



2021  
IMPACT REPORT



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We acknowledge that we live and work on the lands of First Nations Peoples, and we pay our respects to their Elders past, present and emerging. Our Sydney office is located on the lands of the Gadigal people of the Eora Nation, whose sovereignty was never ceded. This land is, and always will be, Aboriginal land.

First Nations readers are advised that this document contains names and images of people who have passed away.

About the National Justice Project logo: The ‘ripple’ logo reflects our mission to create a ripple effect of systemic change through our strategic legal action, education and advocacy.





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## MESSAGE FROM THE CHAIR



After the trials of 2020, this year further challenged us as we entered deep lockdowns and restrictions affecting the way we work. We pivoted to an almost exclusively online law service whilst remaining at the forefront of the fight to end discrimination. I am proud we managed this transition well, providing vital, culturally safe legal assistance to our clients and ensuring our staff were in a healthy headspace.

Our Advisory Board was expanded with the addition of new members from the philanthropic and legal compliance sectors.

Our Statutory Board was strengthened with the addition of Larissa Behrendt AO FASSA FAAL. Larissa is a Eualyai and Kamillaroi lawyer, author, filmmaker and host of ABC Radio's Speaking Out program, as well as being Distinguished Professor at the University of Technology, Sydney (UTS) and the Director of Research and Academic Programs at Jumbunna Institute of Indigenous Education and Research.

Our links to Jumbunna and UTS were solidified with our move to the UTS campus alongside Jumbunna, enhancing our collaborative relationship and reducing our overheads. NJP continues to be a lean justice fighting machine, concentrating our funds into our strategic legal action, education, advocacy, technology and partnerships.

This year we set up our Indigenous Advisory Committee (IAC), led by First Nations staff and advisory board members. The IAC

provides guidance to ensure we are a culturally safe organisation that holds true to its vision for reconciliation. This year we also finalised our Reconciliation Action Plan in consultation with Reconciliation Australia, and we strengthened our cultural safety and trauma informed mental health training for our staff.

A highlight of the year was our Law Hack 2021: Disability Justice, an online event where cross-disciplinary teams worked together to tackle injustices facing Australians living with disabilities with ground-breaking legal solutions. The event was a success with collaborations underway with law firms and advocacy groups taking inspiration from the solutions presented.

We continue to provide over 18,000 hours of pro-bono legal and advocacy support for our clients, with the goal of ending discrimination in Australia.

Our dedicated staff, volunteers, community partners, incredible supporters and donors enable us to continue to speak truth to power and fearlessly fight to end discrimination, particularly at the hands of our government. I take this opportunity to thank George, the team and all our supporters for your unflinching drive and commitment to this cause.

A handwritten signature in black ink, appearing to read 'Steven Castan'. The signature is fluid and cursive, with a long horizontal stroke at the end.

**Steven Castan**  
CHAIR

## MESSAGE FROM THE CEO



The COVID pandemic has affected everyone but I am incredibly proud of the work that the team at the National Justice Project (NJP) has continued with throughout 2021. This work has delivered tangible results. From the tens of thousands of petitioners who demanded justice for Baby Charlie Mullaley who was murdered after WA Police left him at the scene of a brutal domestic violence attack, to the High Court cases which established that refugees and asylum seekers can commence proceedings in the Federal Court for injuries caused by the Commonwealth Government on Nauru. Our small team has provided over 18,000 hours of pro bono support this year whilst working from home, that is the equivalent of \$8 million of legal support at commercial rates.

The NJP is committed to working collegially with sector partners and allies. This year we were proud to announce our participation in the Partnership for Justice in Health (P4JH), a coalition of advocacy organisations working together to tackle systemic racism in the health and justice systems. The First Nations led group is addressing the critical issue of discrimination in health care.

This year we prepared our first Reconciliation Action Plan for the NJP to guide our ongoing reconciliation journey and I thank all those who were part of it, including our team members and our Indigenous Advisory Committee.

2022 will be a year of consolidation. NJP will be launching important projects and programs such as the online Indigenous Race Hate Register and Tech4Justice. Our Tech4Justice initiative - which provides a technological solution to improve access to justice through complaint making - is progressing swiftly in conjunction with Macquarie University and we are hoping to launch our website in the second or third quarter of 2022.

Our strategic legal work and advocacy continue. We have completed a number of important inquests, made submissions to enquiries and royal commissions and our test cases aim to prove the Government has a duty of care to the refugees and asylum seekers it transfers to Nauru and PNG.

Once again, I must thank our staff, volunteers, donors and supporters for ensuring that we are able to continue this important work.

A handwritten signature in black ink, appearing to read 'G. Newhouse'.

**George Newhouse**  
CEO

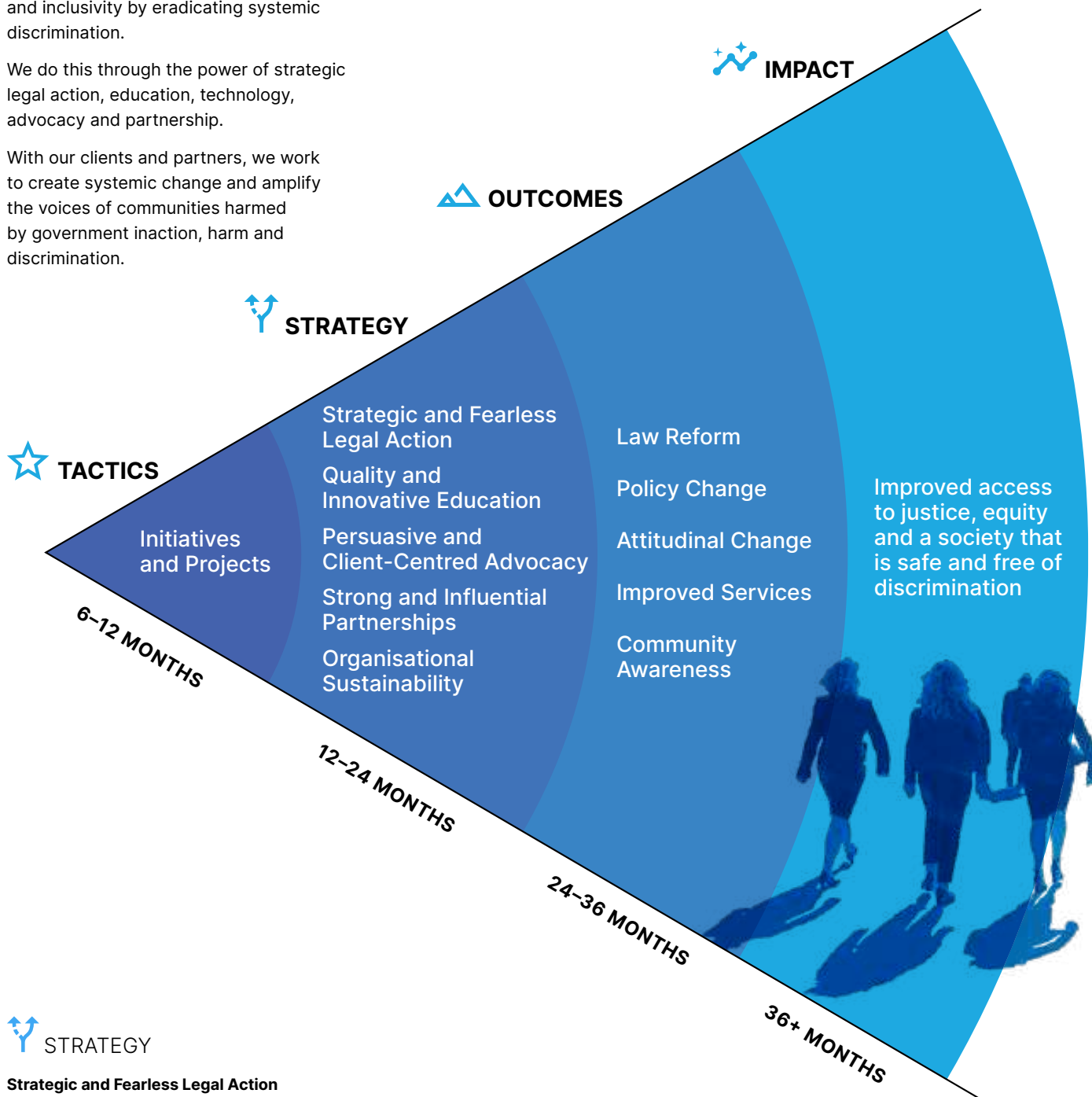
# HOW WE MAKE CHANGE

The National Justice Project is a not-for-profit law firm that **fearlessly fights to end discrimination.**

Our mission is to fight for justice, fairness and inclusivity by eradicating systemic discrimination.

We do this through the power of strategic legal action, education, technology, advocacy and partnership.

With our clients and partners, we work to create systemic change and amplify the voices of communities harmed by government inaction, harm and discrimination.



## STRATEGY

### Strategic and Fearless Legal Action

Take strategic legal action to fight for social justice, equity and accountability in the delivery of health, prison, policing, justice and other government services and wherever systemic discrimination is found.

### Quality and Innovative Education

Deliver world class, practice-inspired and catalytic social justice education for community, legal professionals and advocates.

### Persuasive and Client-Centred Advocacy

Support grassroots advocacy built on ethical, rigorous and fact-based research to amplify the voices of communities harmed by injustice.

### Strong and Influential Partnerships

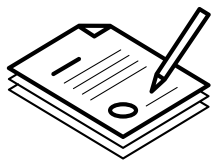
Collaborate with partners to develop and distribute tools and information to increase access to justice through the law, education and complaint mechanisms.

### Organisational Sustainability

Grow our organisational efficiency and capacity to be enduring, robust and agile, enabling our work to continue for as long as injustice exists.

## OUR IMPACT IN REVIEW

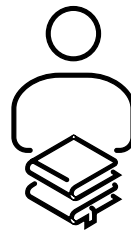
As the COVID-19 pandemic continues to challenge us, our dedicated team of lawyers and professionals have continued to deliver impact through strategic legal action, education, technology, advocacy and partnership.



PETITIONS

**48,796+**

Supporters signed the petition calling for justice for Baby Charlie.



TRAINING

**120+**

Law students trained in social justice clinics, Tech4Justice and through internships and placements.



TEST CASES

**2**

Identified and prepared to take to court in 2022 to establish a legal precedent for the Australian Government's duty of care to asylum seekers and refugees held in offshore detention. If successful, these cases will set a new legal precedent for hundreds of similar cases.

COMPLAINTS

**8**



Complaints lodged regarding misconduct and discrimination in government services in health, education, policing and corrective services.

LAW HACK

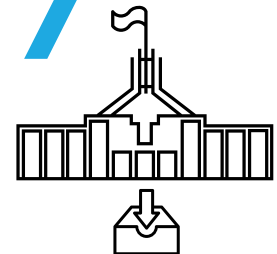
**1**



Law Hack focused on disability justice with 39 participants working across 10 teams

SUBMISSIONS

**7**



Parliamentary submissions lodged including Nationality and Borders Bill (UK Parliament), NSW Coronial Jurisdiction (NSW Select Committee), Judicial Impartiality Review (Australian Law Reform Commission), Open Justice Review (NSW Law Reform Commission), Laws, Policies and Practice Affecting Migrants, Refugees and Citizens (Disability Royal Commission), Rural, Regional and Remote Health NSW (NSW Portfolio Committee), and Raise the Age (Queensland Parliament).

LEGAL SUPPORT

**18,928**



Hours of trauma informed, culturally safe, commercial legal support (the equivalent of over \$8 million in commercial value).

CASES

**81**



Cases were in court, including 33 new cases, and 4 closed cases.

THOUGHT LEADERSHIP ROUNDTABLES



**3**

Thought leadership roundtables focused on disability and the justice system, deaths in custody and health justice. With over 250 attendees for each roundtable and many more thousands through broadcasts on ABC radio program Speaking Out.





“

My son had a right to live. He had the right to be safe from harm. And I have the right to demand accountability and justice for what happened to David.

LEETONA DUNGAY

## LEGAL ACTION FOR SOCIAL JUSTICE

Strategic legal action is at the heart of what we do. We fight for justice and change by taking on challenging cases and by representing people and communities who experience systemic discrimination and marginalisation.

### Taking the fight for justice to the United Nations

In June, Leetona Dungay announced her intention to seek justice at the United Nations (UN) for the death of her son, David Dungay Jr. Ms Dungay, supported by the National Justice Project, is seeking to hold the Australian and NSW Governments to account for their failure to protect the right to life of David Dungay Jr. and for their failure to take action to stop First Nations deaths in custody.

Ms Dungay has prepared her complaint to the UN with the support of internationally renowned human rights lawyers Geoffrey Robertson AO, QC and Jennifer Robinson; legal academic Distinguished Professor Larissa Behrendt AO; barrister Craig Longman and the National Justice Project's human rights lawyers George Newhouse, Ashleigh Buckett and Tamara Kenny.

Leetona Dungay will be making a complaint to the UN about the failure to protect David Dungay's right to life and right to an effective remedy; the systemic failures of successive Australian governments and institutions to implement the 339 recommendations of the 1991 Royal Commission into

Aboriginal Deaths in Custody; the systemic failures of the legal system to allow families of victims to secure accountability and justice; and the violations of international human rights law that have produced the worsening crisis of First Nations deaths in custody.

<https://justice.org.au/leetona-dungay-to-go-to-united-nations-for-david-dungay-jnr/>



### Accountability for the death of Ms Wynne

The National Justice Project is representing the family of 26-year-old Noongar-Yamatji woman, Ms Wynne, who died after being handcuffed by Western Australian police.

At the inquest into her death in September, the court heard from a medical expert who said that Ms Wynne went into cardiac arrest under the effects of a drug while being restrained by police.

She was held face down on the ground with her arms behind her and an officer's knee placed across her back.

The family is calling for this method of restraint to be banned and for the footage of Ms Wynne's arrest to be made public.

**Above:** Lizzie Jarret and Leetona Dungay at the UN complaint press conference at NSW Parliament. Photo by Yve Lavine.



The National Justice Project will continue to support the family in their calls for justice and changes to the system that has seen both a daughter and her father die in custody.

### How our legal observers are protecting the right to protest

To defend the democratic rights and freedoms of protesters, our legal observers have continued to volunteer at marches and rallies to monitor the actions of police officers and ultimately hold them to account.

The National Justice Project legal observers undergo a two-hour induction with Legal Observers NSW which is followed by training and they can also attend a debrief after the protest. The training equips the observers with the skills and information they need to effectively and safely hold police to account.

The legal observers are often seen handing out information cards, briefing activists about their legal rights, as well as taking impartial notes and video recording.



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We also ensure that interactions between the police and protesters are recorded, documented and disseminated immediately.

ROMINA REYFTMANN,  
LEGAL OBSERVER AND VOLUNTEER  
PARALEGAL

**Above:** In January, our legal observers stood by to ensure that protesters at Sydney's Invasion Day rally had immediate access to legal assistance in the case of police misconduct. Photo by Timothy Ginty.

## ADVOCATING FOR CHANGE

We are committed to drawing the attention of decision-makers to the systemic and intersectional discrimination affecting First Nations and culturally and linguistically diverse communities and advocate for much needed system reform. We support our clients to tell their stories, helping to educate the wider community and inspire others to fight for justice.

### Baby Charlie and his family deserve better

In this heartbreaking case, the National Justice Project is supporting the family of Baby Charlie in their calls for a coronial inquest or parliamentary inquiry over the failure of Western Australian police to protect Baby Charlie and his mother, Tamica Mullaley.



Tamica was beaten by her partner and left on the street with life-threatening injuries. Rather than treat her with compassion as a victim of domestic violence, attending police criminalised, harassed, and arrested her, leaving her baby Charlie at the scene. Her ex-partner returned and abducted the baby and, in the hours after, police refused to look for the child, Baby Charlie was tortured and murdered.

As well as an inquest or inquiry, the family is calling for the WA Attorney-General to meet with them, and for an investigation into the failure of the Corruption and Crime Commission to focus on why Western Australian police did not take steps to ensure that Baby Charlie was left in a safe place and was protected from harm.

You can sign the petition calling for justice for Baby Charlie here:

<https://www.change.org/p/justiceforbabycharlie-our-little-angel-deserved-better>



### Submission to tackle court room bias

The National Justice Project's Social Justice Clinic students at Macquarie University along with the National Justice Project team, authored a submission to the Australian Law Reform Commission Judicial Impartiality Inquiry.

The submission discussed how implicit bias impacts First Nations Peoples, culturally and linguistically diverse communities, and women in the legal system. It highlighted how different types of bias can prejudice these groups when they are a party to a legal case, or when they themselves practise in the legal profession.

Read the full submission here:

<https://www.alrc.gov.au/wp-content/uploads/2021/07/44.-National-Justice-Project.pdf>



# RIGHTS EDUCATION IN THE COMMUNITY

We are committed to strengthening the legal agency of communities and empowering change-makers and advocates to hold government to account for the harm caused by discriminatory policies.

We partnered with Larissa Behrendt AO to deliver a series of digital roundtables that were broadcast on the ABC Radio program *Speaking Out*. We averaged an audience of 250 people for each roundtable and many thousands more through the ABC Radio broadcast.

## Digital roundtable on people with disabilities in the justice system

This virtual roundtable was an opportunity to shine a spotlight on the unacceptable treatment of First Nations Peoples with disabilities in the justice system.

### Our panelists were:

Damian Griffis, First Peoples Disability Network; Megan Krakouer, Suicide Prevention & Trauma Recovery Project; and Daniel Daylight, Just Reinvest NSW.

You can watch the online event here:

<https://youtu.be/OkRFDypgwnc>



## Digital roundtable on the NSW Report into First Nations Deaths in Custody

This virtual roundtable investigated the recommendations outlined in the NSW Report into First Nations Deaths in Custody.

### Our panelists were:

Paul Silva, Advocate; Alison Whittaker, Jumbunna Institute of Indigenous Education and Research; Karly Warner, Aboriginal Legal Service; and Keenan Mundine, Deadly Connections.

You can watch the online event here:

<https://www.youtube.com/watch?v=EPVD33uTm94>



## Digital roundtable exploring health justice beyond the courtroom

This virtual roundtable examined the meaning of justice and explored practical solutions to securing health justice for First Nations Peoples.

### Our panelists were:

Dr Chelsea Watego, University of Technology, Queensland; Dr Janine Mohamed, Partnership for Justice in Health and CEO, Lowitja Institute; Ariane Dozer, National Justice Project; and Helena Kajlich, University of Queensland.

You can watch the roundtable here:

<https://youtu.be/gnXKJrhmk8U>



## Tackling injustices for people with disabilities

*Law Hack 2021: Disability Justice* was a unique event that brought together bright minds, passionate hearts and brilliant professionals to tackle the injustices facing people in Australia with disabilities with ground-breaking legal solutions.

Across two energetic days on Thursday 14 and Friday 22 October 2021, we convened 39 selected participants, 7 mentors and 5 judges in workshops and keynote sessions to solve problems, share ideas and inspire one another and our communities to act.

Participants worked in teams to solve some of the most challenging problems and injustices facing people with disabilities. Their combined intellect produced innovative ideas on how we can use the law and advocacy to achieve equity, inclusion and justice.

*Law Hack 2021: Disability Justice* was a 100% online event open to participants of all abilities from across Australia. It was an opportunity to advocate for inclusion and accessibility, and make change. It culminated in an intimate virtual pitch event with 60 observers.

The solutions pitched are publicly available and open source. No one party owns the solutions - instead, the intellectual capital becomes a public good for all.

The winning team of Jessica Pereira, Carolyn Ledin, Jim Simpson and Fraser Bignell won with their idea for a new emergency services branch set up to support people with a disability and divert them from the criminal justice system.

*Law Hack 2021: Disability Justice* Kick-Off and Pitch Event and Final Report are available to be viewed here:

<https://justice.org.au/law-hack-2021-disability-justice-14-22-october/>



# TRAINING THE NEXT GENERATION OF SOCIAL JUSTICE LAWYERS

At the National Justice Project, we are committed to developing the skills and experience of the next generation of legal change makers. We provide our volunteer law students and Practical Legal Training (PLT) program participants with first-hand experience working on major cases, complaints, submissions and projects.

## Rosaleen Jeffries

VOLUNTEER PARALEGAL



“After completing my Monash University clinical placement, I was very eager to continue my work with the National Justice Project and have been lucky enough to stay on as a volunteer paralegal. I have now been part of the team for over a year and have found the work incredibly fulfilling. Due to the diverse range of cases we take on and clients we advocate for, I have had exposure to the nuanced experiences of systemic discrimination and injustice - what inspires me most are the innovative and strategic ways we approach these complex issues. The most rewarding aspect of working alongside a team of social justice champions is knowing that everyone is working towards the shared goal of securing justice and accountability for our clients.”

## Dana Rutner

VOLUNTEER PARALEGAL



“

I want to be a changemaker! That's exactly what I found at the National Justice Project”

“ The notion of justice has always inspired me; it was one of the reasons that I wanted to study law in the first place. I wanted to be a 'changemaker'. That's exactly what I found at the National Justice Project.

For me, the work done at the National Justice Project creates an environment and advocates for systemic change. Each task that I did and that everyone in the team undertakes works towards providing justice to individuals that may fall through the gaps in our legal system. Over the eight months that I volunteered at NJP, I grew significantly as an advocate and future lawyer. I knew that each day that I went into the office or worked from home, I was making a difference, no matter how big or small, I became the change maker I always aspired to be.”

Thank you to the  
National Justice Project  
Class of 2021!

## VOLUNTEERS

### LEGAL

Phillip Abadee  
Sara Aghai  
Sherine Al Shallah  
Sadaf Azimi  
Rachel Baker  
Vamshika Bakshi  
Willem Balfort  
Samara Barnes  
Sarah Brown  
Marcus Corah  
Anna Gallop  
Sara Hakim  
Jarin Hossain  
Renuga Inpakumar  
Julia Jacobson  
Isabelle Janssen  
Rosaleen Jeffries  
Miti Kothari  
Stephanie Lombardi  
Erin Mason  
Axel Melkonian  
Isabella Meltzer  
Isabella Monardo  
Emily Orman  
Angelina Plazzotta  
Romina Reyftmann  
Louis Ribiere-Male  
Dana Rutner  
Rebecca Ryan-Brown  
Laila Sayed  
Agrima Shrestha  
Antony Sinni  
Peter Subramaniam  
Jasmine Yip  
Eloise Young

### NON-LEGAL

Gracie Abadee  
Sue Cribb  
Simran Dahiya  
Georgina Dixon  
Helen Esmond  
Zanna Farell  
Rebecca Gallegos  
Shannon Gilmore  
Talia Gokyildirim  
Calliean Honor  
Julie Nimmo  
Rebecca Payne  
Jane Salmon  
Denny Wann  
TECH4JUSTICE  
Christina Athanasopoulos  
Isabelle Edwards  
Heike Fabig  
Melvin Hariman  
Cindy Shammas  
Catherine Yoo





“As a Yuin woman, it is important to me that organisations who work with First Nations Peoples ensure they prioritise and listen to the voices of First Nations clients. I joined the National Justice Project because I wanted to be a part of an organisation that advocated for human rights and works to ensure more access to justice for those most marginalised by the law whilst working closely with clients.

Since joining in March, I have witnessed and drawn strength from our clients who have often suffered injuries, losses and/or are grieving at the hands of oppressive laws and systems but continue to fight for justice. I have enjoyed working with passionate colleagues who tirelessly work to address the deeply ingrained structural issues that lead to inequality and social injustices. There is a strong culture of empowerment within the National Justice Project, and I am grateful for the mentorship and guidance on the matters I work on.”

TAMARA KENNY,  
ING FOUNDATION YOUTH & HEALTH JUSTICE  
TRAINEE AND SOLICITOR



# RESPECTING FIRST NATIONS COMMUNITIES

Our Reconciliation Action Plan (RAP) Committee was established in 2020 and its current members include: Lucy Schroeder, Karina Hawtrey, Sophie Wenderoth, Naomi Lai, Steven Castan, George Newhouse and Ashleigh Buckett (Chair).

The RAP is a living document that guides the National Justice Project’s ongoing reconciliation journey. The RAP Committee consults the Indigenous Advisory Committee on key issues and engages the broader National Justice Project team and volunteers in a program of activities to learn, listen and collaborate with First Nations Peoples and communities.

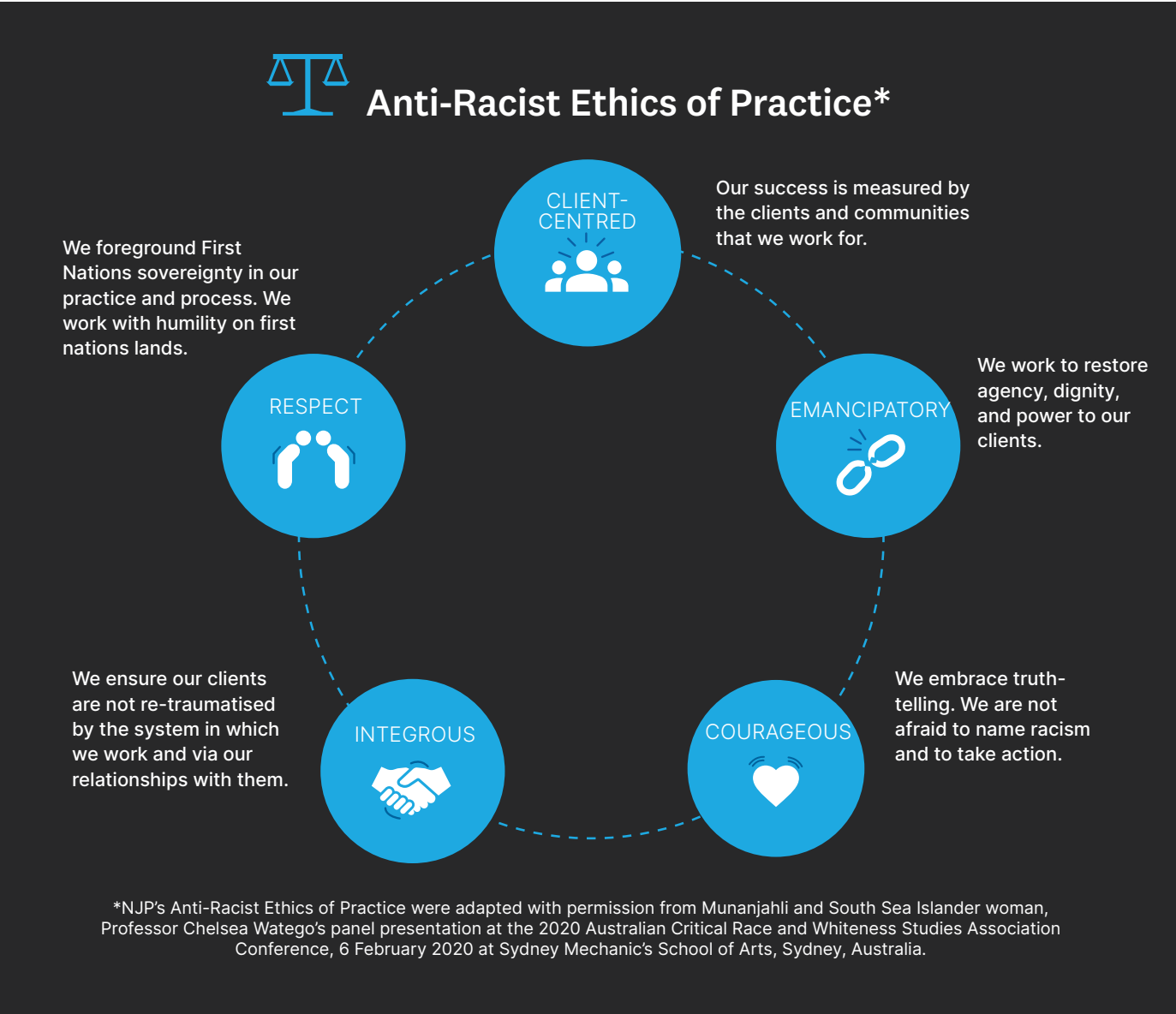
The RAP Committee has prepared policies and procedures to promote

reconciliation and cultural safety in our workplace, including developing a protocol on informed consent for when clients are telling their stories. It is the National Justice Project’s policy that staff work on the 26 January Invasion Day public holiday and take a day off in lieu to celebrate Mabo Day on 3 June.

This year our team has celebrated National Reconciliation Week, NAIDOC week, and other First Nations led events. We also undertook cultural considerations training.

Through engaging with Reconciliation Australia, we aim to finalise our RAP then continue to build on our reconciliation commitments.

**Opposite:** A traditional smoking ceremony was conducted at the Sydney #BlackLivesMatter rally in July 2020. Image by: Garry Friedland.



## OUR COLLECTIVE IMPACT

We believe in partnering with allied organisations to achieve collective impact. By joining together, we can reach many more people who are committed to seeking justice, challenging the status quo and achieving systemic reform that will end discrimination and harm.

### Tackling racial discrimination in our legal system with Deadly Connections

Our partnership with Deadly Connections seeks to break this cycle of over-incarceration. In practice, the partnership is about the National Justice Project and Deadly Connections sharing resources, skills and knowledge through a full-time solicitor working across the two organisations. This important role will lead the implementation of the Bugmy Justice Project (named after the landmark decision in *Bugmy v the Queen*, 2013), an innovative project that seeks to amplify the voices and experiences of First Nations Peoples and their communities in the courtroom.

<https://justice.org.au/tackling-racial-discrimination-in-our-legal-system-with-deadly-connections/>



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In 2021, we have also supported the Raise the Age, Hands off our Charities and the W.H.Y campaigns.



### Amplifying the voices of the UNHEARD

We are proud to be a campaign partner for LADBible's global advocacy campaign, UNHEARD.

Too often, decision-makers choose to fold their arms and look away. But through UNHEARD, the families who have lost loved ones to racial injustice, and the women, men, and children who have suffered mistreatment while held in the government's custody, will be heard.

You can join the fight against racial injustice through UNHEARD here: <https://www.ladbible.com/unheard>



## Joining the call for parliamentarians to respond to the Afghanistan crisis

We joined over 300 organisations, businesses and community groups who signed a joint letter to all Federal MPs and Senators, calling on them to take urgent action on the devastating situation in Afghanistan.

The joint letter was sent to all parliamentarians on 18 August and urged the Australian Government to take seven practical steps to provide safety for people from Afghanistan and to show leadership on the global stage.

"Right now, Australia must act as a good global citizen and do all it can to protect Afghan people, especially those who put their lives at risk serving our troops"

George Newhouse, CEO and Principal Solicitor

Read the full letter here:

<https://justice.org.au/over-300-organisations-businesses-and-community-groups-call-on-all-parliamentarians-to-respond-to-the-crisis-in-afghanistan/>



## Partnership for Justice in Health



This year we were proud to announce our participation in the Partnership for Justice in Health (P4JH), a coalition of advocacy organisations working together to tackle systemic racism in the health and justice systems.

P4JH are committed to working together to improve Aboriginal and Torres Strait Islander health and justice outcomes through addressing racism at individual, institutional and systemic levels, specifically focusing on the health and justice systems.

Support the partnership here:  
<https://www.p4jh.org.au/>



## HONOURING THE LIFE OF NAOMI WILLIAMS

We were delighted to again host the Naomi Williams Wiradjuri Poetry Prize together with Naomi's family.

The prize honours the life of Naomi Williams, a strong, proud Wiradjuri woman from the Tumut/Brungle area of NSW who loved to write poetry about the river, her family and all the elements of love that she treasured.

The 2021 theme 'Healing Country, Healing Mob' saw a range of beautiful poems submitted by some incredible Wiradjuri poets. Congratulations to the 2021 winners and entrants!

### Adult: Wiradjuri writers over 25

Winner: Jasmine Williams, *Wiradjuri Yinaa*  
Highly Commended: Alison Barnes,  
*Ngadhuguyunganbul Murungidyal*

### Youth: Wiradjuri writers under 25

Winner: Aryssa McAlister, *My mum is black I am not*  
Highly Commended: Ngali Williams,  
*Healing Our Culture*

### Kids: Wiradjuri writers 12 and under

Winner: Jack Burnes, *Winyugamin (bushfire)*  
Winner: Rikki Penrith, *Healing our country*  
Highly Commended: Lily Sampson, *Connection*

A very special thank you to our judges Aunty Cheryl Penrith, Anita Heiss, Amy Williams and George Newhouse.

You can watch the winners' announcements during NAIDOC Week 2021 and download a copy of the winning and highly commended poems below:

<https://justice.org.au/naomi-williams-poetry-prize-2021/>



## WORKING HARD TO ACHIEVE REAL CHANGE

The Australasian Lawyers 2021 Most Influential Lawyers shone a light on 37 lawyers and legal professionals who set the bar for their peers in another challenging year. We are proud to see our Director, George Newhouse, recognised as an influential lawyer in the human rights, advocacy and criminal law category.

### !IMPACT25

MOST INFLUENTIAL LAWYERS 2021



The National Justice Project was recognised as a leader in social change in the 2021 Impact 25 Awards. George Newhouse was voted one of the 25 winners of the award, recognising change-makers who embody the values of collaboration, innovation and influence.

We are also proud to see our Director and Chair, Steven Castan, awarded a Monash University Faculty of Law Teaching Citation for the National Justice Project in-house clinical placement unit. Steven received the highest student satisfaction score for the second half of 2020 which reflects the dedication and passion that Steven has for human rights law, policy advocacy and educating the next generation of social justice warriors.



One of our senior lawyers, Emma Hearne was a finalist in the Not-For-Profit Lawyer of the Year category, for the Lawyers Weekly Women in Law Awards 2021. Recognised amongst the outstanding women influencing the Australian legal profession.



Our Tech4Justice Lab students won the Judyth Sachs Professional and Community Engagement Prize for their design of an innovative discrimination complaints chatbot for people with disabilities. **Tech4Justice** is a ground-breaking project that combines the power of technology and evidence-based advocacy with existing complaint pathways to disrupt the status quo, increase access to justice and eliminate systemic discrimination. It is a collaboration between the National Justice Project, Macquarie University, K&L Gates and Josef.

Our newly appointed Director, Professor Larissa Behrendt AO was awarded the **2021 Australian Human Rights Medal**, one of just three awards recognising "advocates for a fairer and more equal Australia for all".





# MEET THE TEAM AND THE BOARD

## LEGAL

### Ashleigh Buckett

SENIOR SOLICITOR

### Steven Castan

SPECIAL COUNSEL & MONASH NJP  
CLINIC EDUCATOR

### Elika Chaparian

SOLICITOR & VOLUNTEER MANAGER

### Lauren Davies

SOLICITOR & ING FOUNDATION YOUTH  
& HEALTH JUSTICE TRAINEE

### Jazlie Davis

PARALEGAL & ING FOUNDATION YOUTH  
& HEALTH JUSTICE TRAINEE

### Hayley Drewery

SOLICITOR

### Sarah Druce

SPECIAL COUNSEL

### Duncan Fine

SPECIAL COUNSEL

### Daniel Ghezelbash

SPECIAL COUNSEL & TECH4JUSTICE  
LAB EDUCATOR

### Karina Hawtrey

SOLICITOR & ING FOUNDATION YOUTH  
& HEALTH JUSTICE TRAINEE

### Emma Hearne

SENIOR SOLICITOR

### Juliette Kennedy

PARALEGAL & EXECUTIVE ASSISTANT

### Tamara Kennedy

SOLICITOR & ING FOUNDATION YOUTH  
& HEALTH JUSTICE TRAINEE

### Megan Krakouer

PARALEGAL & ING FOUNDATION  
YOUTH & HEALTH JUSTICE TRAINEE

### George Newhouse

CEO AND PRINCIPAL SOLICITOR

### Bianca Orsini

SOLICITOR

### David Porter

SENIOR SOLICITOR & INTAKE OFFICER

### Romina Reyftmann

SOLICITOR

### Thomas Riddell

SOLICITOR & INTAKE OFFICER

### Lucy Schroeder

PARALEGAL

### Sambavi Seeramaran

BUGMY PROJECT LEAD & SOLICITOR

### Amelia Sweetland

SPECIAL COUNSEL

### Anna Talbot

SENIOR SOLICITOR &  
LEGAL PRACTICE MANAGER

### Sophie Wenderoth

PARALEGAL

## PROJECTS & PARTNERSHIPS

### Ariane Dozer

PROJECTS & PARTNERSHIPS  
MANAGER & SOLICITOR

### Ayse Selcuk

PROJECTS & PARTNERSHIPS OFFICER

## FUNDRAISING & COMMUNICATIONS

### Tim Ginty

COMMUNICATIONS &  
FUNDRAISING SPECIALIST

### Katy Tyrrell

FUNDRAISING &  
COMMUNICATIONS MANAGER

## ADMINISTRATION

### Jason Hesse

BOARD LIAISON OFFICER &  
JUNIOR SOLICITOR

### Naomi Lai

GENERAL MANAGER

### Angela Turnbull

OFFICE MANAGER

## SPECIAL PROJECTS

### Lisa Blake

MEDIA & COMMUNICATIONS SPECIALIST

### Liz Clark

EVENTS MANAGER

### Liz Deep-Jones

MEDIA & SOCIAL MEDIA SPECIALIST

### Rebecca Payne

COMMUNICATIONS SPECIALIST

### Melissa Razuki

COMMUNICATIONS &  
ADVOCACY SPECIALIST

### Hodaka Shibata

GRAPHIC DESIGNER

## STATUTORY BOARD

### Steven Castan

DIRECTOR & CHAIR

### Larissa Behrendt AO

DIRECTOR

### Duncan Fine,

DIRECTOR & CO-FOUNDER

### Dan Mori,

DIRECTOR & CO-FOUNDER

### George Newhouse,

DIRECTOR, CO-FOUNDER & CEO

## ADVISORY BOARD

### Elissa Baxter, Secretary

COMPANY SECRETARY

### Anita Heiss

### Kirsten Gray

### Nicola Kaldor

### Jenni Seton AO

### Rob Silberstein

### Neil Singleton

TREASURER

### Alison Whittaker

### Tasma Walton

### Heather Yelland

## TEAM AND BOARD SNAPSHOT

70%

of the team  
identify as female



20%

juggled COVID  
home schooling



24%

identify as First  
Nations Peoples



18%

identify as  
linguistically  
diverse



10%

identify as LGBTQI+



# THANK YOU TO OUR SUPPORTERS

We would not be able to make the impact that we do without our supporters. Your generous support is what keeps us going, what allows us to represent the voices of our clients in the courtrooms, shine the spotlight on injustice and train the next generation of aspiring social justice lawyers. Thank you.



## THANK YOU

To the many grassroots donors who support our work and our incredible major donors.

Henry & Aida Ang  
Charitable Trust

Bardas Foundation

Barlow Impact Group

BUPA Foundation

Natalie & Andrew Bassat

Steven & Lani Castan

George & Freda Castan Family

Debbie & Grant Cohen

Crothers Walton Foundation

Steven D'Souza

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Melissa Razuki & Family

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The Metamorphic Foundation

Thomson Reuters

Tourello Nominees

Vanguard Investments  
Foundation

Weltverbesserung Fund

Louise Williams

Who Wants to be a Millionaire  
(Rachel Griffiths & Rhys Muldoon)

# THANK YOU TO OUR PARTNERS

To amplify our impact, we partner with organisations who share our commitment to social justice. We greatly appreciate all the partnerships that play an important role in our work.

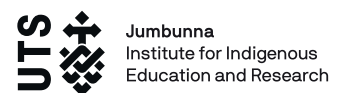
## COMMUNITY PARTNERS



## LEGAL PARTNERS



## EDUCATION PARTNERS



## LAW HACK SPONSORS



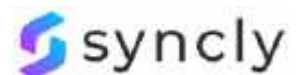
## MEDIA & ADVOCACY PARTNERS



EMILY ROSS BESPOKE



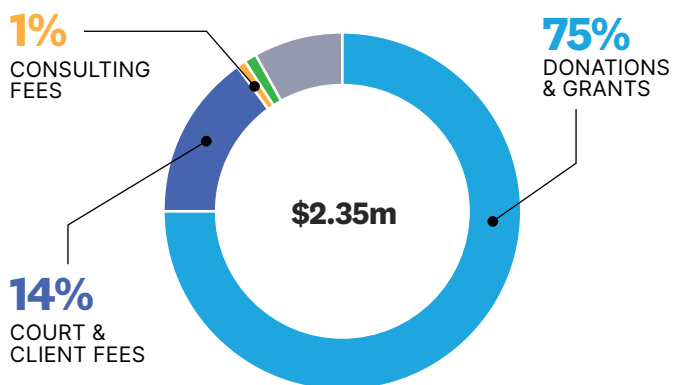
## EVENT PARTNERS





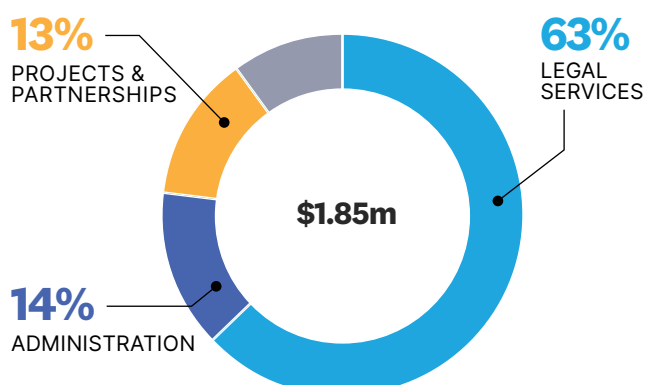
# 2021 BUSINESS SNAPSHOT

## WHERE DID FUNDING COME FROM?



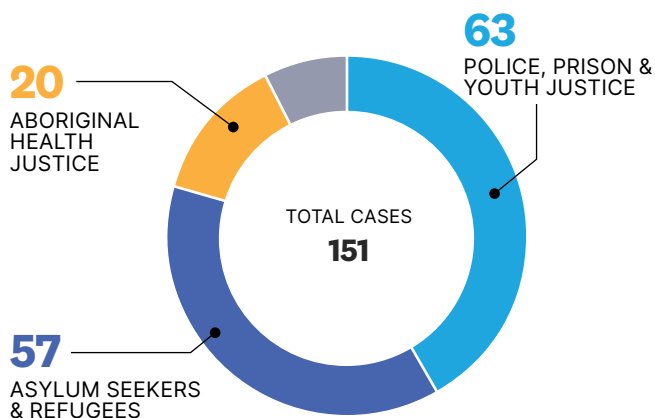
- 75% Donations and Grants
- 14% Court & Client Fees
- 1% Consulting Fees
- 1% Sponsorship
- 9% Other income

## HOW WERE COSTS DISTRIBUTED ACROSS ACTIVITIES?



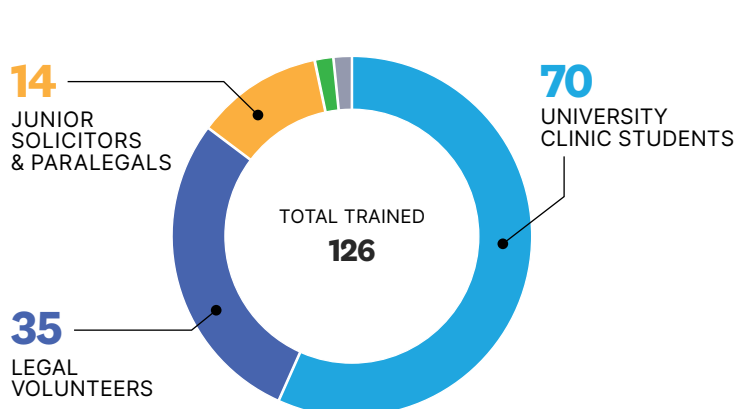
- 63% Legal Services
- 14% Administration
- 13% Projects & Partnerships
- 10% Fundraising & Communications

## HOW MANY CASES AND WHAT ARE THE MATTERS?



- 63 Police, Prison & Youth Justice
- 57 Asylum Seekers & Refugees
- 20 Aboriginal Health Justice
- 11 Other Discrimination

## WHAT DID TRAINING THE NEXT GENERATION LOOK LIKE?



- 70 University Clinic Students
- 35 Legal Volunteers
- 14 Junior Solicitors & Paralegals
- 5 Internships
- 2 Practical Legal Training Students

# JOIN THE FIGHT FOR JUSTICE!

**The National Justice Project knows what it means to fight for lives. As a not-for-profit legal service, we are only able to operate because of the donations of people who believe in justice.**

We go to court to fight for asylum seekers and refugees to hold the government accountable for the harm that it has caused. We go to court for First Nations Peoples who have suffered discrimination in the healthcare and justice systems.

Where deaths have tragically occurred in custody, we push for inquests to try and get answers for the families of the deceased. If you would like to get in touch with the National Justice Project or donate to support our work, follow the links at the bottom.



## DONATE

[justice.org.au/donate](https://justice.org.au/donate)



## CONNECT

 @NationalJusticeProjectAu

 @NJP\_Au

 nationaljusticeproject\_au

 National Justice Project

## CONTACT

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Mail: PO BOX 123,  
Broadway, Gadigal Country,  
NSW, 1350

2021 WINNER,  
NAOMI WILLIAMS WIRADJURI POETRY PRIZE

## WIRADJURI YINAA

by Jasmine Williams

As I sit on the banks of the Marrambidya Bila,  
I listen to the guguburra sing.

With my feet in the sand, my mob by my side  
I still feel as though I'm missing something.

My Mother, the Land has fought to survive,  
Amongst the greed and the hatred, years after Genocide.

Wiradjuri and proud, my culture is my history.

I can see in my mind those beautiful ceremonies and healing  
traditions, I wonder why today we are still told it's a mystery.

The Gugaa, my protector, so fierce in many ways,  
A survivor of our spirit in my times of need,

He never turns his back on me, forever with me he stays.  
The bond we have with our land cannot be explained,

Like a mother to her children, the connections remain the same.

From the wildlife to the waterholes, the trees, the sand and the stars,  
This is my mother I feel her in my heart.

As I close my eyes and vision my people and their ways,  
All I can hope for my children is to have a better start.

We need to bring back ceremony for our lore and our land, to help  
those who are willing to respect it and understand.

We are the Wiradjuri people and we are proud of it.

No matter what obstacles may lie in our path, Respect to my  
ancestors who always stay above it.

The background of the image is a dark gray color, overlaid with a repeating pattern of concentric circles. Each circle is composed of several thin, light gray lines, creating a ripple effect. The circles are arranged in a staggered, grid-like fashion across the entire page.

[justice.org.au](http://justice.org.au)