

INDIGENOUS LAW STUDENTS & LAWYERS ASSOCIATION OF VICTORIA

# Tarwirri

SPONSORSHIP PROSPECTUS 2010



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# INTRODUCTION

ILSLAV–Tarwirri provides a variety of support programs to increase the number of Aboriginal and Torres Strait Islander people in the legal profession in Victoria. The association is unique, and has strong affiliations with both non-Indigenous legal professionals and Indigenous community organisations across Victoria.

ILSLAV–Tarwirri has one staff member and a committee comprising Indigenous law students and legal professionals. The association has influential contacts through its Elders and Respected Persons Panel, which has six judicial officers and five respected Aboriginal Elders from the Victorian community.

The association is seeking sponsorship for the purposes of continuing and expanding its operations. Three tiers of sponsorship are available:

## SPONSORSHIP PACKAGES – TWO-YEAR CONTRACTS AVAILABLE

 **YELLOW OCHRE** – \$9,990 per year

 **RED OCHRE** – \$4,990 per year

 **ORANGE OCHRE** – \$2,490 per year

## WHAT YOUR SPONSORSHIP ACHIEVES

Sponsoring a dynamic organisation such as ILSLAV–Tarwirri is supporting:

- Self-determination
- Reconciliation
- The principles behind “Generation One” – a movement for all Australians to eliminate Indigenous poverty and disadvantage in our lifetime
- Positive role models and media success stories
- Tangible outcomes
- Tertiary education for all ages
- “Closing the Gap” campaign – there is a link between experiencing racism and discrimination and poor health
- A positive ripple effect within the wider Victorian Aboriginal community
- The UN Declaration on the Rights of Indigenous Peoples

## BENEFITS FOR YOUR BUSINESS:

- Exposure to emerging Aboriginal and Torres Strait Islander leaders
- Access to Aboriginal community contacts for pro bono opportunities
- Employment advice in relation to cultural protocols
- Joining an elite list of leading law firms and educational institutions
- Cultural awareness-building amongst staff

## BACKGROUND



Tarwirri members at 2008 Apology Day event

In October 2000, a workshop was held at the Aborigines Advancement League in Thornbury. The workshop was chaired by the then Honourable Justice Geoffrey Eames of the Supreme Court, Linda Lovett and Andrew Jackomos from the Indigenous Issues Unit at the Department of Justice. Also present were Indigenous law graduates and law students, representatives from the Supreme, County and Magistrates' Courts, the Victorian Bar Council, the Law Institute of Victoria and various law firms. Recommendations from the *Royal Commission into Aboriginal Deaths in Custody* were at the forefront of discussions.

It was agreed that the formation of an association to assist Aboriginal and Torres Strait Islander law graduates and current law students be investigated. Another meeting was held in April 2001, again chaired by Justice Geoffrey Eames. This second meeting formed an interim committee to seek incorporation of the organisation. With the assistance of many people, especially Jane Nosworthy of Allens Arthur Robinson who drew up the initial Constitution, the ILSLAV association was formally incorporated under the state Act in 2002.

Following the confirmation of a three-year funding agreement with the Department of Justice in 2006 as part of the *Aboriginal Justice Agreement*, the association's first-full time coordinator was employed. As a result of this increased capacity, the association saw many changes, including a change of name to include 'Tarwirri', a Bangerang word for broлга/native companion. New corporate branding was also introduced, and the professional status of the organisation grew.

# AIMS **AND** OBJECTIVES



Tarwirri members and supporters at film fundraising evening, Law Institute of Victoria 2010

## MISSION STATEMENT

ILSLAV-Tarwirri strives to enable Aboriginal and Torres Strait Islander legal professionals to realise their full potential. ILSLAV-Tarwirri aims to build relationships and reconciliation in order to transition the culture within the mainstream legal profession, so that value is created for our members and the wider community.

## VISION STATEMENT

For Victoria to have the highest number of Aboriginal and Torres Strait Islander legal professionals and judicial officers across Australia.

## CORE VALUES

- **Community** – We are grass roots and committed to improving outcomes in Indigenous communities.
- **Excellence** – We know our members and our service to them is exceptional.
- **Integrity & Transparency** – We conduct ourselves and our business in ways that are fair, honest, open and trustworthy and strive to make our projects as transparent as possible, involving all relevant stakeholders in our processes.
- **Ownership & Accountability** – We understand our strategies and priorities, know our roles and take responsibility to solve problems and add value for our members and our business.
- **Confidentiality** – We have strict policies and procedures in place to create an environment that ensures members feel comfortable approaching us.
- **Diversity** – We value cultural and individual difference amongst our membership.
- **Empowerment** – We strive to create an environment where motivated members can flourish and succeed to their highest potential. We appreciate effort and acknowledge achievements and results.
- **Responsiveness** – As a small organisation, we are able to respond quickly to issues of concern.

# MEMBERSHIP AND PROGRAMS

ILSLAV–Tarwirri has two categories of membership: full and associate.

## FULL MEMBERSHIP

Full membership is open to anyone who is an Indigenous Australian studying law in Victoria; or who has previously graduated in law from a university or other institution and who currently resides in Victoria; or who is studying, or has previously graduated in law at a university or other institution outside Victoria, and who currently resides in Victoria; and whose membership is approved by the committee.

ILSLAV–Tarwirri currently has 80 full members. Many of our full members are studying law through distance education at Deakin University in Geelong, but actually reside interstate. We have members in Palm Island, Broome, Mildura, Perth, Adelaide, Rockhampton, Alice Springs and, of course, from all across Victoria.

## ASSOCIATE MEMBERSHIP

Associate membership is open to persons who are not eligible for full membership. The association currently has 60 associate members, ranging from members of the judiciary to partners from some of Melbourne’s leading law firms.

Membership has tripled since the employment of a full-time staff member in 2006, indicating the potential for further growth if ILSLAV–Tarwirri has access to additional resources to promote the association.

## PROGRAMS

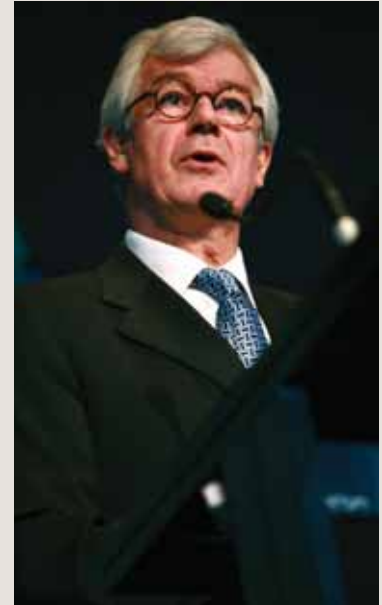
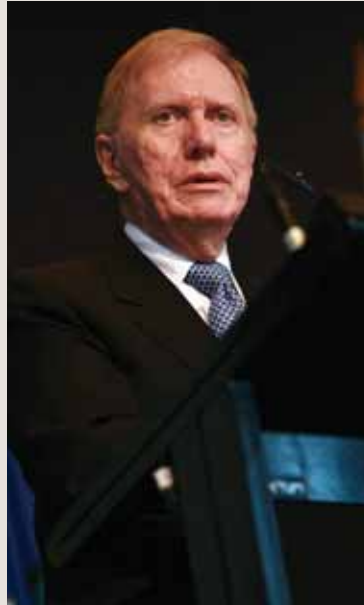
ILSLAV–Tarwirri runs programs in four key areas:

- **Community:** encouraging Indigenous secondary school students to complete their VCE and consider tertiary studies in law
- **University:** providing work experience opportunities and access to bursaries
- **Legal profession:** advocating for employment, assistance with preparing for job applications and interviews and professional networking opportunities
- **The Victorian Bar:** profiling to networks and community

Further details about these programs can be found in Appendix A: Current Support Programs.



## WHY **SUPPORT** ILSLAV-TARWIRRI?



Speakers at the 2008 National Indigenous Legal Conference organised by Tarwirri: Victorian Attorney-General Rob Hulls, The Hon. Michael Kirby AC CMG and Julian Burnside QC

Sponsoring ILSLAV-Tarwirri is a unique opportunity for your business to demonstrate an awareness of Indigenous culture and a strong commitment to reconciliation, whilst fostering the talent and aspirations of the next generation of young Indigenous leaders.

Establishing a relationship with ILSLAV-Tarwirri can also provide your business with exclusive channels to local, state, and national Indigenous legal and community resources and networks.

Further benefits of sponsorship include:

- Reaching a diverse audience of students, legal practitioners and members of the judiciary
- Staying up-to-date with Indigenous legal issues
- Reinforcing positive representations of the Indigenous community
- Promoting reconciliation to the wider community and “Closing the Gap” on disadvantage
- Inspiring Indigenous school leavers and future law graduates
- Endorsing support for Indigenous issues among your staff



# SPONSORSHIP PACKAGES

## SPONSORSHIP PACKAGES (Inc GST)

✿ Yellow Ochre	\$9,990 per year
✿ Red Ochre	\$4,990 per year
✿ Orange Ochre	\$2,490 per year
Private individuals	\$ negotiable

## ✿ YELLOW OCHRE – \$9,990 (INC GST) PER YEAR TWO-YEAR CONTRACT

### SPONSORSHIP BENEFITS

#### LOGO REPRESENTATION AND ACKNOWLEDGMENT

- Your corporate logo displayed in the quarterly newsletter
- Your corporate logo displayed in the weekly e-bulletin “Brolga Banter”
- Your corporate logo displayed on the ILSLAV–Tarwirri website
- Keynote speaker role at two ILSLAV–Tarwirri fundraising functions annually
- Corporate banner (supplied by you) displayed at ILSLAV–Tarwirri functions
- Verbal acknowledgment by ILSLAV–Tarwirri spokespersons at all ILSLAV–Tarwirri events
- Opportunity to place a link from the ILSLAV–Tarwirri website to your website

#### ONSITE OPPORTUNITIES

- Distribution of marketing materials and/or information packs at ILSLAV–Tarwirri events
- Inclusion of marketing materials and/or information packs in ILSLAV–Tarwirri satchels at employment and education seminars and expos

#### MEDIA PROFILE

- Access to promotional resources developed by ILSLAV–Tarwirri for use in your internal and external marketing activities
- Access to ILSLAV–Tarwirri’s publicity folio featuring positive media highlights of the association and its members

#### HOSPITALITY

- Complimentary associate membership for up to five staff members
- Two VIP invitations to the ILSLAV–Tarwirri Christmas dinner function

## INDIGENOUS NETWORKS AND RESOURCES

- Access to Indigenous community contacts and resources
- Access to a network of Indigenous facilitators for cross-cultural awareness training
- Advice and assistance in the development and implementation of reconciliation action plans
- Advice on cultural protocols for the investigation of Indigenous legal issues
- Assistance with Indigenous recruitment
- Access to a network of inspirational, young Indigenous leaders

 **RED OCHRE – \$4,990 (INC GST) PER YEAR** **TWO-YEAR CONTRACT**

## SPONSORSHIP BENEFITS

### LOGO REPRESENTATION AND ACKNOWLEDGMENT

- Your corporate logo displayed in the quarterly newsletter
- Your corporate logo displayed in the weekly e-bulletin “Brolga Banter”
- Verbal acknowledgment by ILSLAV–Tarwirri spokespersons at all ILSLAV–Tarwirri events

### ONSITE OPPORTUNITIES

- Distribution of marketing materials and/or information packs at ILSLAV–Tarwirri events
- Inclusion of marketing materials and/or information packs in ILSLAV–Tarwirri satchels at employment and education seminars and expos

### MEDIA PROFILE

- Access to promotional resources developed by ILSLAV–Tarwirri for use in your internal and external marketing activities
- Access to ILSLAV–Tarwirri’s publicity folio featuring positive media highlights of the association and members

### HOSPITALITY

- Two VIP invitations to the ILSLAV–Tarwirri Christmas dinner function

## INDIGENOUS NETWORKS AND RESOURCES

- Access to Indigenous community contacts and resources
- Access to a network of inspirational, young Indigenous leaders

## 🌟 ORANGE OCHRE – \$2,490 (INC GST) PER YEAR **TWO-YEAR CONTRACT**

### SPONSORSHIP BENEFITS

#### LOGO REPRESENTATION AND ACKNOWLEDGMENT

- Your corporate logo displayed in the quarterly newsletter

#### HOSPITALITY

- Two VIP invitations to the ILSLAV–Tarwirri Christmas dinner function

#### INDIGENOUS NETWORKS AND RESOURCES

- Access to Indigenous community contacts and resources
- Access to a network of inspirational, young Indigenous leaders

### SPONSORSHIP PACKAGES FOR INDIVIDUALS/PHILANTHROPISTS

Sponsorship packages for private individuals and philanthropic organisations can also be developed to meet specific requirements and marketing objectives. Sponsors will receive a personalised plaque for their contribution and they will have the option to remain anonymous, if preferred. For full details of tailored sponsorship packages please contact the ILSLAV–Tarwirri office.

### TAX DEDUCTIBLE DONATIONS

All donations over \$2 are tax-deductible, as ILSLAV–Tarwirri has *Deductible Gift Recipient* status from the Australian Taxation Office. Please note that donations are considered gifts and, unlike the sponsorship packages, no material benefit or advantage can be received by the donor.



# INVESTMENT GUIDELINES



Yiggye Dancers at the opening of the National Indigenous Legal Conference 2008

Your investment will enable ILSLAV–Tarwirri to continue delivering valuable programs and services to Indigenous law students and lawyers, and the wider legal profession. To achieve this, all sponsorship revenue will be allocated to ILSLAV–Tarwirri’s operational expenses.

These include:

- Marketing and promotion
- Conferences
- Staff remuneration
- Graphic design
- Printing
- Travel & accommodation
- Rent
- Advertising
- Catering
- Venue hire
- Subscriptions
- Telephones
- Postage

Ideally, ILSLAV–Tarwirri is seeking two-year sponsorship contracts for strategic planning purposes.

Your contribution will supplement the moderate amount of operational funding that ILSLAV–Tarwirri currently receives from the Victorian government.

## GOVERNANCE AND EVALUATION



Sharon Barnes and Syd Jackson at the 2008 National Indigenous Legal Conference

ILSLAV–Tarwirri is committed to accountability and responsibility throughout all stages of the sponsorship relationship. In addition to the benefits of your selected sponsorship package, all sponsors will receive quarterly sponsorship evaluation reports to measure the success of their partnership with ILSLAV–Tarwirri, and the level of programs and services delivered to members. A copy of the annual audited report will also be provided.

### THE SPONSORSHIP PROCESS

Approvals → Contracts → Review → Evaluation

ILSLAV–Tarwirri’s sponsorship policy and sponsor agreements also ensure that all sponsors can be confident that they have made a sound investment in a reputable and transparent association, which possesses strong administrative and corporate governance practices.

To find out more about becoming a sponsor of ILSLAV–Tarwirri and to receive a copy of ILSLAV–Tarwirri’s Sponsorship Policy please contact Aislinn Martin on (03) 9607 9474 or via email [amartin@liv.asn.au](mailto:amartin@liv.asn.au).

*With support from businesses, leading law firms and far-sighted individuals committed to Indigenous advocacy and leadership, ILSLAV–Tarwirri has become the peak representative body for Indigenous law students across Victoria. Imagine how much more we can achieve with your sponsorship!*

## CURRENT STAKEHOLDERS

ILSLAV–Tarwirri’s professionalism and capacity to engage with private and public entities is demonstrated by the range of firms and organisations we have built relationships with. ILSLAV–Tarwirri is proud to have established relationships with the following stakeholders:

### LAW FIRMS

- Minter Ellison
- Arnold Bloch Leibler
- Allens Arthur Robinson
- Holding Redlich
- Australian Government Solicitor
- Maurice Blackburn
- DLA Phillips Fox
- Norton Rose (formerly Deacons)
- Lander & Rogers
- Victoria Legal Aid
- Victorian Government Solicitor’s Office

### UNIVERSITIES

- Melbourne Law School
- Monash University Centre for Australian Indigenous Studies
- La Trobe University Indigenous Education Centre
- The University of Melbourne Centre for Indigenous Education

### OTHER

- Department of Justice Koori Justice Unit
- Judicial College of Victoria
- Victoria Law Foundation
- Law Institute of Victoria
- Aboriginal Family Violence Prevention & Legal Service
- Victorian Aboriginal Legal Service
- The Victorian Bar
- The Aurora Project
- Judicial Officers Aboriginal Cultural Awareness Committee
- Victorian Equal Opportunity & Human Rights Commission
- Indigenous Law Centre – UNSW
- Watpa Meyanna – SA Indigenous Legal Professionals association
- Indigenous Lawyers Association of Queensland
- Ngalya Aboriginal Corporation – NSW Indigenous Lawyers Association
- Worawa Aboriginal College
- Lawyers for Arabunna Marree People (LAMP)
- Australian Lawyers Alliance



## ELDERS AND RESPECTED PERSONS PANEL – SUPPORTERS OF ILSLAV-TARWIRRI



Judicial officers at the 2008 National Indigenous Legal Ball

ILSLAV-Tarwirri is privileged to have the support of a number of prominent people from the legal profession and the Aboriginal community.

- Justice Stephen Kaye, Supreme Court of Victoria
- The Honourable Geoffrey Eames OAM QC
- Judge David Parsons, County Court of Victoria
- Justice Peter Gray, Federal Court of Australia
- Justice Michelle Gordon, Federal Court of Australia
- Deputy Chief Magistrate Jelena Popovic, Melbourne Magistrates' Court
- Magistrate Ann Collins, Broadmeadows Magistrates' Court
- Mr Jim Berg
- Mrs Pam Pedersen
- Mrs Zeta Thompson
- Ms Terrie Stewart
- Ms Lois Peeler
- Mr Herb Pettit
- Health Services Commissioner Beth Wilson

ILSLAV-Tarwirri has an additional nine judicial officers on its membership database, which further strengthens the association's position in the wider legal profession.

## KEY PERSONNEL

### STAFF

#### Executive Officer

Aislinn Martin

amartin@liv.asn.au

(03) 9607 9474

Aislinn has a BA (Hons) in Anthropology (Koori studies) from Monash University and has worked for various government and Indigenous community agencies in Melbourne over the past 10 years. Aislinn undertook a five-week anthropology internship with the Northern Land Council in 2007 and completed a Certificate 4 in Business (Governance) through Swinburne University in 2009.

### COMMITTEE

#### President

Holly Charles Ireland

tarwirripresident@gmail.com

0422 102 105

Holly is an Arts/Law graduate from the University of Melbourne, currently working at the Victorian Equal Opportunity & Human Rights Commission. She grew up in Geelong, but her grandfather's people are Yorta Yorta and her grandmother's people are Gunai-Kurnai. In addition to being the president of ILSLAV-Tarwirri, Holly is also involved in the Victorian Indigenous Youth Advisory Committee and looks forward to completing her Practical Legal Training in the near future.

#### Vice-President

Jidah Clark

tarwirrivicepresident@gmail.com

0415 759 771

Jidah is from a small Aboriginal community in south-west Victoria called Framlingham. He is currently studying his final year of a combined Arts/Law degree at the University of Melbourne. In addition to being the vice-president of ILSLAV-Tarwirri, Jidah is actively involved with the Victorian Indigenous Youth Advisory Council and is Indigenous officer at the University of Melbourne's student union. In 2012 he will commence a traineeship with Arnold Bloch Leibler.

#### Treasurer

Kaylene Hunter

tarwirritreasurer@gmail.com

0433 026 400

Kaylene Rawlings Hunter is from the Bardi tribe of north-west WA, and has spent most of her years in Melbourne and Warrnambool. She is currently employed as a project officer in the Koori Courts Division of the Magistrates' Court of Victoria, and will complete a Bachelor of Laws at Deakin University in June 2010. A strong interest in media and entertainment law motivated Kaylene to study law and she spent a number of years working at a media and arts organisation in Broome, WA. This strengthened her interest in social justice issues, and she is pleased to be undertaking a traineeship with Maurice Blackburn in 2011.

**Secretary**

Karly Warner

tarwirrisecretary@gmail.com

0433 794 299

Karly is a descendant of the Palawa people from southern Tasmania and grew up in country north-east Victoria. After finishing high school, she left her family and moved to Adelaide in 2004 to begin legal studies. Karly has since been able to come home to Victoria where she is currently undertaking a Bachelor of Laws at Monash University, Clayton. Karly is an Indigenous Cadet (an initiative of the *Aboriginal Justice Agreement*) within Courts and Tribunals, Victorian Department of Justice, and is looking forward to completing her studies in 2011.

**General member**

Abbie Burchill

tarwirrigeneralmember2@gmail.com

0411 031 641

Abbie is a Yorta Yorta/Dja Dja Wurrung woman who attended Mooroopna High School. After finishing Year 12, she studied Arts/Law at the University of Melbourne and graduated in 1995. She now works as a senior lawyer with the Commonwealth Director of Public Prosecutions. As a past president of ILSLAV-Tarwirri, Abbie continues to be active in advocating for Aboriginal law students and lawyers. Abbie juggles her work and ILSLAV-Tarwirri commitments with her family responsibilities as mother to three young children.

**General member**

Joshua Smith

tarwirrigeneralmember1@gmail.com

Joshua is a Dughutti man from Kempsey in NSW. Josh has been admitted to practice in NSW since 2006 and in Victoria since 2008. He currently holds the position of manager of the County Koori Court.

**General member**

Jarrah Jones

tarwirrigeneralmember3@gmail.com

0439 992 665

Jarrah hails from Tasmania. She moved to Melbourne four years ago to undertake an Arts/Law degree at the University of Melbourne. Her interests particularly lie in social justice and Indigenous welfare issues. She is currently also a member of the Victorian Youth Advisory Council and is on the Indigenous Union Committee for the University of Melbourne.

# APPENDIX A: CURRENT SUPPORT PROGRAMS

## COMMUNITY PROGRAMS

In the community, ILSLAV–Tarwirri strives to:

- Encourage Indigenous secondary school students to complete their VCE
- Promote the exciting opportunities available through the study of law
- Foster relationships, provide positive role models and strengthen bonds with various Indigenous communities across Victoria

### CROC FESTIVAL/VIBE ALIVE

ILSLAV-Tarwirri has participated in the annual Croc Festival and Vibe Alive Festival in regional Victoria for several years. At previous festivals in Swan Hill, Shepparton and Mildura, members attended to inform secondary school students about the opportunities available in the legal profession. In 2010 the Vibe Alive Festival will be held in Bendigo.

### CHASING THE LAW DVD

To promote the message that studying law is possible for Indigenous students, ILSLAV–Tarwirri produced a DVD in 2008, *Chasing the Law*. The DVD contains interviews with Aboriginal and Torres Strait Islander law students and legal professionals and also highlights how the legal system can be used to benefit Indigenous communities. The DVD has been distributed across Victoria and requested by schools as far away as Alice Springs, Marree and Perth.

## UNIVERSITY PROGRAMS

Bachelor of Law degrees in Victoria are currently offered by La Trobe University, Victoria University, Deakin University and Monash University, and each of the universities has an Indigenous support unit on campus. The University of Melbourne now offers a Juris Doctor program for generalist graduates. With the assistance of these networks, ILSLAV–Tarwirri runs the following support programs for members at university:

### LEGAL SKILLS AND INFORMATION PROGRAM

The program provides Indigenous law students with a kick-start to their university legal education leading to academic excellence, professional development, and the empowerment of Indigenous students studying law. This program is provided to individual students when requested.



## VICTORIAN BAR MENTORING PROGRAM

The program is run by the Victorian Bar and is available to Indigenous law students and graduates in Victoria. It links students with practising barristers and judicial officers to encourage undergraduates to practise law upon graduation.

## SEASONAL CLERKSHIPS

A seasonal clerkship is an important step towards attaining a practising certificate as a lawyer. While it is not a prerequisite for a traineeship (formerly an articulated clerkship), it can influence a student's decision to pursue a legal career. It can also provide an insight into whether the student wishes to practise law in the public or private sector. Many law firms now select their trainees from their pool of seasonal clerks. ILSLAV-Tarwirri has worked with a number of Melbourne's top law firms to secure seven identified seasonal clerkship positions.

## TRAINEESHIPS ASSISTANCE

Securing a traineeship is vital if graduating students are to practise as lawyers. ILSLAV-Tarwirri seeks to ensure that students have every opportunity to complete a traineeship with an established firm or organisation and pursue a career as a lawyer.

The traineeship will be the springboard for the student's legal career. It is hoped that the program will benefit not only participants, but also the wider community by providing positive role models and leaders.

## INDIGENOUS TUTORIAL ASSISTANCE SCHEME

ILSLAV-Tarwirri provides students with contact details for a number of suitable law tutors, and is happy to help identify the most appropriate tutor for the student's needs. However, the ITAS paperwork and payment schedule is administered by the university Indigenous support centres.

## LEGAL PROFESSION PROGRAMS

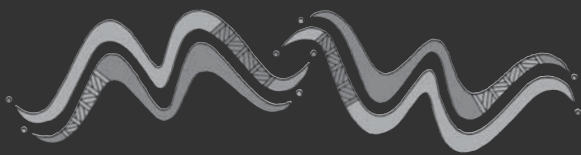
Services ILSLAV-Tarwirri offers to those currently working in or looking for work in the legal profession:

- Identified seasonal clerkships with private law firms and community agencies
- An Indigenous bursary provided by the College of Law Victoria and the Law Institute of Victoria to undertake practical legal training, valued at over \$6820
- Advocacy for members in approaching law firms for traineeship positions
- Social gatherings for Indigenous legal professionals
- Assistance with job applications and mock interviews

## BARRISTER ASSISTANCE PROGRAMS

To address the lack of Indigenous barristers within the Victorian Bar, several programs have been put into place:

- The Victorian Bar has established the Indigenous Barristers Fund.
- The Victorian Bar offers one fully paid place for an Indigenous person during each Bar Readers' Course.
- ILSLAV–Tarwirri assists with promoting the new barrister through its legal networks and associate members in the legal profession.
- The Victorian Bar, in conjunction with the Law Institute of Victoria, has an Indigenous Equal Opportunity Briefing Policy, launched in 2009.



**ILSLAV-TARWIRRI**  
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