



Innovate

Reconciliation Action Plan
July 2023 – June 2025

Environment, Planning and Sustainable Development Portfolio



ACT
Government



RECONCILIATION
ACTION PLAN

INNOVATE





Reconciliation through Caring for Country

By: Leilani Keen Church
2018

The three green inner circles represent the environment and country. The outer symbols represent people and community standing side by side in reconciliation and taking care of country. The pathways represent the journey.

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Acknowledgement

The Environment, Planning and Sustainable Development Directorate (EPSDD) acknowledges the Ngunnawal people as traditional custodians of the land we live, work and play on, and recognise any other people or families with connection to the lands of the ACT and region.

The Portfolio acknowledges the historic dispossession of the Ngunnawal people of Canberra and its surrounding regions. We recognise the significant contribution the Ngunnawal people have made to the ACT and region. For thousands of years the Ngunnawal people and other First Nations peoples have maintained a tangible and intangible cultural, social, environmental, spiritual and economic connection to these lands and waters.

We respect our Ngunnawal Traditional Custodians' history, knowledge and aspirations and work in partnership with Ngunnawal people to build a strong and shared future that respects and values Ngunnawal Country.

EPSDD also acknowledge the many other Aboriginal and Torres Strait Islander peoples from across Australia who have made Canberra their home, and we pay respect and celebrate their cultures, diversity and contributions to the ACT and surrounding region. We celebrate the diversity of First Nations peoples and their unique cultures through shared opportunities, respecting and valuing their knowledge and contributions to the work we do.

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Statement from CEO of Reconciliation Australia

Reconciliation Australia commends ACT Environment Planning and Sustainable Development Directorate (EPSDD) on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. EPSDD continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that EPSDD will continuously draw upon to create RAP commitments rooted in experience and maturity.



These learnings extend to EPSDD using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for EPSDD to strengthen these relationships, gain crucial experience, and nurture connections that will become the

lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, EPSDD will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of EPSDD's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations ACT Environment Planning and Sustainable Development Directorate on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



Our Vision

The EPSDD Portfolio comprises of the Environment, Planning and Sustainable Development Directorate (EPSDD), the City Renewal Authority (CRA) and the Suburban Land Agency (SLA).

Our vision for reconciliation is to continue to nurture relationships and to provide opportunities for greater participation and collaboration between our First Nations and non-Indigenous workforce and the broader community. In the context of our organisation, this represents an ongoing and strengthened partnership with the Ngunnawal and other local First Nations peoples, as we honour our commitment to build a strong and shared future for the ACT that respects and values local First Nations peoples leadership and contributions. This will be achieved through the conservation, promotion and protection of our shared environment, our rich heritage, and our cultures through careful management of the ACT's parks and reserves, and the delivery of improved water and energy services. By protecting and restoring the ACT's parks and reserves, including indigenous and native plants used by Ngunnawal people, we are promoting and acting on reconciliation, whilst cultivating connection to Country.

We are committed to embedding a diverse and inclusive work environment that is culturally safe, responsive, and respectful of all First Nations peoples' lived experiences, histories, and connections to country. We will work collaboratively with Ngunnawal and other local First Nations peoples within our organisation and the community we serve to amplify their voices and seek their knowledge to help inform tangible actions on our journey to reconciliation, including through improved employment opportunities, economic independence, better quality of health and wellbeing and proactive leadership.

EPSDD's continuing commitment to reconciliation, through this RAP, will enhance our positive, respectful, and collaborative culture, ensuring Canberra is a leader in providing a 'liveable and sustainable city' to the Canberra community.

Welcome to Country by Warren Daley
EPSDD Reconciliation Day event, 26 May 2022

Our Stories

Ngunnawal language

In recognition of the significant value in reviving the Ngunnawal language, we engaged with various Ngunnawal Traditional Custodians, including the Winanggaay Ngunnawal Language Corporation and Thunderstone Aboriginal Cultural Services, to provide Culture and Language workshops. Our People have had the opportunity to learn the important history of the Ngunnawal language, gain an understanding of the Acknowledgement and Welcome to Country protocols, learnt an Acknowledgement in Ngunnawal language as well as other common words and phrases. Using the language and skills developed in these workshops, and in recognition of First Nations continuing connection to country, the ACT Recreational fishing brochure has been updated with stickers featuring the Ngunnawal names for native fish.

Continuing our commitment to embedding Ngunnawal Language in our daily practices and throughout our workplaces, a mural which spotlights important phrases from Ngunnawal language has been permanently installed in our City Renewal Authority office. Painted by proud Ngunnawal man Bradley Mapiva-Brown and supported by the historic work of the Winanggaay Ngunnawal Language Group, the mural illustrates important Ngunnawal symbols and explains them with Ngunnawal phrases. Recently, phrases for wider use have been agreed upon and people are now able to converse in language once again.



Tyronne Bell, a Ngunnawal descendent, presented the Thunderstone Aboriginal Cultural Services Ngunnawal Language workshop to EPSDD staff.



Bradley Mapiva-Brown stands proudly in front of his mural.

Caring for Country

At the King Brown Ngunnawal Caring for Country field day, our people joined Ngunnawal community members visiting culturally significant sites in the ACT.

Site visits provide our workforce a wonderful occasion to continue to build relationships with the Ngunnawal community as well as opportunities to share, learn, and work together to gain a greater understanding of land management in the ACT. While at Namarag Reserve and Gubur Dhaura, our people learned about the concerns and aspirations of the local Ngunnawal community in relation to Caring for Country.



The King Brown Caring for Country field day (left and two middle) and Stoney Creek tree planting (right).





In recognition of National Sorry Day and World Environment Day, our people partnered with Greening Australia to plant hundreds of native trees on local First Nations Country. This provided an opportunity for reflection on the destruction that has occurred on the land since colonisation as well as the devastating impact to many First Nations as a result of the Stolen Generation.

While planting the trees, we had the opportunity to give back to the land and were able to reflect on the strength and courage of First Australians and how we all play a part in healing our nation.



On Country Tours under the moonlight

On Country Immersion Tours are seen by our workforce as an opportunity to engage with local First Nations communities and businesses to learn more about the history and cultural practices of the land we work and live on. Usually, these experiences occur during the day, however there is a wealth of knowledge to be learnt from the night. An 'On Country Tour' hosted by Ngunnawal Elder and Custodian Tyronne Bell from Thunderstone Aboriginal Cultural Services is being taken to the next level as a 'Night on Country' tour is being explored. Our people from the Conservation Research team are very keen to work with Ngunnawal community to learn traditional land care practices and to also share their knowledge of conservation management practices together. Through these practices, our Portfolio is demonstrating our commitment to supporting self-determination and economic development for local First Nations businesses.

Survive and Thrive project partnership

The Survive and Thrive project partnership aims to conserve 12 sensitive plant species impacted by the 2019-20 bushfires, with project partners working to locate surviving populations, collect seeds and cuttings to create conservation collections as insurance against extinction in the wild. The project scope was presented to the Dhawura Ngunnawal Caring for Country (DNCC) committee and sought their involvement through knowledge sharing and visits on country. Members of the DNCC Committee and other Ngunnawal community members also visited the Australian National Botanic Gardens and Seed Bank to learn more about how the project is being run.

Gawari Ngilanmanyin: Remembering the Bush

Climate-wise landscapes help reduce the impact of urban heat on the built environment and will support our community to adapt to the changing climate. Suitable for anyone from home-owners to builders and developers, Gawari Ngilanmanyin is a new climate-wise landscape guide for Canberrans on how to plan for and establish climate-wise gardens and landscapes for our city. EPSDD consulted with the DNCC Committee, as well as the Winanggaay Ngunnawal Language Aboriginal Corporation who kindly provided the Ngunnawal title for the guide, 'Gawari Ngilanmanyin,' which means 'remembering the bush' and reminds us of the importance of Ngunnawal Country and people to our city and its landscapes.



City Walk Upgrades

The City Renewal Authority proudly partnered with First Nations business Rork Projects Pty Ltd to deliver the recent City Walk public realm upgrades. These upgrades bring improvements to comfort, amenities, and offer more opportunities for social connection with bespoke furniture, open lawn areas and lush plantings bringing new life to the City Centre. This was all achieved whilst delivering twenty-one per cent downward spend to First Nations businesses.

A smoking ceremony was held at the launch of the recent City Walk public realm upgrades.

Cultural Engagement

Kickstart provides students at risk of disengagement from their education the opportunity to learn about the environment and First Nations cultures while out on Country. Students are encouraged to engage in activities such as seed collection, propagation skills, revegetation, resource collection, artefact making workshops and native foods. Engaging directly with schools, the program partners with Ngunnawal Elders and community members to share valuable traditional knowledge and create a supportive environment for the students to learn. To complement the 'On Country' experience, the Kickstart CIT Vocational Learning Opportunity (VLO) program offers students the opportunity to obtain a range of technical skills in horticulture, including how to identify plants, maintain natural areas, bushland regeneration and cultural awareness.



Students in the Kickstart program engaging in a workshop. Lef: Artwork produced in the Kickstart program

Future Leaders/Future Elders aims to strengthen and support the First Nations community members in the ACT and region. Consisting of seven workshops delivered by First Nations facilitators and community leaders, the program aims to strengthen the knowledge of cultural protocols, challenging assumptions, working with community, First Nations governance, Indigenous Cultural Intellectual Property, engagement strategies and understanding trauma.

Culture Talks engages with ex-detainees and connects them with a First Nations support network to help break the cycle of reincarceration. Through this program participants learn about traditional Aboriginal plant food and medicines (primarily from Ngunnawal Country), as well as how to identify these plants and their cultural significance. Participants develop horticultural skills including propagating methods to grow plants, proper preparation of nursery production, cultural and environment focused restoration and revegetation works.

People from the Office of the Commissioner for Sustainability and the Environment also completed a True Tracks workshop, which focused on Indigenous Cultural and Intellectual Property. This training will inform our actions as we collaborate with the Ngunnawal community to develop a Ngunnawal Seasonal Calendar. This project is essential for future recognition and incorporation of Traditional Aboriginal environmental management techniques into those currently used throughout the ACT. It will also enable communication of Ngunnawal seasonal information to the broader community.

Whitlam Cultural Strategy

The Suburban Land Agency (SLA) commissioned Ngunnawal Kamilaroi custodian and Traditional Owners Aboriginal Corporation Cultural Director Richie Allan to develop a cultural engagement strategy for the new Canberra suburb, Whitlam. The strategy will guide SLA toward best practice in culturally sensitive traditional Ngunnawal storytelling and education in Whitlam. Learnings from the strategy will directly influence marketing practices as well as the Whitlam display village experience.

Whitlam Display Village

New Canberra suburb Whitlam has officially opened the doors to its display village. One of eight display village builders, Jada Building Projects built the first display home. In recognition of the Ngunnawal people's continuing connection to Country, the interior design features a carefully curated and strong First Nations theme, including unique paintings, yarn sticks and woven baskets.



First Nations themes feature prominently in the interior design of Whitlam's first display village open home.

People



Meeting Jackson



Hi I'm Jackson, I am a Wiradjuri man belonging to the Galari people of the Lachlan "Galari" River NSW. I have spent most of my life living and working on Ngunnawal country here in the ACT and have been fortunate to have spent most of my career with EPSDD. I started with the Directorate back in 2010 as a trainee Ranger with the Parks and Conservation Service. Eventually progressing into the role of Senior Ranger and gaining valuable experience in the cultural landscape and what it means to integrate culture into the way we manage country here in the ACT. This remains a

keen interest of mine and has led me into roles with teams such as ACT Natural Resource Management and ACT Heritage. I was also the Assistant Director of Inclusion and Engagement with the People and Capability Branch where I was responsible for developing the Portfolios' Inclusion and Belonging Strategy as well as contributing to outcomes under the Reconciliation Action Plan. This experience within the corporate space of EPSDD was fundamental to understanding the vast scope of our portfolio and the highly diverse and dedicated people we have all around us.

I have thoroughly enjoyed my time with the Portfolio and believe it is an amazing place for Aboriginal and Torres Strait Islander people to work and grow, and like my experience a place to develop a career towards something truly meaningful.

Dedicated Ngunnawal engagement officer



SLA is committed to reconciliation in action and further developing partnerships with the local Ngunnawal people and the Aboriginal and Torres Strait Islander community in our area. SLA has contracted the services of the Traditional Owners Aboriginal Corporation to provide a high level of culturally appropriate engagement with the Ngunnawal people and ACT Traditional Custodians and surrounds on behalf of SLA for the next six months.

Commitment

From the Director-General EPSDD – Ben Ponton



I am pleased to present the EPSDD Portfolio Innovate Reconciliation Action Plan 2023–25 (RAP), which follows on from our Innovate Reconciliation Action Plan 2019–21.

During the last few years our organisation has grown in line with our broad responsibilities to make sure that Canberra is one of Australia’s most liveable and sustainable cities. Building upon the successes of the Innovate RAP 2019–21, the Innovate RAP 2023–25, continues to align with our vision and values; through our RAP we aspire to work together to create and harness local knowledge and skills while continuing to develop an inclusive culture of mutual respect and cultural understanding.

It is essential that we acknowledge our historical past and continue to look forward to the future as we recognise Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the Australian land we share. We are committed to working together in a spirit of goodwill, mutual respect and recognition to improve the way our organisations builds relationships and supports First Nations peoples in the workplace and in our community.

I encourage everyone in the Portfolio, as we perform the important responsibilities that we have to the ACT community, to be role models for reconciliation and to continue to support and contribute to a workplace culture that values diversity and equity.

From the Chief Executive Officer, SLA – John Dietz



The Suburban Land Agency (SLA) values the unique and cultural relationship First Nations peoples have to care for the land, animal and plant species, sea and waterways as the traditional custodians of our country.

Reconciliation Action Plans are about turning good intentions into real actions by providing practical ways forward together, based on respect, relationship building and creating

opportunities. This means working closely with our portfolio colleagues and the community to collectively strengthen relationships, engage staff and stakeholders in reconciliation, and empower Aboriginal and Torres Strait Islander peoples. One way we demonstrate our commitment to respecting local First Nations culture is through our dedicated Ngunnawal language workshops. Through our community development program ‘Mingle’, we explore ways to recognise and celebrate the rich heritage of the Traditional Custodians of the land we develop, and we aim to grow and maintain effective relationships that recognise and build on the unique strengths and challenges of diverse populations. We use a place-based approach to developments and are working to enhance collaboration with First Nations peoples to create spaces which are fit-for-purpose and celebrate the ongoing First Nations cultures in our community.

As the Chief Executive Officer, I am committed to the realisation of our portfolio Reconciliation Action Plan. Updating and renewing the Reconciliation Action Plan gives us the opportunity to consolidate previous work, and to continue to be ambitious and optimistic in our future activities. I would like to thank the working group and the many staff who have contributed their thoughts and ideas. In committing to the ongoing journey of reconciliation we will build and strengthen relationships with our First Nations and non-Indigenous communities, promote cultural awareness through training and celebration of significant events within our organisation, and provide opportunities for employment, development, and advancement of First Nations peoples.

From the Chief Executive Officer, CRA – Malcolm Snow



The City Renewal Authority Board and staff are committed to Caring for Country. We are excited to be able to contribute to, and participate in, the portfolio’s Innovate Reconciliation Action Plan 2023-2025.

A key objective of the Authority is the creation of welcoming and inclusive places in our city centre for all Canberrans to enjoy. Recognising, reflecting, and learning about the importance that land and

landscape have for Aboriginal and Torres Strait Islander cultures and peoples is fundamental to creating places that represent and reflect who we are and how we use and experience our city. That insight is central to helping the Authority realise its Vision to transform the City Renewal Precinct into a network of places that reflect our rich culture, and values and builds on our shared history.

The renewal of Canberra’s city centre provides valuable opportunities to raise the visibility of the local First Nations peoples and their culture, and progress reconciliation by acknowledging what came before. We will share the table and actively collaborate to realise these opportunities in a true partnership with the local First Nations communities.

We confidently look forward to working with local First Nations Elders, and First Nations peoples more broadly, to play our part in our nation’s journey toward reconciliation.

From the RAP Executive Champion – George Cilliers



It is a special privilege to work in partnership with our people, particularly our First Nations peoples, to promote the importance of reconciliation across all aspects of our directorate.

With this RAP we continue our “Innovate” journey and our selected key focus area– *Relationships, Respect* and *Opportunities* – which reflects our commitment to genuine engagement, nurturing and growing relationships across our workforce and the community we serve. Our key focus areas also emphasise our commitment to

growing a culture of respect, not just as a core Public Service value, but as genuine commitment to all First Nations peoples in our work practices and our relationships. Our RAP furthermore includes specific employment and economic development opportunities, including opportunities targeted at growing our First Nations workforce.

Our new RAP has been developed by our dedicated RAP Working Group consisting of committed and experienced First Nations and non-Indigenous employees with a practical approach and valuable range of skills.

Together with the RAP Working Group, I look forward to continuing our work in reconciliation across the directorate and exploring opportunities to “be brave and to make change in the unfinished business of reconciliation”.

I also welcome our colleagues from the City Renewal Authority and the Suburban Land Agency who will continue this journey with us for the next two years.

Djan yimaba yara.



Our Portfolio Business



Environment, Planning and Sustainable Development Directorate

The EPSD of 769 employees aims to lead the nation in achieving sustainable outcomes for Canberra and its community: to be a ‘liveable and sustainable city’. EPSDD currently employs 29 First Nations employees. The directorate is responsible for developing and implementing a wide range of policies and programs across city planning and development, climate change and the environment. The sphere of influence of our business is broad and includes areas such as heritage management, transport planning, energy and water, nature conservation and environment protection, together with regulatory responsibilities for future development and building. While our two primary office locations are the Dickson Office Block 480 Northbourne Ave, and the Office of the Commissioner for Sustainability and the Environment, we have an additional eight depots across the ACT where our rangers, field and fire officers and ecologists are located.

Our directorate provides the highest possible quality of services to our stakeholders, the people of Canberra, with the objective of securing a sustainable future for the ACT community. We also have a significant responsibility in the management of the ACT’s conservation estate including nature reserves, national parks, commercial softwood forests and rural lands.

In serving our community, we embrace and lead change to understand, educate and manage Country together with local Traditional Custodians and other Aboriginal and Torres Strait Islander peoples in the ACT region.

Our [2022-25 EPSDD Strategic Plan](#) explicitly identifies our ongoing commitment to reconciliation through Strategic Objective 5, where we pledge to respect our Ngunnawal Traditional Custodians’ history, knowledge and aspirations and work in partnership with Ngunnawal people to build a strong and shared future that respects and values Ngunnawal Country. EPSDD continues to work hard to understand and acknowledge our place on Country. We do this through partnership principles identified in our EPSDD Aboriginal and Torres Strait Islander Agreement Action Plan and our Valuing our People commitment.

In conducting our business, we work with local First Nations Traditional Custodians and First Nations peoples to undertake the important work of our organisation. We endeavour to maintain ongoing cultural practices, seek to learn about and understand local First Nations custodianship and traditional land management and to continuously look for ways of doing our business better. We are committed to our reconciliation journey and recognise that Aboriginal and Torres Strait Islander peoples are an integral part of our business and our workforce.

Our Portfolio coordinate various projects and opportunities, many of which are co-designed with Ngunnawal Traditional Custodians and the wider First Nations communities. These projects have an environmental and cultural focus but are designed to engage holistically across the community, such as:

- » Engaging First Nations youth and preparing them for advisory and leadership roles
- » Developing cultural heritage programs to assist with First Nations peoples' healing and rehabilitation
- » Supporting the development of cultural tourism
- » Conserving Country and applying Aboriginal land management
- » Helping protect Traditional Custodians cultural land and water rights
- » Supporting employment and volunteer programs working on Country.

Suburban Land Agency

The SLA, delivers the ACT Government's land development program, including urban renewal in established town centres and suburbs. We seek to encourage and promote inclusive communities through the delivery of people-focussed neighbourhoods. This encompasses the delivery of land development which supports, social inclusion, affordable living, a safe and healthy population, housing choice, and environmental sustainability.

City Renewal Authority

The CRA of 30 employees aims to create contemporary, lively spaces that reflect, demonstrate, and achieve our city's potential as one of the most innovative, creative, and important cities in the world. At the heart of that is a city precinct that has culturally rich, vibrant, and enjoyable places that recognise and celebrate our diversity, rich history, and values.

The EPSDD, SLA and CRA form the EPSD Portfolio.

■ Jarramlee





Why are we developing a RAP?

Our RAP journey started in 2014 when our small Directorate began the process of developing our first Reflect RAP 2014-15, which focused on building relationships and raising awareness with our stakeholders about the journey of reconciliation and helping our employees to move forward with a better understanding of our shared past. In developing our initial Reflect RAP, our organisation committed setting the foundations for future RAPs by establishing meaningful relationships, building trust and understanding, and taking real actions.

In 2017 we welcomed the Parks and Conservation Services, the City Renewal Authority and the Suburban Land Agency to form the EPSDD Portfolio. Our first Innovate Portfolio RAP 2019-2021 was launched in 2019 and focused on nurturing relationships and providing opportunities for greater participation and collaboration between First Nations employees and the broader community. This RAP promoted discussion, identification of opportunities and realistic goals, as well as the establishment of pathways to promote reconciliation, and involvement of the First Nations communities in achieving the Directorate's priorities. Our journey continues in 2023 with the launch of our new Portfolio Innovate 2.0 RAP 2023-2025.

This is the Directorate's third RAP and second Innovate RAP, and we are seeking to build upon the many positives achieved through our previous RAPs, with increased commitment from our Executive.

The ACT Government continues to acknowledge the Ngunnawal people as traditional custodians of the ACT while also recognising any other people or families with connection to the ACT and region. There are currently interim protocols for ACT Government, which are under reviewed and protocols will be amended to reflect the upcoming updates.

EPSDD are committed to working with Ngunnawal and other local First Nations peoples moving forward.

Our RAP journey has also been influenced by our partnership programs and ongoing relationships with local Traditional Custodians and the broader First Nations communities in the ACT region. The direction of our new Innovate RAP 2023-25 builds upon the diverse portfolio of our work in the Canberra community, and the broad experience of our people within EPSDD, SLA and CRA. Our Innovate RAP seeks to:

- » Continue building on the foundations of the previous Innovate RAP
- » Maintain a workforce culture that values diversity and inclusion in our workplace
- » Identify opportunities to increase First Nations peoples representation within the Portfolio
- » further strengthen relationships with external First Nations groups across our community.

RAP Milestones

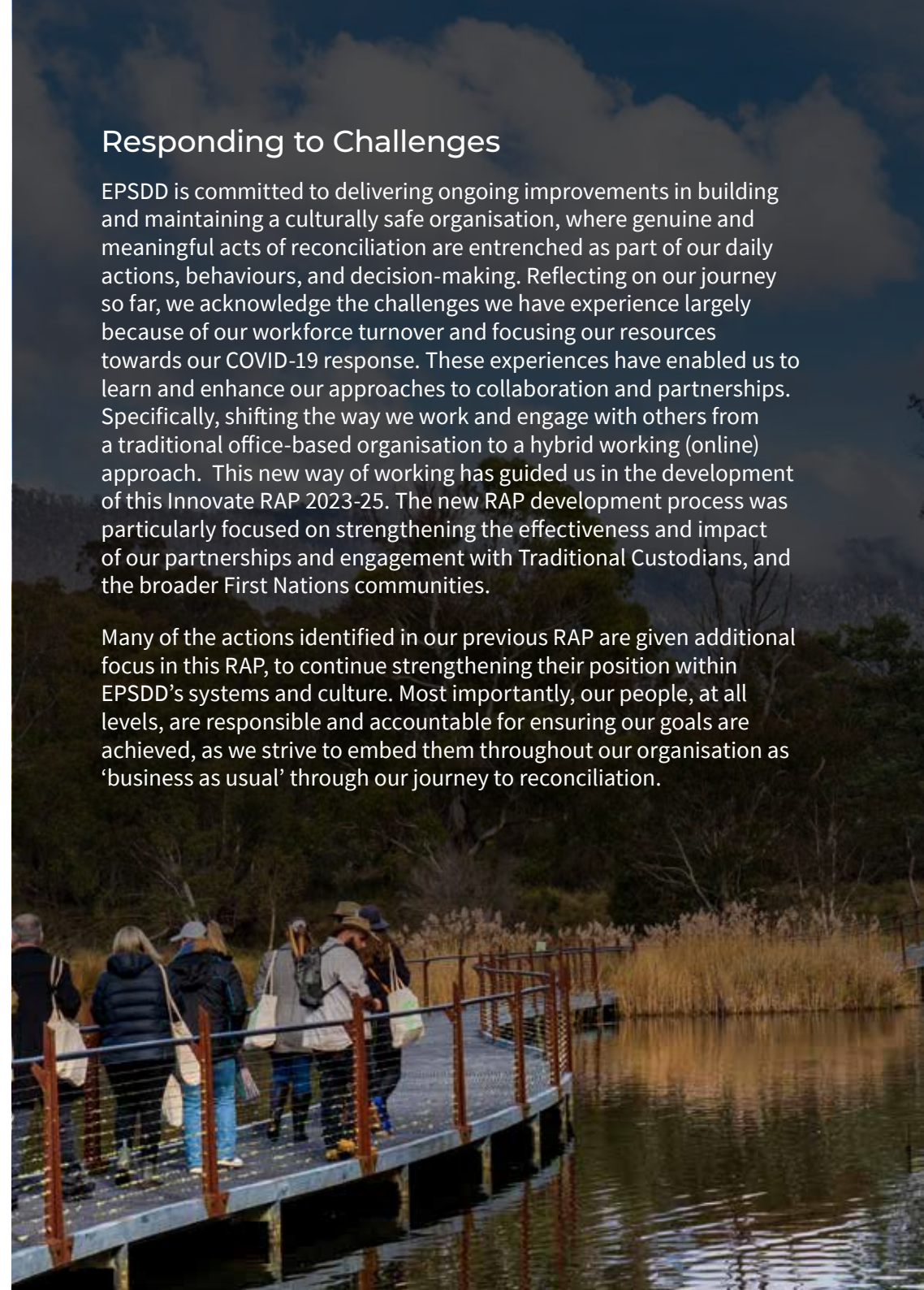
Throughout the development and implementation of our previous RAPs we have identified key learnings, challenges, and milestones. The following provides a summary of our key achievements, challenges, and learnings to date.

- » Our First Nations representation is now 32 people strong (approximately 3.55% of our workforce)
- » Our Portfolio's partnership with the Dhawura Ngunnawal Caring for Country Committee (DNCCC) to manage the ACT's natural and cultural environment
- » First RAP provided organisation-wide visibility to actions and relationships with First Nations peoples
- » First Nations Employment Pathway Program
- » Embedded NRW and NAIDOC week events into the corporate calendar
- » Artwork installations
- » Partnerships with First Nations organisations.

Responding to Challenges

EPSDD is committed to delivering ongoing improvements in building and maintaining a culturally safe organisation, where genuine and meaningful acts of reconciliation are entrenched as part of our daily actions, behaviours, and decision-making. Reflecting on our journey so far, we acknowledge the challenges we have experience largely because of our workforce turnover and focusing our resources towards our COVID-19 response. These experiences have enabled us to learn and enhance our approaches to collaboration and partnerships. Specifically, shifting the way we work and engage with others from a traditional office-based organisation to a hybrid working (online) approach. This new way of working has guided us in the development of this Innovate RAP 2023-25. The new RAP development process was particularly focused on strengthening the effectiveness and impact of our partnerships and engagement with Traditional Custodians, and the broader First Nations communities.

Many of the actions identified in our previous RAP are given additional focus in this RAP, to continue strengthening their position within EPSDD's systems and culture. Most importantly, our people, at all levels, are responsible and accountable for ensuring our goals are achieved, as we strive to embed them throughout our organisation as 'business as usual' through our journey to reconciliation.



RAP Working Group

Our RAP Champion Executive Champion George Cilliers who is a senior executive with the Directorate and champions our RAP to staff at all levels with the support of our Working Group. Our RAP Working Group (RAPWG) comprises enthusiastic and committed First Nations and non-Indigenous representatives from across the Directorate:

- » George Cilliers, RAP Executive Sponsor (RAP Champion), Executive Group Manager, Statutory Planning
- » Mary Mudford, RAP Co-Chair – Ngunnawal Nation, Manager, Traditional Custodian Engagement, Environment, Heritage and Water
- » Kerri Paloni, RAP Co-Chair - Project Officer, Resilient Landscapes, Natural Resource Management, Environment, Heritage and Water
- » Erin Caser, RAP Secretariat - Assistant Director, Inclusion and Engagement, Corporate Services and Operations
- » Sheridan McElligott, RAP Secretariat - Senior Advisor, Inclusion and Engagement, Corporate Services and Operations
- » Rory Martin, Senior Director, People and Capability, Corporate Services and Operations
- » Perry Wiles, Assistant Director Sustainability Policy, Environment, Climate Change and Energy
- » Emma Ereat, Assistant Director, Gas Transition, Climate Change and Energy
- » Emily Kilham, Program Officer, Energy Efficiency Improvement Scheme, Climate Change and Energy
- » Carly Freeman, Nyoongar/Bibulmun Nation, Aboriginal Education Program Coordinator, Environment, Heritage and Water

- » Gayle Garrett, Program Support Officer, Conservation Research and Evaluation, Environment, Heritage and Water
- » Euroka Gilbert, Wiradjuri Nation, Aboriginal Natural Resource Management Facilitator, Environment, Heritage and Water
- » Jackson Taylor-Grant, Wiradjuri Nation, Manager Aboriginal Engagement, Environment, Heritage and Water
- » Anna Van Dugteren, Natural Resource Management Regional Facilitator & ACT Landcare Coordinator, Environment, Heritage and Water
- » Kate Morioka, Policy Officer, Environment, Heritage and Water
- » Jess Davis, Program Officer Schools, Environment, Heritage and Water
- » Bradley Mapiva-Brown, Ngunnawal Nation, Coordinator, Traditional Custodian Engagement, Environment, Heritage and Water
- » Serena Farrelly, Assistant Director, Office of the Director-General
- » Sally Gilbert, Executive Branch Manager, Governance & Corporate Services, SLA
- » Mayumi Piper, Senior Director, Community Development & Engagement, SLA
- » Ned McRae, Senior Director, Project Management, SLA
- » Doug Millen, Director, Communications and Engagement, CRA

The RAPWG identifies, develops, and manages initiatives in support of the Directorate's RAP. Eight of our 22 members (36.4%) identify as First Nations Australians and are critical to the functioning of the working group. They provide subject matter expertise, guidance, and support for both the working group members and our Executive regarding any decisions and actions included in our RAP.

Relationships



Relationships

Our Reconciliation Action Plan is focused on continuing to build meaningful, collaborative, and respectful relationships with local First Nations peoples living and working across the ACT region, so that we may continue to increase our understanding of local culture, challenges, and opportunities. Our Portfolio will benefit from informed and improve our decision-making processes, customer service operations and overall focus of programs within our Portfolio.

ACTION 1: Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
» Meet with local First Nations stakeholders and organisations to develop guiding principles for future engagement.	Quarterly - , August, November, February and May 2023, 24,25	Executive Branch Manager (EBM) People & Capability Manager, Traditional Custodian Engagement (TCE)
» Assess the effectiveness of our First Nations Engagement Plan and update as required.	November 2023	EBM Communications Manager, TCE
» EPSDD Director-General, SLA/CRA CEO's and Aboriginal and Torres Strait Islander Elected Body (ATSIEB) representative meet monthly to investigate opportunities for collaboration with Aboriginal and Torres Strait Islander stakeholders and organisations.	Monthly (DG) Bi-Monthly CEO Review practice November 2023	Director-General EPSDD CEO SLA CEO CRA
» Identify and develop co-design opportunities and partnerships with the Ngunnawal and other local First Nations community forums for project development and program management processes such as the Cultural and Land Management (CALM) program and Namarag (a 35-hectare nature space within the Molonglo River Reserve).	April 2024	RAP Executive Sponsor EBM Communications Manager, TCE
» Develop, launch, and promote employee-led First Nations Employee Network for both First Nations and non-Indigenous staff to connect, share lived experiences, and foster relationships of collaboration, trust and cultural understanding.	April 2024	RAP Executive Sponsor EBM People & Capability EBM Communications
» Promote opportunities to expand engagement with the Whole of Government (WhOG) First Nations Networks, EPSDD employee-led network meetings, Murumbung Yurung Murra Network activities, skills exchange, and mentoring network.	Review annually in February 2024,25	EBM People & Capability Manager, TCE
» Identify and investigate appropriate training and resources required for our people to increase stakeholder engagement skills, ensuring positive engagement with community groups.	Review annually in October 2023, 24	EBM People & Capability EBM Communications Manager, TCE

Relationships

ACTION 2: Build relationships through celebrating National Reconciliation Week (NRW).

» Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May-June 2024 May-June 2025	RAP Executive Sponsor EBM People & Capability EBM Communications
» RAP Working Group members to participate in an external NRW event.	May-June 2024 May-June 2025	RAP Executive Sponsor EBM Communications
» Encourage and support the workforce from across the Portfolio, including Executives to participate in at least one external event to recognise and celebrate NRW. Managers promote and encourage staff participation and involvement in NRW activities.	May-June 2024 May-June 2025	RAP Executive Sponsor EBM People & Capability EBM Communications
» Organise at least one NRW event each year.	May-June 2024 May-June 2025	RAP Executive Sponsor EBM People & Capability
» Register all our NRW events on Reconciliation Australia's NRW website .	May 2024 May 2025	EBM People & Capability
» Promote NRW throughout the Portfolio in newsletters, email messages and other suitable formats, including employee-led inclusion networks.	May 2024 May 2025	RAP Executive Sponsor EBM People & Capability EBM Communications
» The RAP Working Group and the Inclusion and Employee Engagement Team to coordinate annual NRW events for Portfolio participation.	May 2024 May 2025	RAP Executive Sponsor EBM People & Capability
» Promote WhOG NRW activities across the Portfolio.	May 2024 May 2025	RAP Executive Sponsor EBM People & Capability EBM Communications
» Promote opportunities for our First Nations workforce to engage with their culture, communities, and activities during NRW.	May 2024 May 2025	RAP Executive Sponsor EBM People & Capability EBM Communications
» Invite Nggunawal and other local First Nations groups and organisations to participate in or speak at EPSDD NRW events to share and improve understanding of Australia's First Nations cultures.	May 2024 May 2025	RAP Executive Sponsor EBM People & Capability Manager, TCE

Relationships

ACTION 3: Promote reconciliation through our sphere of influence.

» Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2023	EBM People & Capability EBM Communications Manager, TCE
» Communicate our commitment to reconciliation publicly.	July 2023	EBM Communications
» Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Bi-Annually (September and March) 2023, 24,25	RAP Executive Sponsor EBM Communications
» Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Annually in February 2024,25	RAP Executive Sponsor EBM People & Capability
» Develop and implement a communication strategy to launch and further promote the Portfolio RAP to internal and external stakeholders. This strategy will be reviewed annually.	Annually in November 2023, 24	EBM People & Capability EBM Communications Manager, TCE
» Raise awareness within the Portfolio of the aims of an Innovate RAP and promote our shared vision and commitments for reconciliation.	Annually in September, December, March & June 2023, 24,25	RAP Executive Sponsor EBM Communications
» Celebrate the launch of the Portfolio Innovate RAP on Country with staff and stakeholders and actively promote our commitments to reconciliation through our local First Nations networks and partnerships.	July 2023	RAP Executive Sponsor EBM People & Capability EBM Communications Manager, TCE
» Collaborate with First Nations people to find opportunities to share their own reconciliation experiences and/or stories through use of yarning circles, inclusion newsletter and other communication formats.	Annually in August, November, May and Feb 2023, 24, 25	EBM People & Capability EBM Communications
» Promote Reconciliation Australia's Share Our Pride online tool to all Portfolio staff.	Review annually in June 2024, 25	RAP Executive Sponsor EBM People & Capability
» Fund and promote local First Nations Cultural programs (such as Ngunnawal language courses) to our people.	Review annually in April 2024, 25	RAP Executive Sponsor EBM People & Capability EBM Communications

Relationships

» Provide opportunities for staff to attend Garma & AIATSIS Summit to continue to build their engagement in reconciliation.	Review annually in October 2023, 24	RAP Executive Sponsor Manager, TCE EBM People & Capability
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ACTION 4: Promote positive race relations through anti-discrimination strategies.

» Investigate funding support for four staff members to attend Garma each year (2 x non-First Nations and 2 x First Nations staff members).	Annually in March 2024, 25	RAP Executive Sponsor EBM Finance EBM People & Capability
» Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2023	EBM People & Capability
» Develop, implement, and communicate an anti-discrimination policy for our organisation.	October/November 2023	EBM People & Capability CMTEDD
» Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	November 2023	EBM People & Capability Manager, TCE CMTEDD
» Educate senior leaders on the effects of racism.	March 2024	EBM People & Capability

Respect



Respect

EPSDD holds respect as one of the core values of our directorate. We are committed to supporting and enabling First Nations people to continue their cultural rights, practices, and connection to land, and in doing so continue to respect and value our local First Nations Traditional Custodians' history, knowledge, and aspirations, as we work in partnership with them to build a strong and shared future.

EPSDD will work with, not do to or for, local First Nations peoples, to respect and value their knowledge and history to improve outcomes for their tangible and intangible cultural, social, environmental, spiritual, and economic participation. Value and respect the diverse cultures of other First Nations people living on and visiting Canberra, and the contributions they make to the cultural landscape of the ACT and the surrounding region.

We will foster a commitment to share knowledge and engage with First Nations people to understand our shared history, culture, and customs, and to weave this culture of respect into our work practices and programs as we deliver on our commitments to the wider ACT community.

ACTION 5: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
» Conduct a review of cultural learning needs within our organisation, and identify cultural learning needs specific to each business unit in line with their unique Community engagement requirements.	August 2023	EBM People & Capability Manager, TCE
» Consult local First Nations Traditional Custodians and/or First Nations advisors to inform our cultural learning strategy.	August 2023	EBM People & Capability Manager, TCE
» Review, develop, implement, and communicate a cultural learning strategy document for our staff (Cultural Competency Training Guidelines).	Begin review: August 2023 to Communicate strategy: August 2024	EBM People & Capability EBM Communications
» Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Review annually in April 2024, 25	EBM People & Capability
» Promote the Dhawura Ngunnawal Caring for Country Committee (DNCCC) and their leadership in sharing tangible and intangible cultural knowledge, and cultural practices in land management.	Bi-Annually in January & July 2024,25	EBM People & Capability Manager, TCE
» Engage local Traditional Custodians and/or First Nations businesses to deliver cultural awareness experiences or immersion programs and incorporate local perspectives.	Bi-Annually in January & July 2024,25	EBM People & Capability Manager, TCE
» Expand Cultural Competency training and immersion programs in line with the community engagement requirements of each business unit, with support from Portfolio Executives.	Review annually in September 2023, 24	RAP Executive Sponsor EBM People & Capability
» Review completion rates of mandatory EPSDD Essentials online training program, including core Cultural Awareness training.	Review quarterly - July, October, January, April 2023,24,25	RAP Executive Sponsor EBM People & Capability

Respect

» Co-design learning opportunities with and about Ngunnawal and other local First Nations peoples and cultures and promote these to our workforce.	Review annually in March 2024, 25	EBM People & Capability Manager, TCE
» Increase workplace engagement and understanding with promotion and communications mediums such as the inclusion newsletter, inclusion network channels, intranet pages and/or weekly staff emails or as defined by the Portfolio Communication teams.	Quarterly - August, November, Feb, May 2023, 24, 25	RAP Executive Sponsor EBM Communications EBM People & Capability
» Promote cultural events, activities, and learning opportunities, including those on Country, to our people.	Review March 2024	RAP Executive Sponsor EBM Communications EBM People & Capability
» Allocate an appropriate annual base budget to facilitate a range of training and education programs, and support First Nations leadership programs for other culturally significant activities.	Annually in March 2024, 25	Deputy Director-General Executive Group Manager (EGM) Corporate & Operations
» Continue to include First Nations art on ESPDD buildings, including interior and exterior walls and doors, and utilising opportunities from digital technology, such as screens, desktop backgrounds, is explored.	Review November 2024	EBM Communications EBM People & Capability Chair, Building Management Services

ACTION 6: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

» Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2023	RAP Executive Sponsor EBM Communications EBM People & Capability
» Review, develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	November 2023	RAP Executive Sponsor EBM People & Capability Manager, TCE
» Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Review November 2024	Director-General RAP Executive Sponsor Manager, TCE
» Include an Acknowledgement of Country, using Ngunnawal Language where appropriate, or other appropriate protocols at the commencement of important meetings.	Review November 2024	Director-General RAP Executive Sponsor Manager, TCE

Respect

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| » Develop, display, and promote an Acknowledgment of Country in Dickson Office Block, other EPSDD offices and depots. | December 2023 | RAP Executive Sponsor
EBM People & Capability Manager, TCE
Chair, Building Management Services |
| » Develop fact sheets to educate our people on a variety of cultural matters/topics/protocols throughout the year. | Biannually September & March 2023, 24, 25 | EBM People & Capability Manager, TCE |
| » Develop an appropriate signature block for staff which includes an Acknowledgment of Country. | July 2023 | EBM Communications
EBM People & Capability Manager, TCE |

ACTION 7: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

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|---|-------------------------------|---|
| » RAP Working Group to participate in an external NAIDOC Week event. | Annually in July 2023, 24, 25 | RAP Executive Sponsor
EBM People & Capability |
| » Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. | March 2024 | EBM People & Capability |
| » Promote each year's NAIDOC theme and encourage participation in internal and external NAIDOC events to all staff. Managers promote and encourage staff participation and involvement in NAIDOC activities | Annually in July 2023, 24,25 | RAP Executive Sponsor
EBM People & Capability
EBM Communications
RAP Co-Chairs |
| » Promote opportunities for our First Nations workforce to engage with their culture, communities, and activities during dates of significance such as NAIDOC Week, including NAIDOC leave. | Annually in July 2023, 24,25 | EBM People & Capability
EBM Communications |
| » The RAP Working Group and the Inclusion and Employee Engagement Team plan and coordinate annual NAIDOC events for Portfolio participation. | Annually in May 2024, 25 | RAP Executive Sponsor
RAP Co-Chairs
EBM People & Capability |

Opportunities



Opportunities

We recognise the value of providing opportunities for our First Nations workforce to continue engaging in cultural practices, particularly for the work we do managing Country. Our environmental priorities can be enriched by continued collaboration with local First Nations peoples as their knowledge and aspirations are incorporated into the design and delivery of our nature-based infrastructure.

We recognise the importance of economic advancement for First Nations Peoples and are committed to increasing employment targets and assisting with career progression and professional development for our First Nations workforce. We are committed to providing a culturally safe work environment, with a focus on improving access to development opportunities and improving retention rates. We are also committed to providing economic opportunities for local First Nations and First Nations businesses. The more accurately we reflect the community we serve, the better placed we are to provide excellent services to our community.

ACTION 8: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development

Deliverable	Timeline	Responsibility
» Build understanding of current First Nations staffing to inform future employment and professional development opportunities and targets and share in portfolio Annual Reports.	February 2024	EBM People & Capability
» Engage with First Nations staff to consult on our recruitment, retention, and professional development and mentoring support strategy.	February 2024	EBM People & Capability Manager, TCE
» Develop and implement a First Nations recruitment, retention, and professional development and mentoring support strategy.	June 2024	EBM People & Capability Manager, TCE
» Advertise job vacancies to effectively reach First Nations peoples, including advertising through First Nations Networks and media.	Review November 2024	EBM People & Capability Manager, TCE
» Review HR and recruitment procedures, policies and guidelines to remove barriers to First Nations participation in our workplace.	August 2023	EBM People & Capability Manager, TCE
» Develop and implement targeted actions for the Portfolio in line with the WhoG Aboriginal and Torres Strait Islander Employment and Retention Strategy.	Review annually in October 2023, 24	EBM People & Capability
» Develop a consultation map to ensure our existing First Nations workforce are consulted with to inform and improve outcomes in current employment strategies, professional development opportunities and performance plans.	December 2023	EBM People & Capability Manager, TCE
» Engage with external First Nations people and/or consultants to advise on recruitment, employment, retention, and development strategies.	December 2023	EBM People & Capability Manager, TCE
» Promote access to training opportunities for First Nations staff in line with our Performance Framework and equitable work practices.	Annually in August 2023, 24	Executive Group Manager Corporate & Operations

Opportunities

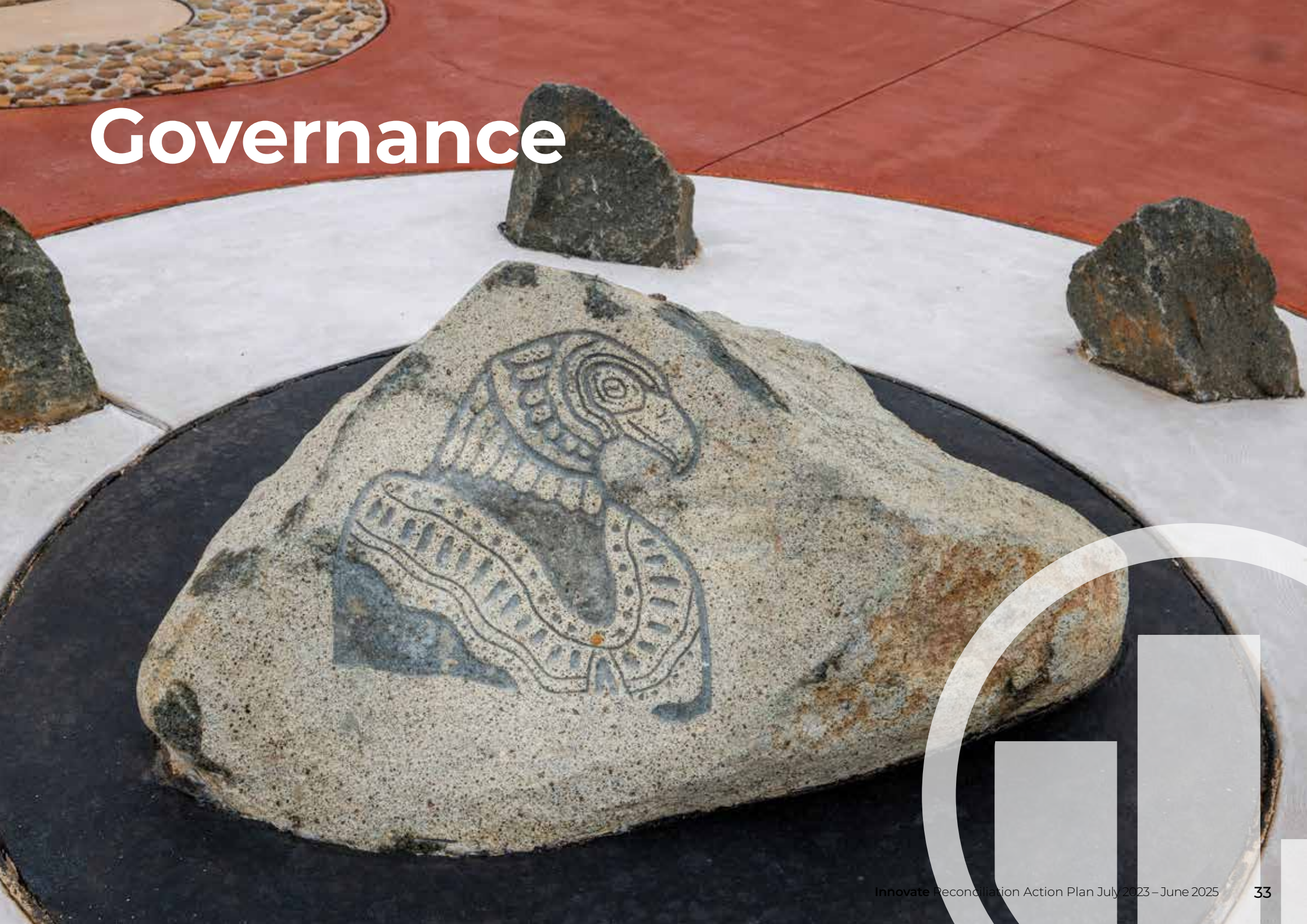
» Promote leadership training specifically for our First Nations people.	Annually in October 2023, 24	EBM People & Capability Manager, TCE
» Increase First Nations representation on recruitment panels; provide recruitment panel training and refreshers on an annual basis for First Nations staff; develop and promote a list of skilled First Nations staff who can participate in these panels.	August 2023	EBM People & Capability
» Participate in and recruit First Nations people through annual employment programs such as Trainee Programs, Professional Development Programs, WhoG Vocational Employment program and WhoG Graduate Program.	Annually in May 2024, 25	EBM People & Capability
» Promote opportunities for further study, including the study assistance program, to First Nations staff.	Annually in November 2023, 24	RAP Executive Sponsor EBM People & Capability
» Promote ongoing mentoring and guidance for new First Nations employees to ensure they have support in achieving a cultural, life and work balance.	September 2023	EBM People & Capability
» Investigate establishing a skills development mobility program (EPSDD Skills Register) for First Nations people.	March 2024	EBM People & Capability
» Provide quarterly updates to the Executive Management Board by First Nations staff on progress with the RAP and their own programs, to provide opportunities for professional development and increase retention.	Quarterly - , September, December, March, June 2023, 24, 25	RAP Executive Sponsor EBM People & Capability
» All Divisions will investigate opportunities to increase First Nations workforce representation across the portfolio to 10%, through additional opportunities for employment, career progression, and higher duties at all classification levels and job groups across the organisation.	Review annually in June 2024, 25	EBM People & Capability
» Review the Murumbung Rangers program to continue to provide programs/activities to the community, with the aim to increase employee retention and sense of belonging.	July 2023	EGM Environment, Heritage & Water (EHW) EBM People & Capability EBM Communications
» Investigate opportunities to support staff to participate in the Jawun Program.	April 2024	EBM People & Capability

Opportunities

ACTION 9: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

» Develop, implement and promote an Aboriginal and Torres Strait Islander procurement strategy.	July 2024	EBM Finance Manager, TCE
» Investigate Supply Nation membership.	October 2023	EBM People & Capability
» Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff.	July 2024	EBM Finance EBM Communications Manager, TCE
» Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses.	July 2024	EBM Finance EBM People & Capability Manager, TCE
» Develop commercial relationships with First Nations businesses.	August 2024	EBM Finance EBM People & Capability EBM Communications Manager, TCE

Governance



Governance

ACTION 10: Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Responsibility
» Maintain First Nations representation on the RAPWG. Review membership every 12 months, ensuring at least one WG member from each agency and division is represented.	Review annually in February 2024, 25	RAP Executive Sponsor RAP Co-Chairs EBM Communications EBM People and Capability
» Establish and apply a Terms of Reference for the RAPWG.	Review annually in February 2024, 25	RAP Executive Sponsor RAP Co-Chairs EBM People and Capability
» Meet at least four times per year to drive and monitor RAP implementation; a review of performance indicators is a standing agenda item at each RAPWG meeting.	Quarterly - August, November, February, May 2023, 24, 25	RAP Executive Sponsor RAP Co-Chairs EBM People and Capability
» RAPWG coordinates the development, endorsement and launch of the RAP.	June 2024	RAP Executive Sponsor RAP Co-Chairs EBM People and Capability
» The RAPWG progresses actions, reviews targets and celebrates achievements regularly, submits annual reporting requirements, and work on upcoming RAP.	Quarterly - August, November, February, May 2023, 24, 25	EBM People and Capability RAP Executive Sponsor RAP Co-Chairs

ACTION 11: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development

» Define resource needs for RAP implementation.	Quarterly - July, October, January, April 2023, 24, 25	EBM People and Capability RAP Executive Sponsor RAP Co-Chairs
» Engage our senior leaders and other staff in the delivery of RAP commitments.	Quarterly - July, October, January, April 2023, 24, 25	EBM People and Capability RAP Executive Sponsor
» Define and maintain appropriate systems to track, measure and report on RAP commitments (organisational RAP tracker) and to inform annual reports.	July 2023	EBM People and Capability RAP Executive Sponsor RAP Co-Chairs
» Appoint and maintain an internal RAP Champion from senior management.	Review annually in February 2024, 25	EBM People and Capability Director-General EPSDD
» Update the organisational RAP Tracker on a quarterly basis, ensuring it is accessible for all Portfolio staff.	Quarterly - August, November, February, May 2023, 24, 25	EBM People and Capability EBM Communications

Governance

ACTION 12: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

» Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Annually in July 2023, 24, 25	EBM People and Capability
» Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	Annually on 1 August 2023, 24	EBM People and Capability
» Work with RAPWG to complete and submit the annual Portfolio RAP Impact Measurement Questionnaire to Reconciliation Australia.	Annually on 30 September 2023, 24	EBM People and Capability RAP Executive Sponsor RAP Co-Chairs
» Report RAP progress to all staff and senior leaders quarterly, including to the Executive Management Committees (EPSDD, CRA & SLA) as a standing agenda item.	Quarterly - July, September, December, March 2023, 24, 25	RAP Executive Sponsor EBM People and Capability EBM Communications
» Publicly report our RAP achievements, challenges, and learnings, annually.	Annually in September 2023, 24	RAP Executive Sponsor EBM People and Capability EBM Communications
» Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2024	EBM People and Capability RAP Co-Chairs
» Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November 2024	EBM People and Capability RAP Co-Chairs
» Review and include the RAP in EPSDD's, CRA's and SLA's Corporate Plans and specifically in branch business plans.	Review annually in September 2023, 24	EBM People and Capability EBM Governance
» Update all EPSDD Performance Agreements, including those of our Executive and Senior Leadership cohort, to contain individual contributions to supporting the implementation of the Portfolio RAP.	Annually in September 2023, 24	EGM Corporate & Operations EBM People & Capability EBM Communications
» Develop Portfolio-wide communications to inform our people about the work of the RAPWG.	Quarterly - July, October, January, April 2023, 24, 25	RAP Executive Sponsor CEOs CRA & SLA EBM Communications EBM People and Capability

ACTION 13: Continue our reconciliation journey by developing our next RAP.

» Register via Reconciliation Australia's website to begin developing our next RAP.	May 2024	RAP Executive Sponsor EBM People and Capability
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Innovate

Reconciliation Action Plan

July 2023 – June 2025

Environment, Planning and Sustainable Development Portfolio



ACT
Government



RECONCILIATION
ACTION PLAN

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