

## Our reconciliation journey

The ACMA is committed to reconciliation between First Nations and non-Indigenous peoples, and to a diverse and inclusive workplace. This page provides information about our reconciliation journey, including our Reconciliation Action Plan, and other initiatives and information related to First Nations peoples.

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## Reconciliation Action Plan

The inaugural [Reconciliation Action Plan](#) was released on 29 August 2023.

The ACMA is committed to reconciliation and acknowledges the important role that First Nations peoples play in our nation's culture, history and future.

The plan builds on existing ACMA initiatives and has been developed by a passionate and engaged Reconciliation Action Plan (RAP) Working Group with contributions from across the ACMA. Through this plan we will work to strengthen our relationships with First Nations peoples and create opportunities for cultural understanding and meaningful engagement.

This 'innovate' plan sets out a series of actions within the framework of **relationships**, **respect** and **opportunities** to support tangible steps towards reconciliation, including initiatives that focus on:

- improving Indigenous representation within our organisation

- strengthening cultural awareness and understanding
- and developing partnerships with Indigenous communities and organisations.

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

'Connected and United' © [REDACTED]

### **Get involved**

If you'd like to contribute towards the RAP's implementation, or be a part of the RAP Working Group, contact [REDACTED]

### **Acknowledgement of Country and Welcome to Country**

Staff are encouraged to start all significant or large internal meetings, including those with external participants, with an Acknowledgement of Country or Welcome to Country. For example, these may include branch, division, inter-departmental or external meetings.

### **ACMA Acknowledgement of Country**

As part of the Reconciliation Action Plan, the ACMA has developed its own unique Acknowledgement of Country and staff are encouraged to use this wording where appropriate:

"I'd like to begin by acknowledging the Traditional Owners of the land on which we meet today\*:

- *the Wurundjeri [**wah-rund-jerry**] people of the Kulin [**koo-lin**] nation in **Melbourne***
- *the Ngunnawal [**nunna-wall**] people of the Ngunnawal nation in **Canberra***
- *the Gadigal [**gad-ee-gal**] people of the Eora [**ee-or-ah**] nation in **Sydney***

I pay my respects to **Elders past and present** and extend that respect to any of our **First Nations colleagues and guests** joining us today.

The ACMA respects and celebrates 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."

### **Personalise**

You can also personalise your Acknowledgement of Country by making it specific to where you are, or more specific to what you are doing while on the lands. For ideas on how to further personalise your Acknowledgement of Country, see:

- [Deliver an Acknowledgement of Country that really means something \(TEDx\)](#)
- [A meaningful and personalised Acknowledgement of Country.](#)

### **Locations**

*\*Choose the locations which apply to your meeting and/or participants*

An Acknowledgement of Country can be:

- **Specific:** This should be used when there are no disputes about the Traditional Owners/Custodians of the land where you are gathered and you know the name of the land on which you are gathered.
- **Multiple locations:** To be used if your meeting is across several locations. This applies to a large portion of online meetings at the ACMA.
- **Generic:** To be used if you don't know the name of the people on whose land you are gathered, or if there are disputes about multiple First Nations people identifying as Traditional Owners/Custodians of that area.

Staff should try to use a specific and/or multiple locations Acknowledgement wherever possible.

### Welcome to Country

A **Welcome to Country** can only be delivered by Traditional Owners/Custodians of the land where the event takes place. For major external ACMA events, the Human Resources and Communications branch can assist with organising a Welcome to Country.

If a Traditional Owner is not available to do a Welcome to Country, an **Acknowledgement of Country** can be delivered by non-Indigenous staff or Indigenous staff who are not Traditional Owners/Custodians of the land where the event takes place.

### Email signature block acknowledgement statement

Our [email signature blocks](#) also include an acknowledgement statement to support Indigenous inclusion. We have 4 email signature blocks, including 2 with our Reconciliation Action Plan artwork.

See [ACMA templates](#) for email signature block templates and instructions on how to update it.

### Cultural competency

The agency encourages you to take part in cultural awareness activities. This helps to develop a greater understanding and appreciation of Aboriginal and Torres Strait Islander cultures.

### Cultural learning modules

Cultural learning modules are available on [Learnhub](#). Key modules are:

- [Aboriginal and Torres Strait Islander Cultural Awareness](#)
- [Core Cultural Learning: Aboriginal and Torres Strait Islander Australia](#)
- [SBS Inclusion Program – Culture course](#).

### **Jawun secondments**

Highly skilled APS 6, Executive Level and SES staff are encouraged to apply for a short- or long-term secondment in an Aboriginal and Torres Strait Islander organisation.

The [Jawun APS Secondment Program](#) facilitates long-term engagement through partnership between government, the private sector and Indigenous Australia. It drives Indigenous-led change as well as two-way transfer of knowledge and skills.

### **Significant dates**

There are several dates that are significant to Aboriginal and Torres Strait Islander peoples:

- 13 February – National Apology Anniversary
- 16 March – National Close the Gap Day (changes from year to year)
- 26 May – National Sorry Day
- 27 May – Anniversary of the 1967 Referendum
- 27 May to 3 June – National Reconciliation Week
- 3 June – Mabo Day
- 2–9 July – NAIDOC Week
- 4 August – National Aboriginal and Torres Strait Islander Children’s Day
- 9 August – International Day of the World’s Indigenous People
- 7 September – Indigenous Literacy Day (changes from year to year).

### **Cultural websites**

- [Australian Institute of Aboriginal and Torres Strait Islander Studies](#)
- [Aboriginal and Torres Strait Islander Voice](#)
- [The Uluru Statement from the Heart](#)
- [Nation and language map](#)

- [National Aborigines and Islanders Day Observance Committee \(NAIDOC\)](#)
- [Reconciliation Australia](#)
- [United National Declaration on the Rights of Indigenous Peoples](#)
- [Common Ground](#) - centres First Nations people by amplifying knowledge, cultures and stories
- [Songs in Language – the Australian Indigenous Languages Playlist](#)
- [Healing Foundation.](#)