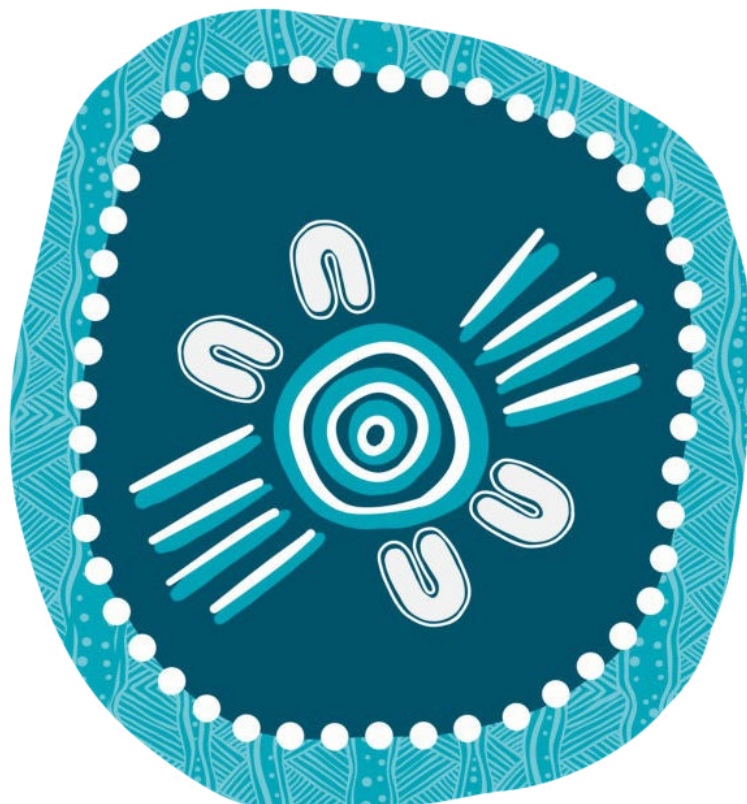


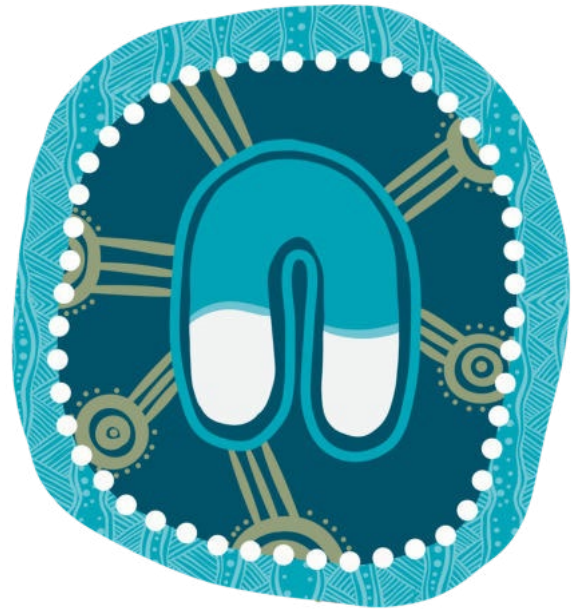
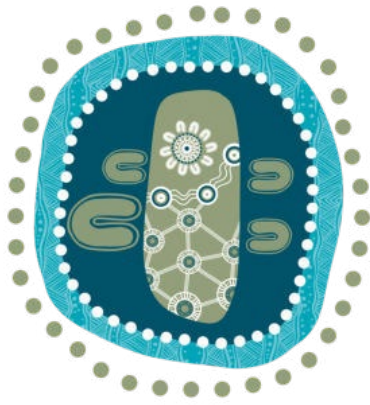


# Our Business

Ligeti Partners is a leading national insurance and commercial dispute resolution Firm with offices across Australia. We have provided legal services to insurers, self-insureds, public companies, and Local Government for more than 40 years. Ligeti Partners aspires to provide exceptional service through its values of Collaboration, Integrity, Growth and Excellence to ensure success for our clients and our people. We promote equal opportunities in recruitment and employment, boasting a diverse and multicultural team employing 130 people across Australia.

Ligeti Partners offices are located on the traditional lands of the Wurundjeri peoples (Melbourne), Gadigal peoples of the Eora Nation (Sydney), Turrbal and Jagera/Yuggera peoples (Brisbane) and Noongar Whadjuk peoples (Perth), who are the Traditional Owners of the lands and waters on which we work. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples. According to our Diversity and Inclusion survey in August 2023, we currently have one Aboriginal and/or Torres Strait Islander person at the firm.





## Our RAP

Ligeti Partners envisions a future in which every Aboriginal and Torres Strait Islander person is not only recognised and valued but is also provided with unwavering support and equitable opportunities to thrive. Our role in the achievement of this vision is to collaborate and strengthen our bond with Aboriginal and Torres Strait Islander communities. Therefore, we are dedicated to enacting a "Reflect" Reconciliation Action Plan, marking the inaugural stride in our organisation's journey towards reconciliation.

As a professional, growing business with a large presence around Australia, we have the responsibility to recognise and acknowledge the contributions of First Australians to our society. James Mulcahy, our Managing Director, is our RAP Champion. As the leader of our firm, James is committed to driving internal engagement and awareness of our RAP.

Our commitment to reconciliation aims to actively contribute to the creation of a society where the rich cultures and histories of Aboriginal and Torres Strait Islander peoples are celebrated, and where each person can fully participate and prosper without encountering systemic barriers. We aspire to use our resources to take meaningful action to advance reconciliation in accordance with our vision. Ligeti Partners is committed to approaching reconciliation through collaborative engagement with internal teams and external stakeholders, working together to achieve common goals.

As Ligeti Partners embarks on our reconciliation journey, we aim to foster a deeper understanding and respect for Aboriginal and Torres Strait Islander peoples and cultures. This commitment will not only enhance inclusivity and awareness in our workplace but will also contribute to the broader goal of building a more culturally rich and harmonious professional environment. We also aim to improve employee morale and engagement through our Reconciliation Action Plan by promoting social responsibility and accountability. Reconciliation is important to us as our firm stands for equality in all aspects of business and the broader community.



# Our Partnerships and Current Activities

Ligeti Partners fundraises annually for multiple charitable organisations. Our efforts include support for the Indigenous Literacy Foundation, an organisation committed to providing vital assistance to Aboriginal and Torres Strait Islander communities in remote regions across Australia. In 2022, we hosted an inaugural fundraising event – a Book Swap Lunch – and repeated this in 2023. During the latter event, our employees participated in engaging Australian Native plant and animal-themed bingo activities. Additionally, they contributed to the cause by exchanging books, with Ligeti Partners matching all donations made during the event. This collaborative initiative not only fosters a sense of community within our organisation but also makes a meaningful impact in supporting the Indigenous Literacy Foundation's invaluable work. With the development of our RAP, we aspire to further assist Aboriginal and Torres Strait Islander communities through charitable endeavours, partnerships and internal initiatives.



# Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2024	Human Resources Coordinator
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2024	Human Resources Coordinator
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Human Resources Administrator
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024	RAP Working Group
	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	Managing Director
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2024	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2024	Human Resources Coordinator
4. Promote positive race relations through anti-discrimination strategies.	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2024	National Human Resources and Marketing Manager
	Research best practice and policies in areas of race relations and anti-discrimination.	June 2024	Human Resources Coordinator
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	Human Resources Coordinator



# Respect

Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2024	National Human Resources and Marketing Manager and Human Resources Coordinator
	Conduct a review of cultural learning needs within our organisation.	August 2024	Human Resources Coordinator
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2024	Human Resources Coordinator
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2024	Human Resources Coordinator
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024	Managing Director
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Human Resources Coordinator
	RAP Working Group to participate in an external NAIDOC Week event.	May 2024	RAP Working Group



# Opportunities

Action	Deliverable	Timeline	Responsibility
8. <b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2024	National Human Resources and Marketing Manager and Human Resources Coordinator
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2024	National Human Resources and Marketing Manager and Human Resources Coordinator
9. <b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2024	Human Resources Administrator
	Investigate Supply Nation membership.	August 2024	Human Resources Administrator



# Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	April 2024	Human Resources Coordinator
	Draft a Terms of Reference for the RWG.	June 2024	Human Resources Coordinator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2024	Human Resources Coordinator
	Define resource needs for RAP implementation.	April 2024	Human Resources Coordinator
11. Provide appropriate support for effective implementation of RAP commitments.	Engage senior leaders in the delivery of RAP commitments.	May 2024	Managing Director
	Appoint a senior leader to champion our RAP internally.	April 2024	Human Resources Coordinator
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2024	Human Resources Coordinator
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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 <i>annually</i>	Human Resources Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, <i>annually</i>	Human Resources Coordinator
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September <i>annually</i>	Human Resources Coordinator
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	January 2024	Human Resources Coordinator





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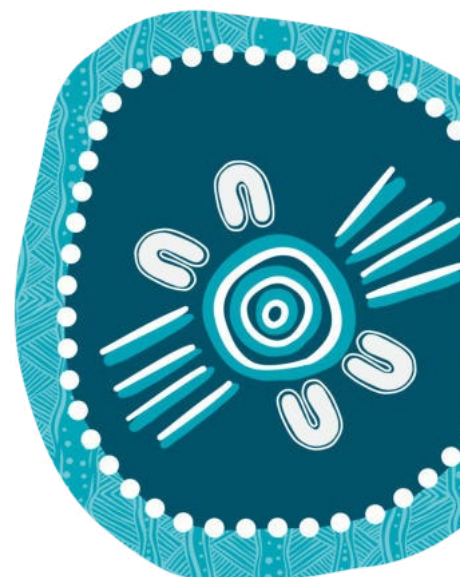
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