



Equitable Briefing Initiative

Achieving equitable representation of Victorian women barristers in commercial litigation

Charter of Commitment (In House Counsel)

We, the signatories to this Charter, commit to the following actions every year over the next three year period (2016- 2019). Our goal is to collectively achieve gender equality in our briefing practices:

1. We are committed to **Gender Equitable Briefing**. We commit to one of the following aspirational targets:
 - a. Our **target** is to brief in approximately equal proportion to the number of CommBar members who are women (which at 30 June 2015 is 28%), in both the number of briefs and value of briefs; or
 - b. Our **target** is to brief in approximately equal proportion to the number of Commbar Junior Counsel members that are women (which at 15 September 2015 is 30%) and the number of CommBar Senior Counsel members that are women (which at 15 September 2015 is 16%) in both the number of briefs and value of briefs.
2. We commit to developing, updating and promoting an **Equitable Briefing Policy** within our organisation. This will include supporting relevant legal staff to attend relevant training sessions to improve briefing practices where applicable.
3. We undertake to ensure that our external firms provide us with **briefing shortlists** that include female counsel. We will not brief the firm unless they commit to do this.
4. We will take proactive steps to **identify new women commercial barristers** with skills and expertise in the areas in which we regularly brief work. This may be women who are new to the bar, or women barristers practising in a particular area who have not previously been on our organisation's radar.
5. We commit to **collect relevant data** that captures the gender and experience level of the person briefed and the monetary value of briefing. The data captured may be expanded in the future to collect other relevant information.

6. We undertake to **confidentially report our briefing data** to the Victorian Equal Opportunity and Human Rights Commission every 6 months, with the expectation that the Commission will report back to us individually and publically in a de-identified manner. The first report will be provided to the Commission by 1 September 2016 and will capture data from [1 January 2016 – 30 June 2016].