



NATIONAL  
JUSTICE  
PROJECT



**IMPACT**

**REPORT**

**2024**



# ACKNOWLEDGEMENT OF COUNTRY



The National Justice Project acknowledges that we live and work on unceded sovereign Aboriginal land, with our office on Gadigal Country.

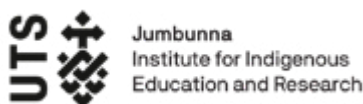
We celebrate First Nations' continuation of a living spiritual, cultural and social connection with the land, sea and sky. We also acknowledge the sorrow and suffering because of the impact of colonisation, especially to that of the Stolen Generations. We recognise the enduring resilience and strength 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 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, disability, faith, sexual orientation and gender identity.

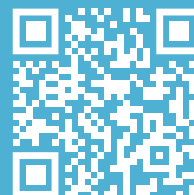


We are proud to be partnered with the Jumbunna Institute of Indigenous Education and Research, at the University of Technology Sydney. The expertise of its highly skilled researchers and solicitors is intrinsic to the work of the National Justice Project.

## COVER ARTWORK

*'Warranggal' which means strong and powerful and refers to the many amazing mob standing together across the country in their fights for justice.*

Special thanks to Kirsten Gray, a Muruwari/Yuwaalaraay woman, mother, artist, and advocate. Discover more works by Kirsten at [yuluwirribaa.myshopify.com](https://yuluwirribaa.myshopify.com)



# CONTENTS

## 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.

Message from the Chair	4
Message from the CEO	5
2024 Highlights	6
Our Approach	8
Coronial Inquests	10
Systemic Change	12
Projects in the Community	14
Our Partnerships	16
Organisational Sustainability	18
Our Partners	20
Our Supporters	21
How to support us	22

## MESSAGE FROM THE COO

We are delighted to share with you our Impact Report showcasing the National Justice Project's work to end discrimination through the power of strategic legal action, social justice education, client-centred advocacy, innovation and strong partnerships.

Earlier this year we shared an Impact Report capturing the work of the National Justice Project in the previous calendar year. As we are now moving to produce an annual report across the financial year instead, we didn't want you to miss our advocacy and impact during January-June 2024. We hope you enjoy this bonus report for the year.

Our next Impact Report will not only report on the 2024-2025 period but will also mark the 10th year of the National Justice Project! We hope you will join us throughout 2025 in celebrating this milestone as we pay tribute to the courageous clients, incredible partners and supporters, as well as the many generous donors who have helped us achieve so much.



**Naomi Lai**  
COO



# MESSAGE FROM THE CHAIR

This is my last report as Board Chair and I'm enormously proud of the time I have spent with the National Justice Project since 2016, playing a role and being a part of its growth from strength to strength, fearlessly fighting for a society where vulnerable people, are treated equitably and without discrimination.

I am delighted to be passing the baton to Distinguished Professor Larissa Behrendt AO who I know will do an outstanding job in this role and bring to it a great deal of experience, passion and wisdom for the work that we do, the clients we fight for, and the communities we support and empower.

I will continue to be a Director of the Board, working closely with our incredible team of Directors and Advisors, and assisting where I can add value.

There are not too many roles where you can work with teams so committed to holding governments to account as they fight for systemic change. I have been fortunate to work alongside so many people living the National Justice Project values which have guided us and the work that we do:

- Independent - We are fiercely independent, and we never accept any government funding;
- Fearless - Being independent allows us to remain bold and courageous, taking on strategic legal cases that other firms won't touch;
- Client-centred - Our team builds deep relationships of trust with our clients, standing with them at every step of the way and for the long haul;
- Compassionate - We work with compassion from first contact to resolution, and throughout the journey we amplify the voices of our clients and their communities; and
- Innovative - Critical thought, technology and innovation are the tools we use to build new pathways to justice.

I would like to pay tribute to the enormously hardworking staff of the National Justice Project for their dedication and commitment to justice, especially our fearless (and tireless) COO Naomi Lai and CEO George Newhouse who both continue to push us to innovative and creative legal solutions to the many ongoing injustices in our country and work so hard for our clients and with our incredible legal team.

It has also been a real privilege to work with our clients and to play an important role in their fight for justice. Although we fight for systemic change, it is justice for our clients, as they define it, which inspires me to keep up the fight.

Thank you to all the Board members who have supported me in my role as Chair and I look forward to continuing to work with you and the Board next year. I will also continue my role as an educator with our university Social Justice Clinics training the human rights advocates of the future.

A special thanks to the many incredibly generous donors and supporters who have also been part of my journey with the National Justice Project. I cannot wait to celebrate our 10th year in 2025 and showcase the amazing work you have helped bring to life.



**Steven Castan**  
CHAIR



# MESSAGE FROM THE CEO

This may be a brief Impact Report covering the first six months of 2024, but it shows just how much the National Justice Project was able to achieve in this short timeframe in the fight for truth, justice and accountability by eradicating systemic discrimination.

It was certainly a busy period for our legal teams who represented families at seven coronial inquests from Sydney, Dubbo, Bourke and Tamworth in New South Wales to Queensland and Western Australia. Solicitors from the National Justice Project attended 39 court days during these six months, extending the support we have been providing to our client families over many years.

We were proud to assist the families of three First Nations children fighting for justice for more than three decades after their deaths in 1987 and 1988. The new coronial inquests we helped secure have shone a spotlight on police inaction and racism, renewing demand for systemic change. Our work with coronial inquests also helped expose racism and discrimination in healthcare, prisons and youth detention. Our calls to improve community policing have included advocating for alternative first responders in situations where police are not the appropriate response.

The National Justice Project helped ensure offshore detention centres also came under coronial scrutiny and we continue to advocate against the inhumane treatment of refugees and asylum seekers held in detention. We are holding the Australian Government to account and look forward to sharing results from our strategic legal action in the Federal Court seeking justice for our refugee clients in future reporting periods.

Tackling systemic injustice continued to be a major focus of our Projects and Innovation team as they worked to empower communities to fight discrimination. We launched a new app for the Call It Out racism register and developed new community training on the CopWatch app. Our Hear Me Out AI-powered platform was piloted to help improve access to justice through complaints pathways that will help create a fairer society.

Many thanks to the other teams of the National Justice Project who work alongside our legal and projects staff – Fundraising and Communications, administration and of course the army of volunteers and law students who do so much for us throughout the year. Thank you.

None of this work would have been achievable without the amazing support of our generous donors and supporters who have been in this fight for justice with us since our first days in late 2015. We look forward to celebrating all that we have achieved in the last decade, and we hope that you will join us for the National Justice Projects 10th year in 2025.

On behalf of the National Justice Project Board, staff and volunteers, I would like to sincerely thank Steven Castan for his dedication as Board Chair. We have been fortunate to have a highly skilled barrister, solicitor and social justice advocate help lead this organisation. We are thrilled Steven will remain on our Board to share his skills and expertise as we continue to work together to fight injustice.

I look forward to welcoming Distinguished Professor Larissa Behrendt OA as our new Board Chair from January 2025. It will be the start of an exciting 10th year for the National Justice Project!



**George Newhouse**  
CEO



# 2024 HIGHLIGHTS

## FUNDING

### *Spend*

**80%**

Frontline services  
(legal and advocacy,  
community engagement)

**\$2.5M**

**14%**

Administration

**6%**

Fundraising

### *Sources*

**88.5%**

Donations

**\$2.5M**

**4%**

Interest

**0.5%**

Consulting

**7%**

Legal costs  
recovered

## LEGAL ACTION

Settlements awarded for clients

**\$929,500**

New cases

**24**

Hours of pro bono legal support

**10,142**

Inquests

**6**

seeking  
justice and  
answers

Enquiries received

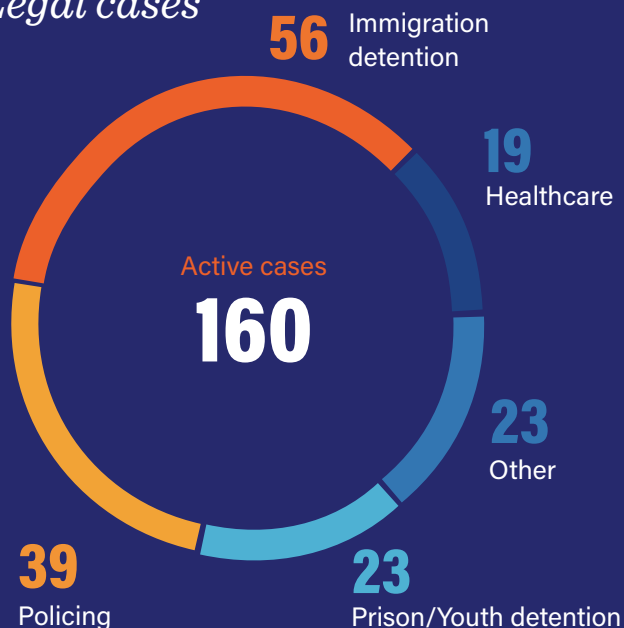
**224**

Pro bono value provided to clients

**\$4,563,900**



## Legal cases



## STUDENTS

Social justice  
clinic students

37



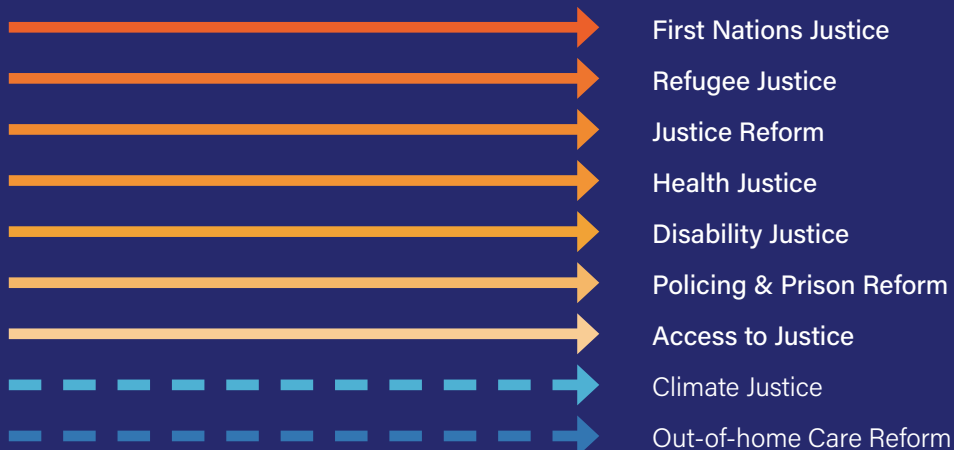
Legal  
volunteers

18

## PRIORITIES

Current  
and Future

2024-25



## SUPPORTERS

Social media followers

31,500+

Justice Brief newsletter subscribers

36,900+

Monthly donations

3,500+

Generous donors

1,020+

# OUR APPROACH

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 and discrimination. To help create a fair and just Australia for all people we follow a number of strategic priorities:

## 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 we work with our clients to hold authorities accountable for the harm, discrimination and injustice they cause.

## 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 and for all Australians.

## SOCIAL JUSTICE 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 now and in the future.



## INNOVATIVE AND STRONG PARTNERSHIPS

We collaborate with partners to develop and distribute innovative 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 and we are stronger together.

## ORGANISATIONAL SUSTAINABILITY

We're committed to growing our organisational efficiency and our capacity to be sustainable, innovative, agile and disciplined. We want to continue to be a sustainable organisation with a lasting impact and ongoing capacity to tackle injustice.





# OUR APPROACH TO CULTURAL SAFETY

As a non-Indigenous organisation working on First Nations land, in First Nations communities and as an employer of First Nations staff, we are committed to working in a culturally appropriate and responsible way.

This year, the National Justice Project produced a second stage 'Innovate' Reconciliation Action Plan (RAP) to further improve our internal policies for an organisational culture that models anti-racist and culturally safe practices. Implementing the Innovate RAP signals our readiness to develop and strengthen relationships and engage staff and stakeholders in our ongoing reconciliation journey.

## OUR INNOVATE RAP IS INFORMED BY THE NATIONAL JUSTICE PROJECT'S ANTI-RACIST ETHICS OF PRACTICE

**Client-centred:** Our work only exists because of our clients' lived experiences of racism. Our clients' stories of racism belong to them and are to be believed. Our success is measured by the clients and communities that we work for.

**Emancipatory:** Our work is emancipatory, not extractive. We are committed to undoing the power of race. We work to restore agency, dignity and power to our clients in all of our processes.

**Courageous:** We embrace truth-telling. We are not afraid to name racism and to take action. We are courageously anti-racist.

**Integrative:** We acknowledge the trauma endured by our clients. We ensure our clients are not unnecessarily retraumatised by the system in which we work and via our relationship with them.

**Respectful:** First Nations Peoples and Lands are sovereign. We foreground First Nations sovereignty in our practice and process; practically, politically and intellectually. We work with humility on First Nations Lands.

# CORONIAL

# INQUESTS

## MONA AND CINDY SMITH 36-YEARS OF INJUSTICE

After fighting for accountability for more than three decades, and after the intervention of the National Justice Project, the family of cousins 16-year-old Murrawarri and Kunja girl Mona Lisa ('Mona') Smith and 15-year-old Wangkumara girl Jacinta Rose 'Cindy' Smith, finally have some answers around the circumstances of their deaths in 1987. The girls were found deceased on a lonely stretch of highway near Bourke and a middle-aged non-Indigenous man was seen with his arm draped across the bare chest of a nearly-naked Cindy. The National Justice Project, together with Barrister Julie Buxton fought alongside the girls' family to push for a fresh coronial inquest and this was held in late 2023 with the findings handed down in April 2024.

The Smith family's concerns around racism and police inaction were vindicated at this inquest. State Coroner Teresa O'Sullivan found the initial police investigation suffered from 'very serious deficiencies' which had a major impact on any future criminal proceedings, and that racial bias within the NSW Police Force at the time did impede the investigation.

We made submissions to the Coroner and the Federal Inquiry on Missing and Murdered First Nations Women and Children on behalf of the Smith family in the hope of affecting real change in the way police interact with First Nations Peoples.

Our work has contributed to honouring the girls' stories and their family finally being heard. We hope our work on this case can lead to better investigation of crimes against First Nations peoples and prevent other families from having to live through similar experiences and the pain and trauma of their ongoing injustice.



*"The uncomfortable truth, to my mind, is that had two white teenage girls died in the same circumstances, I cannot conceive of there being such a manifestly deficient police investigation into the circumstances of their deaths."*

NSW State Coroner Teresa O'Sullivan.



## MARK HAINES INQUEST ADJOURNED

The National Justice Project is assisting family members in another decades' old case to demand long-overdue justice through a coronial inquest into the death of Gomeroi teenager, Mark Anthony Haines. A new inquest commenced in April 2024 to examine the suspicious circumstances surrounding the 17-year-old's death in 1988 and what led to his body being found on the train tracks outside Tamworth.

The National Justice Project fought alongside his family to secure a new inquest after the 1989 inquest returned an open finding. After new evidence emerged during 10 days of hearing, the inquest was adjourned to new dates in late 2024 and early 2025. We will continue to support Mark's siblings throughout the inquest process.





Photo: Glenn Campbell NewsWire

## REFUGEE DEATHS AND OFFSHORE DETENTION

In March our legal team joined friends and supporters of Sudanese refugee Faysal Ishak Ahmed at the inquest into his 2016 death in Brisbane. The coronial inquest examined the care and treatment that Faysal received in the months leading up to his collapse in offshore immigration detention on Manus Island. Expert evidence was presented on the adequacy of the medical response and whether there was any avoidable delay in Faysal's medical evacuation to Brisbane. We await the findings of this inquest and the scrutiny it will put on Australian-run offshore detention centres.

Our work for refugees and asylum seekers like Faysal has drawn attention to the cruel and inhumane conditions in which people are held in offshore detention and will lead to faster processing and improved conditions for refugees and asylum seekers both onshore and offshore. We have extensive experience in the conditions of detention offshore and in 2018 our groundbreaking work with refugee families on Nauru led to all children being brought to Australia.

## RICKY-LEE COUND DEATH IN CUSTODY

The National Justice Project represented the family of Ricky-Lee Cound, a 22-year-old Noongar man who died in prison custody in Western Australia in 2022, during the coronial inquest into his death. On the day of his death, Ricky-Lee requested to be placed in a safe observation cell but his request was not actioned by the prison. Tragically, later that day, he died alone in his damaged cell.

The coronial proceedings exposed that critical information, such as Ricky-Lee's fetal alcohol spectrum disorder (FASD) diagnosis, was not appropriately considered in his care and risk-management. The Coronial hearing exposed the lack of culturally safe therapeutic care in detention systems and the urgent need for considerable reform in all Western Australian prisons. Sadly, this was an issue identified by the Royal Commission into Aboriginal Deaths in Custody more than 35 years ago but, in a recent breakthrough, the Federal Government is now investigating whether it will fund First Nations Health Services to provide culturally safe care in prisons and youth detention.



## ALF EADES DEATH IN CUSTODY

A Coroner in Western Australia found the supervision and care provided by Hakea Prison to Alf Eades was "demonstrably unacceptable" following an inquest into his 2019 death. We supported the family of Alf who was 46 years old and a vulnerable prisoner with mental illness who left young children behind. Alf died after being brutally assaulted in his cell by other prisoners who have since been convicted of his murder. Coroner Michael Jenkins found two prison officers were highly inappropriate and unprofessional in dealing with several cell calls made by Alf requesting that he be moved out of his cell for safety. Their behaviour was found to be a breach of the Department of Justice's Code of Conduct. The National Justice Project has a commitment to eradicating discrimination in the provision of healthcare to First Nations peoples and people with a disability both within and outside the carceral environment.





# SYSTEMIC CHANGE

## DOUGIE HAMPSON - INFORMING HEALTH POLICY CHANGES

In February 2024 our legal team stood alongside the family of Ricky 'Dougie' Hampson at Dubbo Courthouse to support their fight for accountability at the inquest into his 2021 death. The 36-year-old Kamilaroi/Dunghutti father of eight died in agony from perforated stomach ulcers after being misdiagnosed and discharged without any scans or further review by senior doctors at Dubbo Base Hospital.

We also stood beside his parents and siblings at Lidcombe Coroner's Court last August\* to hear the inquest findings handed down by NSW Deputy State Coroner Magistrate Erin Kennedy. The Coroner found that Dougie's death was preventable and referred one of the hospital's doctors to the Health Care Complaints Commission.

Coroner Kennedy made recommendations for improvements in cultural safety training at Dubbo Base Hospital and across the Western NSW Local Health District. She also recommended NSW Health consider amending its state-wide policy on the recording of information of patients and clients regarding their Aboriginal or Torres Strait Islander status to ensure all medical and nursing staff took this into consideration in the care of patients.

Evidence was given at the inquest about how racism operates in the health system and the need for culturally safe care to be provided to First Nations patients. The Coroner's findings described Dougie's case as an inspiration to the local health district to drive cultural improvement, recognition and change in the healthcare system.

*\*The inquiry's findings were handed down in August 2024, outside the reporting period for this Impact Report, but we felt it was a significant update to share.*



The National Justice Project is a proud founding member of the Partnership for Justice in Health (P4JH), an alliance of Aboriginal and Torres Strait Islander academics, legal experts, and organisations committed to working together to improve health and justice outcomes through addressing racism.





## TODD MCKENZIE INFORMING FIRST RESPONDERS

Todd McKenzie was killed by police in 2019 while he was experiencing a severe psychotic episode at his home in Taree and his death put the spotlight on the harmful outcomes and failures of having police as first responders for when a health or social care response is needed. The 40-year-old was shot three times by police after they surrounded his home during a nine-hour siege which NSW Deputy State Coroner Harriet Grahame described as flawed.

We supported Todd's mother and stepfather during the inquest with the critical findings handed down in April 2024. Coroner Grahame found that not only were police responding to the situation insufficiently trained, they were unwilling to listen to or work with people with appropriate experience with mental health crises and declined offers of assistance from Todd's family. All of these decisions and events led to the fatal shooting of Todd.

As we continue to advocate for change, the National Justice Project is now leading an Australian campaign for alternative first responders for situations where police are not adequately equipped or appropriate to respond.

Motivated by the experience of the McKenzie family, we co-hosted a forum in July 2024 with the Justice and Equity Centre, Redfern Legal Centre and Aboriginal Legal Service to explore avenues for change and accountability for police responses to mental health incidents. We heard from experts and advocates including affected families. The NSW Minister for Mental Health committed to deliver a roadmap for change, including a shift to an appropriate health-led response model.

*“We hope this terrible tragedy and the Coroner’s findings will help to fix a broken system where the police are the first responders to a mental health crisis when there are better, safer options such as using mental health clinicians and also family members.”*

Todd's mother June Wilkins.

Our national campaign, planned for 2025, will address the critical need for alternative first responders to improve community safety. We call for a commitment to alternative first response models that address health and social needs through a specialist approach centred on de-escalation, care, and connection. In this work, we will continue to acknowledge the families, communities, and kinship already on the frontlines, supporting health and social responses for their loved ones. With the added support of alternative first responders, people will receive the care they deserve while remaining safe from harm.



# PROJECTS IN THE COMMUNITY

At the National Justice Project, a vital pillar of our work is to empower communities with the tools and knowledge they need to tackle discrimination. Our ground-breaking projects inform people about their rights, deliver practical tools for accountability and help build shared power to make change.

## HEAR ME OUT AI-PLATFORM

A pillar of the National Justice Project's Tech 4 Justice project, the 'Hear Me Out' website is currently being piloted in New South Wales in late 2024. HearMeOut.org.au is a ground-breaking AI-powered platform designed to improve access to justice through the use of formal complaints. The innovative free tool will allow users to enter information about their experience and receive recommendations on where and how to make their complaint. The initial focus of Hear Me Out is on NSW and Federal complaint bodies.

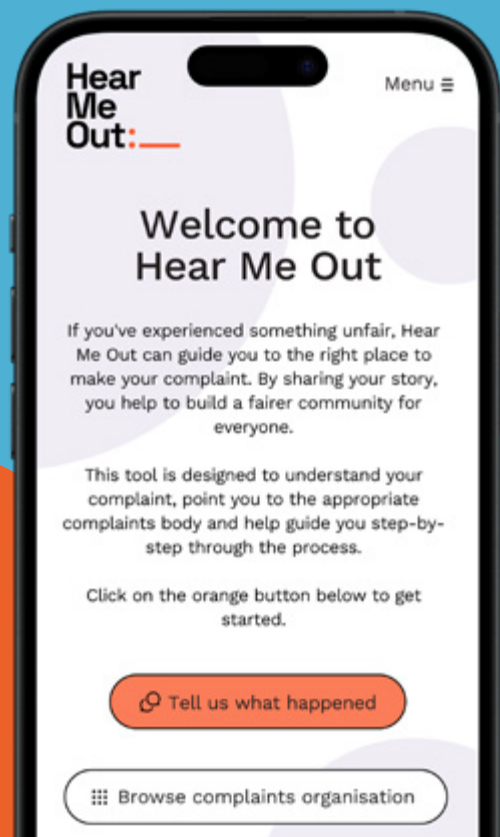
HearMeOut.org.au helps simplify the complicated and confusing complaints process, making it easier for community voices to be heard and to help create meaningful change as well as providing a pathway to justice for complaints. Hear Me Out delivers a range of legal resources, factsheets and guidance about the processes of more than 75 complaint bodies with plans to add more organisations as the platform expands nationwide.

The information gathered will help expose systemic problems in society, allowing us to identify them and in some cases address them head-on to advocate for impactful reforms that can benefit the entire community.

**Hear  
Me  
Out:** 



HearMeOut.org.au



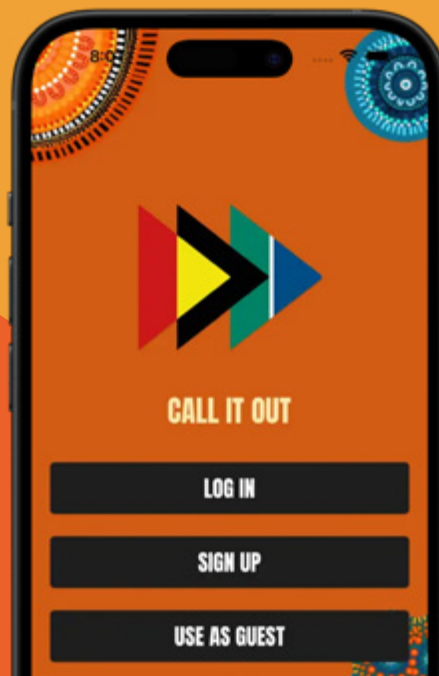


## CALL IT OUT APP

The Jumbunna Institute for Indigenous Education and Research, in partnership with the National Justice Project, launched the Call It Out app in early 2024. This platform will enable users to document and report racism they have experienced or witnessed in communities across Australia. The new app is designed to make reporting racism as accessible as possible and is available for download on Apple and Android. Visit [CallItOut.com.au](https://CallItOut.com.au)



[CallItOut.com.au](https://CallItOut.com.au)



## COPWATCH COMMUNITY TRAINING

We have developed a community training package to help inform communities about their rights and responsibilities when filming and interacting with police. The training program is designed to be adapted and delivered by community for community alongside the CopWatch police accountability app and website. The CopWatch training package includes a trainer guide and presentation with ideas and tips for delivering community training and state/territory specific resources. All communities who experience police violence and discrimination are encouraged to use CopWatch tools and resources to help people stay safe. Visit [CopWatch.org.au](https://CopWatch.org.au)



[copwatch.org.au/](https://copwatch.org.au/)



# OUR

# PARTNERSHIPS

## SOCIAL JUSTICE CLINICS

The National Justice Project has continued to support the future of social justice advocates and human rights lawyers with our educational outreach in universities across Australia. Inspiring students in our Social Justice Clinics at Macquarie and Monash Universities have been engaged in practical legal work, including providing essential research and assistance for our solicitors, barristers and clients.

Our partnership with Monash Law Clinics began in 2020, during COVID lockdowns, and we will soon be celebrating the 100th student completing a clinic. Led by our Chair Steven Castan, the clinic students provide vital research into new areas of law that will change the lives of our clients in the future and assist us in our mission to eradicate systemic discrimination and make Australia a fairer and more equitable nation.



## WALK FOR JUSTICE

Our annual #WalkForJustice with the Refugee Advice and Casework Service (RACS) saw close to 200 members of the legal profession come together to fundraise for our organisations during National Law Week in Sydney on 21 May 2024.

The event, held on National Pro Bono Day, celebrates the positive impact of pro bono legal work in Australia and is a great opportunity for us to publicly acknowledge our supporters who donate their time and energy to help create social change.

As we head into our 10th year, the National Justice Project extends our heartfelt thanks to all the legal professionals who have contributed many thousands of pro bono hours over the years.



# OUR

## VOLUNTEERS

The National Justice Project is passionate about providing our volunteers and Practical Legal Training (PLT) students with first-hand experience working on major cases, complaints, submissions, and projects. We are always open to new people joining our team of volunteers and to help us achieve justice, accountability and change. We welcome people with a diverse range of skills and experience, including lawyers, law students, and advocates.

*“The National Justice Project has been so welcoming and supportive. The work you do gave me a much larger and profound insight into the issues we have in our legal system especially towards First Nations and individuals in immigration detention. I learnt so much more than I can ever imagine and will continue to thrive.”*

Danika Long, 2024 legal volunteer



*“I am so grateful to have been offered this experience to gain insight and understanding into human rights and the important work everyone does at the National Justice Project. This is probably one of the best places anyone could have started their legal career.”*

Shannon Das, 2024 legal volunteer



## VOLUNTEER WITH US

Please get in touch to find out how you can make a difference and help us fight for justice. Visit [justice.org.au/volunteer](https://justice.org.au/volunteer)





# ORGANISATIONAL SUSTAINABILITY

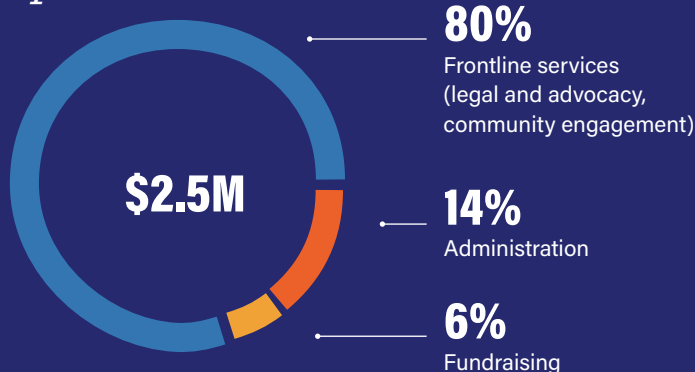
Our aim is to be a sustainable organisation with a lasting impact.

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

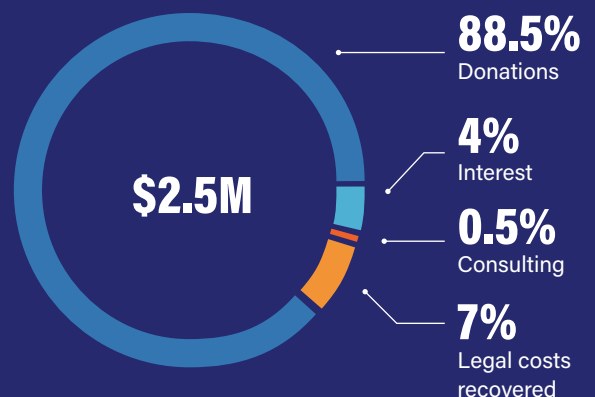
National Justice Project Strategic Plan 2020-2025

## FINANCIAL

### Spend



### Sources



#### Finances

The National Justice Project had a strong 2023-24 financial year.

Many thanks to our generous donors who continue to support our efforts to tackle systemic discrimination. This support has ensured our fundraising revenue has grown from monthly donors, major gifts and donations, as well as appeals and campaigns.

Philanthropic support through Trusts and Foundations increased in the 2023-24 financial year with grants awarded for a number of our innovative and community projects which we look forward to sharing progress with our supporters in the coming year.

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).

#### 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 30 June 2024, we had a total of 20 employees with 12 full time and 8 part time (15 FTE). We also engaged 59 volunteers across our legal, project and admin teams.

#### Endowment Fund

Last year we were honoured to receive a transformational gift of \$1Million from a long-standing 'Foundation' contributor to the newly established National Justice Project Endowment Fund.

This Endowment Fund will support the future financial sustainability of our organisation along with future contributions from philanthropic initiatives that will be held in the fund in perpetuity. Revenue earned from the fund will allow us to strategically plan and mitigate our business costs.

*Please consider contributing to the National Justice Project Endowment Fund and help us reach our goal of \$10million by 2030.*



## OUR TEAM



Thank you to the National Justice Project staff who supported our many partnerships and projects this year. We are incredibly proud of our team members who go above and beyond to help us use law, advocacy and education to tackle systemic justice.



## NATIONAL JUSTICE PROJECT BOARD MEMBERS

### Statutory Board:

Steven Castan  
George Newhouse  
Larissa Behrendt AO  
Dan Mori  
Duncan Fine  
Karen Iles

### Advisory Board:

Kirsten Gray	Nicola Kaldor
Jason Hesse	Melissa Razuki
(Board Secretary)	Rob Silberstein
Narelda Jacobs	Heather Yelland
David Jones	
(Treasurer)	

# OUR

# PARTNERS

Thank you to our valuable partners who support us with their time and expertise so that we can continue to fight for our clients and create systemic change.

## LEGAL PARTNERS

Baker McKenzie  
Barry Nilsson  
Clifford Chance  
Corrs Chambers Westgarth  
Gadens  
Gilchrist Connell  
Hall & Wilcox  
King & Wood Mallesons  
K&L Gates  
Silberstein & Associates  
Squire Patton Boggs  
Wotton Kearney

## COMMUNITY AND ADVOCACY PARTNERS

Aboriginal Legal Services NSW/ACT  
Aboriginal Health Council of Western Australia  
Brand Council  
Council for Intellectual Disability  
Deadly Connections  
Elevation Co.  
ET Collective  
Health Consumers Council of Western Australia  
Information Access Group  
Jumbunna Institute  
Partnership for Justice in Health  
The Big Smoke  
Wayside Chapel



**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

## EDUCATION PARTNERS

Aurora Education Foundation  
Macquarie University  
Monash University  
UNSW  
University of Technology Sydney

## TECHNOLOGY

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





# OUR

## SUPPORTERS

The National Justice Project is incredibly grateful for all of our amazing supporters. We thank each and every one of you for standing alongside us, and our clients, as we fight for a just, fair and more equitable society. We truly could not do this work without you.

We do not accept government funding, instead we hold them to account for the harms they cause. Your support is vital, as it means we can continue to be bold in this fight to end discrimination. We are thankful for the ongoing commitment of our supporters, and welcomed the support of new ones.

We thank our 292 monthly givers, your support is critical to the everyday running of our organisation, and provides us sustainability. To the 649 donors who have kindly supported our work this year, we thank you sincerely for your generosity. Together we can make waves of change to stop injustices happening again.

## MAJOR GIFTS FY24

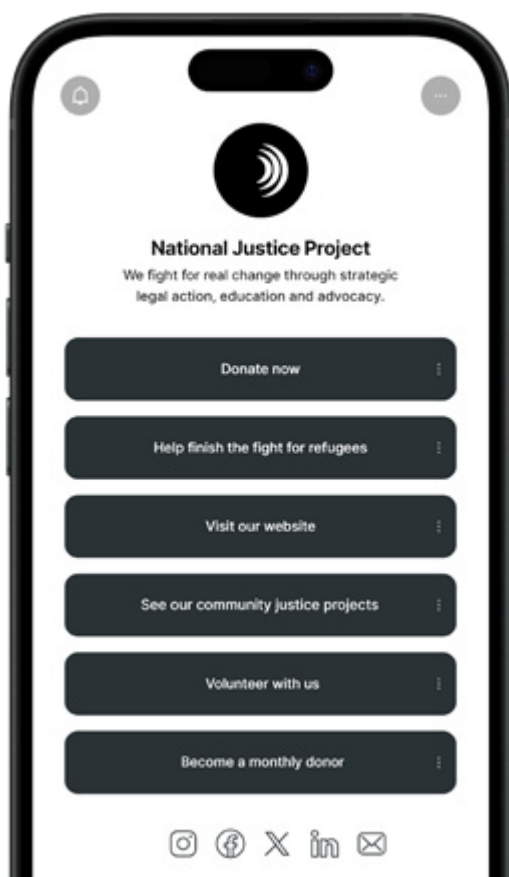
A special thank you to the following donors whose generosity over the last year supported us as we continue to fight for justice.

Anonymous (5)  
Steven and Lani Castan Family  
Stephanie and Andy Fairfax  
Mark Harris  
Damian Kassabgi  
Nick Murray  
Razuki Family

## TRUSTS AND FOUNDATIONS

Thank you to the Trusts and Foundations that support our work. From supporting our collaborative projects that inform the community about their rights, to our frontline team to secure justice for our clients, your generosity ensures we can remain dedicated to our mission.

Anonymous (2)  
Barlow Impact Group  
Crothers Walton Foundation  
Sid & Elaine Davidoff Charitable Foundation  
Eisen Family Private Fund  
Fouress Foundation  
Hogan Family Foundation  
Hooper Shaw Foundation  
Humanity Foundation  
Knights Family Jabula Foundation  
McLeod Family Foundation  
Modara Pines Charitable Foundation  
River Capital Foundation  
The Myer Foundation  
Virgin Unite



# HOW TO SUPPORT US



**Ten ways** you can advance human rights and fight for justice:

## ☐ 1. DONATE

to the National Justice Project to help us end discrimination

## ☐ 2. VISIT

our website to learn more about the National Justice Project fight for human rights

## ☐ 3. SHARE

what you've learned about our work with your friends, family and colleagues

## ☐ 4. CREATE

a lasting legacy by providing a gift in your will

## ☐ 5. SUBSCRIBE

to our *Justice Brief* monthly newsletter for case updates

## ☐ 6. CONNECT

to our regular giving donor program

## ☐ 7. FOLLOW

us on social media to keep updated on our advocacy work

## ☐ 8. COMMIT

to workplace giving to support our work

## ☐ 9. VOLUNTEER

to help us achieve justice for our clients and systemic change

## ☐ 10. JOIN

the fight for justice with the National Justice Project's 10th year in 2025



## DONATE ONLINE

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

### DIRECT DEPOSIT

The National Justice Project Ltd

BSB: 112 879

Acc: 425 783 178

Please include your name as reference and email [accounts@justice.org.au](mailto:accounts@justice.org.au) once deposited.

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.  
ACN: 609 620 028. ABN: 23 609 620 028



## Contact

[info@justice.org.au](mailto:info@justice.org.au)

+61 2 9514 4440



@NationalJusticeProjectAu



@NJP\_Au



[nationaljusticeproject\\_au](https://www.instagram.com/nationaljusticeproject_au)



[National Justice Project](https://www.linkedin.com/company/national-justice-project)



[NJPjustice.bsky.social](https://bsky.app/profile/njpjustice.bsky.social)

University of Technology Sydney  
The National Justice Project  
PO Box 123  
Broadway, Gadigal Country  
NSW 2007 Australia

[\*\*justice.org.au\*\*](https://justice.org.au)



