

Submission to

EXECUTIVE MANAGEMENT COMMITTEE

Meeting date: 28 January 2025

Agenda number: < leave blank >

Contact officer: [REDACTED]

Human Resources and Communications
Branch

Cleared by: [REDACTED]

Corporate and Research Division

QUARTERLY 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 or the RAP Governance Group to progress the RAP actions.

Discussion of issues

7. Progress against the RAP deliverables is provided at **Attachment A**.
8. The RAP Working Group seeks extensions for 10 deliverables which are now overdue. Many of the overdue deliverables are interlinked with another deliverable analysing our relationships with First Nations organisations, adjusting of the sequencing of

timeframes is required. Further details for each overdue deliverable is provided at Attachment A

9. The current RAP will expire in July 2025. The RAP Working Group has commenced planning for the next RAP which will commence within 6 months of the previous RAP's expiry. An update will be provided to the EMC with the next quarterly report in April. HRC Branch intends to call for employees to participate in a new working group for development of the next RAP.

Resources

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

Consultation

11. RAP Working Group members provided status updates for each of the deliverables they are responsible for.
12. 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 28 January 2025.**