

ARTS LAW CENTRE

Innovate Reconciliation Action

January 2019 to December 2020



*'Big Mob' by Kukula McDonald,
courtesy of Bindi Mwerre Anthurree Artists
(Lifestyle Solutions Pty. Ltd.)*

This image embodies traditional ritual knowledge of the Luritja community. It was created with the consent of the custodians of the community. Dealing with any part of the images for any purpose that has not been authorised by the custodians is a serious breach of the customary laws of the Luritja community.

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*Artist Nyinta Donald at Tangentyere Artists
with pro bono lawyer Philippa Collins from Dentons*



*Donna Robinson with artist Julie Wallaby,
Photo by Robyn Ayres*

EMPOWERING ARTISTS THROUGH THE LAW

“ By empowering artists through the law and implementing clear strategies and setting practical targets in this RAP, Arts Law aims to support self-determined outcomes for Aboriginal and Torres Strait Islander peoples and communities.

~ Robyn Ayres, Arts Law CEO

A Message from our CEO

Reconciliation is paramount if we are to stop the marginalisation of Aboriginal and Torres Strait Islander peoples in Australia.

It's integral to how Arts Law strives to achieve our mission of empowering all artists through the law. Arts Law has been delivering dedicated services to Aboriginal and Torres Strait Islander communities since 2004 through the Artists in the Black service.

Arts Law's second 'Innovate' Reconciliation Action Plan ('RAP') demonstrates our ongoing commitment to ensuring Aboriginal and Torres Strait Islander peoples have access to justice, including full legal protection for Aboriginal and Torres Strait Islander cultures and intellectual property which is respected both in Australia and overseas.

Through our Artists in the Black service, Arts Law can assist Aboriginal and Torres Strait Islander peoples to navigate the legal system to achieve positive outcomes reflecting their priorities.

The arts can play a powerful role in increasing all Australians' understanding and awareness of the centrality of Aboriginal and Torres Strait Islander peoples to our nation and the extraordinary opportunity provided by such rich and diverse cultures.

Arts Law is uniquely placed through our extensive outreach services and wills project to understand the crucial role arts and culture play in the lives of Aboriginal and Torres Strait Islander peoples. This RAP guides and strengthens the ability of Arts Law and our Artists in the Black service to advocate for greater respect for Aboriginal and Torres Strait Islander cultures, leading to social justice outcomes that are self-determined.

We are committed to listening and learning from Aboriginal and Torres Strait Islander peoples and working in partnership with them and other like-minded individuals and organisations. This is demonstrated by the success of the ongoing Fake Art Harms Culture campaign where we have worked in



Robyn Ayres, Photo by Stephen Oxbury

collaboration with the Indigenous Art Code and Copyright Agency together with the broader Aboriginal and Torres Strait Islander community.

We also continue to provide meaningful roles for Aboriginal and Torres Strait Islander peoples throughout Arts Law, including as employees, board members, interns, and volunteers. We endeavour to deepen the cultural understanding and engagement of our staff, volunteers, board, and the wide range of stakeholders we engage with every day.

A crucial part of our approach to reconciliation is our ongoing work with the pro bono legal community. We have developed strong relationships with law firms, many who have their own RAPs and are deeply committed to achieving better outcomes for Aboriginal and Torres Strait Islander peoples. The involvement of these lawyers in our outreach trips and Adopt-a-Lawyer Program are illustrative of how we facilitate deeper engagement with Aboriginal and Torres Strait Islander communities and organisations across Australia.

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Robyn Ayres
Chief Executive Officer

A Message from Artist and Board Member, Bronwyn Bancroft

Arts Law is committed to change. From the Board level, through to the staff and financial supporters, the organisation has always maintained a highly visible role in the area of protection of rights for Aboriginal and Torres Strait Islander Artists.

The Artists in the Black service delivers across a multiplicity of levels, from individuals to organisations and community art centres and has been doing so since 2004.

Education about the Copyright Act and the protection that this affords, is a truly beneficial bridge to creator individuals and communities, and to me, is a working act of reconciliation.

Arts Law is committed to listening and learning from Aboriginal and Torres Strait Islander peoples and working in partnership with them and other like-minded individuals and organisations.

This is demonstrated by the success of the ongoing Fake Art Harms Culture campaign, which has been run in collaboration with the Indigenous Art Code and Copyright Agency, side by side with the broader Aboriginal and Torres Strait Islander community.

Arts Law also endeavours to provide meaningful roles for Aboriginal and Torres Strait Islander people throughout Arts Law, including as employees, board members, interns, and volunteers.

Arts Law continues its journey to deepen the cultural understanding and engagement across the organisation and with the wide range of stakeholders we engage with every day.



Bronwyn Bancroft, Photo by Stephen Oxbury

Bronwyn Bancroft
Bundjalung Artist & Board Member

EMPOWERING ARTISTS THROUGH THE LAW



Our Vision for Reconciliation

At Arts Law, reconciliation means a future where all Australians recognise the past injustices, and understand and respect the rights, cultures and histories of Aboriginal and Torres Strait Islander peoples.

A future where all Australians value the fact that Aboriginal and Torres Strait Islander cultures have a history which is over 60,000 years old and are recognised as one of the oldest continuing cultures in the world.

A future where Aboriginal and Torres Strait Islander peoples are able to determine their place and relationship with the nation and we are confident to embrace that together.

To achieve reconciliation, Australia must cultivate a deeper and richer engagement with Aboriginal and Torres Strait Islander cultures. Arts Law is committed to assisting Aboriginal and Torres Strait Islander artists with using the law to assert their self-determination.

George Ward, Warakurna Artists, Photo by Clara Edwards, Arts Law

Our Mission

Arts Law aspires to provide Aboriginal and Torres Strait Islander artists, organisations and communities access to free and culturally appropriate specialised legal advice, education, and resources to support and strengthen the Aboriginal and Torres Strait Islander arts sector and allow its creators to achieve professional excellence and develop a sustainable income free of exploitation.

Specifically, Arts Law advocates on two main issues for Aboriginal and Torres Strait Islander peoples:

Mission **One**

Appropriate recognition, protection and respect for Indigenous Cultural and Intellectual Property (ICIP) and traditional knowledge, and

Mission **Two**

Equipping Aboriginal and Torres Strait Islander artists and creative organisations with legal and business knowledge necessary for sustainable arts and cultural practices.

Our vision for reconciliation is strengthened by our focus on building internal and external relationships. We aim to raise awareness with our stakeholders to build a shared understanding of our values and goals for reconciliation within our organisation.



Photo by Donna Robinson, Arts Law

Reflecting on our first RAP

Arts Law has made significant progress in achieving the commitments we made in our first Reconciliation Action Plan in 2016.

Access to Justice

Our primary focus is on achieving access to justice for Aboriginal and Torres Strait Islander artists, organisations and communities through the delivery of our Artists in the Black (AITB) service.

Whilst we were hampered by a difficult funding environment, resulting in a loss of staff and ensuring that Artists in the Black services aligned with resources available, the statistics demonstrate how much we were able to achieve regardless.

Over the period we delivered:

986

legal advices to Aboriginal and Torres Strait Islander artists and organisations

236

wills for artists around the country

90

educational sessions to **1,124** Aboriginal and Torres Strait Islander participants

9

Adopt-a-Lawyer partnerships

53

outreach trips, delivering advice and education to **59** remote cities, towns and communities

Advocacy Voice

Arts Law provided a voice on issues affecting Aboriginal and/or Torres Strait Islander artists and communities through our advocacy and law reform work.

These projects include:

The Fake Art Harms Culture campaign was established in 2016 in collaboration with the Indigenous Art Code and the Copyright Agency.

In addition to holding numerous awareness-raising stalls at Aboriginal and Torres Strait Islander art fairs across the country, we have seen the Government establish an interdepartmental committee to tackle the problem; the establishment of a Parliamentary Inquiry and the introduction of a private members Bill, with the campaign continuing.

In 2018 Arts Law participated in the World Intellectual Property Organisation's Intergovernmental Committee which is working towards the establishment of treaties on better protection for traditional knowledge and traditional cultural expressions.

Arts Law's AITB Coordinator Bibi Barba, co-chaired the Indigenous Caucus at this meeting.

Relationships

Arts Law has strengthened its partnerships with external bodies to increase support for Aboriginal and Torres Strait Islander artists

and organisations so that most of the large law firms and two large corporates provide pro bono support for AITB clients.

In addition, nine Adopt-a-Lawyer partnerships provide direct legal support with nine law firms and art centres participating.

Arts Law has also deepened our relationship with Desart, one of the Aboriginal peak bodies for art centres in Central Australia providing a range of services to them and their members. We have also increased the funding support from several law firms, who have contributed in various fund-raising activities to support AITB services.

Arts Law developed innovative materials to assist artists understand the issues affecting them and how to connect to Arts Law's services including a series of animations on key issues which were further distributed through SBS and NITV.

Arts Law participated in key events for Aboriginal and Torres Strait Islander artists and arts organisations such as Darwin Aboriginal Art Fair, Blak Art Markets, Homeground, Cairns Indigenous Art Fair, Desert Mob and NAIDOC in the Park (Sydney).

Internal understandings

Arts Law provided ongoing cultural learning opportunities for staff and volunteers. Some of the Cultural Understanding workshops have also been extended to some of our external stakeholders including law firms and corporate partners.

Arts Law has maintained the Indigenous Board position and the AITB Coordinator role.

We have also made opportunities available to Aboriginal and Torres Strait Islander interns and when possible engaged an Aboriginal paralegal.

Learnings and challenges

Despite our successes there have been a few challenges. Some projects consumed many more resources than anticipated (such as the Fake Art Harms Culture campaign) which put strains on our already limited resources.

As a small organisation already stretched, the work involved in additional monitoring and reporting as proposed by our RAP was difficult to achieve. This is an area to which we will give greater attention going forward in the next RAP period.

We were also not as successful as we would have liked to have been with the engagement of Aboriginal and Torres Strait Islander businesses. This was primarily achieved by supporting artists and arts businesses when purchasing or licensing artworks and engaging performers.

Our Organisation

The Arts Law Centre of Australia ('Arts Law') is Australia's only national community legal centre for the arts.

We provide free or low cost specialised legal advice, education, and resources to Australian artists and arts organisations across all art forms on a wide range of arts-related legal and business matters. These matters include contracts, copyright, defamation, insurance, employment and taxation.

Arts Law strives to ensure that Australia's artists are properly rewarded for their creative work and avoid exploitation.

We advise a wide range of creators including visual artists, authors, film makers, musicians and performers. Our legal services include telephone legal advice, a document review service, a mediation service, and a referral service.

Arts Law undertakes law reform and advocacy on arts-related issues, communicating to government and industry bodies for changes to the law on behalf of artists.

Our education program empowers and engages the arts community with legal workshops delivered to artists and arts organisations across Australia.

Artists in the Black is a specialised legal service of Arts Law that provides culturally appropriate legal advice to Aboriginal and Torres Strait Islander artists and art organisations.

Part of the success of Artists in the Black stems from our commitment to employing Aboriginal and/or Torres Strait Islander staff to facilitate the program. These staff members add tremendous value to the organisation, bringing their invaluable knowledge of Aboriginal and Torres Strait Islander peoples, communities, and culture to Arts Law.

Arts Law is based in Sydney and is staffed by seven full-time and eight part-time or casual employees, including eight qualified lawyers. Since the launch of Artists in the Black in 2004, Arts Law has continued to employ at least one Aboriginal and Torres Strait Islander staff member.

The position of Artists in the Black Coordinator is an Aboriginal and Torres Strait Islander identified role. Going forward the Artists in the Black paralegal role will be filled by a legally qualified Aboriginal person.

Arts Law has 10 to 15 student volunteers working in our offices each week and relies on a panel of over 220 dedicated pro bono lawyers. Arts Law is funded by the Australia Council for the Arts, Department of Communications and the Arts, Attorney General's Department and State and Territory governments with some corporate sponsorship, including in-kind support and through our Adopt-a-Lawyer program from our law firm partners, and fundraising activities.

Our Journey

1983 Arts Law is established

2004 Artists in the Black is established; employment of first Aboriginal staff member; first 16 outreach trips Aboriginal and Torres Strait Islander communities.

2007 Wills Project established – empowering artists to control what happens to their art and income when they pass away. First will outreach trip by a pro bono law firm with Phillips Fox (now DLA Piper), to Mowanjum Community in WA.

2007 Artists in the Black Solicitor, Trish Adjei, presented our services to the World Indigenous Intellectual Property Organisation (WIPO) in Geneva, Switzerland

2009 Resale Royalty Scheme is introduced by the Federal Government after successful lobbying by Arts Law and other organisations.

2011 Delivered AITB educational workshops to Koorie prisoners in 6 Victorian prisons with the Victorian Justice Department.

2011 - 2012 Launched Solid Arts resources on respecting and protecting ICIP.

2012 Successfully lobbied the WA Government to repeal WA intestacy laws which discriminated against Aboriginal people.

Made submissions on Aboriginal Cultural Heritage legislation (NSW and Tasmania), and a submission to IP Australia on ICIP

2013 Adopt a Lawyer program established matching an Aboriginal and/or Torres Strait Islander art centre with a law firm.

2014 Numerous submissions made to Government drawing attention to potential impact of proposed laws on Aboriginal and Torres Strait Islander peoples eg ALRC Copyright in a Digital Environment.

2015 Launched AITB animations on Copyright, Contracts and Wills in partnership with the Central Australian Aboriginal Media Association (CAAMA). Hosted internal NAIDOC Week event for all staff and volunteers, and launched in-house Cultural Understanding Training for all staff and volunteers.

2016 Together with the Indigenous Art Code and the Copyright Agency, launched the Fake Art Harms Culture campaign.

2016 Together with other key organisations, made a submission to the House of Representatives' Standing Committee on Indigenous Affairs the growing presence of inauthentic Aboriginal and Torres Strait Islander 'style' art and craft products and merchandise for sale across Australia.

2017 Commenced work on the Digital Dillybag project, including a video about the contract between Aboriginal and Torres Strait Islander artists and art centres.

Distributed Positions Paper on artists in prison with a strong focus on Aboriginal and Torres Strait Islander artists.

2018 Arts Law made a submission to the NSW Government review on the introduction of an Aboriginal Cultural Heritage Bill and continues to engage with stakeholders on this issue.

About the Innovate Reconciliation Action Plan

The Reconciliation Action Plan (RAP) Framework, developed by Reconciliation Australia, is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia.

A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhance respect, and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples. The Innovate RAP gives Arts Law the freedom to develop and test new and innovative approaches and embed our Innovate RAP into our organisation.

We are committed to completing the following actions over the next two years, ensuring that we are well-positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans. Our future RAPs will identify relationships, respect, and opportunities actions specific to our organisation and our sphere of influence.

This Innovate RAP will allow our organisation to focus on continuing to build internal and external relationships and raise awareness with our stakeholders to ensure there is shared understanding and ownership of our RAP within our organisation.

Development of our future RAPs will involve consultation with our staff including Aboriginal and Torres Strait Islander staff and our stakeholders to achieve our vision for reconciliation.



*Kristabell Porter, Warakurna Artists with Robyn Ayres
Photo by Clara Edwards, Arts Law*

Our RAP

Unfortunately, over the past 230 years, Australia has been marginalising the original people of this land. This systemic, long-term marginalisation has created a chasm between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australia, which has manifested in a number of ways. Aboriginal and Torres Strait Islander peoples are still marginalised today, and our RAP is an attempt to highlight Arts Law's strong view that we must do what we can to close this gap.

Through our far-reaching outreach program to Aboriginal and Torres Strait Islander Communities across Australia, and our extensive wills program, Arts Law is in the unique position of being poised to make a large impact in communities across the country. This RAP summarises our journey to date and outlines our plan to support Aboriginal and Torres Strait Islander peoples and their communities. Our RAP is informed by our everyday engagement with Aboriginal and Torres Strait Islander peoples because Arts Law plays an integral role in the community by providing legal services and support to Aboriginal and Torres

Strait Islander artists. We bring national and international awareness to the legal, moral, and cultural rights many Aboriginal and Torres Strait Islander artists practice every day.

Robyn Ayres, CEO, is Arts Law's RAP Champion. Robyn also leads Arts Law's Reconciliation Working Group (RWG), which includes the following staff and board members:

- Andrew Wiseman – Vice President, Arts Law
- Bronwyn Bancroft – Board Member of the Bundjalung nation
- Robyn Ayres – Chief Executive Officer, RAP Champion
- Lee Elsdon – Solicitor
- Sharna White – Artists in the Black Paralegal, of the Kamilaroi nation.
- Emily Phipps – Communications Coordinator

Over the next two years we aim to maintain this Reconciliation Working Group made up of our senior management and staff to oversee and support the implementation of our RAP. Of the eight members of our RWG, two staff members are Aboriginal and/or Torres Strait Islander persons.

Although Arts Law is a small organisation we have strong relationships with many external Aboriginal and Torres Strait Islander peoples and stakeholders who will act as advisors as we will continue to consult to seek advice and assistance in creating and implementing our RAP.

Trish Adjei – First Nations Arts and Culture Practice Director at the **Australia Council for the Arts**. Trish is a Wuthathi, Torres Strait Islander and Ghanaian woman from Sydney.

Gabrielle Sullivan – CEO at the **Indigenous Art Code**

Relationships

Arts Law continues to value relationships within the organisation which continually promote Aboriginal and Torres Strait Islander peoples, cultures and self-determination.

By focusing on relationships within the organisation, Arts Law strives to develop new, and strengthen existing relationships with Aboriginal and Torres Strait Islander artists, communities and organisations which can help us deliver more effectively to Artists in the Black clients including other arts organisations, law firms and corporations.



Focus:

Provide affordable, practical and relevant legal advice to artists, creative communities and arts organisations

Action	Deliverable	Timeline	Responsibility
Reconciliation Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	Refresh commitment of staff and board to participate in RWG.	January 2019	AITB Coordinator CEO
	Ensure RWG oversees the development, endorsement and launch of the RAP.	January 2019	CEO
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG and Advisory Group.	January 2019 January 2020	AITB Coordinator
	Meet at least 2 times per year to monitor and report on RAP implementation.	June, December 2019 June, December 2020	CEO Finance and Operations Manager
	Establish Terms of Reference for the RWG.	March 2019	CEO
Celebrate, promote and participate in National Reconciliation Week, to provide opportunities to build and maintain relationships between.	Organise at least one NRW event each year.	May 2019 May 2020	AITB Coordinator
	Register all NRW events on Reconciliation Australia's NRW website.	May 2019 May 2020	Communications Coordinator
	Support an external NRW event.	May 2019 May 2020	AITB Coordinator
	Ensure our RWG participates in an external event to recognise and celebrate NRW.	May 2019 May 2020	AITB Coordinator
	Circulate Reconciliation Australia's NRW resources to all staff.	May 2019 May 2020	AITB Coordinator

Action	Deliverable	Timeline	Responsibility
Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	December 2019 December 2020	CEO AITB Coordinator
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	December 2019 December 2020	CEO Director, National Partnerships and Programs
	Comply with Research, Advocacy and Law Reform policy and continue to consult with Aboriginal and Torres Strait Islander peoples and organisations to gain input on Arts Law's advocacy, lobbying and the development of government submissions.	October 2019 October 2020	CEO Director, National Partnerships and Programs
	Identify and attend specific events, meetings and gatherings that directly affect our clients and their communities eg Darwin Aboriginal Art Fair, Cairns Indigenous Art Fair, Revealed, Desert Mob, and the Telstra National Aboriginal and Torres Strait Islander Arts Award. Engage with clients and their communities at these events.	June 2019 June 2020	CEO AITB Coordinator

Action	Deliverable	Timeline	Responsibility
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Develop and Implement a strategy to communicate our RAP to all internal and external stakeholders.	May 2019 May 2020	CEO AITB Coordinator
	Promote reconciliation through ongoing active engagement with all stakeholders.	October 2019 October 2020	AITB Coordinator
	Include the RAP as part of the induction process for all new employees and volunteers.	January 2019	CEO Finance and Operations Manager Paralegal
	Embed RAP related KPIs into performance plans of staff members, where appropriate, to promote shared ownership of deliverables.	June 2019 June 2020	CEO
	Promote Reconciliation Australia's video about Arts Law's Adopt A Lawyer program.	June 2019 June 2020	Communications Coordinator
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination policies and future needs.	June 2019	Finance and Operations Manager
	Develop, implement and communicate an anti-discrimination policy for our organisation.	January 2020	CEO Finance and Operations Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	October 2019	CEO Finance and Operations Manager AITB Coordinator
	Educate senior leaders on the effects of racism.	October 2019	CEO

Respect

Arts Law has a diverse workforce and respect is one of the core values that we promote.

Consistent with the high value we place on respect for one another, we see ourselves as having a role to play in demonstrating respect for Aboriginal and Torres Strait Islander cultures, land and histories within our workforce and more broadly.

Throughout all aspects of our work, Arts Law responds to the needs of the Aboriginal and Torres Strait Islander artists for the better protection of, and respect for, Indigenous Cultural and Intellectual Property (ICIP).

The misuse and misappropriation of ICIP causes significant distress and harm to Aboriginal and Torres Strait Islander peoples and their cultures and we continue to look at legal and advocacy strategies to provide protection and remedies in this regard.

Arts Law considers the need to respect Aboriginal and Torres Strait Islander peoples and cultures in all aspects of our service delivery, including legal advice to non-Indigenous organisations, general education on artists' rights, and submissions to Government on legal issues such as copyright, Aboriginal Cultural Heritage, use of plants and animals in artworks, and privacy.

Arts Law conducts all of its programs and services with the knowledge, sensitivity and understanding of cultural protocols to the best of our ability.

Arts Law ensures all staff, volunteers and stakeholders have access to appropriate cultural awareness training internally to maintain our high level of respect for Aboriginal and Torres Strait Islander peoples.



Focus:

Support and promote respect for the legal and cultural rights of Aboriginal and Torres Strait Islander artists and communities.

Action	Deliverable	Timeline	Responsibility
Engage all Arts Law paid and volunteer staff in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Maintain and continue to implement internal Aboriginal and Torres Strait Islander cultural awareness training for all staff and volunteers annually.	December 2019 December 2020	AITB Coordinator CEO
	Provide opportunities for RWG members, board members and other key stakeholders to participate in internal Aboriginal and Torres Strait Islander cultural awareness training.	December 2019 December 2020	AITB Coordinator CEO
	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for the organisation that identifies the cultural learning needs of employees in all areas of our organisation and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	December 2019 December 2020	CEO
	Promote local cultural experiences and community engagement opportunities for staff.	January 2019	AITB Coordinator
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to assist with cultural awareness program delivery.	January 2019 January 2020	AITB Coordinator CEO
	Ensure the continuation of Arts Law's cultural awareness training with all staff and volunteers to ensure there is shared meaning.	June, December 2019 June, December 2020	AITB Coordinator

Action	Deliverable	Timeline	Responsibility
Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	Review Arts Law's current policies to ensure cultural protocol is included where relevant.	January 2020	AITB Coordinator
	Continue to invite Traditional Owners into our office and Arts Law events such as Pro Bono Awards, Bi-Annual Fundraising Event to perform a Welcome to Country.	July 2019 July 2020	Finance and Operations Manager AITB Coordinator
	Maintain a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	June 2019 June 2020	Finance and Operations Manager
	Continue to develop external understandings of protocols when interacting with arts organisations by advising them of the existence of protocols for respect of Aboriginal and Torres Strait Islander peoples, thus adopting respect as one of our best practices.	October 2019 October 2020	CEO
	Include an Acknowledgement of Country at the commencement of important internal and external meetings including all education seminars.	July 2019 July 2020	CEO Director of National Partnerships and Programs
	Ensure continued compliance with cultural protocol policies by all staff.	December 2019 December 2020	CEO AITB Coordinator
	Ensure all staff and volunteers have an Acknowledgement of Country in email signature.	March 2019 March 2020	Communications Coordinator
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	March 2019 March 2020	CEO AITB Coordinator
	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	October 2019	Finance and Operations Manager AITB Coordinator

Action	Deliverable	Timeline	Responsibility
Recognise and celebrate dates of significance.	Organise at least 2 internal events to celebrate and promote events of significance for Aboriginal and Torres Strait Islander peoples.	June, December 2019 June, December 2020	AITB Coordinator
	Support and encourage staff to participate in external events to recognise and celebrate Aboriginal and Torres Strait Islander peoples e.g. National Indigenous Arts awards; Yabun, Black Arts Market, NAIDOC, Darwin Aboriginal Art Fair, Cairns Aboriginal Art Fair, Desert Mob etc.	June, December 2019 June, December 2020	AITB Coordinator CEO
	Display a Cultural Calendar of Aboriginal and Torres Strait Islander events throughout the year.	January 2019 January 2020	AITB Coordinator
Increase Cultural Safety in the workplace.	Ensure all staff and volunteers can access the Community Legal Centre of NSW's Aboriginal Cultural Safety Workbook for ongoing cultural learning and understanding.	July 2019 July 2020	AITB Coordinator
	Ensure an ongoing display of Aboriginal and Torres Strait Islander artwork within the Arts Law office.	January 2019 January 2020	AITB Coordinator AITB Paralegal
	Display the Uluru Statement from the Heart within the Arts Law office.	January 2019	AITB Coordinator AITB Paralegal
	Display the Aboriginal and Torres Strait Islander flags within the Arts Law office.	March 2019	AITB Coordinator AITB Paralegal AITB Coordinator
	Update the display of Aboriginal and Torres Strait Islander language maps within the Arts Law office. Promote Language by circulating publications and producing visual word cards at the lunch table.	January 2019 February 2019	AITB Coordinator AITB Paralegal AITB Coordinator

Action	Deliverable	Timeline	Responsibility
Increase clients, education participants, and law firm partners' understanding and appreciation of Aboriginal and Torres Strait Islander cultures and cultural protocols where appropriate.	Ensure best practice advice is provided to clients in relation to protecting Aboriginal and Torres Strait Islander Cultural and Intellectual Property where appropriate using Arts Law's best practice guidelines.	July 2019 July 2020	Director, National Partnerships and Programs
	Refer clients to cultural protocols and explain principles of respect and attribution.	July 2019 July 2020	Director, National Partnerships and Programs
	Recommend contractual adherence to cultural protocols in all contracts with Aboriginal and Torres Strait Islander artists or organisations.	July 2019 July 2020	Director, National Partnerships and Programs
	Include ICIP content in education sessions, where possible.	January 2019	Director, National Partnerships and Programs
	Invite law firms to attend Arts Law cultural activities, where appropriate.	June, December 2019 June, December 2020	AITB Coordinator CEO
Provide opportunities for staff to engage with Aboriginal and Torres Strait Islander cultures and communities by celebrating NAIDOC Week.	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	December 2019 December 2020	CEO General Manager
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2019 July 2020	CEO
	Maintain current terms and conditions of employment which provides leave for Aboriginal and Torres Strait Islander staff to enable participation in NAIDOC Week.	July 2019 July 2020	General Manager
	Provide opportunities for all staff to participate in NAIDOC Week activities.	July 2019 July 2020	CEO

Action	Deliverable	Timeline	Responsibility
Provide opportunities for staff and network to learn about Aboriginal and Torres Strait Islander cultures and communities by hosting screenings of Aboriginal and Torres Strait Islander documentaries for staff and community members through the Reconciliation Film Club.	Host a Film Club screening annually.	September 2019 September 2020	AITB Coordinator
	Download accompanying resources and organise a group discussion using the guide following the screening.	September 2019 September 2020	AITB Coordinator
	Host an annual Community Elders Morning Tea.	July 2019 July 2020	AITB Coordinator
	Invite Aboriginal and Torres Strait Islander guest speakers to Arts Law to speak to staff and guests.	September 2019 September 2020	AITB Coordinator



Bibi Barba at Yabun Festival,
Photo by Dan Roe

Opportunities

Arts Law is dedicated to providing legal advice and information to Australia's Aboriginal and Torres Strait Islander artists, arts organisations and their communities across all art forms.

Artists in the Black mirrors Arts Law's core service but with services that are tailored specifically to best address the needs of the Aboriginal and Torres Strait Islander arts community.

Arts Law employs an Aboriginal and/or Torres Strait Islander person to facilitate this service and maintain effective partnerships across a broad range of Aboriginal and Torres Strait Islander arts agencies and organisations increasing our ability to deliver programs on a national and collaborative basis to Aboriginal and Torres Strait Islander artists, communities and organisations.

Arts Law builds on its existing strengths to deliver excellence in the services we provide to Aboriginal and Torres Strait Islander artists particularly through our Artists in the Black service, including: high quality legal advice and referrals, education programs, professional development resources and leadership on the legal and policy issues affecting the arts.

Arts Law empowers all of its clients so they are secure in their legal and business dealings allowing their creativity to flourish.



Focus:

Foster an organisational culture that attracts, values and retains the best people.

Action	Deliverable	Timeline	Responsibility
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Develop and implement an Aboriginal and Torres Strait Islander Employment and retention strategy.	October 2019 October 2020	CEO
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	October 2019 October 2020	CEO AITB Coordinator
	Investigate and promote professional development opportunities for Aboriginal and Torres Strait Islander staff.	October 2019 October 2020	CEO AITB Coordinator
	Advertise all vacancies across multiple media channels including Aboriginal and Torres Strait Islander media. Advertisement to include 'Aboriginal and Torres Strait Islander peoples are encouraged to apply' on all vacancies.	June 2019 June 2020	Finance and Operations Manager
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees, volunteers and future applicants participating in our workplace.	July 2019 July 2020	CEO Finance and Operations Manager
	Include AITB Coordinator on recruitment and selection panel where appropriate.	July 2019 July 2020	Finance and Operations Manager Paralegals
	Engage with external Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development.	December 2019 December 2020	CEO Finance and Operations Manager
	Investigate leadership pathways for Aboriginal and Torres Strait Islander staff and encourage staff to apply for leadership programs eg provided by the Australia Council.	December 2019 December 2020	CEO Finance and Operations Manager

Action	Deliverable	Timeline	Responsibility
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace. <i>(cont'd...)</i>	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	October 2019 October 2020	CEO Finance and Operations Manager
	Provide an opportunity in exit surveys for Aboriginal and Torres Strait Islander staff to provide feedback on cultural safety within the workplace to inform future practices.	April 2019	CEO Finance and Operations Manager
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	Review procurement policies and procedures to identify and overcome barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.	October 2019 October 2020	Finance and Operations Manager
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	December 2019 December 2020	AITB Coordinator
	Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	June 2019 June 2020	AITB Coordinator Finance and Operations Manager
Investigate opportunities to evaluate and develop our programs and services.	Conduct a survey of AITB clients to evaluate the cultural safety and effectiveness of the program.	October 2019 April, October 2020	Director, National Partnerships and Programs
	Provide opportunities for work experience or internships for Aboriginal and/or Torres Strait Islander students to work with the AITB team.	July 2019 July 2020	CEO Finance and Operations Manager
	Develop further opportunities to provide education and cultural safety programs to law firms.	July 2019 July 2020	CEO Director, National Partnerships and Programs
	Continue to provide outreach trips to communities nationwide.	July 2019 July 2020	CEO AITB Coordinator

Action	Deliverable	Timeline	Responsibility
Develop AITB, Arts Law's culturally appropriate services for Aboriginal and Torres Strait Islander artists, communities and organisations.	Increase the number of law firms that participate in, and support AITB outreach work.	July 2019 July 2020	CEO AITB Coordinator
	Increase the number of law firms involved in the Adopt A Lawyer program.	July 2019 July 2020	CEO AITB Coordinator
	Increase the number of Adopt A Lawyer relationships.	July 2019 July 2020	CEO AITB Coordinator
	Develop new relationships with Aboriginal and Torres Strait Islander organisations encouraging the creation of partnerships to successfully deliver services to Aboriginal and Torres Strait Islander artists and communities.	June 2019 April, October 2020	CEO AITB Coordinator



Clara Edwards with artist Lena Dawson at Warakurna Artists,
Photo by Arts Law

Governance, Tracking Progress and Reporting

Arts Law looks forward to our RAP journey and are committed to fulfilling our mission.

We therefore commit to reporting on our progress as we recognise the value in learning from our experience.

Arts Law aims to deliver all of our services to artists and arts organisations that are accessible, affordable, timely, relevant and practical.

Arts Law will continue to evaluate our services and aims to maintain current high satisfaction levels with all aspects of our service delivery.

We will also measure, evaluate and report upon the impact of our work with artists and the wider community.



Action	Deliverable	Timeline	Responsibility
Report RAP achievements, challenges and learnings to Reconciliation Australia.	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2019 September 2020	AITB Coordinator
	Investigate participating in the RAP Barometer.	May 2020	AITB Paralegal CEO
	Develop and implement systems to track, measure and report on RAP activities.	December 2019 December 2020	Finance and Operations Manager
	RWG to collect data for the RAP Impact Measurement questionnaire.	July 2019 July 2020	Finance and Operations Manager AITB Paralegal
	RWG to submit the RAP Impact Measurement questionnaire to Reconciliation Australia.	August 2019 August 2020	AITB Coordinator
Report RAP achievements, challenges and learnings internally and externally.	Publicly report our RAP achievements, challenges and learnings on all of Arts Law platforms including websites, annual reports and social media, where appropriate.	October 2019 April 2020 October 2020	AITB Coordinator Communications Coordinator
	RWG to report to staff at staff planning day on RAP achievements, challenges and learnings.	December 2019 December 2020	AITB Coordinator
	RWG to report to board on RAP achievements, challenges and learnings.	February, April, July, November 2019 February, April, July, November 2020	CEO
Review, refresh and update RAP.	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	July 2020	AITB Coordinator CEO
	Send draft to Reconciliation Australia for review and feedback.	August 2020	Communications Coordinator
	Submit draft RAP to Reconciliation Australia for formal endorsement.	December 2020	Communications Coordinator
	Launch new RAP.	January 2021	CEO

RAP Contact

For further information or questions about
Arts Law's RAP, please contact:

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Photo:

*Daniel Roe from Arts Law
with Robyn Napaljarri Payton from Warnayaka,
Photo by Robyn Ayres, Arts Law*

