Ensuring Our Future

April 2019

UNICEF and DLA Piper: A global partnership
Strengthening the future of law in the Pacific
Supporting the Starship Foundation
StarJam: Unleash our Potential
YouthLaw Aotearoa
DLA Piper’s Global Scholarship Program
What does it mean to be a responsible law firm?

First and foremost we must ensure we are helping our clients to be responsible, sustainable businesses. Understanding changing stakeholder expectations in a world of increasing transparency is essential to protect the reputations of our clients. In recent years we have grown our business and human rights team to support our clients to effectively manage human rights risks in their business operations. We are a values driven business, and our commitment is not only to help our clients comply with the law, but to thrive by meeting and exceeding all stakeholder expectations.

As recent tragic events in New Zealand and around the world have demonstrated, we must all commit more effort to understanding and valuing diversity and building more inclusive communities. Businesses have an important role to play. We recognise that it is essential that we build a diverse and inclusive workforce, that reflects the communities where we operate. As a profession we must do more to ensure that jobs in our sector are accessible to all people on the basis of talent and ability, and we are investing heavily to understand and eliminate barriers to entry for under-represented groups.

Lastly I would like to reflect on the special responsibility of lawyers to promote access to justice for the most vulnerable people in our communities. Access to justice is itself an important human right. It is also an important precondition to the enjoyment of many other human rights, since all rights are worthless if they cannot be enforced. Our commitment to providing pro bono services to low income people is unparalleled in the legal sector. Every DLA Piper lawyer is expected to discharge their professional responsibility to ensure everyone in the community is able to access legal representation, regardless of their financial means. This is an essential part of the culture at DLA Piper and through our pro bono work, our lawyers are changing the lives of vulnerable people around the world.

Nicolas Patrick
Partner, Head of Responsible Business
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Pro Bono has a long history at DLA Piper New Zealand

In parts of the world, including New Zealand, the rule of law is not always respected and access to justice is not a given. Our pro bono efforts are about promoting both for the betterment of all. If we can improve the quality of life for the most underprivileged, we all gain.

Here in New Zealand, DLA Piper is heavily involved in pro bono work. We have a 26-year pro bono legal relationship with the Starship Foundation, the philanthropic arm of New Zealand’s national children’s hospital, Starship. For us, it is all about giving back to New Zealand’s children. I also have the privilege of chairing the Starship Foundation Board, which is made up of a diverse range of people all giving their time and expertise pro bono.

As a further commitment to pro bono legal work in New Zealand we have recently appointed Special Counsel, Melissa Johnston as Pro Bono Director for New Zealand. Our pro bono work and community care also extends to several other organisations in New Zealand, including Habitat for Humanity, who build and repair homes around the world; and StarJam who inspire young people with disabilities.

Our global pro bono initiative, New Perimeter, provides long-term pro bono legal assistance in under-served regions around the world and our New Zealand lawyers are actively involved in this programme.

Our Global Scholarships Programme is the first scholarship programme of its kind. We support students from the world’s least developed countries to access funding, mentoring and placements across our global practice over a two-year period, helping to develop the next generation of global leaders.

It’s a privilege to be a partner in a firm like DLA Piper, where we all take our moral and ethical obligation to make a difference for others seriously.

Martin Wiseman
New Zealand Country Managing Partner
What does pro bono mean to me?

DLA Piper New Zealand has been a hive of activity over the last 12 months, with our lawyers involved in numerous pro bono projects – both locally and internationally. Two of our senior lawyers have recently visited the Pacific to teach law students about access to justice, client facing skills and legal drafting. We have continued to support our Auckland and Wellington community law centres; and the Refugee and Immigration Legal Service (RILAS). We have also delivered a programme to Taylor’s College and we continue to be proud supporters and partners of UNICEF and the Starship Foundation.

We have long regarded pro bono as an important aspect of our lawyers’ professional responsibility and development. To support this we have implemented a fee-credit for pro bono work to encourage our lawyers to participate and donate at least 35 hours per annum. We also encourage our business services staff to get involved. Our focus is on child justice, displaced persons and the rule of law. We work with disadvantaged and vulnerable individuals, charities and UN agencies and governments of post conflict and developing countries.

Pro bono is a way of giving back to the community. It is a privilege to share the skills and knowledge we have as lawyers and use on a daily basis with people who have not had access to the same opportunities. Ultimately it reminds me of why I studied law.

This year our aim is to continue to strengthen our local relationships, and introduce new local and international programmes.

Melissa Johnston
New Zealand
Pro Bono Director
Our children today are the leaders of tomorrow

“Despite the protections of international law, millions of children across the globe are unable to realise their rights.”
The importance of protecting children’s rights

Human rights are universal however children have special rights set out in the Convention on the Rights of the Child (CRC), the most important instrument concerning the promotion, respect and implementation of the human rights of children. The CRC sets out a wide range of provisions that encompass civil rights and freedoms, family environment, health and welfare, education, leisure and cultural activities and includes several “foundation principles” that underpin all other children’s rights. These are non-discrimination; best interests of the child; right to survival and development; and views of the child.

For the past 30 years, the CRC has embodied the core norms for the development of legal instruments, programmes and policies concerning children. Whilst it remains the most widely ratified human rights treaty (the USA is the only country that has not ratified) and much progress has been made, millions of children are still prevented from fulfilling their childhood and realising their potential because they are more often affected by violence, exploitation, poverty, conflict, natural disasters and discrimination.

The discrimination and exploitation is brought out in the statistics. Globally 246 million children are engaged in child labour. 1.7 billion children experience some form of abuse each year. Almost 50 million boys and girls are on the move, being uprooted from their homes. Children are locked up at younger ages, and for increasing periods of time. Too frequently, children’s voices are disregarded and overlooked.

As lawyers, we are in a unique position to contribute to the justice system for children and to the effective administration of the rule of law. Lawyers can work to improve legal systems and frameworks, both internationally and domestically, so that all children have access to justice and are able to access their basic human rights. More lawyers working together on strategic and coordinated efforts and armed with better skills will increase access to justice and support better policies for promoting child justice.

DLA Piper’s child rights work

Protecting and promoting the rights of children are at the heart of DLA Piper’s pro bono strategy. Across the globe, our lawyers are actively involved in access to justice projects for children and young people. These include helping children illegally detained in Zambian prisons apply for release or transfer to juvenile facilities, representing children in citizenship applications to ensure full access to their legal rights and entitlements, teaching refugee children about their human rights and how to advocate for them, supporting children transitioning from out of home care with advice on civil legal issues.

The development of children and the development of society are inseparably linked. In other words, the health of our society is dependent upon the physical, emotional and educational health of our children. It is essential that the private sector continues to work with civil society organisations to support them and advocate for their rights. Our children today are our leaders of tomorrow.

Catriona Martin
Pro Bono Director, Asia Pacific
UNICEF and DLA Piper: A global partnership

Over the last five years, we have raised over $1.8 million and provided over 18,000 hours of pro bono support to UNICEF, helping children around the world to access justice and support.
UNICEF is the United Nations Children's Fund with a mission to create a better world, by advocating for the protection of children's rights. Created in December 1946 to provide food, clothing and health care to thousands of European children left to face famine and disease after World War II, UNICEF is now the global authority on children's rights.

DLA Piper and UNICEF have been working together for many years. In 2013, we entered into a ground-breaking global partnership aimed at strengthening the protection of children around the world.

**DLA Piper has provided over 18,000 pro bono hours to support UNICEF, with over 500 lawyers collaborating to provide support across 37 jurisdictions.**

Collaborative projects have included; supporting the implementation of the 2013 Children's Act in Bangladesh, increasing technical assistance to the government in The Gambia on child marriage, and providing country specific research reports for The Global Study led by Independent Expert, Professor Manfred Nowak in response to the United Nations Global Study of Children Deprived of Liberty.

In 2017, DLA Piper and the UK National Committee for UNICEF received an award for our global collaboration from the Public Interest Law Network, PILnet.

**New Zealand**

In New Zealand, DLA Piper is providing advice to the National Committee for UNICEF in New Zealand on their health and safety obligations and the extent of ACC cover while working abroad. This is a complicated area which touches upon public international law, domestic legislation and conflict of law issues. UNICEF New Zealand is keen to observe best practice in relation to its staff, contractors and other overseas partners.

Our advice will enable UNICEF New Zealand to fulfil their obligations both under statute and contract where they have partnered with the Ministry of Foreign Affairs and carry out important work overseas, in areas such as the Pacific.

We have assisted UNICEF with their Workout for Water partnership with Les Mills. Workout for Water is a series of global peer-to-peer fundraising events communicated and endorsed through the network of Les Mills, reaching 20,000 fitness centres, 130,000 instructors and 4 million participants. We have assisted in refreshing the Workout for Water privacy policy and terms and conditions to ensure that they are consistent with GDPR, the most stringent data protection standards in the world. This advice assisted in making the Workout for Water legal documentation fit for purpose for a wide jurisdictional reach beyond New Zealand.

We are proud to be able to continue to develop the strong relationship between UNICEF and DLA Piper in New Zealand.

**Neil Beadle**

Special Counsel, Auckland
Strengthening the future of Law in the Pacific

DLA Piper has a longstanding pro bono commitment to supporting the rule of law in Pacific Island nations. As part of this, the firm is helping develop the legal knowledge and skills of lawyers from countries including Fiji, Vanuatu, Solomon Islands and Tonga so that these lawyers can better assist their local communities with their legal needs.

In March 2018, Shane Swinerd (Senior Associate in Wellington) alongside DLA Piper Australia colleagues, taught students at the University of South Pacific campus in Port Vila, Vanuatu. The course involved teaching access to justice, importance of pro bono, client-facing skills, legal ethics and legal drafting.

In January 2019, at the Sura campus, I participated in a similar program teaching Pacific Island students. For many law students in the Pacific, their only opportunity to study law is online so these kinds of face-to-face seminars are invaluable. The students meet experienced practitioners from different jurisdictions and are given the chance to discuss social justice issues and practice legal drafting and interviewing skills in an interactive setting.

It is intended that these Pacific law students will take their enthusiasm for pro bono work back to their local and wider communities and, when they graduate, contribute to a generational shift as they change conservative attitudes in their local firms.

As a responsible business and large international firm, DLA Piper feels a deep responsibility to contribute to social justice in the Pacific and is currently the only law firm doing this.

Lawyers have always done this work, but often privately. In the past it would not have been abnormal if the only time we found out about the scope of a lawyer’s pro bono commitment would be in their obituary! This is clearly no longer the case and our young graduates expect us to be strategic and open about our pro bono commitment.

That ad hoc approach of the past meant that access to justice with pro bono legal help was often a matter of luck.

Now, by openly embedding and rewarding pro bono work at firms, it becomes a more important part of legal life, and by setting targets for it, as we do, you can measure the power of it as a force for good.

Some countries – like Fiji – have had their legal processes interrupted in recent times; any initiatives that practically assist human rights and strengthen societies are important. Just as vital, for these Fijian law students, is being able to help individuals locally, in their own neighbourhoods.

“Pro bono publico” means “for the public good”, not just “free legal advice”. Thousands of New Zealand lawyers are seriously committed to that idea. DLA Piper is finding as many ways as possible to strengthen that commitment.

Iain Thain
Partner, Auckland

“There are always gaps in communities’ ability to access justice and these young people were keen to fill them.”
International school teaching

International students new to New Zealand often struggle to understand the legal landscape and are as a consequence more vulnerable to poor treatment and exploitation.

DLA Piper has always strived to ensure that everyone, no matter their background, has equal access to justice. Throughout our local connections we were able to identify that often international students arrive in New Zealand with very limited understanding of their legal rights. Together with the staff at Taylor’s College we have been able to design a training programme specifically suited to the needs of the incoming student population and capable of being delivered to students for whom English is a second language. This was piloted in 2018 and further developed in 2019.

These sessions were attended by 20+ students and covered dealings with the police, contract and insurance matters, tenancy and employment law, as well as resources and places to go for help. The 2019 session was delivered by myself and Alicia Williams (solicitor), and the 2018 session was delivered by myself.

These sessions highlighted to me the need for good legal education at a young age. This need is particularly important for those new to our country. The challenges faced by the young students are often familiar to me, as my own family faced many of the same challenges when we first moved to New Zealand. These sessions also serve an important purpose of educating our staff on some of the struggles many members of our community are facing on a daily basis. We hope to develop and grow these types of programmes into the future.

Taylor’s College prepares young overseas students for success at New Zealand universities.

Linda Hui
Senior Solicitor and Pro Bono Coordinator, Auckland
Supporting the Starship Foundation

No child is left behind
At the Starship Foundation we are focussed on delivering impact programs that bring better health and brighter futures. Equitable healthcare for all New Zealand children is absolutely crucial in this.

Understanding the breadth of work that currently happens right around the country on a daily basis through Starship Child Health makes me very proud to lead the Starship Foundation. It’s our aim to accelerate the pace of change so Starship can do even more for our children.

DLA Piper has been a partner of the Foundation now for 26 years not only providing their expertise, but also supporting our vision for a brighter future for our children. Without the support of companies like DLA Piper we wouldn’t be able to do the work we do.

Starship has a number of specialty services not provided anywhere else in the country which means children are brought from around New Zealand for treatment. For example Starship is the sole provider of cardiology and cardiac surgical services for infants and children in New Zealand and parts of the Pacific Basin. They care for kids like baby Aimée from Blenheim who came to Starship for life saving heart surgery, and is now back home and doing well.

The Paediatric Intensive Care Unit is the only national service for children requiring intensive care for longer than 24 hours and more than 50% of children admitted to the PICU are from outside the greater Auckland region.

Starship also has teams working across medical specialities including gastroenterology, respiratory, endocrinology and metabolic who care for children from around the country with complex and serious medical conditions.

Perhaps less well known is that Starship Child Health delivers care and support to New Zealand children around the country either closer to home, or within the home. This happens through regional and community programs like Starship Outreach Clinics, the Telehealth phone service, on-call clinicians, National Clinical Guidelines, simulation training and Safekids home safety advocacy.
With support from Starship Foundation donors, the Starship National Air Ambulance Service flies top medical experts to life-threatening emergencies around the country year-round and in 2018 the service flew more than 180 retrieval missions.

Starship’s specialists stabilise the children, including the likes of baby Amelia from the Hawke’s Bay who was struggling to breathe due to a rare condition called choanal atresia, allowing them to be brought safely to Starship where they can receive the specialist treatment they need. Thankfully Amelia is now back at home.

Since 1992 the Starship Foundation has invested more than $135 million into Starship Child Health, making a real difference to New Zealand children every day. Right now I’m excited to bring a new sense of urgency with an ambitious target to generate $20 million a year for Starship by 2023 to help ensure even brighter futures for our children.

Aisha Daji Punga
Chief Executive,
Starship Foundation

Baby Aimée together with her Mum and sister

Baby Aimée celebrating her first birthday at home, together with her sister

Baby Amelia who underwent multiple surgeries at Starship

Baby Amelia together with her Dad
Unleash Our Potential

StarJam encourages young New Zealanders with disabilities to unleash their full potential through the magic of music, dance and performance.

As Mark knows, Being a part of StarJam means you are making a real difference to the lives of young people with disabilities and their families.

“All another awesome StarJam show and we are still talking about it a week later! When so much happens in life that brings turmoil and grief, we are all the more thankful for evenings like the StarJam show, and we can look back and smile, and look forward with hope.”

— Don & Rose MacLean.
I would like to introduce you to one of our Jammers, Ryan.

Ryan is a passionate musician, dancer, and now also a Jammer. He joined our Eastside Groovers workshop in Pakuranga in 2017. He lives with the challenges of Autism Spectrum Disorder (ASD) and Attention Deficit Hyperactivity Disorder (ADHD) and was largely non-verbal until the age of three and a half years.

In 2018 Ryan joined a new StarJam workshop, The Groove Band. Ryan is an avid guitarist and had always dreamt of forming a band to entertain children. He was very excited to come on board.

“We had tried other community groups, such as swimming and a gym group, but they just didn’t work for him. The difference with StarJam is that the level of participation is set by the Jammers themselves. Ryan can dance in his own little world, or with the others, it’s up to him. Each week he is eager to get to workshops to share his ideas and his musical creativity with his tutor, volunteers and StarJam friends.”

– Bronwyn, Ryan’s mum.

“We’re so grateful to StarJam for the opportunities it has opened up for our son, but mostly to see him and his fellow Jammers being proud of who they are and what they can do. It is such a positive organisation and the tutors and volunteers are outstanding, always treating the Jammers with empathy, patience and respect.”

– Bronwyn, Ryan’s mum.

And we know it’s not just the Jammers and their families whose lives are impacted by StarJam. Audiences all over New Zealand are blown away with their bravery, talent and joy.

My role is to ensure StarJam creates a movement for positive change that champions the acceptance and celebration of disability in New Zealand. With your help...

“Anything is Possible”.

Mary Ansell
CEO, StarJam
This November will mark thirty years since the United Nations adopted the Convention on the Rights of the Child CRC. The New Zealand Government ratified the CRC in 1993 thereby committing to take all appropriate measures to give effect to children's rights “to the maximum extent of their available resources”. Despite this, the rights of many of our children in Aotearoa/New Zealand remain unfulfilled including basic entitlements such as the right to a good standard of living and to be free from discrimination.

This year also signals the potential for change with the Government undertaking or commissioning reviews regarding a range of areas of policy and law affecting children and young people. These include the welfare system, mental health, oversight of the care and protection system, family courts, education and the criminal justice system. New Zealand’s first Child and Youth Wellbeing Strategy is also under development and our first wellbeing budget will be released in May.

In our submissions on the above law reforms, Youth Law Aotearoa has consistently stressed that children have the right to participate and be heard in relation to matters that affect them. Children are also the experts in their own lives; they are uniquely qualified to tell us about the issues that they are facing and are key to developing effective solutions. As pointed out by a recent report by Oranga Tamariki and the Children’s Commissioner, which collected the views of more than 6,000 children and young people:

“Children and young people have valuable insights...Listening to [their] views regularly and meaningfully is the best way to respond to their needs, wants and aspirations.”

Contrary to the long-standing myth of apathetic youth, the children and young people we work with are clear that they want to exercise this right and that they have a lot to say. We have all seen this on an international scale with the recent School Strike for Climate, and much closer to home with school students organising a vigil for the victims of the terrorist attack in Christchurch.

Children and young people are speaking up. Are we listening?
YouthLaw Aotearoa is a free community law centre for children and young people aged under 25. YouthLaw provides four main services to children and young people throughout Aotearoa/New Zealand:

- Legal advice via our 0800 UTHLAW (884 529) advice line.
- Legal information on our website and through other resources.
- Law related education sessions for young people and those who work with them.
- Working to make law changes that will give effect to children and young people’s rights.

Jennifer Braithwaite
General Manager,
YouthLaw Aotearoa

1 CRC, Article 4.
2 CRC, Article 12.
ENSURING OUR FUTURE

Giving the next generation a Head Start

Head Start is a global initiative aimed at ensuring all our young people have equal access into the legal profession. Programs are concentrated in countries where we have DLA Piper offices and where there are significant barriers to entering the legal profession.

The program will be introduced to New Zealand in 2019/2020. Head Start is aligned with and complemented by the firm’s broader goals to promote diversity and inclusion. Head Start programs run for between one and five years and participants receive bespoke support based on their needs and goals.

All participants are high school students in their penultimate year. Head Start is much more than a pipeline program. During the years we work with them, the students are encouraged to consider a wide range of careers in the legal profession. Mentors help to expose the students to the various opportunities and roles available to them. At the conclusion of Head Start we ensure that each student has the confidence and skills required to pursue the right opportunity for them. We keep in touch with all Head Start Alumni and track what they go on to achieve and how we were able to help them reach their full potential.

All students on Head Start are offered the following opportunities:

- Mentoring
- Local and international internships
- Financial support towards study related costs
- Computer and internet access
- Employability skills workshops
- Continued legal education
- Networking opportunities

“Talent is everywhere, opportunity is not.”

As a leading global business law firm we want to ensure that our business reflects the communities in which we operate, representing all sections of society.
Global Scholarships Program

DLA Piper’s Global Scholarships Program provides a unique opportunity to make a tangible difference to both people’s lives and the economic development of less developed countries.

The Global Scholarships Program (Program) was developed off the back of the United Nations Development Programme’s (UNDP) recognition of the severe structural impediments to sustainable development in less developed countries. Such impediments make these countries particularly vulnerable to economic and environmental shocks. The UNDP identified that these countries need to improve the quality of their human capital in order to improve their gross domestic product.

The Program
The Program supports outstanding law students, known as Fellows, from less developed countries around the world and helps them define and achieve their own professional goals. Local universities in the relevant country assist with identifying talent.

Our Fellows
The Program was launched in 2017, with 22 fellows from Afghanistan, Ethiopia, Senegal, Solomon Islands, Uganda and Zambia. Fellows receive financial support towards their tuition fees and study related costs, mentoring (local and international), computer and internet access, employability skills workshops, rule of law courses, access to leadership development programs, continued legal education, ethics training, public interest lawyering and networking opportunities.

Our fellows come from a myriad of different backgrounds, but all share a common passion for the rule of law and access to justice. Many of the fellows are committed to changing their country’s future for the next generation. Some have seen injustices first hand. Some just want to give back to their community through pro bono work and not-for-profits.

Our Mentors
DLA Piper mentors from around the world provide intensive and regular support to students to help each one reach their professional goals, build their networks and improve their confidence and job-readiness. Mentors have a unique opportunity to engage with the fellows to inspire and motivate both the student and themselves throughout the two-year program. Being a truly global law firm we recognise the benefits of using technology to place us anywhere in the world at any given time. Mentors are encouraged to find ways to communicate easily and regularly through WhatsApp, email, Skype and telephone.

My experience
I serve as a trustee on the DLA Piper Global Scholarship Program Board. This gives me the opportunity to have significant input into the way the Program works including selection of relevant geographies where the Program can assist, interview and engagement with fellows, processes and benefits for fellows and designing outcomes.

My trusteeship has meant that I am involved in a unique pro bono Program that is making a real difference in less developed countries. Not only are we changing the lives of individual students in those countries but also their families, communities and regions. To hear from those students at Board meetings about how DLA Piper has changed the course of their life is a very real reminder of the importance of the pro bono journey for practising lawyers. We can all make a difference.

Laura Scampion
Partner, Auckland
Global Pro Bono Stats

DLA Piper coordinates Pro Bono projects in North America, EMEA and Asia Pacific, offering pro bono legal services to low-income and disadvantaged individuals, families and nonprofit groups.

Hours donated globally

- 111,650 hours donated in North America
- 65,550 hours donated in Europe, Middle East and Africa
65,550 hours donated in Europe, Middle East and Africa

201,800 total pro bono hours donated globally by DLA Piper during 2018

24,600 hours donated in Asia Pacific
Get Involved

Lack of access to employment and opportunity is prevalent globally across professions, beyond the legal sector. As a global business law firm, we can use the strength of our networks and convening power to help raise awareness of this issue and facilitate change.

Working alongside our clients, academic institutions, charities and NGOs allows us all to achieve a greater collective impact. Through collaboration, we are able to demonstrate our shared values, build relationships and importantly leverage the different aspects of the solution that we can each provide.

If you would like to get involved with us or any of the organisations in this update please see their details below.

DLA Piper New Zealand – Please contact Melissa Johnston – melissa.johnston@dlapiper.com
UNICEF New Zealand – Please contact Vivien Maidaborn – www.unicef.org.nz
Starship Foundation – Please contact Aisha Daji Punga – www.starship.org.nz/foundation/
YouthLaw Aotearoa – Please contact Jennifer Braithwaite – www.youthlaw.co.nz
Starjam – Please contact Mary Ansell – mary@starjam.org – www.starjam.org

Our Pro Bono Team

Melissa Johnston
Pro Bono Director
Auckland

Rachel Taylor
Partner
Wellington

Jennifer Smith
Solicitor
Wellington

Iain Thain
Partner
Auckland

Peter Leman
Partner
Wellington

Edward Krishna
Solicitor
Auckland

Kerry Moor
Solicitor
Wellington

Linda Hui
Senior Solicitor
Auckland