

Reconciliation Action Plan progress

4/01/2025

As we near the conclusion of our first Reconciliation Action Plan (RAP), find out how we're progressing against our actions and deliverables. Plus find out how you can get involved in our next RAP!

Main image: [redacted], member of the RAP Working Group and [Jawun secondee](#), in front of our RAP artwork 'Connected and United' by artist [redacted].

The ACMA and eSafety's inaugural [Reconciliation Action Plan](#) (RAP) was released in August 2023.

Our 'innovate' RAP outlines 74 deliverables aimed at promoting cultural understanding, respect and meaningful engagement. We are pleased to report that to date:

- 40 of these deliverables have been achieved, reflecting our dedication to advancing reconciliation within our organisation and the broader community.
- the remaining 34 deliverables are actively in progress, and we are committed to their timely and effective implementation.

Key achievements to date

Some of these include:

- Ongoing participation in the [Jawun Secondment Program](#) in acknowledgement of its role to strengthen cultural awareness and understanding and partner with Indigenous communities and organisations.
- Celebrating Aboriginal and Torres Strait Islander cultures and histories during [NAIDOC Week](#) and [National Reconciliation Week](#).
- Naming our meeting rooms to reflect local Indigenous groups and languages, with the Dharug and Gadigal languages used in the [Sydney office](#), and the [Canberra office](#) recognising Ngunnawal names.
- Deepening our understanding of Indigenous culture and learning to deliver more meaningful and heartfelt Acknowledgements of Country through the [Acknowledge This!](#) 2-hour workshop.
- Enhancing our [HR policies](#) and processes to support First Nations employees through enhanced study assistance for Aboriginal and Torres Strait Islander studies, ceremonial leave, bereavement leave and Indigenous community volunteer leave.
- Celebrating the culture of First Nations people by providing recipients of our [annual ACMA Excellence Awards with an Indigenous artwork](#).
- All staff have the option to wear a lanyard with Aboriginal and Torres Strait Islander artwork.

Get involved!

As we continue this important journey, we encourage all staff to actively participate in our reconciliation efforts. Your involvement is vital in fostering an inclusive and respectful workplace culture.

If you are interested in joining the RAP Working Group, or assisting in the planning of National Reconciliation Week or NAIDOC Week 2025 events, please email [REDACTED]

RAP Working Group

If you'd like to contribute towards the action items of the current RAP or contribute to the drafting of our new one, you can join the RAP Working Group.

National Reconciliation Week 2025

The National Reconciliation Week (NRW) 2025 theme, Bridging Now to Next, reflects the ongoing connection between past, present and future and urges us to look ahead and continue the push forward as past lessons guide us.



Reconciliation Australia is calling singers across the country to come together in song to contribute to NRW. Choirs and singing groups are invited to raise your voices in support of reconciliation. The chosen song is the iconic Australian anthem [Solid Rock](#) written by [REDACTED]

Registrations are now open for [Voices for Reconciliation 2025!](#)

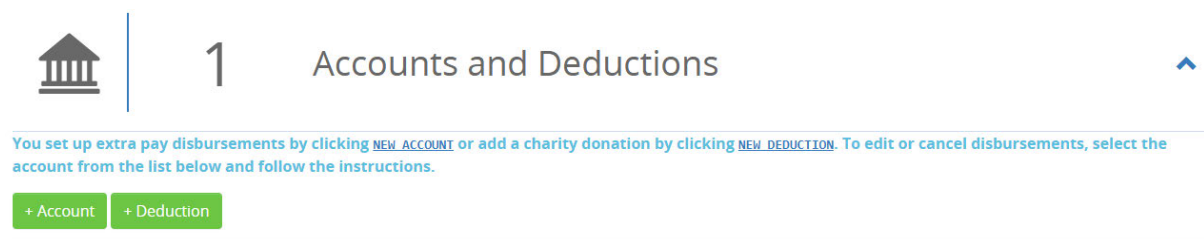
SBS Inclusion First Nations Learnhub course

The [SBS Inclusion First Nations course](#) is designed to assist people in understanding the importance and advantages of Australian Indigenous cultural diversity.

The course explores themes central to understanding Aboriginal and Torres Strait Islander cultures as they apply to the workplace. Each theme is brought to life through a series of bespoke Indigenous artworks created by leading artist [REDACTED] from the Anangu Pitjantjatjara Yankunytjatjara Lands in central Australia.

Donate to a First Nations charity

Did you know that you can set up a fortnightly charity donation directly from your pay via ESS? To find this go to the Dashboard and select Payroll, then expand Accounts and Deductions and click on +Deduction.



Select a charity from the dropdown list. [The Indigenous Literacy Foundation](#) is already listed as an option or you can add a new charity.

Wear a RAP artwork lanyard

Visually show your support for reconciliation by wearing a [lanyard showcasing the RAP artwork](#). You can get a new RAP lanyard from reception at each ACMA office, simply visit

reception during regular office hours to collect one.

For more information on our RAP and ongoing initiatives, please visit [Our reconciliation journey](#) page.