



Reconciliation Commitment 2023-2024

Our Journey and Commitment

Journey: As a new department formed after a challenging period, we acknowledge the journey of change we have all experienced over the past three years. We have made significant changes to the way we work, increased our flexible work practices and adapted to remote working while delivering on whole of government priorities.

Commitment: As a new department, we have an opportunity to develop a fresh Reconciliation Action Plan (RAP) that will enable us to take meaningful action that advances reconciliation. Our RAP will build the strong foundation and relationships that lead to sustainable and impactful long term outcomes. We are committed to developing a RAP that includes genuine actions that advance reconciliation and create meaningful opportunities for First Nations peoples, both within the department and broader communities. While we partner with Reconciliation Australia to develop our RAP, the department will continue its reconciliation journey by focusing on three priority actions.

Priority Action 1 - Building and maintaining strong relationships

We will focus on building and maintaining strong relationships with First Nations peoples by:

- participating in mobility or secondments including the Jawun Secondment Program
- increasing understanding of the purpose and significance behind cultural protocols including Acknowledgement of Country
- valuing and celebrating First Nations cultures
- publicly displaying our commitment to reconciliation

Priority Action 2 - Strengthening our cultural integrity

We will focus on strengthening our cultural integrity by:

- contributing to Closing the Gap Priority Reform 3 by ensuring we are culturally safe and responsive to the needs of First Nations people
- encourage employees to deepen their cultural appreciation through a broad range of cultural self-learning

Priority Action 3 - Creating opportunities for First Nations peoples

We will focus on increasing representation of First Nations employees and investing in career development by:

- supporting the use of Affirmative Measures – Indigenous, for all vacancies from entry level to SES
- increasing the use of targeted First Nations recruitment channels
- partnering with specialist employment service providers
- delivering targeted career development workshops (including partnering with other APS agencies)
- participating in mentoring or coaching and external leadership and development programs

We will focus on engaging with First Nations owned business by:

- meeting and/or exceeding the annual Indigenous Procurement Policy target
- encouraging all employees to complete the Indigenous Procurement Policy online learning course

