

Submission to

EXECUTIVE MANAGEMENT COMMITTEE

Meeting date: 29 April 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. NOTE 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. HRC Branch provides the EMC with an update on progress against the ACMA and eSafety's Innovate Reconciliation Action Plan (RAP) July 2023 – July 2025 each quarter.
3. 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.
4. There are 14 RAP actions with several deliverables for each one. Each action relates to one of four pillars: Respect, Relationships, Opportunities and Governance.
5. Employees have volunteered to be on one of several RAP Working Groups (aligned to each pillar) and the RAP Governance Group to progress the RAP actions and deliverables.

Discussion of issues

6. Progress against the RAP deliverables is provided at **Attachment A**.
7. 4 deliverables are now overdue. Details for each overdue deliverable is provided at Attachment A. Some deliverables are likely to be carried over to the next RAP.
8. 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 July.

HRC Branch intends to call for employees to participate in a new working group to develop the next RAP. Initial contact has been made with Reconciliation Australia to commence the process.

9. The RAP Governance Group will seek expressions of interest from the SES cohort to perform the RAP Champion role prior to the implementation 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 the Governance Group meet 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 29 April 2025.**