



National  
Justice  
Project



**2022**  
IMPACT REPORT

# Acknowledgement of Country

We acknowledge the Traditional Custodians of the lands where we work, and we acknowledge that our office is on the land of the Gadigal People of the Eora Nation.

We acknowledge that there were hundreds of different Aboriginal groups within Australia prior to European settlement, each with their own distinctive language, customs, law, and lore.

We acknowledge and celebrate the Traditional Custodians' continuation of a living spiritual, cultural, and social connection with the land, sea, sky, and community.

We also acknowledge the sorrow and pain of the impacts of colonisation, especially that of the Stolen Generations.

We recognise the resilience, strength, and pride of Aboriginal and Torres Strait Islander communities.

First Nations Peoples have made, are making, and will continue to make, significant and unique contributions to the heritage, cultural identity, community, and economy of Australia.

We pay respects to all Aboriginal and Torres Strait Islander Elders, past and present, and extend that respect to the First Nations people we work with and to those across the country.

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, advocacy, and collaborative projects.



## Reconciliation

We seek to strengthen and promote dialogue between the Australian legal system and First Nations laws, governance structures and protocols.

We commit to working alongside First Nations communities to create a platform and amplify the sovereign voices of First Nations Peoples.

By learning, listening, and collaborating with First Nations Peoples, we hope to shape a better understanding of the injustices experienced by First Nations Peoples. Through strategic litigation and advocacy, we seek to create systemic and social change.

From the National Justice Project 2022 'Reflect' Reconciliation Action Plan.

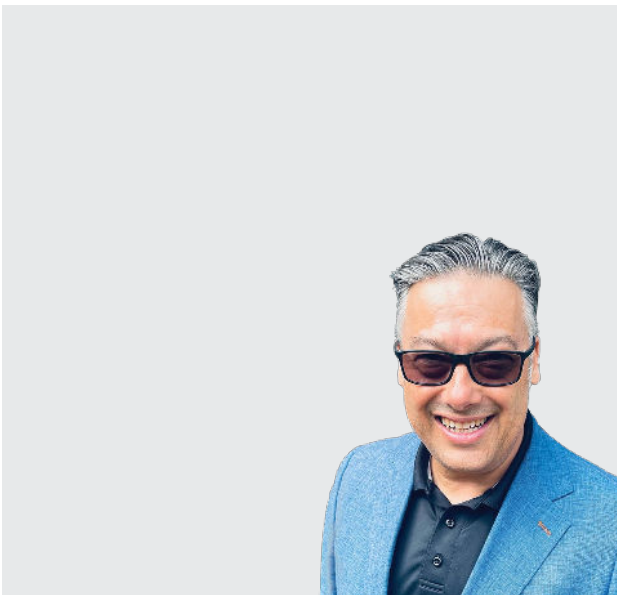
### A word from our General Managers:

"This Impact Report is just one chapter in our story – it shows how you have made a real difference by partnering with us to help make Australia a better place. Thank you for standing up against the brutality and injustice that our brave clients have faced, thank you for helping us hold the government accountable for the way they have mistreated refugees and asylum seekers. Thank you for helping capture important data to change policies and educate communities and individuals to fearlessly fight against discrimination. This impact report shows the ground-breaking progress we can achieve with your support. Thank you for making this work possible."



Naomi Lai and Emilia Salgado,  
NJP Co-General Managers

# Message from the Chair



## Boosting our power to make change

Looking back on 2022, what strikes me is how far the National Justice Project has come since our humble beginnings. Our story of growth – from a bare-bones outfit into one of Australia’s leading social justice legal advocates – can best be summed up by the immortal words of Paul Kelly: “From little things big things grow.”

So many people have been a part of this success story. In 2022, we could count upon some 25 staff members, 72 volunteers, 62 Social Justice Clinic students, 1,085 donors and 71,000 followers to help make our work possible. This growing capacity and support base has allowed us to take on at least 147 cases – this is more cases than ever!

**“This year, our staff have delivered nearly 20,000 hours of free legal support to our clients”**

Thanks to our talented staff and volunteers, we have also been able to boost our pro bono contribution to new heights in 2022 – delivering nearly 20,000 hours of free legal support to our clients. Our dedicated and hard-working team should be very proud to have delivered this outcome, which has a commercial value of around \$8.2 million dollars.

This year, we also prioritised an investment in the wellbeing of our staff and volunteers. We have implemented new policies on diversity, workplace safety, cultural safety, and mental health. We are also providing staff with more opportunities for professional development, with the aim to foster a safe and fulfilling workplace.

As an educator in our university Social Justice Clinics, I’m also very proud of what our 62 students have achieved this year. They have contributed to some of the big change

stories that you’ll read about in these pages, as well as forging ahead on the ground-breaking Tech4Justice project, which seeks to improve access to justice and lower the barriers to accountability through the innovative use of technology. In 2023, we will have some major announcements from our Tech4Justice labs – stay tuned!

Although we are growing, the Board continues to ensure that our funds raised are directed into strategic litigation, advocacy, education, technology and partnerships to ensure we can continue to make long-term, impactful change for our clients and for the nation.

I take this opportunity to thank George, the team and all our supporters for the unflinching drive and commitment to this cause and for being part of our growth story.

I am also proud to announce our Statutory Board has been strengthened with the appointment of Karen Illes, the founder of Violet Co. Karen works tirelessly to improve the lives of women and First Nations people, and she recently won the Law Society of NSW 2022 Pro Bono Service Award. We look forward to working with Karen.

I look forward to your continued support for us throughout 2023!

A handwritten signature in black ink, appearing to read 'Steven Castan', written in a cursive style.

Steven Castan

CHAIR

# Message from the CEO



## Persistence in the pursuit of justice

After seven years of operation, last year we saw some of our dedicated work pay off for our clients and for marginalised communities. It is a sad fact that securing justice requires long term commitment and we must be in it for the long-haul. We must be fearless and resilient in our commitment to driving change, with our clients at the heart of what we do.

In July 2022, we secured an historic pardon and apology from the WA Government to the family of Baby Charlie Mullaley for the way that they were treated by the WA Police. This took many years of advocacy and over 250 hours of pro bono legal work, with a commercial value of around \$500,000. In 2023, our team will continue working with the Mullaley family to make the changes necessary to ensure that no other family has to experience the same callous treatment as they did.

Also in July this year, we secured a coronial inquest to examine the deaths of two Aboriginal girls, Mona Lisa and Jacinta (Cindy) Smith, who died near Bourke, NSW in 1987. This came after five years of work with the Smith family, and after 32 years of silence and inaction from the NSW Government, the NSW Coroner and NSW Police. Just when it looked as if there were no more avenues left to pursue, our legal team developed a powerful argument that convinced the NSW Coroner to act and re-open the inquest.

Throughout 2022, we have been working on 13 coronial inquests around Australia. In two inquests into the deaths of Noongar-Yamatji woman, Ms Wynne, and Noongar man, Mr Narrier, we highlighted the dangerous use of the 'prone position' by WA Police – and the coroner recommended that this method should be restricted. After two warnings, in

December 2022 the WA Police finally announced they would use a safer hold technique. We hope this reform will avoid more needless deaths in custody in the future.

**“In 2022 alone, our team has secured more than \$15 million dollars in settlement awards for our clients. Compensation helps drive reform – because the system won’t change unless there is a price to pay for discrimination.”**

I am incredibly proud of the achievements that our staff and volunteers have secured this year. In 2022 alone, they have secured more than \$15 million dollars in settlement awards for our clients. This is a huge result, and it is a testament to their stamina, commitment, and hard work. Compensation not only helps our clients rebuild their lives, but it helps drive reform – because the system won’t change unless there is a price to pay for discrimination.

I cannot wait to carry on this work in 2023, and I look forward to keeping you informed on our progress.

A handwritten signature in black ink, appearing to read 'G. Newhouse'. The signature is fluid and cursive, written on a white background.

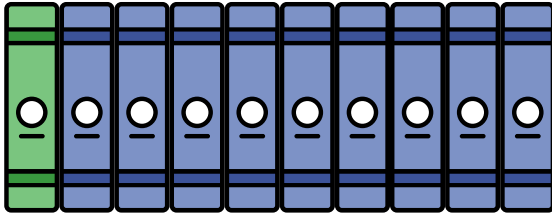
George Newhouse

CEO

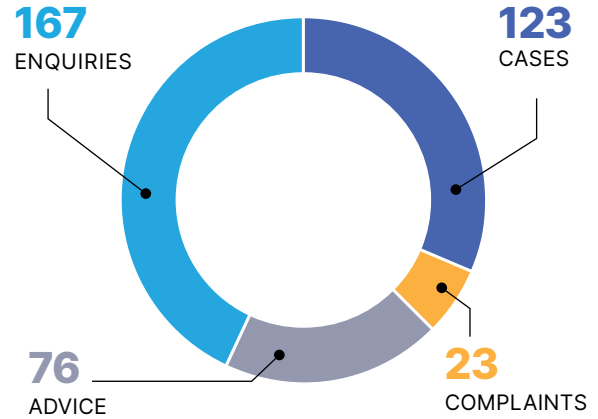
# Our work in 2022

## WORK BREAKDOWN

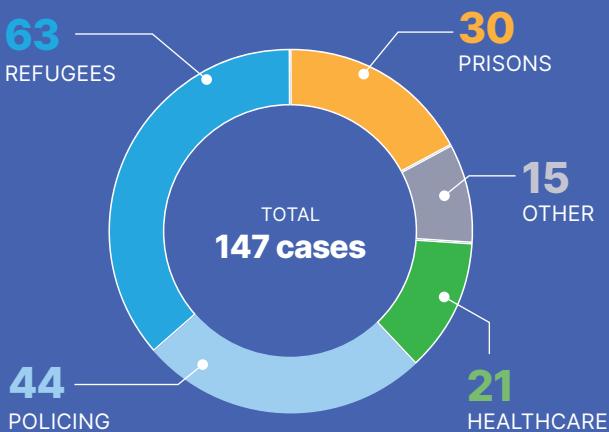
**17** NEW CASES  
**173** TOTAL MATTERS ONGOING



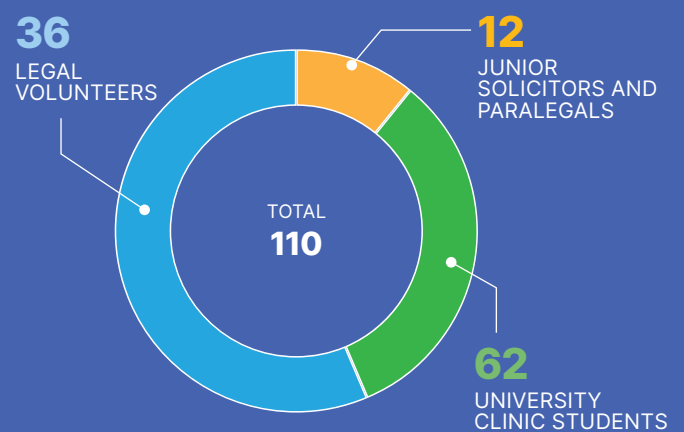
## LEGAL ACTION BREAKDOWN



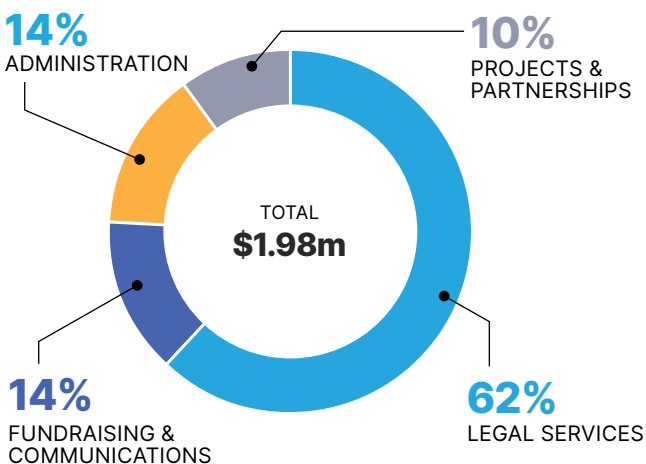
## CASE BREAKDOWN



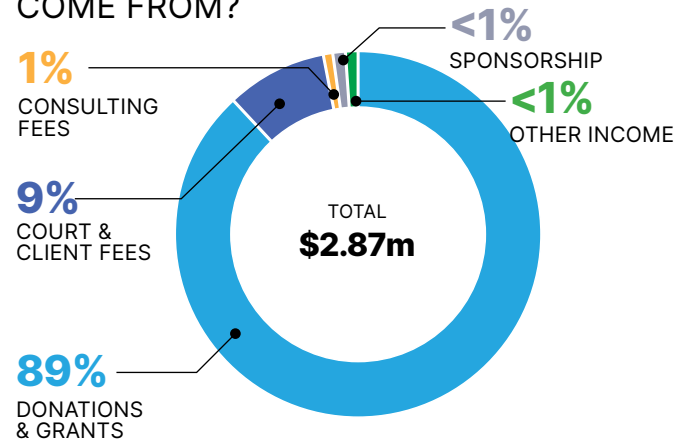
## TRAINING THE NEXT GENERATION



## HOW WAS THE FUNDING SPENT?



## WHERE DID THE FUNDING COME FROM?





# Our impact in 2022

## Righting the wrongs

# \$15m



OF SETTLEMENT AWARDS SECURED FOR CLIENTS

## Complaints

# 25

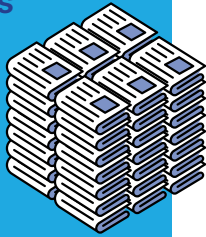


COMPLAINTS AGAINST SYSTEMIC DISCRIMINATION

## Client stories

# 331

MEDIA REPORTS EXPOSING INJUSTICE



## Pro bono support

# 19,342

HOURS OF PRO-BONO LEGAL SUPPORT PROVIDED TO CLIENTS



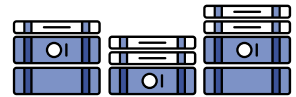
## Pro bono value

# \$8.2m

OF PRO BONO VALUE PROVIDED TO CLIENTS

## Submissions

# 3



SUBMISSIONS CALLING FOR SYSTEMIC CHANGE

## Education

# 90

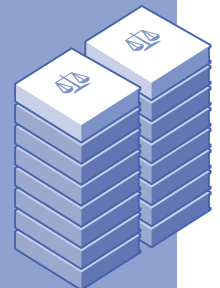


LAW STUDENTS TRAINED IN SOCIAL JUSTICE CLINICS, TECH4JUSTICE, INTERNSHIPS AND LEGAL VOLUNTEERING

## Inquests

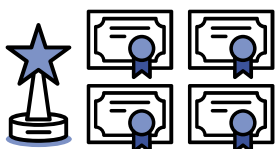
# 16

CORONIAL INQUEST INVESTIGATIONS & REPRESENTATION



## Recognition

# 5

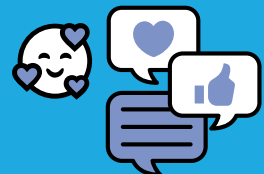


INDUSTRY AWARDS RECOGNISING STAFF PROFESSIONAL EXCELLENCE

## Hearts and minds

# 665,912

PEOPLE REACHED THROUGH SOCIAL MEDIA



# Legal Action Impact



Our cases are designed to not only achieve justice for our clients, but to secure change for the community. Here is a snapshot of how our strategic legal action created change in 2022:

**Above:** In April 2022, our team went to Canberra with the National Native Title Council (NNTC) to argue against the government's attempt to deport First Nations people. (L-R) George Newhouse (NJP), Clinton Benjamin (NNTC), Kirsty Gover (Melbourne Law School), Teina Te Hemara (NNTC) and Karina Hawtrey (NJP).

## IMPACT

### Dangerous police hold linked to deaths in custody restricted

During two coronial inquests in late 2021 and 2022, our legal team exposed WA Police's brutal treatment of Noongar-Yamatji woman Ms Wynne, and Noongar man Mr Narrier in the lead up to their deaths.

In June and October 2022, the WA Coroner issued two recommendations to restrict the use of a dangerous restraint hold known as the 'prone position'. After two warnings from the Coroner, WA Police finally implemented a safer form of restraint in December 2022.

Despite the positive step forward, we continue to argue that more needs to be done to stop needless deaths in police custody. That's why we lodged a complaint in July 2022 against the WA Police for the successive failures leading up to Ms Wynne's death, and that's why we will follow up on the implementation of other changes recommended after Mr Narrier's death.

## IMPACT

### Unique connection of First Nations Peoples to Country safeguarded

In April 2022, we joined forces with the National Native Title Council (NNTC) to intervene in the High Court case of Minister for Immigration v Montgomery. The Government was trying to take on the power to deport Aboriginal people who were born overseas – and we were trying to stop them. In July, our arguments helped convince the new government to back down and withdraw their case.

**“ We were proud to represent the National Native Title Council to ensure that the views of a First Nations representative body were taken into account in this significant High Court case.”**

Katrina Hawtrey, Solicitor



## Spotlight On: Progress in Defence of Refugee Rights

In 2022, we reached some major milestones in our case to establish a government duty of care towards refugees who were detained in offshore detention. Here, we take a look at the progress we have achieved:

### PROGRESS

#### We completed the legal discovery process

Early in the year, the government sent us more than 40,000 documents relevant to our case. They hoped that a small firm like ours would not be able to cope with the massive amount of documents. But thanks to the pro bono contributions of legal tech experts at Law In Order, Relativity, and our partner law firms, we were able to efficiently review and respond to their documents.

### PROGRESS

#### We put forward damning testimony and evidence

In May – after thousands of hours of preparation – we submitted our evidence as part of our two test cases in the Federal Court. But then, the government tried to stop our evidence from being heard in court. Why? Because our evidence was damning testimony from whistle-blowers and survivors of the horrors of Nauru.

### PROGRESS

#### We blocked the government's attempt to suppress our evidence

In a major win in December, our legal team convinced the court to deny the government's attempt to suppress our evidence. This means that the government will now need to provide their own evidence in 2023 while we continue preparing our cases for trial.

#### Collaborating with legal tech to defend refugee rights

We were proud to receive the Gift for Good Award at the 2022 ALTA Awards, recognising the use of legal technology in delivering services through pro bono collaboration. We partnered with legal tech firms Law In Order and Relativity to use specialised legal technology to review more than 45,000 documents the government produced in our refugee test cases.



**“ If our cases are successful, we will set a ground-breaking legal precedent allowing refugees to hold the Australian government to account.**

Emma Hearne, Associate Legal Director

# Advocacy Impact



We don't just represent our clients in the courtroom – we advocate for their rights in parliaments, in the media, and in the community. Here is a snapshot of how our advocacy created change in 2022:

## Chance to uncover truth after 35 years of heartbreak

In 2022, we worked closely with Barrister Julie Buxton to secure a coronial inquest into the deaths of Mona Lisa and Jacinta (Cindy) Smith, two First Nations girls who were found deceased on the side of a road near Bourke, NSW, in 1987.

Mona and Cindy's family believe that there were serious inadequacies in the NSW Police investigation, which affected the outcome of the criminal trial. As the criminal trial failed to find anyone accountable, and the initial coronial inquest was adjourned and never resumed, the family have been without answers for thirty-five years.

Our solicitor, Ariane Dozer, explains how we secured the historic inquest: "In 2022, we put to the State Coroner that under NSW law, the original inquest – which was never finished – had to be completed. In July, the NSW State Coroner agreed to reopen the inquest, finally giving the family a chance to learn the truth about what happened to their beloved children."

**"We would like to thank the team at the National Justice Project for fighting for us and never giving up. After 35 years, it's finally happening."**

Kerrie Smith (sister of Cindy Smith)

**"Decades of fighting for justice is a lonely journey. Advocacy means supporting our clients through the setbacks while never giving up hope. It calls for resilience and creative thinking. It is never too late for truth and accountability."**

Ariane Dozer, Solicitor

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**Above:** In July, our team visited the Smith family in Bourke to discuss our strategy for the upcoming inquest. (Back row L to R) Nicolle Lowe, Kerrie Smith, George Newhouse, Julie Buxton, Ariane Dozer, Juliette Kennedy (Front row L to R) June Smith, Dawn Smith, Fiona Smith.





## Putting healthcare discrimination under the spotlight

In August 2022, the NSW Coroner announced an inquest into the death of Kamilaroi-Dunghutti man Ricky 'Dougie' Hampson Jr. Ever since Dougie died in August 2021 after being denied adequate medical care at Dubbo Hospital, his family have been determined to uncover the truth.

**“When no one else would help, NJP took on our case. Since our family reached out to the NJP, we’ve got the media onto our story, we’ve met with government, and – most importantly – we’ve got the NSW Coroner to establish an inquest into the death of our son.”**

Rick Hampson Snr

We stood with Dougie’s family as they presented a petition of 13,700 signatures to NSW Parliament calling for a coronial inquest and reforms to prevent more deaths due to discrimination. In 2023, we will represent the family in the coronial inquest, and we will advocate for culturally-safe healthcare for all First Nations patients.

**Above (L-R):** Mary Chatfield, Lydia Chatfield, George Newhouse, Ricky Hampson Snr, Anita Chatfield, Sue Higginson MLC

### Redress for First Nations clients

**\$2.9M** 

IN 2022, \$2.9 MILLION DOLLARS IN SETTLEMENT WAS AWARDED TO OUR FIRST NATIONS CLIENTS FOR THE HARM THAT HAS BEEN DONE TO THEIR FAMILIES BY GOVERNMENTS.

**“The system won’t change unless there is a price to pay for discrimination.”**

George Newhouse

# Impact Case Study: Justice for the Family Of Baby Charlie



Since 2017, we have been fighting for justice for Baby Charlie Mullaley. And finally, in 2022 we secured an historic apology from the WA Government for the treatment of the Mullaley family by WA Police. Here is an outline of the change we secured:

## The demands: justice and accountability

In March 2013, Tamica Mullaley was brutally assaulted by her partner, and her Baby Charlie was abducted and murdered. Despite being a victim of domestic violence, WA Police arrested Tamica instead of the perpetrator, and they made a number of failings in their response and investigation into Baby Charlie's abduction.

Since 2017, we have been seeking police accountability, an apology to the Mullaley family, an investigation into the police failings, and systemic change to ensure this never happens again to another Aboriginal family. Despite a number of road-blocks in the courts, we were supported by more than 63,500 people in the community who signed the petition #JusticeForBabyCharlie.

## The outcomes: an historic apology and pardon

In May 2022, we arranged a meeting with the WA Attorney General, Hon John Quigley, together with the Minister for Police, the Police Commissioner, and the Minister for Women. Three weeks later, the Attorney General invited the family to parliament to receive a formal apology and pardon:

**Above:** "Sorry means alot" - Ted Mullaley, Tamica Mullaley, Kathleen Pinkerton and George Newhouse spoke to the media following the apology in WA Parliament.

**"On behalf of the Government of Western Australia, Tamica and Ted, I am sorry for the way you were treated by the government and the WA Police both before and after losing Baby Charlie.**

**Tamica and Ted deserved compassion. Instead, the systems we thought we could rely on to support victims of crime failed, and Tamica and Ted were dragged through the courts themselves."**

WA Attorney General  
Hon Mr John Quigley, 22 June 2022





## What our work means to our clients

"Without the NJP's commitment to secure justice for our Charlie Boy, there would not have been the history-making public apology from the WA Attorney-General, nor the pardons that Tamica and Ted Mullaley received from the WA Police".

"This was the result of the massive support we've received from the NJP over many years. The team maintained constant pressure on the WA Government to get Baby Charlie's story told in its full truth. We never gave up, and neither did the National Justice Project".

**Top and below:** George Newhouse, Karina Hawtrey, Melissa Razuki and Tasma Walton from the NJP joined the Mullaley family in Perth to meet parliamentarians and receive the WA Government's apology and pardon.

## What it took to make change

# \$500k

OUR TEAM CONTRIBUTED AROUND \$500,000 WORTH OF PRO BONO LEGAL AND ADVOCACY WORK.



To help support families like the Mullaleys, scan the QR code:

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



**"We are forever grateful and cannot find the words to thank the team for their many hours of work. We needed a hero – the NJP stepped up."**

Kathleen Pinkerton,  
Aunt of Baby Charlie





# Rights Education in the Community

We work to strengthen the legal agency of communities that experience discrimination by collaborating with frontline organisations in innovative projects and partnerships.

## Know Your Rights: resources for trauma-informed service delivery

With contributions from the Asylum Seeker Resource Centre, the National Ethnic Disability Alliance, the Social Policy Group, and the National Justice Project's Reconciliation Action Plan Committee, we developed and distributed to 500 organisations around the country 'Know Your Rights', a resource pack that provides diverse communities with practical guidance on the rights of individuals, as well as on the role of service providers in minimising harm and re-traumatisation.

On October 10, World Mental Health Day, we came together in an online forum to explore the importance and challenges of delivering trauma-informed and culturally safe care and services to communities impacted by trauma, racism, and discrimination.



Our panelists were: Mostafa (Moz) Azimitabar (Artist/Activist), Kimberley Hunter (Indigenous Allied Health Australia/Australian Human Rights Commission), Jon Owen (Wayside Chapel), and Sophie Wenderoth (National Justice Project), with Emilia Salgado (National Justice Project) moderating.

### 'Know Your Rights' online resources and event

To learn more about this project, scan the QR code.

[justice.org.au/know-your-rights/](https://justice.org.au/know-your-rights/)







## 2022 Flagship Partnership

Calling out racism with the Jumbunna Institute for Indigenous Education and Research



In 2022, we partnered with the Jumbunna Research Institute to launch Call It Out: A First Nations Racism Register.

Call It Out is an independent, First Nations-controlled register that provides First Nations people who have experienced racial discrimination, including systemic racism, or witnesses to such racism with the opportunity to share their experiences.

By using the register to call out racism, First Nations people and allies help to tell the true story of racism in this country. Collecting, analysing and reporting on First Nations people's experiences of racism enables us and community leaders to continue the fight against racism and protect future generations. We will produce the first Call It Out Annual report in 2023.

### What have we learnt so far?

The Call It Out team released its inaugural interim report in November 2022, at an online event supported by the Centre for Social Justice and Inclusion, UTS. The report provides preliminary analysis of 267 reports of racism recorded during the first six months of Call It Out. Among the findings, racism in health services stood out, with stories of neglect and stereotyping of First Nations patients by doctors and nurses and the (sometimes fatal) impacts this has.

**Above:** National Justice Project Statutory Board Director and Director of Research and Academic Programs at Jumbunna Research, Distinguished Professor Larissa Behrendt said Call It Out will "provide insight into how underreported racism is." Photo: UTS

**"Racism is such a big part of the lived experience of First Nations Peoples, but the formal mechanisms for reporting it and dealing with it are complex, and the definitions they use for racism are very narrow. This is a place where mob can go to log their experiences, giving us space so that instances don't go unreported."**

Distinguished Professor Larissa Behrendt, Jumbunna Research Institute

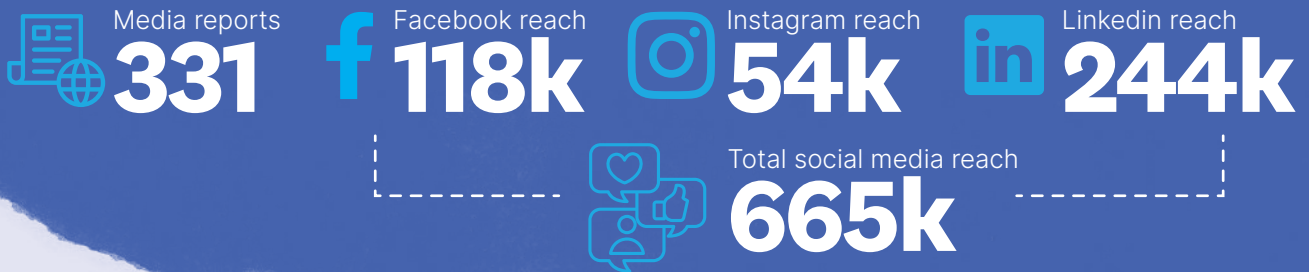
### Call It Out Interim Report

To learn more about this project, scan the QR code:  
[callitout.com.au/resources/](https://callitout.com.au/resources/)



# Amplifying Our Clients' Voices

When we take on a case, we don't just support our clients with legal expertise, but we help them take their message of change to a national audience. In 2022, our clients spoke to hundreds of thousands of people over the airwaves, in the papers, and online.



What kind of country are we that treats children in prison with such cruelty and brutality?

*George Newhouse and Duncan Fine*

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## Test case on Aboriginal deportation dropped

JILL ROWBOTHAM

The federal government has dropped a High Court case to test whether it had the power to deport Aboriginal and Torres Strait Islander people who are not Australian citizens.

The case against Shayne Montgomery, who was born in New Zealand and is Aboriginal by cultural adoption, was discontinued on Thursday afternoon.

It had been brought by the previous federal government which was seeking to overturn a precedent established in an earlier case, *Love & Thoms*, which held that Aboriginal and Torres Strait Islander people could not be deported from Australia.

Mr Montgomery, 40, came to Australia as a refugee and was

deported. Mr Montgomery was released from detention last year and the case moved to the High Court, which heard arguments in the case in April but had not yet made a decision.

"A delegate of the Minister for Immigration has revoked the cancellation of Mr Montgomery's visa," a spokesperson for federal Attorney-General Mark Dreyfus said on Thursday. "As a consequence of that decision, the commonwealth has discontinued its appeal to the High Court."

"*Love & Thoms* has been the law of the land for more than two years now and the Albanese government will not seek to overturn *Love & Thoms*."

Special counsel Arti Chetty for Russell Kennedy Lawyers, which represented Mr Montgomery, said he had "lost years

4

1. In September, our CEO and Principal Solicitor, George Newhouse, exposed shocking abuse of young people with disabilities in WA Prisons at the Disability Royal Commission. He spoke alongside Deborah Kilroy from Sisters Inside, and Kriti Sharma, Human Rights Watch Senior Disability Rights Researcher. 2. In September, our client Jasmin\* spoke to ABC's 730 about brutality against children in the criminal justice system. \*Pseudonym 3. Our solicitor, Juliette Kennedy, and CEO, George Newhouse, stood with the family of Mr Blanket out the front of the WA Coroner's Court in July and December as they spoke out about the needless death of their son in Acacia Prison. National Indigenous Times, Giovanni Torre & Emma Ruben, December 2022 4. In July, we joined voices with our client, The National Native Title Council (NNTC), to welcome the new government's decision to back down from an attempt to strip First Nations people born overseas of their citizenship. The Australian, Jill Rowbotham, 30 July 2022.

# Training the Next Generation of Social Justice Lawyers

In 2022, we trained 62 social justice change-makers through our Monash University and Macquarie University social justice clinics. We also hosted 28 law students who gained first hand legal skills and experience whilst volunteering with the NJP.

## LEGAL

Charlotte Arbib  
Andrew Banks  
Yasha Boele  
Jae Briefies  
Sarah Brown  
Jessica Dixon  
Sarah Druce  
Jessica Herbert  
Ameena Hijazi  
Rosaleen Jeffries  
Peta Mossman  
Elizabeth Nutting  
Emily Orman  
Angelina Plazzotta  
Romina Reyftmann  
Veera Singh  
Sherine Al Shallah  
Elsie Shelley

## PROJECTS

Rachel Baker  
Willem Balfoort  
Caillean Honor  
Emily Irish  
Stephanie Lombardi  
Lucia Mai  
Jessica Pereira  
Samantha Tait

## LEGAL – DISCOVERY

Jenni Bridges  
Xander Clapin  
Laura Ghali  
Kubra Gungor  
Yvonne Kushnir  
Liam Languiller  
Isabella Meltzer  
Chloe Moss  
Sophia Murray-Walker  
Raeesah Rana  
Paris Rawaqa  
Phoebe Skuse  
Rhys Spahn

Jordan Sutherland  
Peter Tilley  
Angus Verheul  
Mackenzie Waugh  
Jasmine Yip

## OPERATIONS

Todd Cole (IT Support)  
Sue Cribb (IT Management)  
Liz Clark (Business Operations)  
Michaela Cullen (Communications)  
Georgina Dixon (Medical)  
Helen Esmond  
(Communications & Editing)  
Rebecca Gallegos  
(Communications & Editing)  
Stefanie Klumpp (Communications)  
Melissa Razuki  
(Communications & Advocacy)  
Jane Salmon (Media)  
Hodaka Shibata (Design)  
Dahn Tran (Accounts)  
Denny Wan (IT Security)

## Veera Singh

LEGAL VOLUNTEER

“It has been great to receive first-hand experience and really learn about the social justice scene, looking into the roles of different legal bodies – such as royal commissions and coronial inquests – and seeing how NJP keeps these bodies in line by sharing people's stories and helping clients who may not be listened to.”



**“This year, we reinforced our support for volunteers with the creation of a new Volunteer Coordinator role, together with the implementation of new volunteer policies, inductions, and a health and wellbeing program.”**

Gail Carter, Volunteer Coordinator

## Gail Carter

VOLUNTEER COORDINATOR

“In 2022, we enjoyed the support of 72 volunteers across the organisation. We could not have achieved such major progress this year without the donated time, passion, and experience of this amazing army of volunteers.”





# Respecting First Nations Communities

In 2022, we were proud to officially launch our Reflect Reconciliation Action Plan. This was the result of many months of collaboration and consultation by our Reconciliation Action Plan Committee, which was formed in 2020. Here is a snapshot of our RAP activities this year:



## ACTIVITY

### 2022 RAP Committee

Ashleigh Buckett (Chair), Emilia Salgado, Lucy Shroeder, Karina Hawtrey, Michelle Toy, Sophie Wenderoth, Steve Castan, Tim Ginty, Rosaleen Jeffries.

**“In 2022 we launched the ‘Reflect’ phase of our Reconciliation Action Plan (RAP). ‘Reflect’ means that we are laying down our foundations and priming our workplace with reconciliation initiatives, with the view to moving on to the ‘Innovate’ phase in 2023. These foundations are characterised by relationships, respect, and opportunities.”**

Ashleigh Buckett,  
RAP Committee Chair, Associate Legal Director

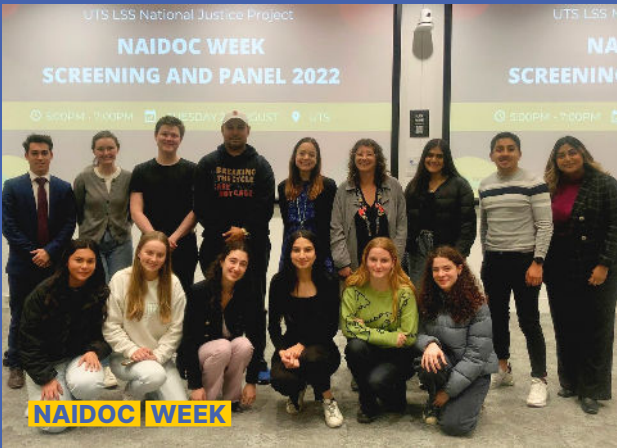


**Above:** Our team of legal observers attended the 2022 Invasion Day rally in Sydney to ensure that protestors' rights are upheld.

**Left:** During Reconciliation Week, May 2022, our Advisory Board member Anita Heiss joined our staff to launch our Reconciliation Action Plan.



To celebrate 2022 NAIDOC Week, our staff joined a walking tour of Redfern (Gadigal Country) with Aunty Donna Ingram. Ahead of the walk, we also joined the rally to save the National Centre for Indigenous Excellence (NCIE) from closure.



## Opportunities for First Nations lawyers

# 15%



OF OUR STAFF IDENTIFY AS FIRST NATIONS PEOPLE

In 2022 we developed a First Nations employment policy and welcomed a new First Nations law graduate Michelle Toy, through the ING First Nations junior lawyer program, and we continued our successful relationship with the First Nations Aurora internship program.

Middle left: In August, we joined UTS Law Students Society and Deadly Connections in a NAIDOC Week screening of Incarceration Nation.

Left: Our staff participated in a First Nations traditional weaving class led by solicitor Tamara Kenny.



# Meet the Team

## LEGAL

### Ashleigh Buckett

ASSOCIATE LEGAL DIRECTOR

FINALIST – PRO BONO SERVICE AWARD,  
NSW LAW SOCIETY

### Steven Castan

SPECIAL COUNSEL & EDUCATOR

### Hayley Drewery

SOLICITOR

### Sarah Druce

SOLICITOR

### Duncan Fine

SPECIAL COUNSEL

### Daniel Ghezlbash

SPECIAL COUNSEL & EDUCATOR

### Karina Hawtrey

SOLICITOR

FINALIST – INDIGENOUS LAWYER OF THE YEAR AWARD,  
WOMEN IN LAW AWARDS

### Emma Hearne

ASSOCIATE LEGAL DIRECTOR

FINALIST – NOT-FOR-PROFIT LAWYER OF THE YEAR AWARD,  
WOMEN IN LAW AWARDS

WINNER – GIFT FOR GOOD AWARD, ALTA AWARDS

### Jason Hesse

SOLICITOR & BOARD LIAISON OFFICER

### Rosaleen Jeffries

GRAD SOLICITOR

### Juliette Kennedy

PARALEGAL

### Tamara Kennedy

SOLICITOR

WINNER – GIFT FOR GOOD AWARD, ALTA AWARDS

### George Newhouse

CEO AND PRINCIPAL SOLICITOR

### Bianca Orsini

SOLICITOR

### David Porter

STRATEGIC LEGAL CONSULTANT

### Appurva Raaj

SOLICITOR

### Sara Saleh

GRAD SOLICITOR, PROJECTS & PARTNERSHIP OFFICER

### Lucy Schroeder

GRAD SOLICITOR

### Rebecca Stamatis

PARALEGAL

### Michelle Toy

GRAD SOLICITOR

### Sophie Wenderoth

SENIOR PARALEGAL

## PROJECTS & PARTNERSHIPS

### Ariane Dozer

PROJECTS & PARTNERSHIPS MANAGER, SOLICITOR

### Ayse Selcuk

PROJECTS & PARTNERSHIPS OFFICER

### Trent Shepherd

PROJECT LEAD & SOLICITOR

## FUNDRAISING & COMMUNICATIONS

### Tim Ginty

COMMUNICATIONS & ADVOCACY MANAGER

### Lizzy Keen

STRATEGIC COMMUNICATIONS SPECIALIST

### Karl Kinsella

HEAD OF FUNDRAISING & PHILANTHROPY

### Melissa Razuki

COMMUNICATIONS & ADVOCACY SPECIALIST

### Katy Tyrrell

FUNDRAISING SPECIALIST AND MENTOR







## ADMINISTRATION

### Gail Carter

OFFICE MANAGER & VOLUNTEER COORDINATOR

### Naomi Lai

CO-GENERAL MANAGER & SOLICITOR

### John Lam

ACCOUNTS CLERK

### Nathalie MacGregor

EXECUTIVE ASSISTANT

### Emilia Salgado

CO-GENERAL MANAGER

## Meet the Board

### STATUTORY BOARD

#### Steven Castan

DIRECTOR & CHAIR

#### Larissa Behrendt AO

DIRECTOR

#### Duncan Fine

DIRECTOR & CO-FOUNDER

#### Karen Iles

DIRECTOR & FOUNDER, VIOLET CO LEGAL

#### Dan Mori

DIRECTOR & CO-FOUNDER

#### George Newhouse

DIRECTOR, CO-FOUNDER & CEO

### ADVISORY BOARD

#### Elissa Baxter

#### Anita Heiss

#### Cassandra Hooimeyer

COMPANY SECRETARY

#### Kirsten Gray

#### Nicola Kaldor

#### Jenni Seton AM

#### Rob Silberstein

#### Neil Singleton

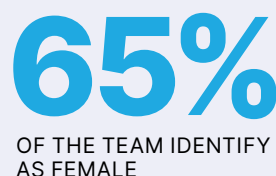
TREASURER

#### Tasma Walton

#### Alison Whittaker

#### Heather Yelland

### STAFF SNAPSHOT



# Thank You To Our Partners

## COMMUNITY

Aboriginal Health Council of Western Australia  
Council for Intellectual Disability  
Deadly Connections  
Health Consumers Council of Western Australia  
Institute for Collaborative Race Research  
Partnership for Justice in Health  
Jumbunna Institute for Indigenous Education and Research  
Justice Reform Initiative  
Information Access Group  
Wayside Chapel

## ADVOCACY

Brand Council  
Breeder Studio  
Centre for Social Justice & Inclusion UTS  
Change.org  
Emily Ross Bespoke  
Et Collective  
Human Rights Documentation Project  
Igniting Change  
Incarceration Nation  
Justice Reform Initiative  
Joseph Mark  
The W.H.Y Campaign

## LEGAL

Aboriginal Legal Service  
Ashurst  
Baker McKenzie  
Gadens  
Gilchrist Connell  
King & Wood Mallesons  
K&L Gates  
Squire Patton Boggs

## TECHNOLOGY

ARQ Group  
Atlassian  
Josef  
Law In Order  
Microsoft  
NGNY  
Relativity  
The Big Smoke  
Thoughtworks  
Thomson Reuters

## EDUCATION

Aurora Education Foundation  
Macquarie University Law School  
Monash University  
University of New South Wales (Medical Students' Aid Project)  
University of Technology Sydney

# Thank You To Our Supporters

Thank you to the many grassroots donors who support our work and our incredible major donors. Your generous support allows us to defend our clients' rights, shine a spotlight on injustice, and train the next generation of social justice lawyers.

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Belinda Bromilow

Steven & Lani Castan

George & Freda Castan

Liz Clark

Debbie & Grant Cohen

Jessica Dixon

Geoff Dixon

Steven D'Souza

Helen Esmond

Andy and Steph Fairfax

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Crothers Walton Foundation

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Lara Goodridge

Emily Ross & Tony Gray

Barlow Impact Group

Nicola Kaldor

Gillian & Andrew Karpel

M.Harris & L.Kerr

Dudley and Naomi Lai

Bill Manos

Paul Mayers

Angus McDonald

Sally Ross & Ashley Murdoch

Who Wants to be a Millionaire –

Rachel Griffiths and Rhys Muldoon

Karen Michael

Romy & Richard Moshinsky

Tourello Nominees

Melissa Razuki & Family

Thomson Reuters

Sharp family

Lachlan Vass

Megan McGrath and Angus Yates

Heather Yelland

We would also like to thank those donors who wish to remain anonymous.

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## Donate!



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Because we do not take any funding from government, we can fearlessly hold decision-makers to account for systemic discrimination. We rely on contributions from our grassroots supporters who want to see justice, fairness and equity for people who have been denied their human rights.

## Connect

-  @NationalJusticeProjectAu
-  @NJP\_Au
-  nationaljusticeproject\_au
-  National Justice Project

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