

RAP Governance Group meeting

Agenda

Date: Wednesday 25 June

Time: 3:00pm

Attendees: [REDACTED]

Apologies: [REDACTED]

No.	Item	Lead
1.	Acknowledgement of Country [REDACTED] delivered an Acknowledgement of Country and welcomed everyone to the Governance Group meeting.	[REDACTED]
2.	RAP deliverables likely to carry over into the next RAP The RAP will expire in July 2025 and there are a few deliverables that look like they will need to be carried over into the next RAP. Many of these deliverables are in progress but more time is needed to complete them well. <ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement and to 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] Both deliverables come from Reconciliation Australia, but we may be able to better tailor them to our organisation for the next RAP. [REDACTED]'s work on analysing existing relationships with First Nations organisations should provide a good basis for this work. <p>There may need to be separate engagement plans for AMCA and eSafety.</p> <ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. – [REDACTED] [REDACTED] has taken quite a detailed approach but there have been other actions, including in the Diversity and Inclusion Strategy that help address this. <ul style="list-style-type: none"> 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. – [REDACTED] This will be an ongoing task and likely to be included in all future RAPs. <ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. – [REDACTED] We have made more learning available and implemented mandatory First Nations training for senior leaders. However, we have not yet documented a review.	All

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	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. – [REDACTED] <p>This has partially been achieved by discussing professional development options with individuals. Due to the low numbers of First Nations identified employees, we haven't been able to develop a cohesive strategy and have instead taken more individual actions.</p> <p>Having so few First Nations identified employees will be an ongoing issue. We need to identify where we can make the ACMA a attractive employer of choice for First Nations candidates, however this action may always be difficult due to our overall agency size. Targeted recruitment for disability and First Nations is in the works, but the value proposition must be there for First nations employees.</p> <ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. – [REDACTED] <p>Any deliverables that aren't achieved by the end of the RAP can be rolled over into the next RAP, but we will need to provide a comment on where it got up to or why it was delayed.</p> <p>We need to identify what needs to change for the next RAP. There's been a few issues including getting people to take responsibility for actions, but that has improved since highlighting this with the SES sponsors. A lot of effort has gone into re-planning and getting the Governance structure right, which has delayed implementation. Across the agency we could be more ambitious about what we can achieve. Lots of our actions can be viewed through a First Nations/RAP lens. We need to get the messaging right from the SES the RAP is part of everyone's job and integrated with core work, not just something done on the side. Drafting the language of the deliverables needs to be considered to help people understand what it is they need to do and what achieving a particular outcome looks like in practice.</p>	
3.	<p>National Reconciliation Week and NAIDOC Week</p> <p><u>NAIDOC Week</u></p> <p>NAIDOC Week is coming up from 6-13 July. A Hub article will be published next week listing internal and external activities. The main activity that ACMA is promoting is the NAIDOC Week Converge Move challenge during July. Converge is the agency's EAP provider and the suggestion came from Fiona in the RAP Working Group. Converge Move is a team-based physical activity challenge that encourages movement and strengthens social connections. For NAIDOC Week, the challenge will be to virtually journey across a range of First Nations heritage sites and learning about them.</p> <p>eSafety may also be doing a NAIDOC Week activity. [REDACTED] will let us know if there's anything the ACMA can participate in.</p> <p>The theme for NAIDOC Week is The Next Generation: Strength, Vision & Legacy and Matt is thinking of doing an article or presentation from the Koori Youth Council. It may need to be after NAIDOC Week.</p> <p><u>National Reconciliation Week</u></p> <p>National Reconciliation Week occurred since the last meeting. Thanks to Robbie for hosting the Indigenous Procurement Showcase and to [REDACTED] for linking us up with the NIAA. A wrap</p>	Chair

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	up article of National Reconciliation Week was posted to the Hub with a link to a survey. All responses were very positive.	
4.	<p>Drafting the new RAP</p> <p>Our new Innovate RAP has been registered with Reconciliation Australia, and the template has been provided to the Governance Group.</p> <p>At the RAP Working Group meeting last week there was some discussion about drafting the new RAP. There were no suggestions for actions or deliverables but there was some discussion about how we get engagement and commitment from people. There were some concerns raised about continuity when people leave and how to get volunteers to deliver actions.</p> <p>One option is to nominate 2 Divisional representatives to get contributions from within their Division and ensure deliverables are on track. Smaller Divisions like Legal Services would only need one representative. We could document the responsibilities of each role involved in the RAP for clarity, such as what participating in the working group means. The Human Resources and Communications Branch will continue to provide project management and secretariat support.</p> <p>ACTION: <i>Human Resources and Communications Branch draft a document with the suggested approach for the next RAP.</i></p>	Chair
5.	<p>Other Business</p> <p>The Senior Reconciliation Champion role will need to be assigned for the next RAP. It was previously held by [REDACTED] is acting in the position. [REDACTED] has discussed this with [REDACTED], and they agree assigning a Senior Reconciliation Champion outside of Corporate will help change the perception that the RAP is only for the Corporate and Research Division to deliver and be involved with.</p> <p>[REDACTED] suggested the Senior Reconciliation Champion be at the SES Band 2 level and has discussed this with [REDACTED] is happy to be the Senior Reconciliation Champion in absence of an SES Band 2 wanting to take on the role.</p> <p>ACTION: [REDACTED] <i>about a SES Band 2 Senior Reconciliation Champion.</i></p>	All
6.	<p>Next Meeting</p> <p>The next meeting will be scheduled in September to progress drafting to new RAP.</p>	Chair