

Submission to

EXECUTIVE MANAGEMENT COMMITTEE

Meeting date: 30 July 2024

Agenda number: < leave blank >

Contact officer: [REDACTED]

Human Resources and Communications
Branch

Cleared by: [REDACTED]

Corporate and Research Division

PROGRESS REPORT - RECONCILIATION ACTION PLAN

RECOMMENDATION

That the EMC:

A) FOR NOTING. PROGRESS AGAINST THE RECONCILIATION ACTION PLAN DELIVERABLES.

Purpose

1. This paper aims to update the EMC on the deliverables set out in our Reconciliation Action Plan (RAP).

Background

2. The ACMA and eSafety's Innovate Reconciliation Action Plan (RAP) July 2023 – July 2025 was released on 29 August 2023.
3. The RAP was developed through Reconciliation Australia's framework to progress race relations, historical acceptance, unity, equality and equity, and institutional integrity.
4. The RAP sets out a series of actions that we will take to support reconciliation, including initiatives that focus on improving Indigenous representation within the organisation, strengthening cultural awareness, and understanding, and developing partnerships with Indigenous communities and organisations.
5. There are 14 RAP actions with several deliverables for each one. Each action relates to one of four pillars, Respect, Relationships, Opportunities and Governance.
6. RAP Working Group members initially volunteered to be involved in the development of the RAP. Following the release of the RAP, many of the members chose to remain in the working group to progress the RAP actions.

Discussion of issues

7. Progress against the RAP deliverables is provided at **Attachment A**.
8. A significant number of deliverables have been achieved or are on track to be achieved. However, there are some deliverables that are overdue and have required revised timeframes due to a later implementation than originally anticipated. The

Human Resources and Communications Branch has been working with the owners of those action items to review due dates and communicate the need to put plans in place to ensure these can meet the revised timeframes.

9. Staff movement within the RAP Working Group since releasing the RAP in August 2023 has contributed to delays in delivering some of the deliverables. The Human Resources and Communications Branch has implemented a revised governance structure for the management of the RAP action plan by dividing the members into subgroups for each pillar to directly focus the members efforts on their deliverables. The Governance Structure is provided at **Attachment B**.
10. Establishment of the revised governance structure and associated changes to the RAP Working Group has impacted the HRC Branch's ability to report the progress to the EMC to date. Quarterly reporting will be provided to the EMC going forward.

Resources

11. Costs for implementing RAP deliverables are currently absorbed by the budgets of the areas responsible for each action.

Consultation

12. RAP Working Group members provided status updates for each of the deliverables they are responsible for.
13. The RAP Working Groups and Governance Group meets at least quarterly, and the discussion is primarily about progressing RAP deliverables.

Attachments

- A. **Reconciliation Action Plan (RAP) July 2023 – July 2025 - Status of each deliverable at 30 July 2024.**
- B. **RAP Working Group Governance Structure.**