



**Labor**



**MAWANG  
ALL TOGETHER**



RECONCILIATION  
ACTION PLAN

**INNOVATE**

**2023 - 2025**

## **Acknowledgement of Country**

The Australian Labor Party acknowledges and pays respect to Aboriginal and Torres Strait Islander peoples. We recognise them as the First Peoples of Australis and value their continuing connection to the land and waters.

We thank Elders past, present and emerging for their continued generosity and work.

This document may contain the images of people  
who have passed away.

## Connecting Our Voices

### About the artwork

#### Connecting Our Voices by Emily Joanna Reid

*Acrylic on Canvas*

This artwork represents the importance of connecting the many and diverse voices of First Nations people throughout Australia and the significant role that the Australian Labor Party plays in supporting and advocating for First Nations people in government.

The colours of this artwork are a reflection of the dynamic and vibrant voices of First Nations communities and also represents movement, positive energy and the bright future ahead. The colours of the Aboriginal and Torres Strait Islander flags have also been incorporated in the design.

The large circle features Labor's primary colours of red and blue, whilst the various shapes, lines, dots and colours represent people coming together. The middle white lines connected to the bigger circle of dots represent individual people. The red dots that weave and connect through these white lines represent the branches of the ALP's eight states and territories which also serve as an important mechanism for the voice to First Nations people in various regions and communities.

"Our lives are constantly marked by shapes, dots, lines and colour. We move in and out of systems, boundaries and communities but are always connected through our voices. In this way, First Nations voices must be heard and connected within the political structures and systems if they are to be fully realised and prioritised."

"Connection is essential in today's world. If our voices are not connected, our message can be distorted or lost... but when they are connected, we come together in unity to create a more harmonious, dynamic and vibrant future for all Australians."

© Emily Joanna Reid, 2023

## Emily Joanna Reid

### About the artist



Emily Joanna Reid is a young Meanjin-based First Nations artist with family connections to the Gamillaroi, Wuthathi & Meriam peoples from New South Wales and North Queensland, Australia.

Emily was named after the internationally-acclaimed Aboriginal artist Emily Kame Kngwarreye.

As a child Emily Joanna Reid grew up on the Yugambeh country on the Gold Coast, Queensland. She developed her love for painting, drawing & sketching and studied visual art during her secondary school years.

Emily's designs incorporate vibrant and colourful palettes which convey a fresh, contemporary Indigenous feel. She works closely with clients to customised designs that authentically represent project needs. This provides an artistic and cultural landscape where past, present and future stories are interwoven and tailor-made in a culturally appropriate context.

Emily has a background in hospitality, communication, media and event-planning. She is passionate about working with First Nations mob and assisting others to bring their stories and journeys to life through her art.

In recent times, Emily has developed a range of digital artwork and designs that can be used exclusively or under license to promote a range of products and services.

*For more information or to obtain a professional quote contact Toni Janke Productions – [info@tonijanke.com](mailto:info@tonijanke.com)*

# Contents

Labor’s Vision for Reconciliation	5
Message from Reconciliation Australia	6
Our Business	7
Our Reconciliation Journey	7
ALP RAP engagement	8
What we have learned so far	8
Developing our RAP	8
Governance	9
RAP Delivery	9
Case Studies	10
RAP Targets	
Relationships	11
Respect	16
Opportunities	19
Governance	22

# A Message from Prime Minister Anthony Albanese

## Labor's Vision for Reconciliation

The Labor Government I am privileged to lead is wholeheartedly committed to continuing the journey of reconciliation.

It is a journey of many steps, but at the heart of it is inclusion, equality, understanding, respect and a celebration of the fact we share this continent with the oldest continuous cultures in the world.

Our shared destination is a more unified Australia, built on the recognition of 65,000 years of culture and an understanding of our history. A better future where we are made stronger because all our people are embraced equally and able to access the same opportunities.

We cannot achieve this with good intentions alone. We need real outcomes, and for that we need real action.

I am proud that the Labor Party has consistently committed to policies to improve the lives of Aboriginal and Torres Strait Islander people. There is much more that must be done to close the gap and achieve better outcomes. This Reconciliation Action Plan (RAP) will help keep us focused and accountable.

Through this plan, we renew our commitment to work in genuine partnership with Aboriginal and Torres Strait Islander peoples for better practical outcomes. Of course, committing to constitutional recognition through a Voice is key to advancing our commitment to reconciliation. In addition, the Albanese Labor Government has plans that include:

- **Closing the Gap.**
- **Replacing the Community Development Program with real jobs and real wages.**
- **Addressing incarceration and deaths in custody through landmark justice reinvestment funding.**
- **Investing in housing in remote Indigenous communities including homelands.**

Our Party will continue to listen to the advice and wisdom of Aboriginal and Torres Strait Islander people, upholding the values of fairness and equality that have always defined Labor.

We owe much to the work led by Aboriginal and Torres Strait Islander people across our Party – in Branches, the Parliament, the machinery, and in the broader movement. While we can take pride in the growing size of our First Nations Caucus, there is always more to do both internally as a party and as a government.

Each iteration of our Reconciliation Action Plan sets out how to increase and strengthen those voices, and importantly how to increase and strengthen our ability to listen at all levels of our party.

It's a plan that shows us all not just what we can do better, but how we can do it.

Thanks to Aboriginal and Torres Strait Islander people in every part of Australia, the path ahead is clear.

With this plan, we can take that path together.

**Anthony Albanese**  
Prime Minister



# Message from Reconciliation Australia

Karen Mundine



Reconciliation Australia commends the Australian Labor Party on the formal endorsement of its 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. The Australian Labor Party continues to be part of a strong network of more than 2,500 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 the Australian Labor Party will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Australian Labor Party 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 the Australian Labor Party 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, the Australian Labor Party will ensure shared and cooperative success in the long-term.

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

Congratulations on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## Our Business

The Australian Labor Party is the oldest political party in Australia. Our history is intertwined with the history of Australia's democratic labour movement and the rights of First Nations people and communities.

In government and in opposition, the Labor Party has always aimed to champion equality, to involve the people of Australia in the decision-making processes of our land, and to make sure nobody is left behind.

The Labor Party is made up of a Federal Branch as well as eight State and Territory Branches and affiliated unions.

Every three years the Party holds a National Conference. The delegates to the conference are federal and state parliamentary members and representatives from the State and Territory Branches and Australian Young Labor. The National Conference decides the Party's policy platform, elects the National Executive, and appoints office-bearers such as the National Secretary, who also serves as the National Campaign Director during elections.

The National Executive is the chief administrative authority of the Party, subject only to National Conference. The National Executive is responsible for organising the National Conference; carrying out the decisions of National Conference; interpreting the National Constitution, the National Platform and decisions of National Conference; and directing federal parliamentary members.

The ALP National Secretariat is managed by the National Secretary and is located on Ngunnawal Country. In 2023, of 31 staff working for the National Secretariat, two people identify as First Nations people.

The Party works with other like-minded progressive organisations and individuals. Through various Party functions, the ALP is able to work with various organisations that share the Party's values.

## Our Reconciliation Journey

The Labor Party continues to be committed to reconciliation. At the centre of this commitment is our support for and implementation of the Uluru Statement from the Heart.

This RAP is a clear plan so that Labor will continue to work in partnership with First Nations people as we work to build respect, relationships and create opportunities across the Party.

Through the Party's first RAP, Everybody's Business we have been able to identify the gaps in our reconciliation journey. With this in mind, our second Innovate RAP, Manwunbul/ Together, has a focus on working with our internal stake holders to broaden the impact of reconciliation within the Party, as well as strengthening on our external efforts.

This RAP addresses the five dimensions of reconciliation: historical acceptance, race relations, equality and equity, institutional integrity, and unity. We work on the principle that these dimensions are interrelated and mutually supporting if we are to achieve reconciliation.

Labor's RAP has been designed to give every aspect of the Party an opportunity to join the reconciliation journey.

Contributions and consultations from across the Party were sought in the development of this RAP. This included the Prime Minister, Caucus members, National Executive, National Secretariat, RAP Working Group, National Indigenous Labor Network, First Nations Caucus Committee, State and Territory Branches, current First Nations members of parliaments across the country, and current First Nations staff working for MPs and Senators.

The unique structure of the Party has created opportunities for RAP champions to exist in different settings. Federal Caucus, staffers, the National Secretariat and State and Territory Branches all have representation of RAP champions.

Through the ALP's first RAP, we have been able to celebrate some key achievements, including the WA First Nations Women's Forums and First Nations Leadership Program.

## ALP RAP engagement

The following groups have contributed to the development of the development of the Mawang/ All Together RAP.

- National Executive
- Caucus
- First Nations Caucus Committee
- RAP Working Group
- National Indigenous Labor Network
- State and Territory Secretaries
- Caucus RAP Champions
- Staff RAP Champions

## Developing our RAP

In 2021 the ALP restructured the existing RAP Working Group so that it is made up of a more representative cross-section of the Party. This was a conscious decision to ensure that our work towards reconciliation is part of the DNA of the Party. Each level and section of the Party had buy-in to contribute to the development of this RAP, and will equally be able to share in its success.

## What we have learned so far...

The implementation of the ‘Everybody’s Business’ RAP has presented many learning opportunities for the Party. Since its release, we have seen a growth in cultural learning activities, seeking of procurement opportunities and creating pathways to careers within the ALP.

The ALP’s first RAP was very focused on the work of the National Secretariat and the Federal Caucus. Very early in the roll out the RAP it became clear the reconciliation work that was being undertaken by the Party at a national level was not consistently replicated in State and Territory Branches. If the RAP is to be successful it is important that the Party take steps to build capacity amongst the Branches to ensure they can play a genuine role in the reconciliation aspirations of the Party.

The role of the RAP Champions amongst the Caucus and the staff has greater potential to make a bigger and lasting impact. While the RAP champions have worked within their circle of influence to deliver on targets, there is capacity to build up these two groups. In the development of the ALPs second RAP *Manwun. All Together* the RAP Champions have sought opportunities to take ownership of targets, monitoring and reporting.

Finding the First Nations membership and making opportunities to those people has been challenging. The federated structure of the ALP means each jurisdiction manages its own memberships. As such, *Manwun. All Together* has a focus on marrying up the membership and creating communications strategies so that our opportunities and relationship can be better targeted.





## Governance

First Nations representation has been embedded in the RAP development process from every part of the Party. The ALP sought to have a geographical representation of First Nations people on the working group to reflect the diversity of our membership and First Nations communities. A deliberate decision was made to give considerable crossover between the RAP Working Group and the National Indigenous Labor Network which is the First Nations Reference Group.

The National Indigenous Labor Network (NILN) is the First Nations Advisory Group for the ALP's Reconciliation Action Plan. Through the NILN the Party has been able to gain the advice and guidance of the First Nations membership from across the country.

Senator Patrick Dodson, RWG Co Chair; Senator for West Australia; Special Envoy for Reconciliation

Mich-Elle Myers, RWG Co Chair; Vice President of the ALP; Assistant National Secretary, Maritime Union of Australia

Dr Gordon Reid, RWG Co Chair; Member for Robertson (NSW)

Paul Erickson, National Secretary ALP

Jen Light, Assistant National Secretary ALP

Chansey Paech, Member for Gwoja (NT); Attorney General; Minister for the Arts; Minister for Cultural Heritage; Minister for Desert Knowledge

Sheena Watt, Member for Northern Metropolitan (VIC)

Kate Doust, Member for South Metropolitan Region (WA)

Chris Ford, Secretary, Victorian Labor

Ellie Whittaker, Secretary, WA Labor

Karen Grogan, Senator for South Australia

Penni Pappas, Assistant Secretary, South Australian Labor

Sharon McAlear, Executive Assistant, Office of Marion Scrymgour

Nicole Duffy, Office Manager, Office of Michelle Rowland Member for Greenway

Johanna Kerin, First Nations National Organiser ALP National Secretariat

## RAP Delivery

The Manwunbul/ Together, RAP challenges every section of the Party to contribute to the ALP's reconciliation journey. This intentional design means that the following sections of the Party will be responsible for delivery of the RAP targets:

- National Executive
- National Secretariat
- Federal Caucus
- Caucus RAP Champions
- Staff RAP Champions



# Case Studies

## First Nations Women's Forums

Senator Sue Lines, Senator for Western Australia, wanted to create forums where First Nations women from across the state had an opportunity to meet with both federal and state Labor representatives to inform ALP policy development. After meeting with First Nations women from across the state, Senator Lines established that there was a growing need for a formal mechanism between Labor members and the community. These forums were created to give agency to First Nations community leaders to establish policy framework and continue conversations after the conclusion of the forum.

This project was developed in partnership with First Nations people from the project start, to the final product. The First Nations women set local steering committees, and they decided the location, list of attendees and agenda for the meetings. During the meetings, women presented many policy issues that affect their communities. Local facilitators were employed to help deliver outcomes and actions from each session.

The meeting gave First Nations women unprecedented access to state and federal Labor members. The women were able to talk in a culturally safe environment about the issues that are important to them and contribute to policies that affect their communities.

The culmination of the workshops is recorded in the First Nations Women's Policy Forum report. The women asked that this document be taken to the ALP First Nations Caucus Committee and the Shadow Minister for Indigenous Australians.

These women's forums are intended to be an ongoing function of the way the Party undertakes consultation with First Nations women.



## First Nations Leadership Program

In 2021, the ALP launched the inaugural First Nations Leadership Program. Six Party members from across the country were selected by a panel to participate in the program. The program aims to increase participation and employment across the Party by exposing the wide-ranging opportunities available. The inaugural participants were Jayden Crozier (Kuku Yalanji, Kalkadoon, Girramay), Erica Spry (Bardi Jawi & Gija), Sheralee Taylor, (Arrennte), Chris Rollason (Djabugay) Bindie Stewart-Fitzpatrick (Ngarigo), Khatija Thomas (Kokatha) and Ashley Rose (Eora), pictured below.



The program ran from March to September in 2021. Participants undertook online workshops run by First Nations facilitators, Mark Yettica-Paulson and Johanna Kerin. The structured learning program was broad-reaching and had sessions on increasing understanding of how the Party works, personal reflections, exposing participants to the range of jobs that exist and celebrating the success of the participants.

The biggest undertaking for participants was the week long immersion in Canberra. Participants spent a week shadowing a current staffer. The experiences and connections made between the First Nations people who took part in the leadership program and political staffers, MPs and Senators gave an opportunity for two-way learning.

While the program is in its early days, it has created genuine partnerships and opportunities. One participant is now Chief of Staff to an Assistant Minister, another has gained policy experience in a Ministerial office. One participant also worked in the federal election campaign headquarters.

# Relationships

The Australian Labor Party has a long and proud history of working with First Nations people. Nationally significant events like the 1967 Referendum, Northern Territory Land Rights Act 1976 and the Apology to the Stolen Generations are key examples of how working in genuine partnership contributes to lasting change. The Party looks to those key events to help guide the principles of more open and honest partnerships with First Nations people, communities, and organisations.

The Party structure creates relationship-building opportunities, both internally and externally. Across the Party there is scope to strengthen and invest in relationships with First Nations people. Ensuring all partnerships are established in a respectful and mutually beneficial way is critical to the success of trusting relationships between First Nations people, the ALP, and its elected members.

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	<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.</li> </ul>	July 2024, 2025	National Secretariat – Secretary/ First Nations Organiser FNCC Chair Minister’s COS State/ Territory Secretaries
	<ul style="list-style-type: none"> <li>Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	December 2023, February 2024	National Secretariat – Secretary/ First Nations Organiser FNCC Chair State/ Territory Secretaries
	<ul style="list-style-type: none"> <li>Continue the First Nations Leadership Program.</li> </ul>	December 2023, February 2024	National Secretariat – Secretary/ First Nations Organiser FNCC Chair State/ Territory Secretaries
	<ul style="list-style-type: none"> <li>Establish a formal First Nations engagement group for each electorate that has a First Nations population over 10 per cent.</li> </ul>	August 2024	Caucus Members

Action	Deliverable	Timeline	Responsibility
<b>2. Increase opportunities for First Nations people to network.</b>	<ul style="list-style-type: none"> <li>Host one in-person National Indigenous Labor Network (NILN) meeting per year.</li> </ul>	July annually 2024, 2025	NILN Convenor in conjunction with the National Secretariat – Secretary/ First Nations Organiser.
	<ul style="list-style-type: none"> <li>Establish Indigenous Labor Networks through its State and Territory Branches.</li> </ul>	December 2023	State/ Territory Secretaries
	<ul style="list-style-type: none"> <li>Prepare and annual evaluation of First Nations membership and participation in each State and Territory Branch.</li> </ul>	March 2024, 2025	State/ Territory Secretaries
	<ul style="list-style-type: none"> <li>Report results of evaluation, including First Nations membership to National Executive.</li> </ul>	June 2024, 2025	National Secretary
	<ul style="list-style-type: none"> <li>Convene a meeting with First Nations elected members from all States and Territories with the Minister for Indigenous Australians.</li> </ul>	August 2024	Minister for Indigenous Australians.
<b>3. Build relationships through celebrating National Reconciliation Week (NRW).</b>	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.</li> </ul>	May 2024, 2025	National Secretariat – Secretary/ First Nations Organiser Minister for Indigenous Australians State and Territory Secretaries NILN Convenor ILN Convenors
	<ul style="list-style-type: none"> <li>RWG members to participate in an external NRW event.</li> </ul>	May 2024, 2025	RWG Members
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in one external event to recognise and celebrate NRW.</li> </ul>	March 2024, 2025	National Secretariat – Secretary/ First Nations Organiser RWG members FNCC Chair
	<ul style="list-style-type: none"> <li>Organise a National Reconciliation Week event.</li> </ul>	August 2024	National Secretariat FNCC State and Territory Secretaries
	<ul style="list-style-type: none"> <li>Register all our NRW events on Reconciliation Australia’s NRW website.</li> </ul>	May 2024, 2025	National Secretariat – First Nations Organiser



Action	Deliverable	Timeline	Responsibility
<b>4. Promote reconciliation through our sphere of influence.</b>	<ul style="list-style-type: none"> <li>Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.</li> </ul>	August 2023 - 2025	National Secretariat – Secretary/ National Organiser
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publicly.</li> </ul>	July 2025	Prime Minister Minister FNCC Chair Caucus and Staff RAP Champions National Secretariat - Secretary/ National Organiser State and Territory Secretaries
	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	April 2024	National Secretariat – Secretary
	<ul style="list-style-type: none"> <li>Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.</li> </ul>	April 2024	National Secretariat – Secretary/ First Nations Organisers
<b>5. Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	February 2024	National Secretariat – Operations Manager State and Territory Secretaries
	<ul style="list-style-type: none"> <li>Develop, implement, and communicate an anti-discrimination policy for our organisation.</li> </ul>	December 2023	National Secretariat – Operations Manager
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	January 2025	National Secretariat – Operations Manager
	<ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism.</li> </ul>	July 2024	National Secretariat – First Nations Organiser
	<ul style="list-style-type: none"> <li>Publicly support anti-discrimination campaigns, initiatives, or stances against racism through media, social media, working to upholding existing legislations that protect people from discrimination and hosting relevant events.</li> </ul>	April 2024, 2025	Prime Minister Minister for Indigenous Affairs Caucus Nationals Secretariat State and Territory Secretaries



# Respect

The Labor Party believes that Aboriginal and Torres Strait Islander cultures are a source of national pride. First Nations people repeatedly and generously offer opportunities for non-Indigenous Australians to share in culture and pride in the diverse histories of our nation. Through professional development, the Labor Party will build on existing knowledge to help drive awareness and respect for First Nations Cultures. The Party also addresses the need to build capacity amongst existing staff to ensure that all cultural protocols are respectfully undertaken with accuracy and confidence.

Action	Deliverable	Timeline	Responsibility
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within the ALP.</li> </ul>	December 2023	National Secretariat – Operations Manager State and Territory Secretaries
	<ul style="list-style-type: none"> <li>In response to the review, develop, implement, and communicate a cultural learning strategy document for everyone including staff.</li> </ul>	April 2024	National Secretariat State and Territory Secretaries
	<ul style="list-style-type: none"> <li>Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li> </ul>	April 2024	National Secretariat – Operations Manager





Action	Deliverable	Timeline	Responsibility
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>Through staff training, increase (staff's) understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	December 2023	National Secretariat – First Nations Organiser State and Territory Secretaries RAP Champions
	<ul style="list-style-type: none"> <li>Review and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</li> </ul>	December 2023	National Secretariat – Operations Manager/ First Nations Organiser
	<ul style="list-style-type: none"> <li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</li> </ul>	August 2023 - 2025	National Secretariat – Conference Director State and Territory Secretaries
	<ul style="list-style-type: none"> <li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li> </ul>	July 2025	National Secretariat State and Territory Secretaries Caucus and their staff Caucus and Staff RAP Champions
	<ul style="list-style-type: none"> <li>Write and communicate the best-practise First Nations language translation guide for offices and campaigns.</li> </ul>	March 2025	National Secretariat – Campaign Director/ First Nations Organiser
	<ul style="list-style-type: none"> <li>Display an Acknowledgment of Country plaque in the office of each State and Territory Branch.</li> </ul>	June 2024	State and Territory Secretaries
	<ul style="list-style-type: none"> <li>Display an Acknowledgement of Country plaque in each Electorate Office</li> </ul>	December 2024	Caucus
	<ul style="list-style-type: none"> <li>Add an Acknowledgement of Country to email signatures.</li> </ul>	December 2023	National Secretariat Federal Labor Business Forum State and Territory Secretaries

Action	Deliverable	Timeline	Responsibility
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	July 2024, 2025	Co Chairs RWG
	<ul style="list-style-type: none"> <li>Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li> </ul>	May 2024, 2025	National Secretariat – Operations Manager
	<ul style="list-style-type: none"> <li>Promote and encourage participation in external NAIDOC events to all staff.</li> </ul>	July 2024, 2025	National Secretariat
	<ul style="list-style-type: none"> <li>First Nations Caucus Committee host an annual NAIDOC event for Members and Senators and their staff.</li> </ul>	July 2024, 2025	First Nations Caucus Committee – Chair/ Secretary
	<ul style="list-style-type: none"> <li>State and Territory Branches work with Indigenous Labor Network to host an annual NAIDOC event.</li> </ul>	July 2024, 2025	State and Territory Secretaries State and Territory based Indigenous Labor Networks



# Opportunities

Across the ALP, there are many opportunities to build create career paths for First Nations people. Significant events like Conferences and Elections have also presented procurement and partnership opportunities.

These targets assist the Party to embed identifying these opportunities into part of our everyday business.

Action	Deliverable	Timeline	Responsibility
<b>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	February 2024, 2025	National Secretariat – Operations Manager
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> </ul>	December 2023	National Secretariat – Operations Manager Staff Support Unit
	<ul style="list-style-type: none"> <li>Review and update the National Secretariat Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li> </ul>	December 2023	National Secretariat – Operations Manager
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	July 2025	National Secretariat – Operations Manager Caucus
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul>	December 2023	National Secretariat – Operations Manager
	<ul style="list-style-type: none"> <li>Establish a First Nations Career Pathways Program</li> </ul>	July 2025	National Secretariat Caucus members
	<ul style="list-style-type: none"> <li>Map out potential partnerships with First Nations organisations to create an introduction to politics program.</li> </ul>	December 2023, May 2024	National Secretariat – First Nations Organiser Co Chairs RWG
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander employment targets across National Secretariat;                             <ul style="list-style-type: none"> <li>National Secretariat is 10 per cent</li> <li>Campaign 4 per cent</li> </ul> </li> </ul>	July 2025	National Secretariat – Campaign Director

Action	Deliverable	Timeline	Responsibility
<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	• Review and update Aboriginal and Torres Strait Islander procurement strategy.	December 2023	National Secretariat – Operations Manager/ First Nations Organiser
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	December 2023	National Secretariat - Operations Manager/ First Nations Organiser
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2023	National Secretariat - Operations Manager/ First Nations Organiser
	• Review and update Indigenous procurement target.	December 2023	National Secretariat - Operations Manager/ First Nations Organiser
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July 2025	National Secretariat - Operations Manager/ First Nations Organiser
	• Facilitate training in best practise to identify First Nations businesses	August 2024	National Secretariat – Campaign Director/ First Nations Organiser





# Governance

Action	Deliverable	Timeline	Responsibility
<b>11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2023	Co Chairs RWG
	• Review and apply a Terms of Reference for the RWG.	November 2023	Co Chairs RWG
	• Meet at least four times per year to drive and monitor RAP implementation.	June September December February 2023, 2024, 2025	Co Chairs RWG
<b>12. Provide appropriate support for effective implementation of RAP commitments.</b>	• Define resource needs for RAP implementation.	December 2023	National Secretariat
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	December 2023	Co Chairs RWG
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2023	National Secretariat – Secretary
	• Appoint and maintain an internal RAP Champion from senior management.	December 2023	Co Chairs of the RWG

Action	Deliverable	Timeline	Responsibility
<b>13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	• 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.	June annually	National Secretariat – First Nations Organiser
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	National Secretariat – First Nations Organiser
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	National Secretariat – First Nations Organiser
	• Report RAP progress to all staff and senior leaders quarterly.	March June September December 2023, 2024 2025	Co Chairs RWG
	• Publicly report our RAP achievements, challenges and learnings.	November 2023, 2024, July 2025	Co Chairs RWG
	• Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May 2024	National Secretariat – First Nations National Organiser
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2025	Co Chairs RWG
	<b>14. Continue our reconciliation journey by developing our next RAP.</b>	• Register via Reconciliation Australia’s website to begin developing our next RAP.	March 2025

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