



Working Together Walking Together

Warpulayintha
taikurringka,
Padninthi piltangka



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 Australia and value their continuing connection to the land and waters. We thank Elders past, present and emerging for their continued generosity, strength and knowledge.

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



Jason Douglas

Dalmarri Aboriginal Inspired Artwork



The Aboriginal artwork featured throughout this Reconciliation Action Plan was created collaboratively during the Inaugural 2026 National Indigenous Labor Conference. The artwork represents the collective voices, experiences and aspirations of Aboriginal and Torres Strait Islander members from across the country, brought together through a shared commitment to leadership, community and social justice.

Through the collaborative painting process, participants contributed their perspectives and cultural knowledge, creating a piece that reflects the strength and diversity of First Nations ALP members. The artwork symbolises connection

to Country, the importance of relationships, and the ongoing journey towards reconciliation. Each element of the artwork carries meaning, reflecting pathways of leadership, gathering places for community, and the enduring connection between people, culture and land.

As a central feature of this RAP, the artwork serves as a visual reminder of the Australian Labor Party's commitment to walking alongside Aboriginal and Torres Strait Islander peoples in the pursuit of meaningful reconciliation. It embodies the spirit of collaboration, respect and shared responsibility that underpins this work, while honouring the contributions of those who participated in its creation at the Inaugural 2026 National Indigenous Labor Conference.

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A Message from Prime Minister Anthony Albanese

Labor's Vision for Reconciliation

The Labor Government I lead is steadfast in its commitment to advancing reconciliation.

Reconciliation is an ongoing journey, grounded in respect, partnership and inclusion – and guided by our Australian values of fairness, aspiration and opportunity for all. It is also a recognition and celebration of the fact that all of us have the extraordinary privilege to share this ancient continent with the oldest continuous culture on earth.

Our shared goal must be a stronger, more equal and more unified Australia: one where we recognise 65,000 years of First Nations culture and love of country and where everyone has the opportunity to build a good life.

The Labor Party has long been committed to the policies and partnership that improve the lives of Aboriginal and Torres Strait Islander peoples.

While important progress has been made, there is still much more to do to close the gap and deliver better outcomes. This Reconciliation Action Plan (RAP) provides a framework to keep us focused, accountable and committed to real progress.

Through this plan, we reaffirm our commitment to working in genuine partnership with Aboriginal and Torres Strait Islander peoples to achieve positive results and enduring progress.

Alongside this, the Albanese Labor Government is pursuing practical reforms to broaden opportunity and close the gap:

- Ensuring Aboriginal and Torres Strait Islander communities have access to real jobs, fair pay and long-term economic security.
- Investing in the life-changing power of education: from the vital early years and fully-funding every student in every school to Free TAFE and university.
- Tackling incarceration rates and deaths in custody through landmark justice reinvestment initiatives.
- Record investment in housing, health services and clean water in remote Indigenous communities and homelands.

Our Government and our party will continue to be guided by the knowledge, leadership and strength of Aboriginal and Torres Strait Islander peoples, while remaining true to the values of fairness, opportunity and equality that define Labor.

We also acknowledge the extraordinary contribution of Aboriginal and Torres Strait Islander members across our movement — in local branches, Parliament, party organisation and the mighty trade union movement.

While we can be proud of the growing representation of First Nations voices within our Caucus and movement, we recognise there is always more work to do, both as a political party and as a government.

Each RAP strengthens our commitment to amplifying First Nations voices and improving our capacity to listen, learn and act at every level of the Party.

This plan not only challenges us to do better — it shows us how.

Thanks to the leadership and resilience of Aboriginal and Torres Strait Islander peoples across Australia, the way forward is clear.

Together, through this plan, we can continue that journey side by side.



Anthony Albanese
Prime Minister

Message from Reconciliation Australia



Reconciliation Australia commends the Australian Labor Party (ALP) on the formal endorsement of its third 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 over 5.9 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The ALP continues to be part of a strong network of more than 3,300 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 ALP will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the ALP 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 ALP 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 ALP will ensure shared and cooperative success in the long-term. Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the ALP's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations ALP on your third 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 (ALP) 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 2026, of 33 staff working for the National Secretariat, four 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 RAP

The ALP remains steadfast in its commitment to reconciliation. This RAP provides a strategic roadmap to ensure the Party works in genuine partnership with Aboriginal and Torres Strait Islander peoples, embedding respect, relationships, and tangible opportunities across every level of our movement.

Through our inaugural RAP, Everybody's Business, we identified the structural barriers to reconciliation within our ranks. Our second Innovate RAP, Manwunbul/Together, focused on deep internal engagement to broaden the impact of reconciliation across the Party while strengthening our external advocacy and influence.

This RAP is built upon the five dimensions of reconciliation: We recognise that these dimensions are interrelated; achieving true reconciliation requires that every aspect of the Party—from local branches to federal leadership—actively participates in this journey.

The ALP's unique federated structure allows RAP Champions to drive change across diverse settings, including Federal Caucus, staff cohorts, the National Secretariat, and State and Territory Branches. We are moving beyond symbolic representation to a framework where these Champions have the mandate to lead initiatives and monitor progress within their own spheres of influence.

We take pride in the milestones achieved through our previous RAPs, most notably the **WA First Nations Women's Forums** and the **First Nations Leadership Program**. These successes serve as the blueprint for our future work, proving that targeted investment in our First Nations members creates powerful, lasting leadership pathways.



National Indigenous Labor Conference

The **inaugural National Indigenous Labor Conference (NILC)** marks a transformative milestone in the ALP's reconciliation journey. It provides a dedicated, first-of-its-kind platform for First Nations members from across the country to come together and lead the Party's approach to Indigenous affairs. As a vital space for self-determination, this inaugural conference amplifies Aboriginal and Torres Strait Islander voices within the movement, fostering the dialogue necessary for truth-telling, justice, and reform.

While the NILC serves as a critical forum for sharing cultural knowledge and strengthening nationwide networks, its impact extends beyond the event itself. We recognise that the success of this inaugural conference depends on a formal 'follow-through' on outcomes, ensuring they are embedded into the Party's decision-making processes. By establishing the NILC as a permanent structural pillar, the ALP continues to build a stronger, more inclusive movement that authentically responds to the aspirations of First Nations communities.

ALP RAP Engagement

The following groups have contributed to the development of our 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

RAP Working Group Representation

Senator Jana Stewart, RWG Co-Chair, Senator for Victoria

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

Paul Erickson, National Secretary ALP

Jen Light, Assistant National Secretary ALP (until Dec 2025)

Mitchell Kingston, Assistant National Secretary ALP

Sheena Watt, Member for Northern Metropolitan (VIC)

Steve Staikos, State Secretary, Victorian Labor

Senator Karen Grogan, Senator for South Australia

Karlee Dalton, Secretary Northern Territory

Hamish Richardson, Assistant Secretary, South Australia Labor

Dominic Ofner, General Secretary, New South Wales Labor

Councillor Libby Austin, Penrith City Council, New South Wales

Michael Kirk, National Indigenous Organiser ALP

RAP Delivery

The 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:

- Prime Minister
- National Executive
- National Secretariat
- State and Territory Branches
- Federal Caucus
- Caucus RAP Champions
- Staff RAP Champions

Our Journey So Far...

A critical hurdle is the current lack of coordinated **First Nations membership data** due to our independent jurisdictional management. This creates a gap in our ability to connect all First Nations members with party-wide opportunities. Consequently, our new RAP transitions the role of **RAP Champions** from voluntary advocates to an accountable leadership framework with a formal mandate to drive and monitor local targets.

However, our journey has also revealed significant structural hurdles that we must now address with honesty. While initial reconciliation efforts were effectively driven by national leadership, we recognise that these successes were not consistently mirrored across all eight State and Territory Branches. We also recognise that some ALP State and Territory Branches have independently committed to their own Reconciliation Action Plans, a demonstration of the capacity for party units to innovate and make substantive progress on our journey to reconciliation that complements our national RAP.

As our reconciliation journey matures, it has become clear that a 'national-only' approach is no longer sufficient for a federated movement. For the RAP to truly succeed, we must move beyond centralised initiatives and build the genuine capacity of every Branch to ensure reconciliation is delivered consistently across all jurisdictions. We acknowledge that for many members, their primary experience of the Party is at the local and state level, and it is here that our commitment must be most visible.

This new RAP places a heavy emphasis on aligning these systems and evolving the role of our **RAP Champions**. We are transitioning these roles from voluntary advocacy to an accountable leadership framework with a formal mandate to drive, monitor, and report on local targets. This shift ensures that our reconciliation goals are not just aspirations but are embedded in the administrative and operational DNA of the entire ALP.





Relationships

The ALP is, at its heart, a movement of people. Our strength as a political institution is entirely dependent on the depth and integrity of our relationships. We have a proud history of working alongside First Nations peoples to deliver national progress, from the 1967 Referendum and the Northern Territory Land Rights Act 1976 to the National Apology to the Stolen Generations. These milestones were not merely policy achievements; they were the results of genuine partnership, trust, and a shared vision for a fairer Australia. We recognise that these moments continue to shape our identity and our commitment to open, honest, and respectful engagement with First Nations communities and organisations.

At the same time, we acknowledge that for too long our internal and external relationships have often been reactive or confined to national leadership circles. The rationale for our focus on relationships in this RAP is to shift toward a model of **permanent, reciprocal partnership**. Our federated structure provides a massive opportunity to build these connections at every level—from local branches to state and federal caucus. We are moving beyond symbolic gestures to ensure that all partnerships are founded on the principles of respect and mutual benefit. Building strong, structural relationships between First Nations peoples and the Labor Party is not just a ‘good to have’; it is essential to ensuring our policy development and campaigning remain authentically grounded in the aspirations of the communities we represent.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Develop a formal National First Nations Engagement Protocol.	August 2027	National Secretariat – Secretary/ First Nations Organiser FNCC Chair Minister’s COS State/ Territory Secretaries
	1.2 Develop a National Stakeholder Engagement Strategy that prioritises long-term, reciprocal partnerships with First Nations organisations over election-cycle consultation.	April 2028	National Secretariat – Secretary/ First Nations Organiser FNCC Chair State/ Territory Secretaries
	1.3 Continue ALP First Nations Leadership Program	June 2027	National Secretariat – National Secretary/ First Nations FNCC Chair Caucus and Staff RAP Champions
	1.4 Support the establishment of Labor Indigenous Political Pathways (LIPP) – an indigenous-led initiative that will strengthen the ALP by building a clear, culturally safe and politically literate pathway for Aboriginal and Torres Strait Islander participation and leadership.	July 2026	National Secretariat – Secretary/ First Nations Organiser First Nations Caucus Committee Chair State/ Territory Secretaries

Action	Deliverable	Timeline	Responsibility
2. Increase opportunities for First Nations people to network.	2.1 Host the annual National Indigenous Labor Network (NILN) Strategy Summit.	Annually 2027, 2028	NILN Convenor in conjunction with the National Secretariat – Secretary/ First Nations Organiser
	2.2 Support the ongoing Triennial National Indigenous Labor Conference, preceding each ALP National Conference.	July 2028	State/ Territory Secretaries
	2.3 Engage with Indigenous Labor Networks through its State and Territory Branches.	December 2026	State/ Territory Secretaries
	2.4 Conduct an annual audit of First Nations membership and participation in each State and Territory Branch.	October 2026, 2027	State/ Territory Secretaries
	2.5 Report results of audit, including First Nations membership, to National Executive, Minister for Indigenous Australians, Reconciliation Working Group, at the end of each calendar year, and to National Indigenous Labor Conference every three years.	November 2026, 2027	State/ Territory Secretaries
	2.6 Convene a meeting with Labor First Nations elected members of Parliament from all States and Territories with the Federal Minister for Indigenous Australians.	August 2027	Minister for Indigenous Australians
3. Build relationships through celebrating National Reconciliation Week (NRW), NAIDOC Week, Mabo Day and other key dates.	3.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and members.	May 2027, 2028	National Secretariat – Secretary/ First Nations Organiser Minister for Indigenous Australians State and Territory Secretaries NILN Convenor ILNs Convenors
	3.2 RAP Working Group members to participate in an external NRW event and other Indigenous community events.	27 May - 3 June, 2027 - 2028	RWG Members
	3.3 Encourage and support senior leaders, staff and party members to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2027 - 2028	National Secretariat – Secretary/ First Nations Organiser RWG members FNCC Chair
	3.4 Organise at least one internal NRW event annually to foster dialogue and reflection on the Party's reconciliation progress.	27 May - 3 June, 2027 - 2028	National Secretariat FNCC State and Territory Secretaries
	3.5 Register all our NRW events on Reconciliation Australia's NRW website .	May 2027, 2028	National Secretariat – First Nations Organiser



Action	Deliverable	Timeline	Responsibility
4. Promote reconciliation through our sphere of influence.	4.1 Develop and implement a National Staff Reconciliation Strategy to ensure all Party employees and organisers are equipped to advocate for reconciliation in their daily work.	August 2027 - 2028	National Secretariat – Secretary/ National Organiser
	4.2 Use Party platforms, including the National Website and social media, to publicly report on RAP progress and promote First Nations policy priorities.	July 2027	Prime Minister Ministers FNCC Chair Caucus and Staff RAP Champions National Secretariat - Secretary/ National Organiser State and Territory Secretaries
	4.3 Identify and consult with key external stakeholders, including affiliated unions, to share and explore opportunities for mutual alignment on First Nations objectives.	April 2027	National Secretariat – Secretary
	4.4 Collaborate with state and territory branches to develop innovative approaches to advance reconciliation.	August 2027	National Secretariat – Secretary/ First Nations Organisers State and Territory Secretaries



Action	Deliverable	Timeline	Responsibility
5. Promote positive race relations through anti-discrimination strategies.	5.1 Conduct a comprehensive review of existing HR policies to identify gaps in anti-discrimination provisions and align them with the Party's reconciliation objectives.	August 2027	National Secretariat – Operations Manager State and Territory Secretaries
	5.2 Develop and communicate a formal Anti-Discrimination Policy for the National Secretariat and State Branches, drafted in direct consultation with First Nations staff and the NILN	December 2027	National Secretariat – Operations Manager
	5.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2027	National Secretariat – Operations Manager
	5.4 Educate senior leaders, MPs and administrative leaders on the effects of racism.	August 2027	National Secretariat – First Nations Organiser
	5.5 Publicly support anti-discrimination campaigns, initiatives, or stances against racism through media, social media, working to uphold existing legislations that protect people from discrimination and hosting relevant events.	April 2026, 2027, 2028	Prime Minister Minister for Indigenous Australians Caucus National Secretariat State and Territory Secretaries State and Territory Branches
6. Promote and Empower RAP Champions Across ALP	6.1 Identify and support RAP Champions across the ALP.	December 2026	Prime Minister Minister FNCC Chair Caucus and Staff RAP Champions National Secretariat - Secretary/ National Organiser State and Territory Secretaries
	6.2 Formalise the role of RAP Champions across Federal Caucus, the National Secretariat, and all State and Territory Branches to drive local delivery of RAP targets.	August 2027	National Secretariat – National Secretary/ First Nations Organiser

Respect

The ALP recognises that Aboriginal and Torres Strait Islander cultures are a vital source of national pride. For our movement, respect is a prerequisite for effective governance and a core component of our mission to represent all Australians. We are committed to a structural approach to truth telling and self-determination within every level of our party.

By embedding respect into our operational DNA, we ensure that every representative acts with the cultural competency required to work in genuine partnership with First Nations communities. We are moving beyond symbolic recognition toward a framework of Applied Respect, ensuring our policy development and internal conduct are grounded in cultural integrity and mutual accountability.

Action	Deliverable	Timeline	Responsibility
7. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	7.1 Conduct a review of cultural learning needs within the ALP.	August 2027	National Secretariat – Operations Manager State and Territory Secretaries
	7.2 Consult with the NILN executive and ILN convenors to co-design a Cultural Learning Strategy that reflects the diverse jurisdictional needs of the Party.	February 2028	NILN and ILN Convenors First Nations Organiser
	7.3 Develop and communicate a Cultural Learning Strategy that provides a clear roadmap for deepening cultural awareness and capability across all sections of the Party.	April 2028	National Secretariat State and Territory Secretaries
	7.4 Identify and promote formal, structured cultural learning opportunities specifically for the RAP Working Group, National Secretariat staff, and senior leadership.	August 2027	National Secretariat – Operations Manager Co-Chairs RWG
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Develop, formalise, and distribute a National Cultural Protocol Resource Kit to provide all staff and organisers with clear guidelines for Acknowledgements and Welcomes to Country.	December 2026	National Secretariat – First Nations Organiser State and Territory Secretaries RAP Champions
	8.2 Provide and support the installation of Acknowledgement of Country plaques at National Office and each State and Territory Branch.	February 2027	State and Territory Secretaries
	8.3 Support the installation of Acknowledgement of Country plaques for each Federal Caucus members office.	November 2027	National Secretariat, Federal Caucus

Action	Deliverable	Timeline	Responsibility
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	9.1 Promote and encourage participation in community-led NAIDOC Week events for all staff, members, and the RAP Working Group.	July 2027, 2028	National Secretariat Co-Chairs RWG
	9.2 Review and communicate internal policies to ensure staff can participate in NAIDOC Week activities without structural barriers.	May 2027, 2028	National Secretariat – Operations Manager
	9.3 Collaborate with the First Nations Caucus and State and Territory ILNs to host and promote annual NAIDOC celebrations for MPs, staff, and state-based members.	July 2026, 2027, 2028	First Nations Caucus Committee – Chair/ Secretary



Opportunities

The ALP is committed to ensuring that our movement provides tangible economic and professional pathways for Aboriginal and Torres Strait Islander peoples. As a major national organisation, we recognise that our core operations, from large conferences to federal election campaigns, represent significant opportunities for First Nations businesses and professionals. We aim to move beyond ad-hoc engagement toward a framework of sustainable and respectful partnerships that are embedded in our everyday business.

By setting clear objectives for recruitment, retention, and procurement, the Party seeks to foster a workplace culture that values First Nations expertise and leadership. This approach is not just about meeting targets; it is about strengthening the Labor movement by ensuring our staff, suppliers, and partners reflect the diversity of the Australian community we seek to serve. Through this RAP, we will build a more inclusive organisational structure that supports long-term economic participation and professional excellence.

Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	10.1 Consult with the NILN Executive to build a baseline understanding of current First Nations participation and identify priority areas for employment and professional development.	February 2027 and 2028	National Secretariat – NILN Exec
	10.2 Review and update National Secretariat recruitment procedures and job advertising strategies to ensure they are culturally accessible and reach a diverse First Nations talent pool.	December 2027	National Secretariat – Operations Manager
	10.3 Continue the First Nations Leadership Program during 2027, developing leadership through immersive experiences and practical opportunities, building to a presentation and graduation event in July 2027.	July 2026 to July 2027	National Secretariat – First Nations Organiser
	10.4 Support the work of Labor Indigenous Political Pathways (LIPP), developing pathways that equip Aboriginal and Torres Strait Islander Labor members with a clear understanding of how the Party operates, practical knowledge of internal processes and decision-making, political literacy and strategic capability, and access to mentoring and peer networks.	Ongoing	National Secretariat – Secretary/ First Nations Organiser First Nations Caucus Committee Chair State/ Territory Secretaries





Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1 Review and update Aboriginal and Torres Strait Islander procurement strategy.	December 2027	National Secretariat – Operations Manager/ First Nations Organiser
	11.2 Develop a “First Nations Supplier Guide” for staff, including training on how to utilise Supply Nation and other networks to identify verified, ethical businesses.	December 2027	National Secretariat - Operations Manager/ First Nations Organiser
	11.3 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July 2026, 2027, 2028	National Secretariat - Operations Manager/ First Nations Organiser RAP Champions
	11.4 Review and update Indigenous procurement target to strengthen the ALP’s commitment to economic reconciliation by ensuring procurement targets reflect best practice and drive increased engagement with First Nations businesses.	August 2027	National Secretariat - Operations Manager/ First Nations Organiser





Governance

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	12.1 Establish and maintain the RWG under a formalised Terms of Reference, ensuring permanent representation from the NILN Executive and First Nations Caucus Committee.	September 2026, 2027	Co-Chairs RWG
	12.2 Meet at least three times per year to monitor implementation progress and provide formal updates to the National Executive.	February, June and November annually.	Co-Chairs RWG
13. Provide appropriate support for effective implementation of RAP commitments.	13.1 Establish and maintain internal systems to track and measure RAP commitments, ensuring senior leadership and relevant staff are resourced to meet delivery timelines.	December 2026, 2027	National Secretariat
	13.2 Appoint and maintain a Senior Executive RAP Champion (e.g., National Secretary or Assistant National Secretary) to provide high-level advocacy and ensure organisational accountability.	December 2026	Co-Chairs RWG

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	14.1 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
	14.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	National Secretariat – First Nations Organiser
	14.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	National Secretariat – First Nations Organiser
	14.4 Report RAP progress to ALP National Executive as a standing agenda item twice per year.	June and December annually	Co-Chairs RWG
	14.5 Publicly report our RAP achievements and challenges via the ALP website.	November 2026, 2027, July 2028	Co-Chairs RWG
	14.6 Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May 2028	National Secretariat – First Nations National Organiser
	14.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2028	Co-Chairs RWG
15. Continue our reconciliation journey by developing our next RAP.	15.1 Register via Reconciliation Australia’s website to begin developing our next RAP.	[six months prior to RAP expiry date]	National Secretariat - First Nations National Organiser

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