

## Minutes - RAP Governance Group

**Date:** 24 March 2025 | **Time:** 2:00pm – 3:00 pm | **Location:** MS Teams

### Attendees

██████████	██████████
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### Apologies

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### Agenda Item: Acknowledgement of Country

Notes	Actions
<ul style="list-style-type: none"> <li>██████████ delivered an Acknowledgement of Country and welcomed everyone to the Governance Group meeting.</li> </ul>	

### Agenda Item: Senior Reconciliation Champion

Notes	Actions
<ul style="list-style-type: none"> <li>The position of Senior Reconciliation Champion is now open since ██████████ left the ACMA. It may be beneficial for the position to be held by someone outside of HR if there's interest.</li> <li>Many employees perceive the RAP to be Human Resources (HR) centric, so it could be beneficial for the position to be held by someone outside of HR.</li> <li>It's important to have someone senior to continue to raise RAP actions and deliverables at senior management meetings. It's a good opportunity to get some momentum and embed RAP actions and discussions about closing the gap etc. as a core part of everything we do.</li> <li>HR will still be heavily involved in driving the RAP but having another SES as Senior Reconciliation Champion would help to expand that influence.</li> <li>It may be worth having the Champion at the Band 2 level, and in having a Champion in both ACMA and eSafety. The new RAP could be an opportunity to resolve this.</li> </ul>	<p>██████████ to liaise with eSafety counterparts to gauge interest for a senior eSafety Champion.</p> <p>██████████ to liaise with ACMA to test option of having Champion at Band 2 level.</p>

### Agenda Item: RAP quarterly reporting to EMC

Notes	Actions
<ul style="list-style-type: none"> <li>We will report to EMC again on 29 April. The HR and Communications Branch will submit the papers and coordinate an update on the status of each deliverable.</li> <li>Another RAP deliverable is to report externally and internally on our progress. We recently posted a progress report to the <a href="#">external ACMA website</a> and there will be a RAP update article posted to the Hub later this week.</li> </ul>	<p>██████████ to share progress report to EMC with eSafety.</p> <p>Alison to send progress report to Ruth Chadwick.</p>

### Agenda Item: RAP deliverables likely to carry over into the next RAP

Notes	Actions
<ul style="list-style-type: none"> <li>There are several deliverables due before the next quarterly report to EMC in January. Some deliverables may need to be rolled over into the next RAP.             <ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement and to</li> </ul> </li> </ul>	<p>██████████ to check with Jess Lang about eSafety's review of cultural learning needs.</p>

understand how our regulatory functions impact First Nations peoples. – [REDACTED]

- Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. – [REDACTED]
  - Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. – [REDACTED]
  - Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes by examining ways in which we can focus on and contribute to supporting First Nations Australians in the ACMA's areas of responsibility, including through our priority compliance areas in 2023-2024. – Lead TBC ([REDACTED])
  - Conduct a review of cultural learning needs within our organisation. – [REDACTED]
  - Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. – [REDACTED]
  - Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. – Andrew – This has been paused as it needs to run in parallel entry level programs such as disability etc.
- The work of the ACMA tends to be less tangible and difficult to relate to RAP deliverables.
  - There are however potentially opportunities we could consider in our next RAP to take a more active role in involving First Nations groups, for example in our regulatory approach.
  - Many line areas who aren't already engaged with First Nations outcomes haven't had much involvement with the RAP. For the next RAP, we should aim to give employees the tools and knowledge to put a First Nations lens on their work to give employees opportunities to contribute.
  - The RAP Working Group and Governance Group needs to take stock of what's realistic and achievable for drafting a new RAP. We also need to record the rationale for each deliverable to assist continuity if people leave.
  - The SBS Inclusion – First Nations modules is now mandatory for EL2s. All SBS Inclusion modules are available to and appropriate for all levels.
  - We will need to be clear on how deliverables have been achieved and be able to show evidence.

### Agenda Item: National Reconciliation Week and NAIDOC Week

Notes	Actions
<ul style="list-style-type: none"> <li>• The HR and Communications Branch has started working on ideas for National Reconciliation Week and NAIDOC Week. We have committed to doing at least one activity for each event through the RAP. Get in touch with HR if you would like to be involved or if you have any ideas.</li> <li>• eSafety have a new guide for carers and parents that might be able to be tied in as a launch.</li> <li>• April is a good timeframe to aim for to lock in events. The walks on Country last year had great feedback.</li> </ul>	

**Agenda Item: Drafting the next RAP**

Notes	Actions
<ul style="list-style-type: none"> <li>The current RAP will expire in July 2025, we will need to turn our attention to drafting the next RAP. <a href="#">Developing-a-RAP-Introduction-and-guide.pdf</a></li> <li>We have 6 months from expiry to establish a new RAP. The drafting process usually goes through 3 rounds of feedback with Reconciliation Australia with at least 4 weeks in between so we will need to consider these timeframes. We are likely to have the template for the new RAP ready at our next meeting and do some planning then.</li> <li>An important consideration in drafting the next set of deliverables will be ensuring these are seen as critical to the core work of the ACMA and eSafety and not separate, RAP-specific actions.</li> <li>We need to consider the governance of how the current recruitment of the volunteers and keeping them involved.</li> <li>Anyone involved in the RAP should have it recognised as part of their role and included in their PDP.</li> <li>We need to think about how we're going to future proof work on RAP actions and deliverables if people leave.</li> <li>Might get more interest from people from certain areas than others. RAP coord point from each division. The key thing is people see it as part of their job.</li> <li>A senior RAP Champion could help other SES to push deliverables in their areas.</li> <li>There have been lessons learnt from our first RAP. We acknowledge this was our starting point but our aim for the next RAP will be to implement actions and deliverables that people can more easily get involved with.</li> <li>We have First Nations representation on the RAP Working Group but not on the Governance Group currently. There are few First Nations identified employees at eSafety and the ACMA but also need to be mindful of cultural load.</li> </ul>	<p>██████ to send the new RAP Innovate template when available. Reconciliation Australia are likely to provide a new template in May.</p> <p>Governance Group to consult with the RAP Working Group on how to better manage deliverables and meetings going forward.</p>

**Agenda Item: Other Business**

Notes	Actions
<ul style="list-style-type: none"> <li>There was no other business.</li> </ul>	

**Agenda Item: Next meeting**

Notes	Actions
<ul style="list-style-type: none"> <li>The next meeting will be in June 2025.</li> </ul>	<p>██████ to send the meeting invitation.</p>

Meeting closed at 3:00pm