

 NORTON ROSE FULBRIGHT

Disability Inclusion Action Plan Australia | 2022-2024

Inclusion. Belonging.



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Acknowledgement of Country

Norton Rose Fulbright acknowledges the Traditional Custodians of the lands where we work and the places in which we live.

We pay respect to Elders past, present and future. We recognise the unique cultural and spiritual relationship of First Nations peoples to Australia and celebrate their contribution to and care of its land and waters over many millennia.

A message from Alison Deitz

Chief Executive Partner, Norton Rose Fulbright, Australia

As the Australian Chief Executive Partner of a leading international law firm, I am honoured to present our inaugural Disability Inclusion Action Plan (DIAP).

Our firm has a proud history of embracing diversity, equity and inclusion and I am pleased that we are strengthening our commitment in Australia with the launch of our 2022-2024 DIAP.

Before embarking on the development of this DIAP, we had made several commitments to achieve greater inclusion across our firm in Australia. This includes our Workplace Adjustment Policy, Inclusive Office Design Guidelines and disability awareness training through events organised annually for International Day of Persons with Disabilities.

The COVID-19 pandemic and associated lockdowns also presented an opportunity for us to embed flexible work practices into our DNA, and there is overwhelming evidence that such flexibility can bring great benefits for the inclusion and retention of people with disability. We have worked hard to ensure all our people have felt supported over the past couple of years and will continue to build on this momentum.

I am committed to ensuring our firm is a leader in enabling full participation for people with disability. Every member of our firm has a role to play in bringing this DIAP to life, and collectively I know we can make a significant difference in creating an inclusive culture where each individual can bring their whole self to work and enjoy a sense of belonging.

Through our DIAP, which is aligned with our Diversity, Equity & Inclusion Strategy, we will continue expanding on our past work to achieve even better outcomes for people with disability. This plan provides practical ways that our firm and our people can promote better access to services, information and employment, and promote the rights of people with disability across the communities that we serve. It also highlights our work to improve accessibility and inclusion, and includes a focus on raising disability awareness and building disability confidence across our organisation.

I would like to acknowledge the great work of our Access and Inclusion Plan working group, all our staff involved throughout the DIAP consultation and our partnership with Get Skilled Access who have assisted with the drafting of this plan. We look forward to continuing our work with Get Skilled Access as our inclusion journey continues.

Diversity is the mix. Inclusion is making the mix work.



Alison Deitz

A message from Scott Atkins

Chair, Norton Rose Fulbright, Australia

As Chair of Norton Rose Fulbright in Australia, it is my distinct pleasure to present our first ever Disability Inclusion Action Plan (DIAP).

This plan underlies our vision to increase opportunities for the inclusion of people with disability across all aspects of professional and community participation.

As a firm we take pride in being a global citizen, where our people are passionate about advocating for equity, dignity, and inclusion. Our organisational culture supports the upholding of these values in the work we do.

Our Board, the Australian Partnership Council, are proud to have supported several initiatives that have increased inclusion across our organisation. We look forward to building on these initiatives with our DIAP.

Our DIAP is aligned with the United Nations Sustainable Development Goals and the social model of disability, explained further in this plan. Both of these initiatives support the inclusion of people with disability in a progressive way, and our alignment with them will position our firm as a global leader in promoting the rights of people with disability. Our plan recognises that the barriers to participation and inclusion are not a person's disability, but rather the societal and attitudinal constructs that have evolved over time. We will work hard to ensure our firm is a place that celebrates diversity, fosters inclusion and enables everyone to thrive.

To all our people who have been involved supporting the drafting of this DIAP, thank you. I encourage everyone at our firm to support the plan and champion inclusion for all, in the work we do.

***“Diversity is strength.
Inclusion is opportunity.”***



Scott Atkins

Our vision for inclusion and belonging

We are proud to launch our inaugural Disability Inclusion Action Plan (DIAP) 2022 - 2024 designed by our Access & Inclusion Plan working group in partnership with Get Skilled Access. At Norton Rose Fulbright, we value difference and appreciate the variety of perspectives this brings to our business. We know that if our people are able to be themselves at work, they are more engaged and productive.

We aim to create an inclusive culture where every individual can bring their whole self to work and enjoy a sense of belonging. Through the actions identified in this plan, we aim to build on this commitment and make genuine progress towards a disability inclusive workplace. Our commitments include:

- Providing dignified access to our workplaces and work practices.
- Learning more through disability awareness training and education.
- Creating accessible employment pathways.
- Increasing our pro bono support for organisations focused on inclusion of people with disability including those living with long term mental health illnesses.
- Enhancing our community engagement through volunteering and fundraising opportunities aligned to disability.

We will continue to be guided by our people and the broader policy and legislative framework as we deliver our actions. We would like to acknowledge and thank all of the people who provided feedback as part of our DIAP consultation. Their passion, commitment and openness in sharing their experiences will provide greater dignity and inclusion for all.

A message from Jackie O'Brien

Partner and Executive Sponsor, Disability Inclusion Action Plan

If you haven't heard or read 2022 Australian of the Year, Dylan Alcott's acceptance speech, do yourself a favour and read it. Towards the end of his speech, Dylan gives us all a blunt but beautiful call to arms:

"My advice is to you, non-disabled people. It's time for you to challenge your unconscious biases, leave your negative perceptions at the door and lift your expectation of what you think people with disability can do. Because it's always more than you think".

Disability is about difference not deficit. Having had the immense privilege of being mother and carer to a young man with a number of disabilities, I know only too well how even well-intended assumptions about ability and potential can create obstacles for people with a disability, and that when those obstacles take hold we all lose out. The opportunities of people with a disability are made small, or worse, denied, and those of us apparently without challenges miss out on the rich and wonderful perspective that those people could have brought to work and life – it's a lose:lose.

The following pages represent our commitment to a win:win. If we do the work set out in our DIAP we will not only be removing or preventing unnecessary obstacles to inclusion, we will also be bringing "a different way of being" into our workplace, a way of being underpinned by adaptability, resilience and courage. So, leave your biases and expectations at the door, and join in on what I promise will be an eye opening and joyous ride!

***"Disability is about
difference not deficit."***



Jackie O'Brien



Strengthening our approach

To create a meaningful and relevant plan, we recognised the importance of reflecting on our current workplaces and work practices to gain a deeper understanding of unintentional bias and barriers that prevent progress or make it difficult for someone with disability to thrive.

Some of the key barriers we identified, and the actions we have shaped to address them, include:

Physical

Occur within the natural or built environments.

- Ensure communal space, building entrances and signage are accessible to wheelchair users and people with physical disability.

Attitudinal

Created through stereotypes, bias and assumptions about people with disability and often underpin and contribute to other barrier types.

- Reset expectations of what people with disabilities can do, to dispel assumptions that employment in the legal industry may not be suitable.
- Improve understanding of disability inclusive language.
- Increase awareness and understanding of different disabilities, to alleviate any fear of asking or “getting it wrong”.

Communication

Occur when accessibility has not been considered in the mode of communication being used.

- Ensure access to written information in alternative accessible formats for people who are blind, have low vision or who have cognitive or intellectual disability.
- Use of captioning on external video content (acknowledging that captioning already exists on internal content) or in meetings (both internal and external) as standard for people who are deaf or have hearing loss.

Institutional

Encompassing systems, work practices and policies that can exclude people with disabilities, often unintentionally.

- Increase awareness of our Workplace Adjustment Policy and process for accessing adjustments.
- Ensure accessibility is considered when procuring IT systems or equipment.

Perspective from Ben Kende, Associate, Sydney



“We are at the dawn of an exciting new era of accessibility in Australia and further afield”

“ We are at the dawn of an exciting new era of accessibility in Australia and further afield. Our 2022 and some previous Australians of the Year have a disability of some form. Once pre-conceived notions of ability and opportunities are being quashed as we move towards a more inclusive, and frankly, better society. Better because people with disabilities have so much to offer in not only their diverse way of thinking, but also their hard work, loyalty and competence. Indeed, now more than ever, enabled by technological advances, people with disabilities are able to perform as well, and often better, than their “normal” peers.

This DIAP is a key driver in ensuring that Norton Rose Fulbright captures the unique and important skill sets that people with disabilities bring to an organisation. This DIAP will hopefully allow us to rethink our approach to disability both as individuals and a collective organisation, recognising the world as the place that needs to change to meet the needs of the individuals and not that the individual needs to change to meet the needs of the world.

As a proud person with a significant physical disability, I am delighted to work for an organisation that is building disability into its everyday life. But there is room for improvement and this DIAP is precisely that.

”

Supporting the United Nations Sustainable Development Goals



In 2015, the United Nations defined 17 goals, known as the Sustainable Development Goals, to address the world's most pressing challenges by 2030, including inequality, climate, education and justice. These goals provide a roadmap to achieve a more sustainable and prosperous future for all and have been widely adopted by leading global and Australian companies and governments.

Our Access and Inclusion Plan working group identified that supporting the Sustainable Development Goals as part of our DIAP framework was a fundamental part of our commitment to our broader Diversity, Equity & Inclusion Strategy of creating equity. Alignment of our DIAP with these goals also supports global efforts to promote equality and opportunity for all.

The United Nations Sustainable Development Goals aligned to our DIAP include:

- Goal 4: Guarantee equal and accessible education by building inclusive learning environments and providing the needed assistance for persons with disabilities.
- Goal 8.5: Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- Goal 10.2: Empower and promote social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.
- Goal 11.7: Provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.

Supporting the social model of disability

The Disability Inclusion Act 2014 (NSW) defines disability as a long-term physical, psychiatric, intellectual or sensory disability that, in interaction with various barriers, may hinder the person's full and effective participation in the community on an equal basis with others.

We support this definition and its connection to the social model of disability which advocates that it is not a person's disability which is the barrier to their participation, but rather it is the external physical and attitudinal barriers that prevent full inclusion and participation. If the physical and attitudinal barriers are removed, people with disability will have the capability to contribute and participate with equity and dignity as full members of our community.



Our progress so far

Enhancing our office environments

In 2016 we launched our Workplace Adjustment Policy. This policy provides a process for candidates at the recruitment stage, as well as our current workforce, to ensure full participation at interviews, during the selection process and/or during their employment. A significant proportion of the adjustments we make are based on flexible and remote working arrangements and we have a range of related policies enabling flexibility.

In our newly built office buildings we have ensured inclusive and accessible design has been applied to the fit out. One example of this is the use of the more dynamic and inclusive accessible signage in our internal “retreats” and meeting rooms. To achieve this, we adopted the symbol created by The Accessible Icon Project whose redesign shows a wheelchair user in forward motion, as a driver of their own destiny rather than a wheelchair user who appears passive and ready to be pushed.

We have created guidelines with simple maps outlining the accessible entry and use of our buildings in all locations and will continue to build on these tools and resources for our people, our clients, and others who visit our offices.



Building awareness

Each year we celebrate International Day of People with Disability and raise awareness to build confidence amongst our people to be more inclusive and to be active allies for change. We will continue this tradition and continue to share stories and build awareness.

In 2020 we launched our Carers Network, which was formed as a support network and advisory group to the firm after we learned that a significant proportion of our people played a caring role for family members with disability and/or long term illness.

Fundraising for disability charities

Cerebral Palsy (CP) is the most common cause of physical disability in children, with around 34,000 children and adults living with CP in Australia and 17 million globally. Each year our staff nationally are encouraged to participate in STEPtember, an inclusive challenge to take 10,000 steps a day any way they like for the 30 consecutive days in September, whilst raising awareness and vital funds for the Cerebral Palsy Alliance.

Our firm has supported STEPtember annually since 2016 and in that time we have collectively:

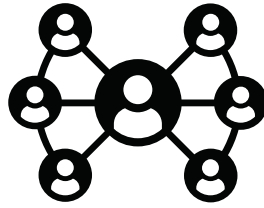
- raised more than \$124,000
- taken more than 210 million steps and
- had more than 870 participants.

Over the past few years our STEPtember campaigns focussed on people getting active, getting connected and being part of a 'virtual' team even when impacted by COVID-19 restrictions. Our people took part by stepping, walking, riding, wheeling and spinning their way to support this cause. We are proud of our ongoing involvement with STEPtember, a commitment that will continue in years to come.



Providing pro bono legal advice to disability organisations

We have built strong and long-standing relationships with pro bono clients working in this area. Our key clients are not-for-profit organisations who provide a wide range of services to the disability community, particularly housing and psychosocial support, community networks, education and advocacy services.



Our clients' goals primarily include fostering independence, autonomy, access to services and community engagement for people living with a disability. We are proud to have assisted our pro bono clients in their pursuit of these goals by providing advice across a number of legal specialities, including corporate, disputes, employment, real estate, intellectual property, corporate governance, tax and debt recovery.

Most recently, we have provided disability organisations with advice during COVID-19. Guidelines and policies were difficult for all organisations to manage during the onset of the pandemic, but those with disabilities, and their carers and service providers, had additional factors to consider. We provided the New South Wales disability organisation Participate Australia with advice relating to risks surrounding liability for workers' compensation claims in the event of an employee contracting COVID-19, advice relating to privacy rights and obligations in respect of the disclosure of confirmed cases of COVID-19, and advice relating to mandatory COVID-19 vaccination policies for employees, contractors and third parties.



We have also provided pro bono legal assistance to Special Olympics Australia for over five years. Our support has included a research report on supported decision making as well as intellectual property, employment and commercial advice. We look forward to continuing our work with Special Olympics Australia for many years to come.

Statistics - a snapshot of disability in Australia

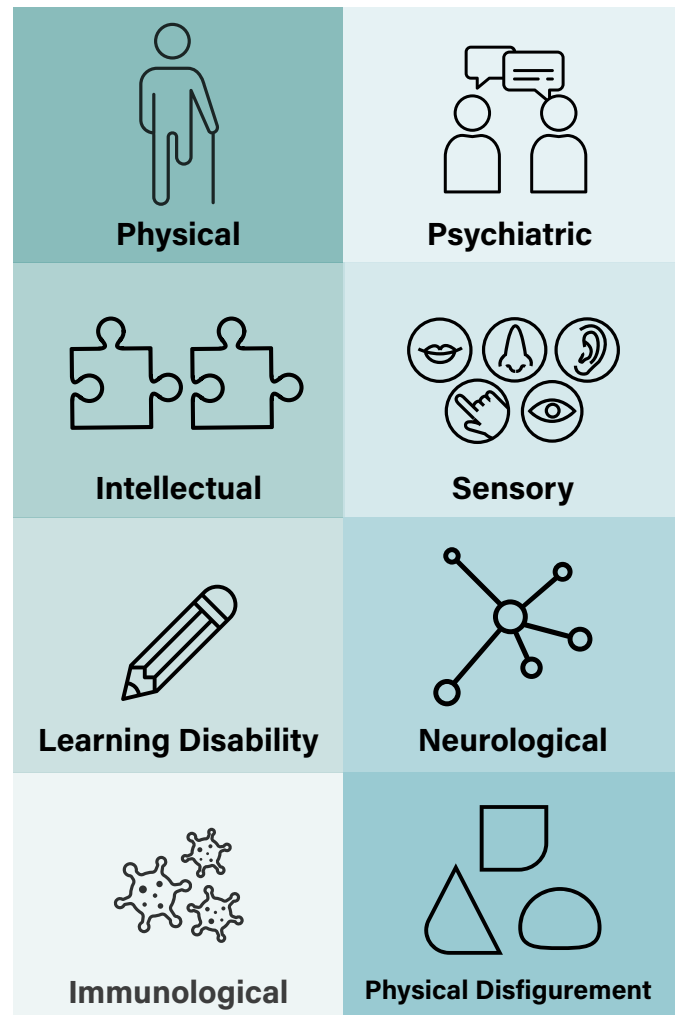
What is disability?

In our words, “disability is just a different way of being”.

The Disability Discrimination Act 1992 defines disability as ‘any impairment, abnormality, or loss of function, of any part of the body or mind.’

This includes:

- Physical
- Intellectual
- Psychiatric
- Sensory
- Neurological
- Learning disability
- Physical disfigurement
- Immunological (the presence of organisms causing disease in the body)



Not all disabilities look like this.



Some disabilities can look like this.

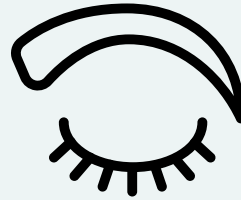


Demographics in Australia



4 Million

More than 4 million
Australians have a disability



80%

of disabilities
are not visible

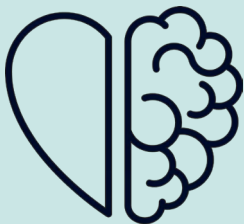
**15% or
2.1 million**

Australians of working age
(15-64 years) have a disability

Approximately

1 million or 3.8%

people with disability in
Australia are from a non-
English speaking background



Mental health problems and mental illness are
among the greatest causes of disability, with

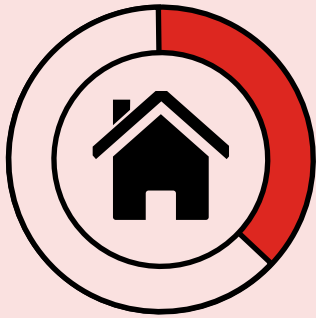
45% of Australians aged 16-85

years experiencing a mental health condition in their
lifetime.



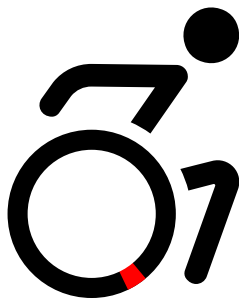
37% of the National Indigenous Population

15 years and older have a reported physical disability or a long-term health condition (102,900)



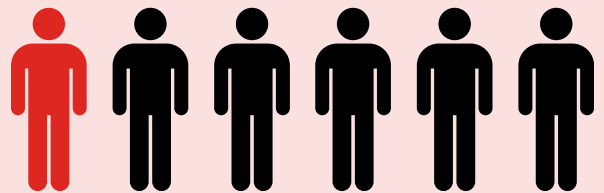
35.9% of Australia's 8.9 million

households include a person with disability



Only **4.4%** of people with disability in Australia are wheelchair users

357,000 **564,000**



Vision Australia

estimates 357,000 Australians are blind or have low vision, and that this will increase to 564,000 by 2030. (Refractive error not included.)

1 in 6

Australians are affected by hearing loss. There are about 30,000 deaf AUSLAN users with total hearing loss.

Policy and legislative context

Our DIAP aligns with the principles in the following legislation, agreements and standards.

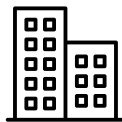
States and Territories

Through legislation and policies, our Australian States and Territories have committed to removing civic, social and economic participation barriers for people with disability. The various Disability Inclusion Acts provide a clear legislative framework to removing such barriers.

Commonwealth



The Commonwealth Disability Discrimination Act 1993 (DDA) recognises the rights of people with disability to equality before the law and makes discrimination based on disability unlawful. The DDA covers many areas of life including employment, education, access to premises and provision of goods, services and facilities. DDA sections 60 and 61 set out the provisions for the completion of Action Plans that fulfil the intent of the DDA, and set measurable and accountable goals.



Disability (Access to Premises – Buildings) Standards 2010, which came into effect on 1 May 2011, aim to provide people with disability with dignified and equitable access to buildings, and provide certainty to industry that they are complying with the DDA.

The National Disability Strategy (NDS) 2010-2020 was the commitment of all governments to a unified, national approach to building inclusion for people with disability.

The NDS was about creating a more inclusive society that enabled Australians with disability to fulfil their potential as equal citizens. It was the main way that Australia implemented the United Nations Convention of the Rights of Persons with Disabilities (UNCRPD).

Australia's Disability Strategy (ADS) 2021-2031 will continue the legacy of the NDS and build on its purpose of continuing to meet our commitments under the UNCRPD. The ADS will be launched in December 2022.

International



The UNCRPD, ratified by Australia in 2008, acknowledges that people with disability have the same human rights as those without disability. This commits participating governments to ensure these rights can be exercised and that barriers are removed.



Importantly, implementing a rights-based approach under the UNCRPD does not limit governments to addressing the provision of specialist services to people with disability – it requires mainstream services to be provided in a way that does not directly or indirectly prevent people with disability fully participating. This focus on mainstream service access means that all levels of government, as well as other parts of the community, have a role to play in giving effect to the UNCRPD.



World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) provides recommendations for making web content more accessible to people with disability.

Focus areas of our DIAP

Through our internal consultation process, we have identified four key areas of focus for action under our DIAP. People with disability intersect with these areas daily. Each area can raise a number of barriers that affect a person with disability's right to choice and control. Only by removing these barriers can we then provide outcomes that are inclusive, dignified and equitable. Every member of our firm can play a role in improving accessibility and inclusion across our firm and the broader community. In doing so we create better inclusion outcomes that benefit everyone.

Attitudes and behaviours

The attitudes and behaviours towards people with disability have been described as the single greatest barrier to full access and inclusion. Attitudes and behaviour permeate all aspects of life. Developing positive attitudes involves increasing awareness and changing negative perceptions over time. This is a long-term goal that will remain a focus for our firm in future versions of this plan.

Systems and processes

A common challenge for people with disability is the difficulty in navigating systems and processes to access the services and supports they need in the community and in the workplace. Some of these difficulties stem from the level of understanding from front line personnel, the technical systems and processes required to access services, and the lack of accessible options for communicating, accessing information or providing input or feedback.

Measurement and tracking

We will carefully monitor our success against each of the actions built into our DIAP. This will culminate in annual reporting to both our internal and external audience.

Employment

Employment and economic security are closely related. Employment contributes to feelings of self-worth, social interaction and positive mental health, and increases opportunities to support individual choice and control. Employment rates for people with disability are significantly lower than for those without disability across all sectors, including the legal profession. People with disability experience multiple barriers at many stages of the employment process, ranging from inaccessible interview venues, lack of reasonable adjustments to the work environment, rigid role descriptions and expectations and online testing that place applicants at a disadvantage. These factors reduce the opportunities for people with disability to gain and retain employment.

Employers maximise their ability to employ and retain a diverse workforce if they build inclusion into work design, workforce strategy and planning and system-level decision making.

Increasing community participation

Creating opportunity for increased participation of people with disability within our client organisations and communities involves more than modifying the physical environment. Opportunities are also created through additional areas such as pro bono work, procurement, community engagement and universal design. We have a responsibility to provide dignified and equitable access to our services and support organisations with aligned disability inclusion goals.

Norton Rose Fulbright Disability Inclusion Action Plan Australia | 2022 - 2024



Focus areas of our DIAP

Attitudes and behaviours

Objective: Promoting an inclusive culture across Norton Rose Fulbright where people feel safe to bring their whole self to work.

Action	Responsible Team	Timeframe
Conduct training for senior leadership teams including the Management Committee, Australian Partnership Council and business services leaders focusing on the purpose and intent of the DIAP and improving accessibility and inclusion for people living with disability at Norton Rose Fulbright and in the community.	Head of Diversity, Equity & Inclusion	During 2023
Develop disability awareness training in conjunction with an external provider for all our people, to be completed in different formats every two years.	Head of Diversity, Equity & Inclusion and Learning & Development team	Launch by July 2023 and ongoing
Review and update all people policies and procedures where needed to be accessible and inclusive for people living with disability.	HR Operations team and People & Development Program Office	Commence January 2023
Host a variety of events across the year to raise awareness of disability and to celebrate and educate through storytelling.	Diversity, Equity & Inclusion Committee leaders and Head of Diversity, Equity & Inclusion	Ongoing
Explore interest in establishing a Disability Employee Network for Norton Rose Fulbright.	Head of Diversity, Equity & Inclusion	In the next firm DE&I Survey
Create a DIAP working group led by the DIAP Executive Sponsor to be owners of the plan and champions for disability inclusion across the firm.	Executive Sponsor, DIAP and Head of Diversity, Equity & Inclusion	Set up and running by June 2023
Select an external provider and host training to upskill the marketing and communications team in accessible content design and development.	Head of Diversity, Equity & Inclusion	Training commenced by June 2023

Employment

Objective: Norton Rose Fulbright becoming an employer of choice for people with disability, a leader in inclusive work practices and creating a culture that embraces people with disability.

Action	Responsible Team	Timeframe
Develop a resource hub including recruitment best practice guidelines and training for partners/ business services leaders and managers on inclusive recruitment practices.	Talent team and Head of Diversity, Equity & Inclusion	Completed by 2024
Develop a Disability Recruitment Strategy focused on both junior talent as well as more experienced hires including partnerships with external organisations to provide work experience, internship opportunities and pathways to permanent employment.	Talent team and Head of Diversity, Equity & Inclusion	December 2023 with an annual review
Conduct a recruitment review and implement changes to remove unintentional barriers for people with disability.	Talent team and Head of Diversity, Equity & Inclusion	Completed by December 2023 with an annual review
Advertise inclusive recruitment practices on the Norton Rose Fulbright careers site to encourage people with disability to apply for roles.	Talent team	Immediately and ongoing
Embed a question on workplace adjustments at each stage of the recruitment process and provide training to the Talent team on workplace adjustment provision.	Talent team and Head of Diversity, Equity & Inclusion	Completed by July 2023

Systems and processes

Objective: Embedding barrier-free systems and processes to enable our people to participate and work equitably across Norton Rose Fulbright.

Action	Responsible Team	Timeframe
Continue to build access to a variety of flexible work options in our hybrid work model for carers and people living with disability.	Head of Diversity, Equity & Inclusion and HR Ops team	Immediate and ongoing
Develop a system for new starters to disclose their accessibility needs prior to commencing their employment. Build best practice processes to ensure a smooth start for all new staff and partners.	HR Operations team	Completed. Annual review of process
Develop an inclusive meeting and events guide for use when planning both internal and external meetings and events.	Head of Diversity, Equity & Inclusion and Event Marketing team	June 2024
In conjunction with an external provider conduct a Web Content Accessibility Guidelines (WCAG) review of the Norton Rose Fulbright website and intranet site in addition to all firm developed e-learning modules.	Communications and Marketing teams and Head of Diversity, Equity & Inclusion	Stage 1 completed by December 2023 Stage 2 completed by December 2024
Implement recommended fixes identified in the WCAG Norton Rose Fulbright website and intranet review.	Global and local IT, Communications and Marketing teams	Stage 1 completed by June 2024 Stage 2 completed by 2025
Implement accessible tool bar feature onto Norton Rose Fulbright website and intranet.	Digital Marketing and IT teams and Head of Diversity, Equity & Inclusion	December 2023
Review our existing Workplace Adjustment Policy and revise where needed to be in line with best practice. Implement best practice response times into the policy.	HR Operations and Chief Information Officer	Completed by July 2023
Design and launch a Norton Rose Fulbright Digital Workplace Adjustment Passport.	HR Operations, Chief Information Officer and Head of Diversity, Equity & Inclusion	January 2024

Create and implement guidelines for accessible communications and marketing to ensure accessibility is built into future content and prioritised for accessibility.	Marketing and Communications teams and Head of Diversity, Equity & Inclusion	July 2023 – December 2023
Offer accessible content training for people developing documents, presentations and client material in addition to those running events both in a virtual and face-to-face setting. Attendance (at a minimum) by Learning & Development, Marketing, Communications, Business Development and People & Development teams.	Head of Diversity, Equity & Inclusion	By December 2023
Build disability inclusion into the new Responsible Supplier and Procurement Policy	Pro Bono Practice Team Leader, Head of Diversity, Equity & Inclusion, Head of Social Impact and Sustainability	December 2023
Continue to track the number of people in our firm living with disability and those caring for family members with disability through our payroll system and bi-annual Diversity, Equity & Inclusion surveys.	Head of Diversity, Equity & Inclusion	Ongoing
Complete a mapping exercise and audit the current Norton Rose Fulbright cloud-based storage systems, IT systems and equipment with the aim to remove barriers and create accessible options.	Chief Information Officer	Immediate, completed by July 2023

Increasing community participation

Objective: Supporting people with disability across the communities we represent and partnering with like-minded organisations to increase opportunities for participation.

Action	Responsible Team	Timeframe
Create a statement on the Norton Rose Fulbright website and intranet advising people of a contact for accessible information/content.	Head of Diversity, Equity & Inclusion and Communications team	2022 – immediate action
Embed access and inclusion criteria/requirements into any event partnerships and sponsorships that Norton Rose Fulbright has and may have in the future with third parties.	Event Marketing team	July 2023
Explore options to engage with disability enterprises for workplace services and align with the development of the Norton Rose Fulbright Responsible Supplier and Procurement Policy.	Pro Bono Practice Team Leader, Head of Social Impact & Sustainability and Head of Diversity, Equity & Inclusion	Ongoing
Develop a set of Building Accessibility Plans including information in an online, accessible format to share with clients and visitors to all of our buildings documenting and describing the accessibility of each of our buildings.	Head of Corporate Services	Completed. Annual review
Partner with two disability charity/not for profit organisations to provide ongoing pro bono support.	Pro-Bono Practice Team Leader	Ongoing
Partner with disability organisations to create ongoing opportunities for our people to be involved through volunteering and fundraising including through workplace giving.	Head of Social Impact & Sustainability	Ongoing

Measurement of success and tracking

We will closely measure the impact of the 2022-2024 DIAP through annual reporting, feedback from our people and data analysis.

Action	Responsible Team	Timeframe
Develop a communications plan and ongoing promotion of the DIAP actions, goals and expectations for our people.	Head of Diversity, Equity & Inclusion and Communications team	July 2023 and ongoing
Review and report on progress against the DIAP annually, making this reporting available both externally and internally.	Head of Diversity, Equity & Inclusion, Executive Sponsor DIAP, Communications team	Annual

A message from Amelia Britton

Head of Diversity, Equity & Inclusion, Norton Rose Fulbright, Australia

I could not be more proud to be part of an organisation willing to do the work to progress the outcomes for people living with disability, including through the development of this DIAP. This will benefit our firm, our people and those in our communities living with disability in addition to those who play a carers role.

I sincerely thank everyone who has participated in the consultation process and provided ongoing support to improving accessibility and inclusion outcomes across our firm.

We will continue to consult, review and monitor our progress under this DIAP, to ensure we remain on track with achieving our objectives.

Going forward, on an annual basis we will share a report on the progress of the DIAP both internally and externally, and will update our DIAP actions. In 2024 we will begin developing the next iteration of our plan to cover 2025 to 2027, informed by our learnings and successes from 2022 to 2024.

Throughout the life of the plan, we will seek ongoing feedback from our people, clients and community. In particular, feedback from our people living with disability will help determine the success of the plan's current and future actions.

We look forward to working together as a firm, and continuing to engage with Get Skilled Access, as our access and inclusion journey continues.



Amelia Britton



For more information

The DIAP will be available on nortonrosefulbright.com/en-au and in hard copy, including copies in alternate formats (large print and easy English) and will be audio transcribed. To discuss the plan or engage with our firm on initiatives and actions that seek to better include people with disability please contact Amelia Britton, Head of Diversity, Equity & Inclusion on amelia.britton@nortonrosefulbright.com

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