

A Safe Place for all

Bell Gully's Rainbow Tick journey started six years ago. In our first focus group for partners and staff, we learned that the Rainbow Tick was not just a compliance or tick-box exercise. It was about ensuring Bell Gully is a safe place for all of us. "We found the accreditation process extremely rewarding" says David Friar, partner and head of the firm's LGBTQI+ group. "Rainbow Tick were great to work with on our journey."

"There was plenty of goodwill and honesty in those initial focus groups, with people sharing their observations and experiences."

The firm was proud to gain its Rainbow Tick in 2017.

Each year, we review our policies, procedures and training with Rainbow Tick, to ensure that they remain fit for purpose and support our LGBTQI+ staff and partners. As part of this, we offer rainbow diversity training across the firm, we measure and report for rainbow diversity, and we continue to show leadership for rainbow diversity and inclusion through our LGBTQI+ network, supporters of the network and our Diversity and Inclusion Committee.

Beatrice Clarke, Rainbow Tick Programme Director says "Bell Gully should be commended on the thoroughness of their documentation for reaccreditation and their uptake of our education workshops. They make a point of ensuring that law clerks and new graduates attend sessions. These guided conversations are robust, as many of this generation are well-versed in the Rainbow space, meaning the discussion of allyship in the workplace can be in-depth."

According to David, "The work is ongoing. We continue to develop Bell Gully's culture to support our people and allow us all to be our true and authentic selves at work."

"Bell Gully's renewed accreditation each year confirms our strong commitment to diversity and inclusion. We look forward to continuing to work with Rainbow Tick and its network of organisations to further support diversity and the inclusion of the LGBTQI+ community in New Zealand workplaces."

Working with Rainbow Tick has also meant advising them as a pro bono client.

Last year we facilitated and hosted a workshop for member organisations on navigating freedom of speech and LGBTQI+ inclusion, and provided legal advice on these issues for the purpose of the workshop, with a view to developing guidelines for member organisations in this space.

"The workshop was a valuable opportunity to discuss how Rainbow Tick members, from media to universities to local authorities, face different issues and different legal obligations when trying to balance freedom of speech and LGBTQI+ inclusion. These aren't easy issues and we hope that everyone walked away with some 'food for thought' on how their organisation might manage their own processes in the future", says Simone Cooper, one of the Bell Gully lawyers who facilitated the workshop.

