



[REDACTED]

## A Reconciliation Action Plan for the ACMA

*Expired 6/01/2022*

In the spirit of the recent National Reconciliation Week – to continue efforts towards achieving meaningful reconciliation in Australia – we are ‘being brave and making change’ by taking our first step towards a Reconciliation Action Plan (RAP) for the ACMA.

We caught up with our Executive Manager of the People, Communications and Governance branch, [REDACTED], to find out about our plans for a RAP and why it’s such an important step for our workplace.

[REDACTED], we spoke to [REDACTED] [last week](#) and she talked about [Reconciliation Action Plans](#) – do we have plans to develop our own RAP?

We certainly do have plans to develop a RAP for the ACMA. Being a recent starter, now that I have my ‘feet under the desk’, we have made our RAP a firm priority and will start work in June.

The idea behind a RAP is simple yet incredibly powerful. It outlines the steps an organisation will take to help build strong relationships and respect between non-Indigenous people and our First Nations people, while creating meaningful and ongoing opportunity:

***‘... RAPs provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.’  
– Reconciliation Australia***

RAPs are more than just words and mission statements – they lay the road for tangible social change. By prioritising reconciliation and the creation of a RAP at the ACMA, we are effectively telling ourselves and the community that we are committed to contributing to closing the gap between our First Nations people and non-Indigenous Australians in any way we can influence.

While we are a small agency, the difference we can make by articulating our commitment through a RAP can lead to real cultural change, and ultimately build a more inclusive workplace culture at the ACMA for all.

### **Why is reconciliation so important in a workplace setting?**

Every organisation in Australia has a responsibility to help build reconciliation, including the ACMA. In a workplace context, reconciliation is about how we operate internally as a workforce and how we engage with stakeholders, the community and those we partner with.

As a government agency, we serve the people of Australia and an important part of that is putting initiatives in place to ensure our workforce is reflective of the communities we serve. Having a framework in place that outlines how we will create meaningful opportunities for our First Nations peoples is an essential and foundational pillar of our overall commitment to diversity, equity and inclusion.

And we know that diversity also makes good business sense. It opens the door to new ways of thinking, better decision making, knowledge and networks.

But ultimately, this is about creating a more representative workforce, inclusive workplace and relevant agency. A RAP cements this commitment and builds it into our workplace culture and business practices.

### **What diversity and inclusion initiatives do we currently have in place?**

The development of a RAP is a really important step in articulating what we may already be doing or what we can commit to doing to contribute to reconciliation with Aboriginal and Torres Strait Islander peoples.

We have some wonderful initiatives that will come to fruition in the near future as we lean into actively participating in the whole-of-government entry level programs. These programs include our:

- [Indigenous Australian Government Development Program](#)
- [Indigenous Apprenticeship Program](#)

- [Indigenous Stream of the Australian Government Graduate Program](#)

These programs provide an opportunity for business divisions to get involved and provide placements for candidates, especially where they can be offered roles in locations that allow them to stay close to family, community and country.

### **How will we be developing the RAP?**

The development and implementation of a RAP is a collaborative, whole-of-agency activity. This will ensure the plan is tailored for our workplace in both idea and action.

Our HR team will support the development of our RAP through a centralised, coordination approach, working with our divisions.

We look forward to the ideas, initiatives and agency collaboration to develop our RAP!