

ACKNOWLEDGEMENT OF COUNTRY



The National Justice Project acknowledges that we live and work on unceded sovereign Aboriginal land. Our office is on Gadigal Country, with team members working remotely all over Australia on Bundjalung Country, Darkinjung Country, Garigal Country, Wangal Country, Dharug Country, Bidjigal Country, Dharawal Country and Dunghutti Country.

We acknowledge that there were hundreds of different Aboriginal and Torres Strait Islander groups within Australia prior to colonisation, each with their own unique language, customs, law and lore.

We also acknowledge the sorrow and suffering because of the impact of colonisation, especially to that of the Stolen Generations.

We particularly recognise the incredible physical and emotional effort that First Nations communities across the country dedicated to this year's Voice Referendum.

At the same time, we recognise the enduring resilience and strength that First Nations Peoples continually demonstrate in the face of adversity.



First Nations Peoples have made, are making, and will continue to make vital contributions to the heritage, cultural identity, and economic and political communities of Australia. We celebrate First Nations' continuation of a living spiritual, cultural and social connection with the land, sea and sky.

We pay respects to all Aboriginal and Torres Strait Islander Elders, past and present, and extend that respect to our First Nations colleagues, clients and collaborators.



The National Justice Project is committed to embracing diversity and eliminating all forms of discrimination in the provision of its services. We welcome all people irrespective of ethnicity, faith, sexual orientation and gender identity.



Jumbunna Institute for Indigenous Education and Research We are proud to be partnered with the Jumbunna Institute of Indigenous Education and Research, at the University of Technology Sydney. The expertise of its highly skilled researchers and solicitors is intrinsic to the work of the National Justice Project.

ARTWORK CREDIT:

Special thanks to Kirsten Gray for the cover artwork. Kirsten is a Muruwari/Yuwalaraay woman, mother, artist, and advocate.

See Yuluwirribaa: https://yuluwirribaa.myshopify.com/

Artwork description: This piece is called 'Guurramali' which means to resist or stand strong in the Yuwaalaraay language. Our people stand strong in culture, and strong in their resistance to injustice, whether in their dealings with prisons and police, child welfare or land and climate justice - this is what this piece is about. This is a journey we have been on since colonisation and that we will continue on for many years yet. It is a journey where we also need non-Indigenous people to walk with us to achieve good outcomes for our people.



We are guided by our ancestors, by our land, and by our culture. These shape who we are and how we live, but also give us strength to stand up to unjust systems of power. You can see mob being guided by stars, sitting by the river and camping together in this piece. There is a 'yuluwirri' or rainbow in the centre, which signifies the hope we have for better outcomes for First Nations people as a result of standing in solidarity, together.



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Content Warning

Aboriginal and Torres Strait Islander people should be aware that this Impact Report includes references to, or images and names of, people now deceased.

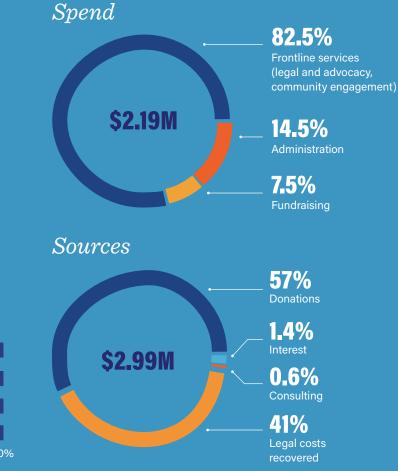
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2023 HIGHLIGHTS

ORGANISATIONAL DIVERSITY

Gender 20% Male 80% Female

FUNDING



RECOGNITION

Indigenous Lawyer of the Year

Karina Hawtrey Women Law Awards 2023

Disability



Not for Profit Team of the Year, 2023 finalist

Corporate Counsel Summit and Awards Pro Bono Program of the Year, 2023 finalist

Australian Law Awards 2023

LEGAL ACTION

Settlements awarded for clients

\$2,314,000

seeking justice and answers

New cases

Hours of pro bono legal support





Immigration

\$7,000,000

TRAINING THE NEXT GENERATION

Social justice clinic students

Monash

Macquarie

and Paralegals

ADVOCACY

Policy Submissions

Media

Print, broadcast and online media items

- » 7:30 Report story on the inquest into the deaths of First Nations children Mona and Cindy Smith in Bourke.
- Hundreds of news stories on the Call It Out Annual Report launch
- Multiple opinion pieces from George Newhouse and Duncan Fine published in the Guardian.



Pro bono value provided to clients



MESSAGE FROM THE CHAIR

I have never been prouder to be chair of the National Justice Project. Together with our clients, our partners and the outstanding commitment of our supporters, over the past year we've exposed wrongdoing, demanded accountability and helped to create real change.

In this report you will read about our strategic legal cases we have taken on this year, how we are fearlessly fighting for our clients on some of the most pressing social justice issues, and about our groundbreaking projects that are helping people all around the country to report injustices and create accountability.

The exceptional National Justice Project team has dedicated a huge amount of hard work toward helping our clients this year. Whether that be on the frontline as lawyers and media advocates, or behind the scenes in operations and research, their effort is helping to drive the change we need to see in Australia for it to become a more equitable country.

I would like to particularly commend Karina Hawtrey, Kamilaroi woman and National Justice Project solicitor, who was named Indigenous Lawyer of the Year at the Women in Law Awards 2023. Karina's relentless commitment to securing justice for her clients never wavers. We are so proud.

This year we have advanced our efforts to train, support and nurture the next generation of social justice lawyers and advocates. I had the privilege of running our Monash University Clinic again, where I was able to witness two groups of exceptional students make headway into their legal careers.

Importantly, we have taken steps towards building strength and resilience in our team. Mental health care is vital to sustainability and the well-being of the organisation. We introduced a 'reflective practice' program facilitated by a mental health professional for all staff and volunteers. These sessions are dedicated to creating a safe space for meaningful mental health conversations between one another. We couldn't do any of this without our supporters. To the 42 volunteers who worked with us over the past year, the incredible pro-bono lawyers and advocates who've contributed thousands of hours to helping our clients, to our army of committed subscribers, to our many generous donors who enable us to keep fighting both now and setting us up for the future – thank you. Together we are fighting discrimination and racism, one step at a time.

I would finally like to thank our dedicated Board members for their wise counsel and strategic support ensuring we are a robust organisation that is well positioned to continue the good fight where we find it.

Steven Castan



MESSAGE FROM THE CEO

It has been both an inspiring and challenging year for people seeking justice. While there have been major advances in Australian human rights, such as Tasmania raising the age of criminal responsibility to at least 14, the difficult and painful campaign for the First Nations Voice to Parliament and the ongoing deaths of people with disability at the hands of the police, cast a shadow over the year. The disappointing outcome of the referendum, and the racism Aboriginal and Torres Strait Islander peoples have experienced during the campaign show in the starkest terms the true extent of the ongoing impacts of colonisation on the First Peoples of this nation.

One thing is clear: NJP's work fighting discrimination and injustice is as vital as ever.

Over the past year we have taken on a number of strategic legal cases in areas that need urgent reform. We've worked on six coronial inquests throughout the year, exposing harm and injustice in the prison police and judicial systems to ensure the same deadly systemic failures and bad practices don't continue. Our inquest work saw the WA Police force change their policies on prone (face down) restraints and there has not been a death in police custody in that manner since then.

Our lawyers acted for the family of Todd McKenzie, a young man with a disability who was fatally shot by NSW police. We exposed the NSW Police Force's serious lack of mental health awareness and highlighted the need for a social and health-based response to Todd's crisis. Half a dozen highprofile police shootings and taserings leading to deaths of individuals in a health crisis in the past 12 months have led us to take action to stop this carnage. Over the next year we plan to coordinate with our sector partners in a campaign to implement policies to secure non-violent alternatives to police as the first responders to people experiencing a health or welfare crisis. We have been working with partners and advocates from across the sector in this important project. These reforms will save lives.

The lack of culturally safe care in Australia's criminal "justice" system is harming young First Nations people. This year, we exposed systemic failures in the Western Australian prison system through the inquests into the deaths of two young Indigenous men, Jomen Blanket and Stanley Inman Jr., who tragically took their lives in the custody of Western Australia's notorious Acacia Prison. Through our legal work and media advocacy we held the Western Australian government to account for its failure to provide culturally safe care for First Nations youth in detention centres and are driving a campaign for change in the provision of medical, disability and social welfare support for First Nations peoples in gaol.

This year, we have made tremendous progress on our projects to combat racism in Australia. In the face of persistent police violence and discrimination, we relaunched

CopWatch, our police accountability project and app. Alongside the Jumbunna Institute for Indigenous Education and Research we released our first Annual Report for Call It Out: A First Nations Racism Register, exposing the breadth and depth of racism against First Nations people in Australia and we are currently working on a 'Call It Out' app.

Our team also made significant advances in our Tech 4 Justice project- which is forecast to go live in 2024. I look forward to sharing more details about this ground-breaking work with you throughout 2024.

The work we do over the next year is critical; building on progress already made in advancing human rights and expanding our strategic legal action into new areas. This work is only made possible by our supporters, donors, partners and advisors. Together over the past eight years we've grown the National Justice Project to the powerful organisation that it is today.

It is an honour to have worked another year with an inspiring cohort of staff and volunteers committed to securing justice for our clients and fighting for policy and legal change. But it is our clients that are the driving force behind the work we do to create systemic change to end discrimination and racism in all its forms.

Let's make 2024 a year for justice.

George Newhouse

 2021 MERCT REPORT
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Our goal is to create a fair and just Australia for all people.

The National Justice Project is a human rights law firm that fearlessly fights to end discrimination through the power of strategic legal action, social justice education, fearless advocacy and collaborative partnerships.

Our mission is to fight for truth, justice and accountability by eradicating systemic discrimination.

We work to create systemic change and amplify the voices of communities harmed by government inaction, harm and discrimination.

We are fiercely independent, and we don't accept government funding. This allows us to remain bold and courageous, taking on legal cases that other organisations won't touch. We are not afraid to hold governments to account and fight the system.



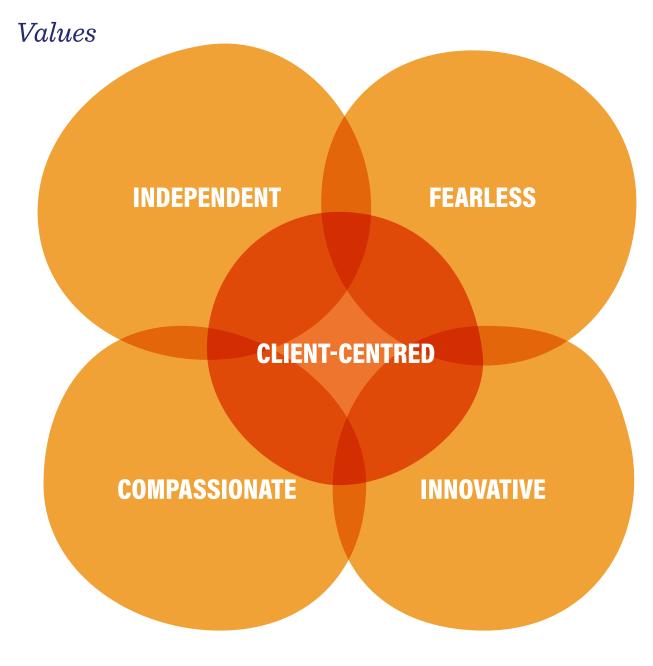
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Vision

A society where individuals live in safety, are treated equitably and without discrimination.

Mission

We fight for truth, justice and accountability by eradicating systemic discrimination.



Independent

We are fiercely independent, and we don't accept any government funding.

Fearless

Being independent allows us to remain bold and courageous, taking on strategic legal cases that other organisations won't touch.

Client-centred

Our team builds deep relationships of trust with our clients, standing with them at every step of the way.

Compassionate

We work with compassion from first contact to resolution, and throughout the journey we amplify the voices of our clients and their communities.

Innovative

Critical thought, technology and innovation are the tools we use to build new pathways to justice.

Innovative Education

We are training the next generation of human rights changemakers and deepening practice, through our social justice education programs for community, students, legal professionals and advocates.

By nurturing strong and skilled social justice professionals, we can ensure communities are better protected.

STRATEGIC PRIORITIES

Strong Partnerships

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

Our partnerships help to drive law and policy reform, increase access to justice and promote safer communities. We're stronger together.

Strategic Legal Action

We take strategic legal action to fight for social justice, equity and accountability.

Through our strategic legal work, we create systemic change, including law and policy reform and holding authorities accountable for harm, discrimination and injustice.

Organisational Sustainability

We're committed to growing our organisational efficiency and our capacity to be sustainable, innovative, agile and disciplined.

We want to be a sustainable organisation with a lasting impact and ongoing capacity to tackle injustice.

STRATEGIC LEGAL ACTION

INNOVATIVE EDUCATION

CLIENT-CENTRED ADVOCACY

Our advocacy work seeks justice for our clients and systemic change to eliminate discrimination and racism. We amplify the voices of our clients by sharing their stories with decision-makers, media and supporters and we call for change on their behalf.

STRONG PARTNERSHIPS

ORGANISATIONAL SUSTAINABILITY

OUR RECONCILIATION ACTION PLAN

NJP recognises that, as a non-Indigenous organisation working on First Nations land in First Nations communities and as an employer of First Nations staff, we are accountable to working in a culturally appropriate and responsible way. By producing a Reconciliation Action Plan (RAP) with the approval of our First Nations Advisory Committee (FNAC), we are formally committing to improving our internal policies and practices to develop an organisational culture that models antiracist and culturally safe practices and is respectful of First Nations' values and principles.

> We recognise our strong relationships with First Nations communities and people as foundational to our operations. We seek to build, and build upon, strong relationships based on mutual understanding and two-way learning to increase justice outcomes for First Nations Peoples across the country. We aim to promote First Nations truth telling by listening to communities and using our platform to amplify our clients' voices.

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Our First Nations employment strategy sets out our commitment to the recruitment of First Nations People and the support, retention and career development of First Nations staff.

Throughout the year we ran training and events to further improve our organisation's engagement with First Nations communities, including a Cultural Education Workshop, led by Indigenous organisation Mirri Mirri.

We are finalising our Stage 2, Reconciliation Action Plan 'Innovate' and look forward to sharing it with you. The purpose of the Innovate RAP is to develop, test and establish the best approach for advancing reconciliation here at the National Justice Project.

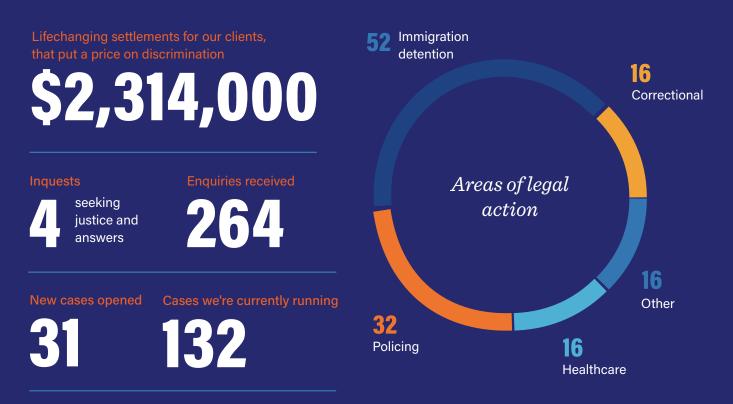
> NJP has established a committee to develop and implement its Reconciliation Action Plan (RAP). The RAP Committee members are:

- Ashleigh Buckett (Principal Solicitor and RAP Committee Chair)
- Fiona Ivits (Head of Communications and Advocacy)
- Jacinta Wright (Ngemba Woman, Paralegal)
- Karina Hawtrey (Gamilaroi Woman, Solicitor)
- Rosaleen Jeffries (Solicitor)
- Sashka Wickramasinghe (Communications and Office Coordinator)
- Sophie Wenderoth (Solicitor)
- Steve Castan (NJP Board Chair)

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STRATEGIC LEGALACTION

We take strategic legal action to fight for law reform, policy change, improved services and accountability for people harmed by discrimination.



Pro Bono Support Hours of pro bono legal support

15,828

Pro bono value provided to clients \$7,000,000

"The demand for justice is higher than ever – supporting the National Justice Project means supporting more people in search of justice"



EXPOSING SYSTEMIC FAILURES IN WESTERN AUSTRALIA'S PRISONS

We supported two families who lost loved ones to suicide in Western Australia's notorious Acacia Prison. Their untimely deaths are a damning indictment of the Western Australian government's failure to make structural improvements for First Nations people in custody and deliver adequate healthcare in its detention centres.

Above: Karen Blanket, Jomen's mother, and Connie Inman, Stanley's mother

JOMEN BLANKET

Jomen Blanket, a Noongar and Torres Strait Islander man took his own life in 2019 while incarcerated in Acacia Prison. Jomen was experiencing a severe mental health crisis after his parole was denied. His loved ones believe that therapeutic care and proper supervision could have prevented his death.

We stood by Jomen's family at the coronial inquest into his death to call for culturally safe and trauma informed care to be provided in Western Australia's prisons. We called for urgent funding for the therapeutic care of prisoners with mental ill-health, and for psychological and counselling support to be provided after prisoners are informed of a parole decision. Coroner Urquhart made seven findings that were aligned with our recommendations.

Together with our clients, we call on the Western Australian government to immediately implement the coroner's recommendations, and for urgent system reform to address the mental health crisis in Western Australia's prisons.

STANLEY INMAN JR

The death of nineteen-year-old Noongar and Wirlomin man Stanley Inman Jr reveals the failings in Western Australia's prison system.

The National Justice Project supported Mr Inman's family at a coronial inquest investigating his death. Alongside his family, we called for improved care, treatment and support for 'At-Risk' prisoners and the delivery of culturally safe support services such as the Aboriginal Visitors Scheme.

The coroner's findings exposed the systemic failings of Western Australia's prisons. Stanley's life could have been saved if his critical condition was taken seriously by Acacia Prison with appropriate supervision and care.

We're working alongside Mr Inman's family to push for reform to protect First Nations young people in Western Australia's prisons.

Right: Stanley Inman Jr's family





ADVOCATING FOR CULTURALLY SAFE CARE

The National Justice Project acted for the family of George Campbell, a Yuin-Dunghutti-Tharawal teenager who died under the care of the NSW Department of Communities and Justice.

Alongside our clients, we argued that the Department should have done more to facilitate George's connection to culture, family, and Country. George's family called for systemic reforms to help First Nations children in out-ofhome care, like George.

Notably, during the inquest, the Department made concessions about the deficiencies in their casework, including failing to address numerous concerns, such as frequent caseworker changes. The coroner found that inadequate cultural planning and a lack of family contact had an impact on George's emotional wellbeing.

Our governments are failing First Nations children. More must be done to keep children out of state care.

Above: Karen Campbell, George's mother, and Fay Campbell, George's grandmother, stand with a picture of George. Right: Leanne Liddle and George Newhouse

FIGHTING RACISM IN POLICING

We represented Arrente woman Leanne Liddle at the coronial inquest into the death of Yuendumu man Kumanjayi Walker, who was shot by a policeman.

As director of the Northern Territory Aboriginal Justice Unit, Leanne called for the NT Police Commissioner Jamie Chalker to publicly declare that racism, sexism and other forms of discrimination will not be tolerated in the Northern Territory Police.

She told the court about NT senior sergeant who told her "the only hope you mob have is to stop breeding for the next ten to fifteen year

National Justice Project CEO George Newhouse said that Leanne's testimony reveals "reveals the true scale of the problem in NT Police. If senior NT Police officers were unapologetic about their racism in front of our client, one can only imagine what local community members must cop when they deal with NT Police."

Together with Leanne, we will continue to advocate in the courts, the media, and in parliament to end police discrimination against First Nations people.



EXPOSING BANKSIA HILL DETENTION CENTRE

Our legal team stood alongside two First Nations boys who have taken on the Western Australian Government in court, seeking to reveal the tortuous treatment they suffered at the Banksia Hill Detention Centre. Our clients allege they were subjected to excessive force and strip searches, solitary confinement, and were denied adequate education and support services. Our clients resorted to legal action, which will be vital to securing accountability and reform to youth detention in Western Australia and to prevent any more children from experiencing the irreparable harm that our clients did.

We represented one of our clients providing evidence to the Disability Royal Commission and utilised our media platform to expose the brutalisation of children in Banksia Hill.

HOLDING THE POLICE TO ACCOUNT

The body of 17-year-old Gomeroi teenager Mark Anthony Haines was found on train tracks outside of Tamworth on Saturday 16 January 1988. After 35 years of grieving, Mark's family has finally been given a chance for closure regarding his death and to expose the inadequacies in NSW Police's investigation.

Through tireless work in 2023, the National Justice Project has secured a coronial inquest into Mark's death.

In early 2024 we will be supporting Mark's family through the inquest to help them find answers about what happened to Mark, and advocate for systemic reform of NSW Police investigations of First Nations deaths.

This was not an isolated incident. The failure to properly investigate Mark's death is an indicator of a systematic bias against First Nations victims of crime. We want accountability from the NSW Police for their failure to protect Mark.

Right: Mark Anthony Haines



FIGHTING FOR REFUGEE JUSTICE

During 2023, all refugees had been removed from offshore detention centres, only for the Government to repeat history and begin sending asylum seekers back at the end of 2023. It is therefore more crucial than ever that we hold the government to account for the harms it inflicts to those in offshore detention.

Our lawyers have made significant progress on our three 'test' cases over the past couple of years, progressing the matters through evidentiary and voluminous discovery processes to prepare for mediation and trial. Seeking financial compensation for our clients deters the government from inflicting abuse and neglect upon refugees in detention again, obliging them to abide by their duty of care.

We hope to drive systemic change within the Australian legal system so no refugee will ever have to endure such horrific mistreatment again.

Above: Our solicitors, Appurva Raaj, Emma Hearne, and Sophie Wenderoth, outside court



This year, the National Justice Project advocated for systemic reform to the NSW policing of mental health crises.

We acted for the family of Todd McKenzie. In 2019, during a nine-hour police siege, Todd McKenzie was fatally shot by NSW police whilst suffering from a severe psychosis episode. Over three years after his death, the National Justice Project supported Todd's family throughout the coronial inquest process and hearing.

Our lawyers represented his family in court to question why Todd's home was breached and to advocate for adequate mental health training for all police officers. We call for the mandatory use of body-worn cameras by NSW Police to ensure transparency and accountability.

The National Justice Project believes that police should not be first responders for people experiencing a mental health crisis, like Todd. We will continue to fight against the systemic criminalisation of people living with disabilities and mental ill-health.

Below: Neil Wilkins, Todd's stepfather; Barrister Self Rumbewas; June Wilkins, Todd's mother; and our solicitors, George Newhouse, and Jason Hesse





CLIENT CENTRED ADVOCACY

We fight for law reform and policy change by centring on the lived experiences of people who have been harmed by discrimination.

Submissions Print, broadcast and online media items

6 2,000+

After the Morrison government, we hoped for a new way on refugees. Instead it is a brutal business as usual *George Newhouse and Duncan Fine*

> alia news live blog for the latest updates and afternoon news emails, free app or

The last refugee is off Nauru, but Australians will still pay \$350m a year to keep the island's detention centre ready for future arrivals

More than 35 years on from the deaths of Mona Lisa and Cindy, their family is still waiting for answers



7:30 / By Brooke Fryer and Ali Russell Posted Thu 23 Nov 2023 at 5:40pm



Every corner of every suburb: New report shows the prevalence of racism across the country

The Call is Out project aims to generate evidence to assist First Nations leaders and organisations in gamening support and resources to address melam.



"We amplify the voices of our clients and call for systemic change in our priority areas" A vital pillar of our work is client-centred advocacy. Our clients' most powerful tool for securing justice is telling their story. We advocate by making submissions, assisting clients to give evidence to Inquiry's, attending Human Rights forums, being actively engaged in many sector campaigns, open letters and petitions, and amplifying client's stories publicly.

SUBMISSIONS

- We made a Preliminary submission to the NSW Law Reform Commission's for an upcoming review of the NSW Discrimination laws.
- We contributed to a joint submission to a thematic report of the Special Rapporteur on Torture to the UN General Assembly on Current issues and good practices in prison management - 'People with Disability in Australian Prisons and Forensic Places of Detention.'
- 3. We made a submission to the Australian Human Rights Commission Youth Justice and Child Wellbeing Reform across Australia project. Our submission highlighted the urgency with which the Commission needs to not only consider the issues and rights breaches raised in this Project (rights of children involved in the youth justice and out-of-home-care systems) but commits to work with government to take real action to adequately resource the reforms and organisations best placed to remedy rights breaches.
- 4. We made a submission to the Parliamentary Inquiry into Australia's Human Rights Framework and the possible enactment of a Federal Human Rights Act, advocating to strengthen the model proposed by the Australian Human Rights Commission to ensure that communities across the country are adequately protected and that the full suite of International Obligations are reflected in Australian domestic law.
- 5. We made a Submission to the UN Special Rapporteur on extrajudicial, summary or arbitrary executions inquiry into state practices for the investigation, documentation and prevention of deaths in custody in the criminal justice context, on behalf of the Dungay & Kokaua families.

MEDIA

Over 2023 we achieved over 2000 pieces of print, broadcast and online media coverage, from front cover stories in major newspapers through to TV reports and news stories about our clients and our work.

Some of the major coverage in 2023:

ABC's 7:30 Report

A hard hitting 7:30 Report story on the inquest into the deaths of First Nations children Mona and Cindy Smith in Bourke. We are representing Mona and Cindy's family on their long road to justice, and supported the family throughout the inquest process.

News Outlets

Hundreds of news stories on the Call It Out Annual Report launch, including ABC News Breakfast, NewsCorp papers and SBS TV.

Guardian Australia

Multiple opinion pieces from National Justice Project co-founders George Newhouse and Duncan Fine in the Guardian, on topics from the High Court ruling finding indefinite detention unlawful through to police brutality against people experiencing mental health crises.

INNOVATIVE EDUCATION

We train a new generation of social justice lawyers in Australia and the Pacific and improve access to justice for the community.

"I was surprised by the level of complexity of the tasks...my work was meaningful and appreciated straightaway. Learning about the litigation process and how to resolve a dispute has been a really practical experience."

Chaye Hartwell





2023 VOLUNTEERS

Volunteering with the National Justice Project equips the next generation of social justice advocates with the skills and experience they need to pursue human rights throughout their careers.

This year, we trained 32 social justice change-makers through our Monash University and Macquarie University clinics. We hosted 16 law students who gained hands-on legal experience and technical skills with us.

MONASH UNIVERSITY

Aleyya Yekenkurul Ashton Sly Bryce Koya Dagmara Krysiak Eduardo Gonzalez Lesseur Humza Albarki Jae-Chan Lee Jessica Rabinov Jordan Stewart Lao Ziyun Noah Smith **Oskar Watts Roland Hans Pante Bosshard** Ruby Georgopoulos Shabrea Teo Trang Le Yujin Im

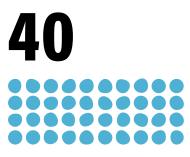
MACQUARIE UNIVERSITY

Ash Hewitt Briden Collins Bronwyn Kelly Daniel Bowtell Elise Gooley Freya Kelly Gemma Tribbia Hannah Kulapurathu Hayley Rogers Keeley Noble Olivia Kannis Simran Naicker Tahlia Miller-Dietrich Tristan Carter Yiwen Liang

Social Justice Clinics

Our students have a valuable opportunity to work on realworld social justice law through our Monash and Macquarie University Social Justice Clinics. During the seminars, our students help us build cases, write submissions, lodge complaints, build evidence, and conduct research.

2023 Volunteers



"The twelve weeks I have spent with the National Justice Project have been the most formative and practically significant weeks of my degree...I now understand the role of strategic litigation as a tool to achieve large scale justice."

Ashton Sly 2023 Monash Clinic Student

ALUMNI NETWORK

As a small, not for profit organisation, we know we couldn't achieve all that we do without our army of volunteers who generously contribute their time and knowledge to help us in the fight to end discrimination. We value and honour the contribution of all volunteers, and this year we were proud to launch our Alumni Network Program. The launch event generously hosted by Squire Patton Boggs enabled us to celebrate the contribution of all past and present volunteers to the National Justice Project.

The Alumni Network Program provides past and present volunteers with access to exclusive benefits - such as; opportunities to network with likeminded professionals, access to an annual calendar of social justice lectures and briefings and greatly reduced rates to participate in LawHack.

We strongly encourage all past and present volunteers to sign up to the Program.

Right: Barry Du Bois, and Jessica Dickson, our first volunteer. Below: George Newhouse, Sashka Wickramasinghe, and our Volunteer Alumni.





TO SIGN UP, OR TO LEARN MORE PLEASE CONTACT INFO@JUSTICE.ORG.AU





STRONG PARTNERSHIPS

We build strong collaborative partnerships that drive law reform, legal education and access to justice for the community.

"Our partnerships help to drive law and policy reform, increase access to justice and promote safer communities. We are stronger together."

COPWATCH

Five years ago, our police accountability project, CopWatch, was released in direct response to escalating tensions between police and First Nations communities.

By harnessing smartphone technology and community education, CopWatch empowers community members to tackle police overreach. It provides a way to safely and legally record police interactions and share critical information on rights and responsibilities when dealing with police.

Through the CopWatch educational program, there have been improvements in community policing in Broken Hill, Dubbo and other locations, putting public and media pressure on police by encouraging people to safely document police interactions.

In 2023, with a rise in police discrimination and violence, we identified a pressing need to relaunch CopWatch. Together with our project partners and sector colleagues, we redesigned and updated the CopWatch app and website.

This year, we held a CopWatch re-engagement event in Minto, Western Sydney to relaunch the updated platform.

Special thanks to our partners Thoughtworks and King &Wood Mallesons for supporting the CopWatch reboot.

Learn more at:



https://www.copwatch.org.au/



Above: CopWatch relaunch event.

"CopWatch generates better policing practices, better relationships between police and local communities, and to make the streets safer for all communities affected by police discrimination"

George Newhouse, CEO, National Justice Project



This year we launched the first annual report for Call It Out, an anti-racism project run by the National Justice Project and Jumbunna Institute for Indigenous Education and Research.

Call It Out is an online register that empowers people who witness or experience any form of racism or discrimination towards First Nations peoples to report it safely and securely.

The Register identifies patterns of racism at institutional and structural levels, enabling researchers to explore measures and strategies to eliminating discrimination towards First Nations peoples.

The first annual report from Call It Out 'In Every Corner of Every Suburb' was compiled from almost 500 reports from every state and territory to the racism register. The stark findings included:



Almost a quarter (24%) of people said the racism they experienced was ongoing.

18% of incidents reported were experienced or witnessed as institutional racism, including within and by government institutions and agencies.

First Nations people are subjected to a disturbingly high level of violent and aggressive racism. Physical and verbal abuse, hate speech, bullying, threats, intimidation and damage to property together made up 35% of reports.

Racism in the workplace made up almost a quarter of reports by First Nations people and is a major issue, with many people experiencing racism at work as more than a one-off incident. In 2024 the National Justice Project will continue to promote Call It Out to diverse audiences across Australia. We want people to be able to identify and report racism towards First Nations people when they see it.

Read the report here



http://tinyurl.com/e6mvcman

Findings webinar

We hosted a webinar to hear the findings from Call It Out's first Annual Report, and a discussion on what structural and cultural changes are needed to address the entrenched racism that exists in this country. Our impressive line-up of speakers included Dr Eddie Cubillo, Professor Nareen Young, Leanne Liddle, Professor Chris Cunneen, and Dr Fiona Allison.



http://tinyurl.com/bdext625

LAW HACK

Law Hack is the National Justice Project's flagship event, bringing together top legal talent to develop new strategies to tackle serious social justice issues.

Law Hack 2023: Rights of the Child was co-hosted by the National Justice Project and the Jumbunna Institute for Indigenous Education and Research. We gave over 45 legal professionals the task of generating solutions to systemic issues facing First Nations children in state custody.

Each team was comprised of brilliant minds from our partner law firms; Gadens, Hall and Wilcox, Clifford Chance, Baker McKenzie, Gilbert + Tobin and K&L Gates. Each team was asked to be bold, creative, and strategic, and for their ideas to be grounded in lived experience and informed by relevant research and evidence. Teams had the opportunity to be mentored by social justice and human rights experts Dr Paul Gray, Professor Craig Longman, Professor Thalia Anthony, James Beaufis, and Adjunct Professor George Newhouse.

After a whirlwind day of brainstorming, a range of insightful and groundbreaking pitches were presented to the judging panel, comprised of Professor Robynne Quiggin, Tony McAvoy SC, and Latoya Rule.

The groundbreaking ideas that have come out of LawHack will be made into a publicly accessible report, which can be utilised by the legal community as inspiration for reform. We want these ideas to evolve into real change.

Below left: Aunty Glendra Stubbs. Below right: Latoya Rule, Tony McAvoy SC, Professor Robynne Quiggin.



ALTERNATIVES TO POLICE AS FIRST RESPONDERS

Throughout 2023, together with Wayside Chapel, we continued our advocacy, research and consultation to explore alternatives to police as first responders. We collaborated with relevant individuals, communities, and organisations to identify and drive policy and legal reforms. These reforms strive to promote wellbeing, minimise harm, and ensure that health and social needs are responded to appropriately. We will continue to push for the prioritisation of support, healing, and care over force and punishment.

TECH4JUSTICE

Our Tech4Justice project leverages technology, advocacy, and complaints mechanisms to drive individual and collective justice outcomes. This year, with the help of a secondment from the NSW Ombudsman, we have made significant progress in the design, strategy, and development of a new ai tool that we look forward to sharing with you next year.

ORGANISATIONAL SUSTAINABILITY

Our aim is to be a sustainable organisation with a lasting impact.

"We committed to growing our capacity to be sustainable, innovative, agile and disciplined. We want to create lasting impact to tackle injustice."

FINANCIAL



The National Justice Project had a strong 2022-23 financial year. This was in part largely due to the unprecedented revenue generated from legal fees recovered from opposing parties in successful court cases.

Thanks to our generous donors, donations were maintained however staff changes within the fundraising team affected our ability to grow this revenue in this financial year.

Our expenses have grown significantly since 2021-22 from \$1.98m to \$2.19m in 2022-23. This is in line with the employment of more staff. We now employ 26 employees with 14 of that count being legal professionals. This is in comparison with the 2021-22 FY where we employed 23 employees which included 12 legal professionals.

A copy of the audited statutory financial report is available on our website and has been lodged with the Australian Charities and Not for Profit Commission (ACNC).

Revenue growth by Revenue stream

The National Justice Project continues to focus on its fundraising revenue from major gifts and donations from appeals and monthly donors. Trust and Foundation support increased in the 2022-23 FY with new support received from The Myer Foundation and continued support from the Ing Foundation.

A major focus of the year has been on improving our systems and data analytics to better communicate with our supporters.

Employees

The National Justice Project is an Equal Employment Opportunity employer and has a unique mix of people working and volunteering within the organisation, with the shared purpose of eradicating discrimination through systemic, legal change.

As of 31 December 2023, we had 26 employees of which 15 were full time and 11 were part time. We also engaged 72 volunteers across our legal, project and admin teams.

YOUR IMPACT

THANK YOU

Thank you to all our supporters, standing by us to help fight for justice. We couldn't do our work without you. As we don't accept government funding, we can be bold taking on legal cases that others won't, and holding governments to account

The stability and reassurance of your gifts enable us to increase the reach of our work and stand alongside more clients that have suffered injustice.

Our Annual Giving program underpins our everyday activities and contributing to it is one of the most significant ways you can support our work.

This past year, your support has been vital to our success. The legal team was able to finish 37 matters and open an additional 31 in 2023, and are now actively working on 123 matters.

We have been reinforced and motivated by increases of in kind and pro bono support, successful grant applications and gifts from generous individuals. We remain dedicated to our work with the aim of sustained growth, and helping to eradicate discrimination in Australia.

Endowment Fund

This year, we were humbled and honoured to receive a transformational gift from a long standing 'Foundation' contributor to the NJP Endowment Fund with their amazing seed gift of \$1,000,000, in addition to their generous annual gift pledged to us over an eight-year period.

This gift has allowed us to establish the NJP Endowment fund which is transformational to the future financial sustainability of our organisation. Our goal is to encourage further considered gifts from Planned Giving and other philanthropic initiatives to the fund, with an aim of securing a total of 10million in the fund by 2030.

All contributions to the fund support the future longevity or our work – as the amount held in the fund is held in perpetuity, the revenue earned from the fund increases. Revenue earned from the fund allows us to strategically plan and mitigate our business costs. As the fund grows, the National Justice Project becomes financially sustainable, with an increased level of financial freedom and security. Our aim is that contributions to the fund will be kept in perpetuity and will be acknowledged in perpetuity.

To learn more about the endowment fund, or to consider a gift, please call our Head of Philanthropy and Fundraising, Sonia Grebenshikoff on mobile 0452 587 825.

Trusts & Foundations

Ing Foundation

The Ing Foundation has generously supported our work over the past four years, and we have been able to achieve much impact as a direct result of this support.

In 2023, Ing Foundation directly supported our First Nations and Culturally and Linguistically Diverse (CALD) Social Justice Lawyer Traineeship Program. This program strategically builds upon the Youth and Health Justice Traineeship program which the Ing Foundation supported in 2020 and 2021.

In 2023 the program scope was broadened to include a culturally and linguistically diverse lawyer to increase the capacity in First Nations and CALD communities to undertake social justice legal and advocacy work that can influence and lead to greater compassion within our society.

The Trainee Law Graduates and Lawyers employed under this program have made a significant contribution to the work of National Justice Project embedding and building substantially on the previous two -year Youth & Health Justice Lawyer Traineeship funded by Ing Foundation and most have gone on to work tirelessly for their communities.

The Myer Foundation

In 2023, The National Justice Project was honoured to have received support from The Myer Foundation. This support is directed to general operating activity with a portion to be allocated towards staff wellbeing and/or organisational strengthening. Thank you to the Directors of The Myer Foundation for your belief in our work and we are honoured to have your support over a three-year period.

Hogan Family Foundation

Since 2022 the trustees of the Hogan Family Foundation have directly supported our volunteer program. This support enables us to train and equip our volunteers and our 'army' of social justice warriors. 2023 was the second year of support over a three-year grant period and we know we couldn't do this work without the support of the Hogan Family Foundation.

Eisen Family Private Fund

The Eisen Family Private Fund Grant have supported internships for two culturally and linguistically diverse (CALD) lawyers. We are grateful to receive this support since late 2022, ensuring that our lawyers have the practical experience and confidence to implement strategies for change.

Knights Family Jabula Foundation

The generosity of the Knights Family Jabula Foundation has allowed our legal team to strategically research, explore and investigate new practice areas for NJP. Over a twelve-month period, our team is exploring expanding our strategic litigation support to potentially include the overrepresentation of First Nations children in out-of-home care and/or First Nations climate justice. Over the coming calendar year, we will work closely with the trustees of the Foundation, keeping them informed of our progress and articulating our strategy to broaden our legal work.

VOLUNTEERS

Since our inception, volunteers have always been at the heart of our work at the National Justice Project. Our volunteers are a much needed and critical part of our organisation, and we are all so truly grateful for all that they do.

Our volunteer engagement is extensive and ranges from legal university students right through to projects, administration, management and IT support. Our legal volunteers are the largest cohort of our volunteer community, and they support our team with tasks including legal research, drafting legal documents, chronologies, FOI requests, preparing briefs for experts/counsel and legal administration. The work of these incredible volunteers was vital to the progression of some of our key cases in 2023.

With the amazing help of legal volunteers, corporate legal partners and other legal professionals, our legal team was able to achieve a total of 15,827.30 pro bono hours in 2023. This is valued at a staggering \$7 million.

Thank you to all our highly valued volunteers. We couldn't do our work without you, and we know that together, we are fighting to end discrimination.



Above: Volunteers, Simran Naicker and Tahlia Miller-Dietrich

Legal

Angelina Plazzotta Anna Orr Asher Wala **Chaye Hartwell** Eliane Turnbull Liam Languiller Maya Mortimer Megan Leung Mona Hussain Peter Tilley Romina Reyftmann Scott Sloan Simran Naicker Tahlia Miller-Dietrich Victoria Ciccone Xander Clapin

Projects

Caillean Honor Christine Kerr Emily Irish Jessica Pereira Shabrea Teo Victoria Southan

Operations

Denny Wan (IT Security) Ethan Wilmen (Graphic design) Gabe Newhouse (Admin) Garry Friedland (Photography) India Buntman (Video editing) Sue Cribb (IT Management) Todd Cole (IT Support)

VOLUNTEER TASKFORCE

In 2023, we officially implemented a Volunteer Taskforce program. The Volunteer Taskforce is a team of volunteers that provide voluntary assistance and support to our operations, advocacy, projects, communications, and legal teams. This taskforce also invites a wider group, geographically, experience and time/capacity wise, of legal professionals and students to contribute to the work of the NJP.

April Hawson Easha Madappa Elizabeth Myers James Brennan Kenisha Koh Lance Giles Lucy Marsden Maisha Farzana Maria Hakim Miranda Clinton Reece Blackett Rodney Blake

SUPPORTING THE COMMUNITY

PRO BONO SUPPORT

Throughout 2023, the NJP legal team, with the help of the legal community contributed 15,828 pro bono hours to fighting for justice with us. That amounts to over \$7 million dollars in legal support.

The outstanding calibre of the pro bono support we receive, and the benefits to our clients and cases cannot be overstated. With barristers such as Jennifer Robinson and Geoffrey Robertson KC, the National Justice Project is honoured to work with the pro-bono lawyers who contribute their time, skills and expertise towards fighting for justice.

Walk4Justice

On National Pro Bono day, 16 May 2023 we co-hosted our third Walk4Justice community event. Shared with our partners, the Refugee Advice & Casework Service (RACS), we were honoured to celebrate the support of over 300 participants of the legal community. Together staff and supporters of RACS and NJP, walked with the legal community in a public celebration of the positive impact of pro bono legal work in Australia.

Thank you to the law firms, their teams, other legal professionals and members of the public who joined us to make this event a success. Your support throughout the year through your pro bono hours and your direct donations have helped to power the work of RACS and NJP as we both focus on creating positive social change in Australia.



Pro Bono work in action

On 29 December 2015, David Dungay Jr, a 26-year-old Dunghutti man, was killed by prison guards in Long Bay Prison Hospital. No one has ever been prosecuted for David's death.

NJP engaged Jen Robinson and Geoffrey Robertson KC, two of the world's top human rights barristers, who offered their pro-bono expertise, along with the Jumbunna Institute for Indigenous Education and Research, to support David's mother, Dunghutti elder, Leetona Dungay, in lodging a complaint with the United Nations Human Rights Committee. The complaint exposes Australia's breach of David's right to life and the Government's failure to hold anyone accountable.

On 29 December 2023, the eighth anniversary of David's death, Leetona led a rally outside Long Bay Correctional Complex, supported by the National Justice Project, to call for justice for David.

The rally was a success, with hundreds of pieces of media coverage, and attendance from one of our brilliant pro-bono lawyers, Jen Robinson. This important event reached audiences near and far, and shone light on the urgency of Leetona's fight for preventing Aboriginal deaths in custody.

Above: Justice for David Dungay Jr rally. Below: Walk4Justice 2023.



PARTNERS

LEGAL PARTNERS

Baker McKenzie Corrs Chambers Westgarth Gadens Gilchrist Connell Hall & Willcox King & Wood Mallesons K&L Gates Madison Marcus Shine Lawyers Squire Patton Boggs Wotton & Kearney

COMMUNITY PARTNERS

Aboriginal Legal Service NSW/ACT Aboriginal Health Council of Western Australia Council for Intellectual Disability Deadly Connections Health Consumers Council of Western Australia Institute for Collaborative Race Research Jumbunna Institute for Indigenous Education and Research Refugee Advice & Casework Service Wayside Chapel

EDUCATION PARTNERS

Macquarie University Law School Monash University University of Technology Sydney

ADVOCACY PARTNERS

Igniting Change Justice Reform Initiative Kaldor Centre Partnership for Justice in Health Public Interest Advocacy Centre Raise the Age The Big Smoke

TECHNOLOGY

Josef Law In Order Microsoft NGNY Portable Australia Relativity Salesforce Thomson Reuters Thoughtworks

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Brand Council Elevation Co. Emily Ross Bespoke ET Collective Guilty Productions Hodaka Shibata International Towers Passionberry Marketing Two Good Catering Wanderlust True North



All of us at the National Justice Project are so grateful to everyone who came on the journey of the past year with us. Your generosity enables us to advocate for a fair, just and equitable society that protects the rights of all people.

As we are fiercely independent and we don't accept government funding, your support allows us to be bold and courageous – taking on cases that other firms won't touch. We are not afraid to hold governments to account and fight the system.

Thank you for standing with us to help end discrimination.

Together we are creating a wave of change.

LIFETIME GIVING 3M+

Anonymous (1)

\$10,000+

Eisen Family Private Fund Stephanie & Andy Fairfax Hogan Family Foundation Ing Foundation Knights Family Jabula Foundation The Myer Foundation Emily Ross & Tony Gray Anonymous (19)

\$5,000-\$9,999

Natalie Bassat Nicola Kaldor Anonymous (8)

\$1,000-\$4,999

Australian Philanthropic Services Michelle B Tim & Cheryl Courtice Helen Esmond Mary Dr Anita Heiss Dr Dudley Lai PayPal Giving Fund Mary Ross and Don O'Brien Anonymous (52)

\$500 - \$999

Heike Fabig and Richard Boele Liz Stephenson Anonymous (88)

\$100-\$499

Susan Bear Ruth Haig Nathalie Joanna Hughes Ms R McDonnell Harry Seiffhart Anonymous (126)

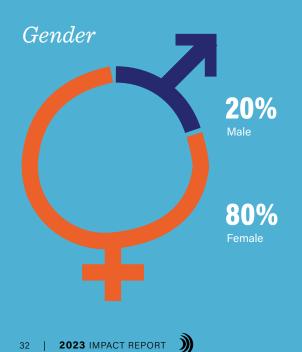


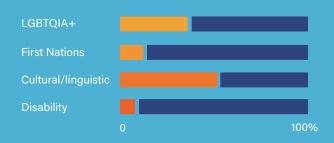
Anonymous (667)

OUR ORGANISATION



ORGANISATIONAL DIVERSITY





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Emma Lambert, Special Complaints Consultant

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Ayesha Tape, Fundraising& Marketing Coordinator Sashka Wickramasinghe, Communications & Office Coordinator

Nina Bauer, Marketing & Communications Contractor

Administration

Naomi Lai, COO & Solicitor John Lam, Accounts Clerk Nathalie MacGregor, Executive Assistant & Paralegal

CREATING A WAVE OF CHANGE

Together we can make a wave of change.

We advocate for a fair, just and equitable society that protects the rights of all people.

Our goal is to create a fair and just Australia for all people.

The National Justice Project is a human rights law firm that fearlessly fights to end discrimination through the power of strategic legal action, social justice education, fearless advocacy and collaborative partnerships.

90,900+

Our mission is to fight for truth, justice and accountability by eradicating systemic discrimination.

We work to create systemic change and amplify the voices of communities harmed by government inaction, harm and discrimination.

Stand with us to help end discrimination. Support our work by making a donation, register your details to stay informed, call out discrimination, fundraise for us or connect us in your community.

Together we are creating a wave of change.

DONATE NOW

Direct deposit

The National Justice Project Ltd

BSB:112 879Acc:0425 783 178

Please include your name as reference and email accounts@justice.org.au once deposited.

Cheque

The National Justice Project Ltd PO Box 123 Garigal Country Broadway NSW 2007

Online https://act.justice.org.au/donate-now

Phone

0452 587 825



Thank you for your gift and helping us to fight for justice

The National Justice Project is a Public Benevolent Institution endorsed as a Deductible Gift Recipient (DGR) covered by Item 1 of the table in section 30-15 of the Income Tax Assessment Act 1997. Donations of \$2.00 or more are tax deductible.



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