

# **NEW SOUTH WALES BAR ASSOCIATION**

## **DIVERSITY AND EQUITY POLICY**

1. The New South Wales Bar Association is committed to diversity and equal opportunity in legal practice.
2. The Objects of the Association, as expressed in its Constitution, include:
  - a) to promote the administration of justice
  - b) to promote, maintain and improve the interests and standards of Local Practising Barristers
  - c) to make recommendations with respect to legislation, law reform, Rules of Court and the business and procedure of Courts
  - d) to seek to ensure that the benefits of the administration of justice are reasonably and equally available to all members of the community
  - e) to arrange and promote continuing professional development; and
  - f) to promote fair and honourable practice amongst barristers.
3. The New South Wales Bar Association is committed to fostering fairness, equity and tolerance in a manner that reflects the social and cultural diversity within the legal profession and the communities we serve. It encourages its members to practise with respect for social and cultural diversity, freedom from unlawful discrimination, harassment and vilification.
4. In seeking to achieve these aims, the Association will take steps to:
  - a) foster the diversity of its membership;
  - b) promote and ensure equality of opportunity for its members and persons wishing to come to the Bar;
  - c) implement practical measures and strategies designed for each of the Association, chambers/floors and individual members to achieve inclusion and equality at all levels at the Bar;
  - d) offer assistance in areas of specific need, where appropriate, through mentoring, support and education;
  - e) support and contribute to strategies developed by the Law Council of Australia to achieve diversity and equity, including the Equitable Briefing Policy;
  - f) review and reflect on the effectiveness of any practical measures and strategies, including through the work of the Equal Opportunity Committee, New Barristers Committee Women Barristers Forum and Indigenous Barristers Strategy Working Party;

- g) consult with its members about the Implementation Strategy for the promotion of diversity and equity at three levels:
    - i. the New South Wales Bar Association;
    - ii. Chambers/Floors; and
    - iii. Individual barristers.
  - h) ensure that members are aware of their rights and their responsibilities under this policy and relevant Commonwealth and NSW laws; and
  - i) provide a forum and procedures for its members to raise concerns about diversity and equity and address any concerns fairly, justly and expeditiously.
5. To achieve these aims, the Association relies upon on the continuing co-operation and support of all of its members.

Adopted by Bar Council on                      2013