

Submission to

EXECUTIVE MANAGEMENT COMMITTEE

Meeting date: 26 August 2025

Agenda number: < leave blank >

Contact officer: [REDACTED]

Human Resources and Communications
Branch

Cleared by: [REDACTED]

Corporate and Research Division

FINAL REPORT - RECONCILIATION ACTION PLAN

RECOMMENDATION

That the EMC:

a. NOTE THE FINAL REPORT FOR THE RECONCILIATION ACTION PLAN

Purpose

1. This paper provides a final report the EMC on the ACMA and eSafety's Innovate Reconciliation Action Plan (RAP) July 2023 – July 2025.

Background

2. The HRC Branch provides the EMC with an update on progress against the RAP 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 74 deliverables in total.
5. Employees have volunteered to be on the RAP Working Group (Working Group) to progress the RAP actions and deliverables.

Discussion of issues

6. The RAP expired at the end of July 2025.
7. Of the 74 deliverables, 59 were achieved and 15 will be carried over into the next RAP. The final report of RAP deliverables is provided at **Attachment A**.
8. Of the 15 deliverables not achieved, 14 are standard initiatives from Reconciliation Australia's RAP template. These are designed to suit a broad range of organisations and have proven difficult to apply directly to the work of ACMA and eSafety. For the new RAP, we will work with Reconciliation Australia to tailor the wording of these deliverables, so they better reflect our operational context.

9. The ACMA-specific initiative not achieved was to establish dedicated affirmative measures recruitment rounds for Aboriginal and Torres Strait Islander peoples as part of business as usual recruitment. HR is considering how this can be incorporated as part of workforce planning and recruitment actions and therefore will carry this into the next RAP.
10. Reconciliation Australia has provided the new Innovate template for the Working Group to begin drafting the new RAP.
11. There are 4 types of RAPs, Reflect, Innovate, Stretch and Elevate. Innovate RAPs allow organisations to gain a deeper understanding of their sphere of influence and establish the best approaches to advance reconciliation. It is common for organisations to complete several Innovate RAPs before progressing to a Stretch or Elevate RAP.
12. The new RAP must commence by January 2026, within six months of the previous RAP expiry. The draft of the new RAP will be presented to the EMC for endorsement at the January meeting.
13. 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

14. HR coordinates the implementation of RAP activities; however, the associated costs are currently absorbed by the budgets of individual business areas responsible for each action.
15. There is no central dedicated budget for diversity initiatives, including the RAP, in the 2025–26 financial year. This funding gap will affect the delivery of ongoing RAP commitments, such as participation in the Jawun secondment program. HR will seek investment once a new RAP is developed, as future implementation may require dedicated resourcing.

Consultation

16. RAP Working Group members provided status updates for each of the deliverables they are responsible for.
17. The RAP Working Group 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 26 August 2025.**