

Corporate services news

Reconciliation Action Plan 2023-25: That's a (w)rap!

8/28/2025

Our first Reconciliation Action Plan (RAP) has concluded. Find out about how we did with completing the RAP action-aligned goals and deliverables, plus find out how you can get involved in our next RAP, which will be published later in the year.

Main image: Our colleagues enjoying their 2024 Walk on Country.

Top (L-R): Sydney colleagues,



Bottom (L-R): Canberra colleagues,



Our inaugural RAP

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

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

- 59 of these deliverables have been achieved, reflecting our dedication to advancing reconciliation within our organisation and the broader community.
- the remaining 15 deliverables are actively in progress and will be carried over into the next RAP.

We are committed to the timely and effective implementation of these actions, while recognising that meaningful progress sometimes takes longer. Our priority is to ensure our approach is culturally appropriate, respectful and genuine.

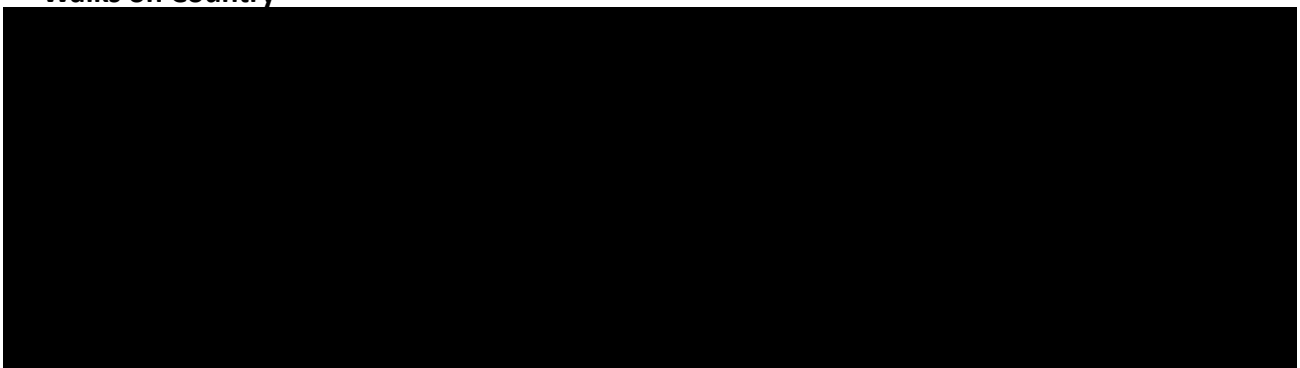
Key achievements to date

Some of our key achievements to date include:

- Staff participation in the [Jawun Secondment Program](#) in acknowledgement of its role to strengthen cultural awareness and understanding and partner with Indigenous communities and organisations. Read [REDACTED]'s reflections of her [2024 Jawun secondment](#) to Gadigal information service and Koori Radio.
- 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 Ngannawal names.
- Deepening our understanding of Indigenous culture and learning to deliver more meaningful and heartfelt Acknowledgements of Country through staff participation in the [Acknowledge This!](#) 2-hour workshop.
- Devising and implementing our new [ACMA Indigenous Procurement Plan](#).
- 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](#).

National Reconciliation Week 2024 and 2025

Walks on Country



ACMA Canberra staff gathering at the meeting place | Traditional artifacts | [REDACTED] demonstrates the emu caller

In 2024, the ACMA held [Walk on Country](#) as part of [National Reconciliation Week events](#) in Sydney, Melbourne and Canberra. The Walk on Country guided tours provided an immersive experience for staff and explored local Indigenous culture and history.

Building a bridge



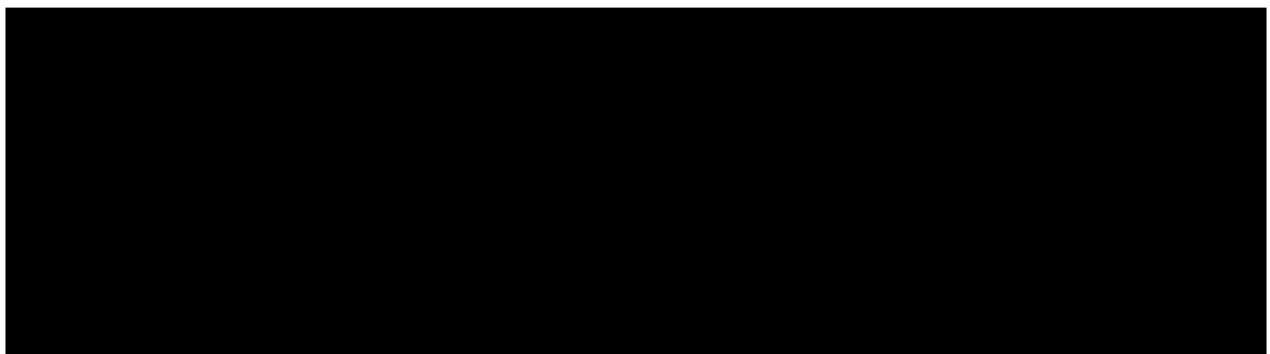
In 2025, the [National Reconciliation Week \(NRW\) theme was Bridging Now to Next](#). The theme reflected the ongoing connection between past, present and future and urged us to look ahead and continue the push forward as past lessons guide us.

As part of our NRW 2025 celebrations, we reflected with the creation of a community art project created by staff in each of our offices. Staff were provided an individual and collective prompt to personally reflect on their own reconciliation journey with the leaves representing the ACMA's ongoing commitment to reconciliation and the NRW theme.



First Nations procurement showcase

We also held a [National Reconciliation Week Procurement Showcase](#) hosted by [REDACTED] with guest speakers [REDACTED], Client Relationships Manager at [Evolve FM](#) and [REDACTED] Branch Manager, Business and Economic Policy, National Indigenous Australians Agency (NIAA).



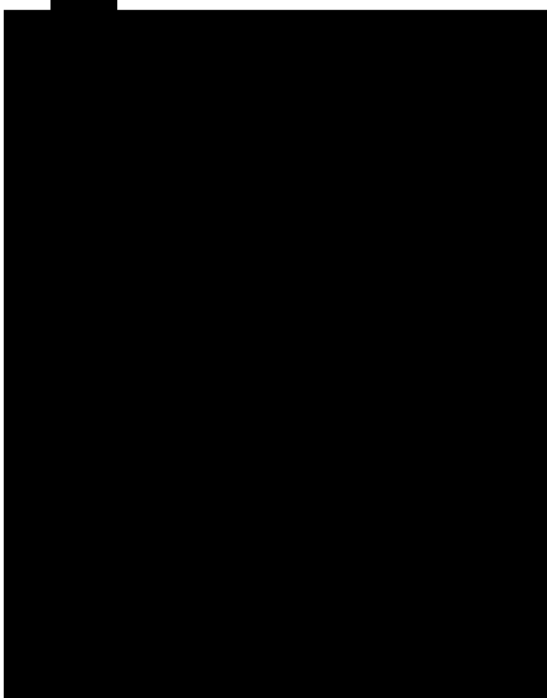
The showcase highlighted the economic benefits for Indigenous communities when using Indigenous owned organisations for procurement purposes. You are encouraged to revisit the [supporting materials](#) shared by the guest speakers.

NAIDOC Week 2024 and 2025

In [2024 for NAIDOC Week](#), we hosted guest speaker [REDACTED]. [REDACTED] is a comedian, writer and TV presenter with over 10 years' experience as a journalist covering Indigenous Affairs for NITV and the ABC. [REDACTED]'s presentation discusses the importance of

Indigenous representation in the media and how this has evolved throughout his career.

You are encouraged to revisit the [NAIDOC Week guest speaker presentation](#) delivered by



For [NAIDOC Week in 2025](#), over a 4-week period ACMA and eSafety took part in a [Converge move challenge](#). Staff had the opportunity to learn about a wide range of First Nations' heritage sites and culture while completing a total of 1,120,176 steps. Those who took part learnt about Indigenous sites such as [Kakadu National Park](#) and [Uluru-Kata Tjuta National Park](#).

Ongoing cultural learning

Always available for online learning, 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.


The Australian Public Service Academy [Footprints](#) program is a framework that supports APS employees to continually increase and enhance their cross-cultural knowledge and understanding.

Participants in Footprints are encouraged to engage in learning activities to increase and enhance their knowledge and understanding of the cultures that make Australia who we are,

support respectful learning about other cultural backgrounds, and encompass the principles of creating and maintaining a culturally safe work environment. This includes the diverse cultures of First Nations peoples in Australia, their lands, cultures and histories, as well as the cultures of those who have migrated to Australia from other countries.

Get involved!

A new Innovate RAP will be launched at the start of 2026. 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, representing your division for drafting deliverables the next RAP or assisting with future events, please email 

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