

**From:** [REDACTED]  
**Cc:** [DDL - All General Managers](#); [DDL - All Executive Managers](#)  
[HR Assist Mailbox](#)  
**Subject:** RAP Actions for SES – The effects of Racism and Acknowledge This! Training [SEC=OFFICIAL]  
**Date:** Friday, 25 October 2024 4:31:21 PM  
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Dear Colleagues,

As [REDACTED] mentioned at the SES forum last week, there are actions under the [Reconciliation Action Plan](#) (RAP) that directly relate to SES capability and need to be achieved prior to the RAP expiring in July 2025.

These action items are listed below with some suggested actions SES can take to help us achieve these.

**Action 4** of the RAP is: *Promote positive race relations through anti-discrimination strategies.*

**Deliverable:** educate senior leaders on the effects of racism.

If you are available on Friday 1 November from 12:00pm - 1:30pm, the Human Rights Commission is hosting the Kep Enderby Memorial Lecture 2024 - [Dismantling systemic racism – perspectives from First Nations peoples](#). This is a free online webinar delivered by CEO of First Nations Collective Consulting, Marni Tuala.

Other education resources

- [5 Common Myths and Misconceptions about Racism](#) Self-Reflection and Education Guide.
- [What is racism? | Australian Human Rights Commission](#)
- [Anti-Racism – Amnesty International Australia](#)
- [Fight racism | United Nations](#)

**Action 7** of the RAP is: *Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.*

**Deliverable:** Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols for internal and external use.

I would like to encourage all SES to participate in the **Acknowledge This!** two-hour virtual workshop on **27 November at 2:00pm**. The workshop provides the foundations to create a genuine and authentic Acknowledgement, focusing on the place, people and position you're in. We'll learn how to articulate an Acknowledgement and how to make it personal and authentic to us. We will also discuss the challenges of delivering an Acknowledgement, common questions and fears; and learn a simple structure to start building our own authentic Acknowledgement.

[Click here to register via Learnhub](#)

Learn more about Acknowledge This! from the following videos:

[Welcome to Acknowledge This! on Vimeo](#)

[Example Acknowledgements of Country on Vimeo](#)

As a cohort, we're often opening meetings and are the most appropriate person to deliver an Acknowledgement. I am personally looking forward to gaining a deeper understanding of Acknowledgement of Country and feeling more comfortable and authentic in delivering them. I look forward to seeing you and your teams in the session.

Attending this workshop demonstrates your commitment to boost First Nations employment and to embed and practice meaningful cultural safety as part of the National Agreement on Closing the Gap and will satisfy the requirement in the [SES Leadership Performance Framework](#).

Please reach out if you have any questions or would like to discuss this further.

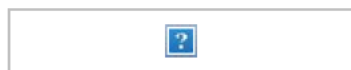
Regards

[REDACTED]  
Senior Reconciliation Champion  
Executive Manager  
Human Resources and Communications (HRC) Branch

**Australian Communications and Media Authority**

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*The ACMA acknowledges First Nations peoples as the Traditional Owners and Custodians of Australia. We respect and celebrate First Nations peoples as the original storytellers and content creators of the lands on which we work and honour the enduring strength and commitment of Aboriginal and Torres Strait Islander peoples to the land, waters and their communities. We pay our respects to Elders past and present.*

