



Recognition program

# Excellence Awards: RAP Working Group

5/29/2024

The Reconciliation Action Plan (RAP) Working Group received the 2024 award for Excellence in Inclusion. As part of our series profiling the award recipients, we find out how the working group made a positive and significant contribution to our agency's culture and values.

*Main image: (l-r) Members of the RAP Working Group*

*in Melbourne.*

The [ACMA Excellence Awards](#) are aligned to our culture, values and organisational priorities.

The ***Excellence in Inclusion Award*** recognises our agency's focus on increasing inclusion at the ACMA.

## Award recipients

The recipients of this award are from a range of branches across the ACMA and eSafety:

- **Human Resources and Communications branch**

- [REDACTED]

- **Content Safeguards branch**

- [REDACTED]

- **Licensing Infrastructure and Safeguards branch**

- [REDACTED]

- **Spectrum Allocations branch**

- [REDACTED]

- **Education, Prevention and Inclusion Branch, eSafety**

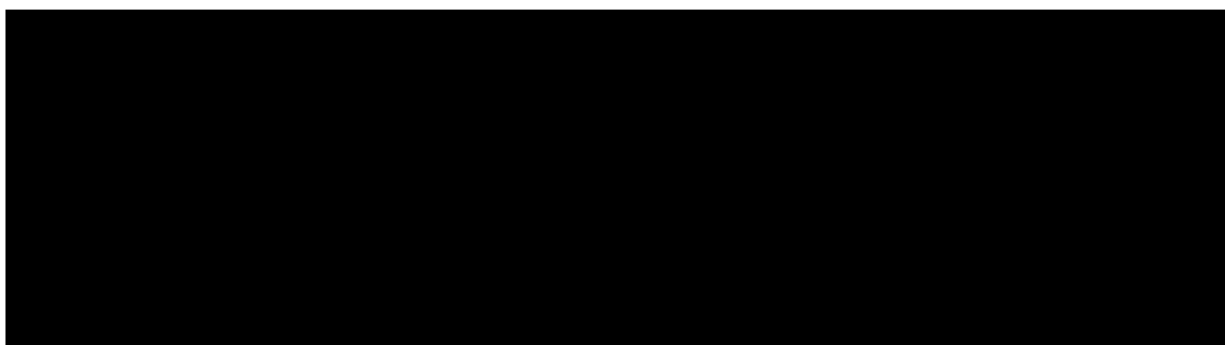
- [REDACTED]

- **Diverse Communities Branch, eSafety**

- [REDACTED]

- **Gambling and Mis/Disinformation Branch, eSafety**

- [REDACTED]



Congratulations to (l-r) [REDACTED] in Sydney; [REDACTED],

with Authority member [REDACTED] in Canberra **Why did the working group receive this award?**

The RAP Working Group received this award for developing the ACMA's first [Reconciliation Action Plan \(RAP\)](#), which outlines the actions we will take as an organisation to contribute to reconciliation in Australia.

Members of the RAP Working Group demonstrated their commitment to closing the gap by developing and strengthening our relationships with Aboriginal and Torres Strait Islander peoples. This includes by engaging staff and stakeholders in reconciliation, creating opportunities for cultural understanding and meaningful engagement, and developing innovative strategies to empower First Nations peoples.

## **Our Reconciliation Action Plan**

Our RAP builds on existing ACMA initiatives and was developed by the passionate and engaged RAP Working Group with contributions from across the ACMA.

This plan sets out a series of actions that we will take to support tangible steps towards reconciliation, including initiatives that focus on:

- improving Indigenous representation within our organisation
- strengthening cultural awareness
- developing partnerships with Indigenous communities and organisations.

We recognise that reconciliation is an ongoing journey and that this plan is just the beginning.


## **Our reconciliation journey**

As well as finding access to our RAP, see [Our reconciliation journey](#) for information on:

- [Acknowledgement of Country and Welcome to Country](#): We are encouraged to start all significant or large internal meetings, including those with external participants, with an Acknowledgement of Country or Welcome to Country as appropriate.
- [Cultural competency](#): The agency encourages you to take part in cultural awareness activities.
- [Cultural websites](#): Includes a list of websites focused on First Nations people and related topics.
- [Significant dates](#): Includes a list of dates of significance to Aboriginal and Torres Strait Islander peoples.

## RAP artwork MS Teams background

Did you know that our RAP artwork is available to use as your MS Teams background? Follow the instructions below to add it to your profile.

1. Download the [RAP artwork](#) and save it to your desktop (Right-click on the image and select 'Save image as', select your desktop as the location).
2. In your MS Teams meeting controls, select **More actions** \*\*\* > **Effects and avatars** .
3. Select **Add new** and select the RAP artwork file from your desktop.
4. Select **Preview** to see how your chosen background looks before you apply it, and then select **Apply**.

For more information or options, see [Change your background in Microsoft Teams meetings](#) on the Microsoft Support website.

## RAP email signature block

You can also add a First Nations acknowledgement to your signature block.

Our [RAP email signature blocks](#) include an acknowledgement statement to support Indigenous inclusion. See [ACMA templates](#) for email signature block templates and instructions on how to update it.

### Did you know?

It is no longer general practice to include 'emerging leaders' in acknowledgements, where 'Elders past, present and emerging' were previously acknowledged. If you already have a RAP signature block, you can amend your current signature block to this effect as below.

*The ACMA acknowledges First Nations peoples as the Traditional Owners and Custodians of Australia. We respect and celebrate First Nations peoples as the original storytellers and content creators of the lands on which we work and honour the enduring strength and commitment of Aboriginal and Torres Strait Islander peoples to the land, waters and their communities. We pay our respects to Elders past and present.*



## **Want to get involved in the RAP implementation?**

If you would like to help implement our RAP initiatives or assist with awareness day events, consider joining one of our RAP working groups. We have several groups focussing on different aspects of the RAP.

Contact [HRassist@acma.gov.au](mailto:HRassist@acma.gov.au) – new members are always welcome!

**This article is part of a series profiling all of our [2024 ACMA Excellence Awards recipients](#).**

**If you missed it, see our [National Reconciliation Week 2024 article](#).**