



AUSTRALIAN BUREAU OF STATISTICS
Reconciliation Action Plan
2018–2021





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Acknowledgement of Country and Traditional Owners

The Australian Bureau of Statistics acknowledges the Traditional Owners and Custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to their cultures and Elders, both past, present and emerging.

Warning: Aboriginal and Torres Strait Islander People are advised that this document may contain the names and images of deceased people.



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Message from the
AUSTRALIAN STATISTICIAN



I am pleased to present the Australian Bureau of Statistics **Reconciliation Action Plan 2018–2021**.

The ABS Reconciliation Action Plan 2018–2021 continues to build on the ABS' commitment to ensuring recognition and respect for Aboriginal and Torres Strait Islander culture, increasing the recruitment and retention of Aboriginal and Torres Strait Islander peoples in the ABS and continuing to build positive relationships between Aboriginal and Torres Strait Islander peoples and other Australians.

This strategy supports the ABS' purpose to inform Australia's important decisions by partnering and innovating to deliver relevant, trusted, objective data, statistics and insights and recognises that our people are the key to successfully transforming our organisation.

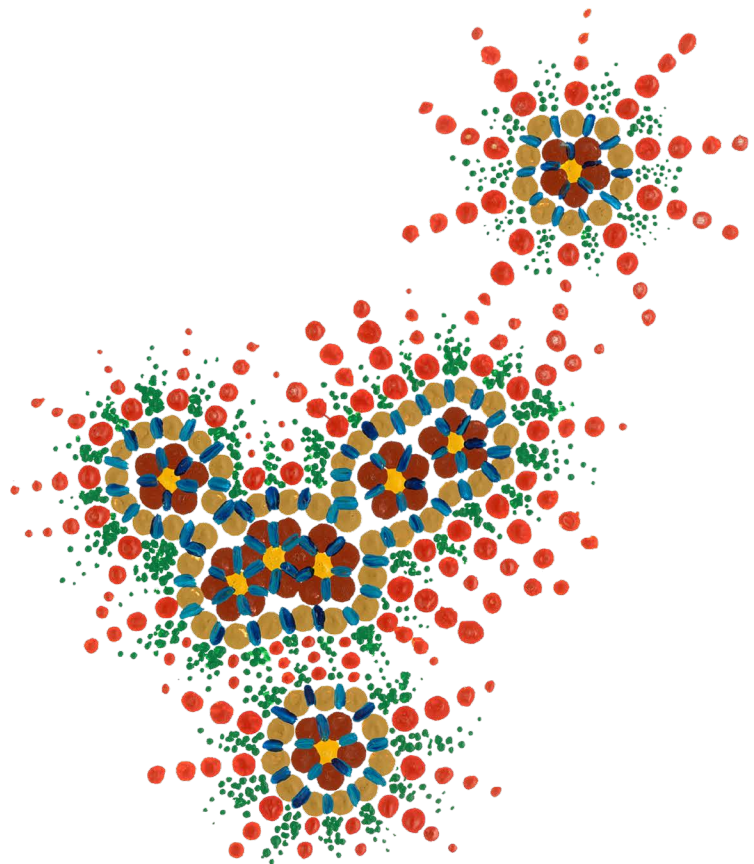
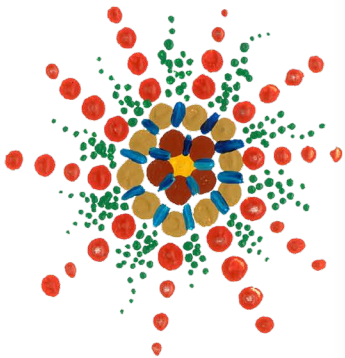


I would like to thank all the people who have contributed to the development of this Reconciliation Action Plan. We all have a fundamental role to play in following through the actions set out in this Plan, to contribute to cultural change and achieve our objectives for reconciliation. I am confident that the ABS will make an important contribution to reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians.

David W. Kalisch
Australian Statistician



Message from the
RECONCILIATION CHAMPIONS





Paul Jelfs
Senior Reconciliation Champion



Dean Bowley
Reconciliation Champion



Sybille McKeown
Reconciliation Champion



Stephen Collett
Reconciliation Champion



Samantha Palmer
Diversity and Inclusion Champion

As the ABS Reconciliation Champions we are pleased to join the Australian Statistician in presenting the **ABS Reconciliation Action Plan**. This plan underpins our commitment and action towards reconciliation within the ABS and the wider community. We are committed to working closely with our Aboriginal and Torres Strait Islander employees, particularly our Youmpla Network, to cultivate strong and productive relationships and increasing and retaining the Aboriginal and Torres Strait Islander representation in the ABS and more broadly across the APS. We look forward to promoting, supporting and advocating on behalf of our Aboriginal and Torres Strait Islander employees as we continue to raise and foster cultural awareness and work with our employees as we implement the ABS Reconciliation Plan over the coming years.



Our VISION FOR RECONCILIATION



The Australian Bureau of Statistics (ABS) is committed to reconciliation and an inclusive society that recognises and celebrates Aboriginal and Torres Strait Islander peoples as the First Australians.

Our vision is to help improve economic, health and social opportunities for Aboriginal and Torres Strait Islander peoples and their communities around Australia by accurately counting every Australian and ensuring effective representation of Aboriginal and Torres Strait Islander peoples in ABS statistical collections. We will seek to understand, recognise, value and respect Aboriginal and Torres Strait Islander peoples, culture and communities through building and maintaining strong and mutually beneficial relationships, including as part of statistical collection activity.

The ABS is committed to building a high performing culture and improving our diversity, to ensure our workforce is representative of Australian Society. To support this:

- we value the opportunity to learn and work with our Aboriginal and Torres Strait Islander staff to raise awareness and deepen our understanding, connections and knowledge of Aboriginal and Torres Strait Islander peoples culture, traditions and history, and
- implement strategies and programs to attract, recruit and retain Aboriginal and Torres Strait Islander peoples in the workforce.



Our BUSINESS



The purpose of the ABS is to inform Australia's important decisions by partnering and innovating to deliver relevant, trusted, objective data, statistics and insights.

Our strategic priorities are to:

Provide high quality official statistics

- Decision making by governments, business and the community is informed by high quality ABS statistical information.
- ABS statistics are widely used.

Transform the ABS for the Future

- The ABS builds the capability of employees, driving cultural change and improving performance.

Deliver new statistical solutions to maximise the value of public data

- The ABS creates new statistical solutions, in collaboration with stakeholders, to deliver the information needed for research, policy, planning and targeting of government services, and evaluation.

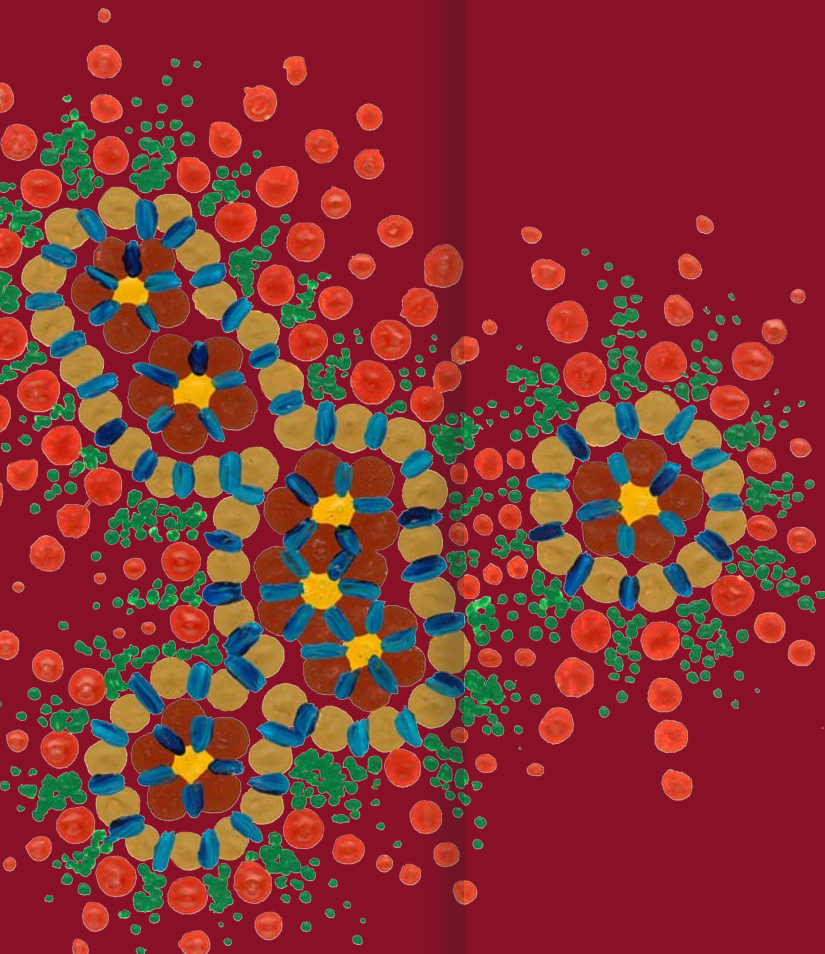
Our workforce

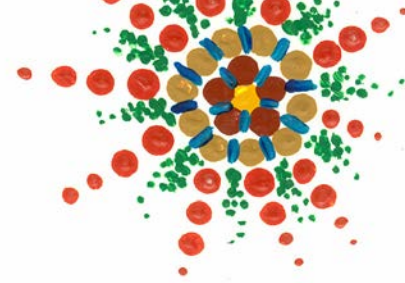
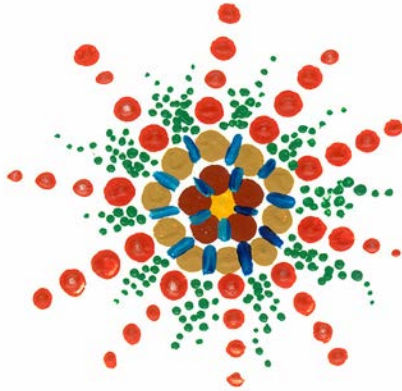
We employ approximately 3200 employees. Of these, 81% are ongoing and 19% are non-ongoing and casual employees. Staff who identified as Aboriginal and Torres Strait Islander peoples in the 2018 APS Employee Census represented 1% of the total number of staff in the ABS. Staff who identified as Aboriginal and Torres Strait Islander peoples in our payroll system represented 0.8% of the total number of staff in the ABS.

Our geographic reach and locations

We have a national presence with offices in Adelaide, Brisbane, Canberra, Dandenong, Darwin, Geelong, Hobart, Melbourne, Perth and Sydney.

Our RECONCILIATION ACTION PLAN





This Reconciliation Action Plan builds on the achievements of our previous two Reconciliation Action Plans, and demonstrates our continuing commitment to Reconciliation through the following strategies.

Strategies	Desired Results
1. Build and strengthen our relationships	We actively support and promote Reconciliation within our organisation, sector, and the community, through understanding, recognising, valuing and respecting Aboriginal and Torres Strait Islander peoples. Our relationships ensure we can accurately engage and represent Aboriginal and Torres Strait Islander peoples and businesses in our statistical collections.
2. Deepen our understanding and show our respect	We understand, acknowledge and celebrate the cultures, histories and achievements of our Aboriginal and Torres Strait Islander employees, partners and stakeholders.
3. Create opportunities	Our Aboriginal and Torres Strait Islander employee representation is the same as for the Australian population.
	We procure goods and services from Aboriginal and Torres Strait Islander businesses.

This Reconciliation Action Plan will support the delivery of our Transformation Goals:

- **Strategy:** Our strategies enable rigorous statistics, strong partnerships, and effective use of resources.
- **Governance:** Our governance supports responsive decision making, prioritisation and management of enterprise risk.
- **Environment:** We collaborate with stakeholders to understand and respond better to the current and future external environment.
- **Infrastructure:** Our infrastructure is effective, efficient and adaptable.
- **People:** We have a diverse, expert, motivated and agile workforce.
- **Culture:** We are high performing, aligned, engaged, innovative and accountable.

It will also contribute to the delivery of the ABS Workforce Strategy, which provides a strategic outlook for transforming our workforce and driving high performance.

Achievements within the ABS:

Relationships

- Established an Aboriginal and Torres Strait Islander reference group that includes Senior Executives and Youmpla (Aboriginal and Torres Strait Islander) Employee Network members.
- Increased the number of reconciliation champions from one to five Senior Executive Service members and distributed flag pins to all SES employees, many of whom proudly display those daily to demonstrate their commitment to reconciliation.
- Participated on the APS wide Indigenous Champions Network and Indigenous Liaison Network.
- Established, and continue to support, the Youmpla employee network where members meet on a monthly basis in a friendly, informal environment to share knowledge, information and experiences. Held our first face-to-face Youmpla network meeting in 2016 and another in February 2018.
- SES Reconciliation Champion and a Youmpla employee network member are active participants in the formal governance of the ABS through membership of the ABS People Committee.
- Successful broad stakeholder engagement with Aboriginal and Torres Strait Islander communities to ensure accurate counting of communities during the Census.
- Transitioned the Darwin office to become a Centre of Excellence for Aboriginal and Torres Strait Islander Statistics and Remote Engagement.
- Implemented strategies to increase participation of Aboriginal and Torres Strait Islander peoples in statistical surveys to ensure a higher representation.
- Promoted a range of Aboriginal and Torres Strait Islander statistics with the support of Aboriginal spokesperson, for example Professor Tom Calma.

Respect

- Updated the Learning and Development offerings to include Cultural Awareness training.
- Implemented a protocol for the use of Aboriginal and Torres Strait Islander Elders for Welcome to Country for significant events.
- Updated Acknowledge of Country protocols, developed cards for employees and SES to support undertaking Acknowledgement to Country.
- Cards identifying the Traditional Owners of the lands within which particular ABS offices are located are visible to all participants in our Video-conferencing rooms.
- Increased consultation and commitment to engaging with Aboriginal and Torres Strait Islander employees on the updating and implementation of strategies and policies.
- Celebrated NAIDOC and Reconciliation week in all ABS offices each year, with a smoking ceremony marking the anniversary of the Geelong site opening and more active engagement and involvement of ABS Aboriginal and Torres Strait Islander employees in presenting at events.

Opportunities

- Implemented Aboriginal and Torres Strait Islander recruitment and retention strategies outlined in the ABS workplace diversity action plan, including advertising in targeted Indigenous publications and wording that Aboriginal and Torres Strait Islander peoples are encouraged to apply.
- Participated in the APS Indigenous Graduate Pathways Program.
- Ten Aboriginal and Torres Strait Islander employees graduated in December 2016 after successful completion of the Indigenous Australian Government Development Program (IAGDP) and advanced to the next APS level (APS4).

- Participated in and developed mutually beneficial partnerships with Indigenous communities with several employees completing secondments to Indigenous community organisations as part of the Jawun Indigenous APS Community Secondment Program.
- Signed a Memorandum of Understanding with the Australian Public Service Commission relating to Aboriginal and Torres Strait Islander employment.
- Successfully engaged in partnerships with other APS agencies to seek opportunities for ABS Aboriginal and Torres Strait Islander employees.
- A number of SES employees are mentoring Aboriginal and Torres Strait Islander mentees in the APS Indigenous mentoring program.
- Increased \$ value of goods and services procured from Aboriginal and Torres Strait Islander businesses.

How the Reconciliation Action Plan was developed

The ABS Reconciliation Action Plan 2018–2021 builds upon the achievements of previous Reconciliation Action Plans. It was developed in consultation with our Aboriginal and Torres Strait Islander employee network (Yumpla), Aboriginal and Torres Strait Islander Reference Group, and employees. Reconciliation Australia provided input and support to ensure the plan met the high standards required by their accreditation framework.

Our Champions

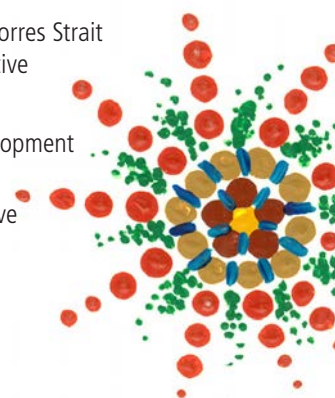
We have four Reconciliation Champions and an Inclusion and Diversity Champion who are members of the Senior Executive Service. The Champions work closely with Aboriginal and Torres Strait Islander employees

(including the ABS Yumpla Network) to cultivate strong and productive relationships. They promote, support, advocate and raise awareness of Aboriginal and Torres Strait Islander employment outcomes and foster cultural awareness and mutually beneficial partnerships with the ABS. They also play a strong role in collaborating across government within the APS Senior Indigenous Champions Network.

Our Aboriginal and Torres Strait Islander Reference Group

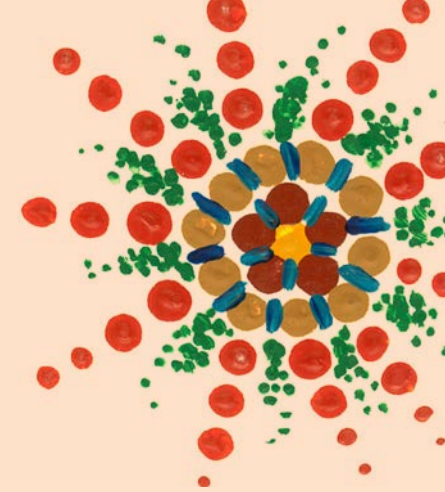
Our reference group is made up of both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander employees, Reconciliation Champions and Senior Executives. Their main purpose is to implement, review, report and deliver on the Reconciliation Action Plan. They have established terms of reference, strong governance arrangements, and meet on a quarterly and ad-hoc basis. Membership of the internal Aboriginal and Torres Strait Islander Reference Group includes:

- the Yumpla Network (involvement is optional for individual members)
- the Senior Reconciliation Champion
- the Program Manager, Indigenous and Social Reporting
- Centre of Excellence for Aboriginal and Torres Strait Islander Statistics (CoEATSIS) representative
- a CPSU representative
- a National Learning and Capability Development Section representative
- a National Recruitment Unit representative
- the Director, People Strategies (Chair)





Our PEOPLE



Emma Hart

My family background is from the Mandandanji & Pitta-Pitta peoples. I work as a Support Officer in the National Recruitment Section in Brisbane and I am a member of the Youmpla employee network. I joined the ABS as part of the Indigenous Australian Government Development Program and worked on the Census 2016 program. As part of my personal development I have been able to travel to rural and remote Aboriginal and Torres Strait Islander communities to return data collected in the 2016 Census, provide training on how to access Census products and promote upcoming surveys.

I believe that it is of great benefit for our Aboriginal and Torres Strait Islander staff to develop capability through such experiences of engaging with Aboriginal and Torres Strait Islander peoples and communities, which meets our RAP objective of 'Build and strengthen relationships'. Recognising Australia's history and moving forward together to create an inclusive society that embraces Aboriginal and Torres Strait Islander cultures and heritage as a proud part of Australia's shared identity is how I describe reconciliation. Outside of work, you will find me spending time with family; looking after and learning from Elders; and supporting and cheering on my nephews at their football games.

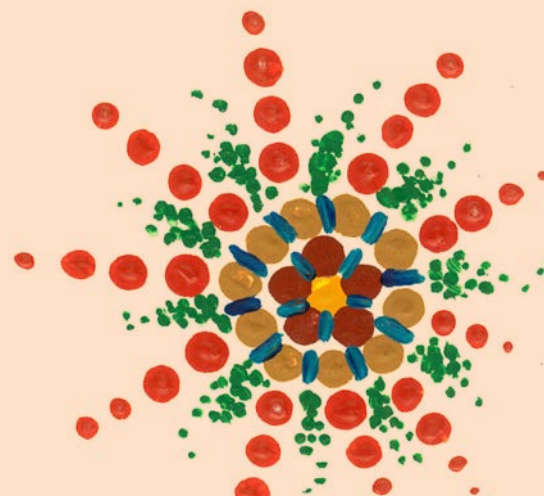


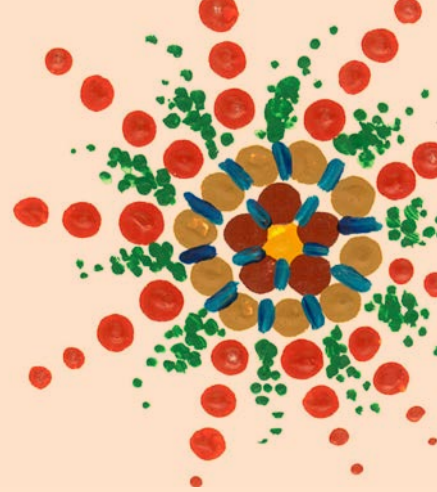
Ricky Segura

I am a descendant of the Wirangu and Kokatha mob from Far West Coast of South Australia. I work in the Adelaide office in the Construction Statistics Section as a Building Approval Coordinator. I'm also an active member of the Yumpla Employee Network. I joined the ABS through the IAGDP (Indigenous Australian Government Development Program).

As an Aboriginal and Torres Strait Islander employee, I have appreciated having great leadership who support the RAP initiatives and I have helped them to understand how this support and commitment to Reconciliation supports the recruitment and retention of Aboriginal and Torres Strait Islander peoples. I strongly believe that having committed leaders are key in ensuring Reconciliation initiatives are successful.

When I'm not at work you will find me training or travelling the world playing Blind Cricket for Australia or nationally for South Australia.



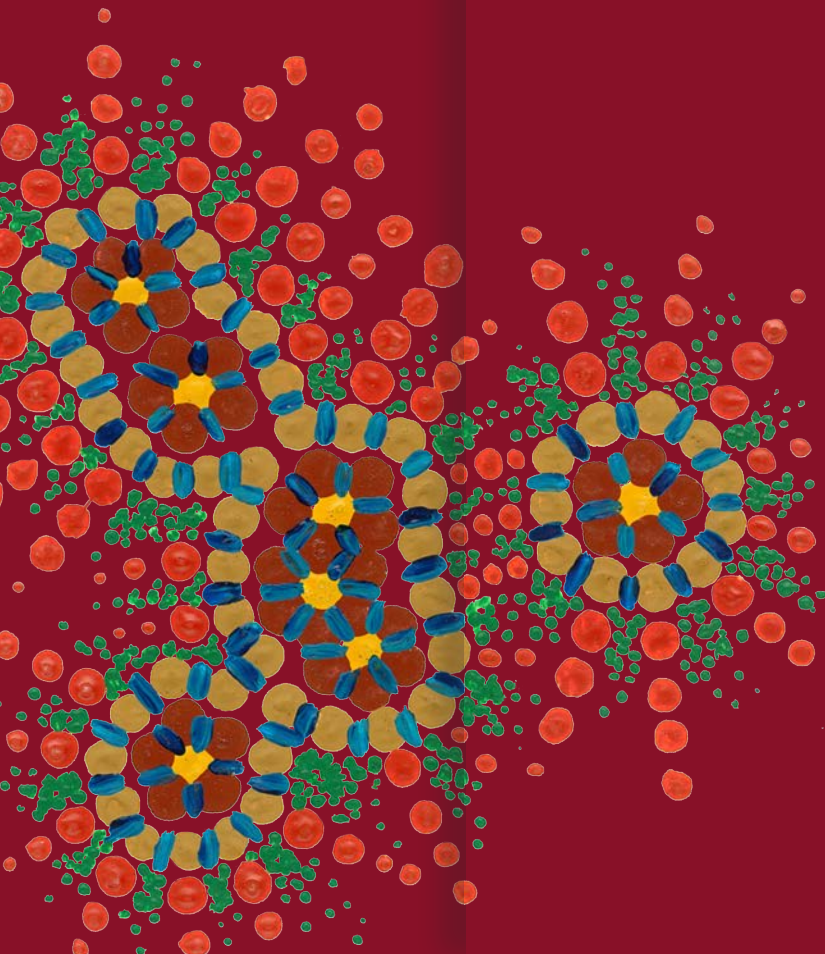


Douglas Jacobs

I am of Torres Strait Islander heritage (Erubamle, Meriam, Zenadth Kes - Darnley Island, Eastern Torres Strait) and grew up in the Cairns area, Far North Queensland. I am a Project Officer in the Household Characteristics and Social Reporting Branch, in Canberra, and am actively involved in the Youmpla employee network. Being a member of Youmpla has enabled me to be involved in, and consulted on issues and initiatives that impact Aboriginal and Torres Strait Islander employees in the ABS, as well as provide a forum for staff to come together and support each other.

Reconciliation to me means 'recognising, acknowledging and telling the true history of Aboriginal and Torres Strait Islander peoples to all Australians'. Respecting, sharing and raising awareness of the cultural history of Aboriginal and Torres Strait Islander peoples is a key outcome of the RAP and I look forward to progressing this and other Reconciliation initiatives within the ABS.

Our STRATEGIES





Strategy 1. Build and strengthen our relationships

Creating and maintaining strong relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations is critical to ensuring our statistical collections accurately represent their contribution to Australian society. We need to:

- build on the relationships we have with our Aboriginal and Torres Strait Islander employees, business and organisations and
- extend these relationships to our stakeholders and the community.

Strategy 1. Desired Results

We actively support and promote Reconciliation within our organisation, our sector, and the community, through understanding, recognising, valuing and respecting Aboriginal and Torres Strait Islander peoples. Our relationships ensure we can accurately engage and represent Aboriginal and Torres Strait Islander peoples and businesses in our statistical collections

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
A1. Actively monitor RAP development and implementation.	We have a Reference Group that: <ul style="list-style-type: none"> • has agreed Terms of Reference • includes Aboriginal and Torres Strait Islander peoples • has issued expressions of interest for membership to appropriate community members • meets at least four times per year to monitor and report on RAP implementation. 	Review February annually	Program Manager, People Services Branch	Aboriginal and Torres Strait Islander Reference Group Youmpla Network
	We have an internal senior management RAP Champion.	Review December annually		
	Our Reconciliation Action Plan: <ul style="list-style-type: none"> • was developed, endorsed and launched in partnership with our Reference Group 	By September 2018		
	<ul style="list-style-type: none"> • is included as a standing agenda item at high-level meetings (where relevant) 	By December 2018		
	<ul style="list-style-type: none"> • has key identified actions embedded in the performance agreements of senior management employees. 	By December 2018		

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
A2. Celebrate National Reconciliation Week, to strengthen and maintain relationships between Aboriginal and Torres Strait Islander employees and other employees and to build relationships with the local community.	Our events: <ul style="list-style-type: none"> include at least one internal event in each ABS Office each year are registered on Reconciliation Australia's website include opportunities for our Aboriginal and Torres Strait Islander employees to connect and share experiences with each other, with other ABS employees and the community (where appropriate) include opportunities for Aboriginal and/or Torres Strait Islander community members to connect and share their experiences with our employees. 	27 May – 3 June, annually	Program Manager, People Services Branch	Office Support Units Youmpla Network
	Our employees are encouraged and supported to participate in at least one internal and/or external National Reconciliation Week event each year.	27 May – 3 June, annually	Program Manager, People Services Branch	Youmpla Network SES Directors and Managers
	We actively promote external National Reconciliation Week events to employees.			
A3. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	We have engagement plan(s) for working with our Aboriginal and Torres Strait Islander stakeholders (local and national) that includes: <ul style="list-style-type: none"> guiding principles for future engagement informed by local Aboriginal and Torres Strait Islander organisations, and support the development of joint ventures, secondments and community capacity opportunities. 	By March 2019 Review March annually	Director, Centre of Excellence for Aboriginal and Torres Strait Islander Statistics	Youmpla Network Reconciliation Champions People Services Branch
	<ul style="list-style-type: none"> ABS Standard Procedures for Working in and with Aboriginal and Torres Strait Islander Communities; and ABS Cultural Protocols for ABS employees Engaging and Working with Aboriginal and Torres Strait Islander Peoples. 	Review October annually		

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	Our statistical releases involve an Aboriginal and Torres Strait Islander spokesperson (where appropriate).	Ongoing Review annually (as publications requires)	Director, Centre of Excellence for Aboriginal and Torres Strait Islander Statistics	Aboriginal and Torres Strait Islander Reference Group Reconciliation Champions Youmpla Network Communication and Parliamentary Section SES
A4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Our RAP communication plan includes: <ul style="list-style-type: none"> engagement with internal and relevant external stakeholders active engagement with Senior Leaders to deliver RAP outcomes, for example has key identified actions for senior management employees. 	By September 2018 Review July annually	Program Manager, People Services Branch	Aboriginal and Torres Strait Islander Reference Group Reconciliation Champions Youmpla Network SES
	We encourage and support our employees to participate in the Youmpla Network.	Ongoing Review quarterly	Program Manager, People Services Branch	Reconciliation Champions Youmpla Network
	We actively participate in the APS Indigenous Champions Network.	Ongoing Monthly as required	Senior Reconciliation Champion	Reconciliation Champions People Services Branch
A5. Lead development of improved Aboriginal and Torres Strait Islander Statistics and engagement with Aboriginal and Torres Strait Islander peoples and communities through the Centre of Excellence.	We build and maintain our relationships and networks with Aboriginal and Torres Strait Islander communities and organisations: <ul style="list-style-type: none"> via our Engagement Managers, who provide information on the ABS approach to, and implementation of, ABS Surveys and Census activities to ensure that are culturally appropriate, valued and easy to use to encourage increased levels of participation by Aboriginal and Torres Strait Islander communities in ABS surveys and the Census 	By December 2021, with annual review	Director, Centre of Excellence for Aboriginal and Torres Strait Islander Statistics	Statistics Division SES People Services Branch

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	<ul style="list-style-type: none"> supporting them to make informed decisions about themselves, their families and their communities by ensuring appropriate materials are available on use of and access to statistical information. 			
<p>A6. Provide information and expertise to inform and support measurement, monitoring and decision making related to government initiatives, including Closing the Gap.</p>	<p>We maintain and develop engagement and partnerships with all levels of government and other key partners across Australia:</p> <ul style="list-style-type: none"> with a focus on identified Aboriginal and Torres Strait Islander communities, for example Northern Australia and Western Sydney to develop increased analytical expertise and access to ABS Aboriginal and Torres Strait Islander data to inform policy, data strategy and collection that improve Aboriginal and Torres Strait Islander, and other statistics programs, which contribute to government initiatives. For example: <ul style="list-style-type: none"> Identification of life expectancy and mortality rates (birth and deaths) Census of Population and Housing National Aboriginal and Torres Strait Islander Health Survey (NATSIHS) 	<p>By December 2021, with annual review</p>	<p>Director, Centre of Excellence for Aboriginal and Torres Strait Islander Statistics</p>	<p>Population and Social Statistics Division Census Branch Health and Disability Statistics Branch SES People Services Branch</p>



Strategy 2. Deepen our understanding and show our respect

To ensure our relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations are as mutually beneficial as they can be we need to value the perspectives and knowledge they possess. We need to begin by deepening our understanding of the unique histories and cultures of the individuals and communities we are working with, starting with our Aboriginal and Torres Strait Islander employees and extending this to our Aboriginal and Torres Strait Islander stakeholders.

Strategy 2. Desired Results

We understand, acknowledge and celebrate the cultures, histories and achievements of our Aboriginal and Torres Strait Islander employees, partners, and stakeholders.

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
A7. Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	We have a Cultural Competency / Awareness strategy that: <ul style="list-style-type: none"> identifies continuous cultural learning needs of employees for example, level of awareness, understanding, or competency depending on role and function identifies the differences between urban and remote communities and learning is tailored considers various ways cultural learning can be provided (on-line, face to face or cultural immersion) recognises and values position specific job hats (for example participating as a member of Youmpla) that employees undertake. 	By September 2019	Program Manager, People Services Branch	Aboriginal and Torres Strait Islander Reference Group Reconciliation Champions Diversity and Inclusion Champion Youmpla Network SES Centre of Excellence for Aboriginal and Torres Strait Islander Statistics National Property
	Our cultural competency/awareness training and cultural learning activities, are completed by: <ul style="list-style-type: none"> all new employees within six months of appointment/engagement 90% of employees (through the online cultural awareness module) 	By December 2021 Review July annually		

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	<ul style="list-style-type: none"> all employees whose role and function require it (as face to face, cultural immersion or workshop learning activities for example ABS Interviewers) our Aboriginal and Torres Strait Islander Reference Group members (at least one formal and structured cultural learning activity every 12 months) our Senior Executive Service employees (at least one formal and structured cultural learning activity every 12 months). 		Program Manager, People Services Branch	Aboriginal and Torres Strait Islander Reference Group Reconciliation Champions Diversity and Inclusion Champion Youmpla Network SES Centre of Excellence for Aboriginal and Torres Strait Islander Statistics National Property
	We promote cultural competency/ awareness by encouraging employees to: <ul style="list-style-type: none"> document their specific cultural learning requirements in their Development and Performance Agreements (DPAs) explore Reconciliation Australia's Share our Pride online tool 	By June 2019 Review July annually		
	We maintain or improve our APS Employee Census diversity results (self-identification) compared with previous results for example 2017.	Ongoing Review August annually		
	We create a safe and open trusting environment where Aboriginal and Torres Strait Islander staff are willing to self-identify which will enable the ABS to gather diversity demographics across the ABS to understand, analyse and inform diversity initiatives.	Ongoing Review August annually		
	We have implemented Reconciliation Spaces in our offices to promote cultural awareness and understanding.	By July 2019		

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
<p>A8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions.</p>	<p>Our Cultural Protocol documents for Welcome to Country and Acknowledgement of Country are kept up to date and we communicate the significance of these protocols with our employees regularly.</p> <p>We recognise the Traditional Owners of the land on which we meet:</p> <ul style="list-style-type: none"> • by inviting the local owners to provide a Welcome to Country for at least two significant events each year • maintaining a list of key contacts for organising a Welcome to Country and reviewing it annually. <p>We provide an Acknowledgement of Country:</p> <ul style="list-style-type: none"> • at all ABS public and internal events • at internal meetings (making it a standing item on meeting agenda templates) • by displaying Acknowledgement of Country in our offices and meeting rooms • by including local Aboriginal and Torres Strait Islander cultural protocols, as appropriate, in other ABS protocol documents. 	<p>Ongoing Review September annually</p> <p>Annually as required</p> <p>Review September, Annually</p> <p>Ongoing September 2018</p> <p>December 2021</p>	<p>Program Manager, People Services Branch</p>	<p>Centre of Excellence for Aboriginal and Torres Strait Islander Statistics</p> <p>Youmpla Network</p> <p>Communication and Parliamentary Section</p> <p>Finance and Facilities Branch</p> <p>National Data Acquisition Centre</p>



Strategy 3. Create opportunities

Our Aboriginal and Torres Strait Islander employees provide us with a unique insight into understanding, appreciating, and building relationships with other Aboriginal and Torres Strait Islander peoples, communities and organisations. While we deeply value the perspectives and knowledge of our existing employees we acknowledge that our representation rates are lower than those in the Australian population. We need to attract and recruit more Aboriginal and Torres Strait Islander employees as the opportunity arises. We also need to support and encourage our Aboriginal and Torres Strait Islander employees to stay with us, demonstrating our commitment to them and to positive outcomes for all Aboriginal and Torres Strait Islander peoples.

Strategy 3. Desired Results

Our Aboriginal and Torres Strait Islander employee representation is the same as for the Australian population.

We procure goods and services from Aboriginal and Torres Strait Islander businesses.

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
A10. Increase Aboriginal and Torres Strait Islander recruitment and retention.	Aboriginal and Torres Strait Islander employee representation is the same as for the Australian population (3%).	By December 2021	Program Manager, People Services Branch SES Recruiting Managers	Aboriginal and Torres Strait Islander Reference Group Youmpla Network Reconciliation Champions Diversity and Inclusion Champion
	<p>We have an Aboriginal and Torres Strait Islander employment and retention strategy (including pathways) developed in consultation with our Aboriginal and Torres Strait Islander employees.</p> <p>We advertise positions in Aboriginal and Torres Strait Islander media (as appropriate) using language relevant to the target audience.</p> <p>We employ local Aboriginal and Torres Strait Islander guides to support ABS Interviewers during field work on Country.</p>	<p>By March 2019</p> <p>Ongoing Review July annually</p> <p>By December 2021</p>	Program Manager, People Services Branch	Aboriginal and Torres Strait Islander Reference Group Youmpla Network Reconciliation Champions Diversity and Inclusion Champion SES

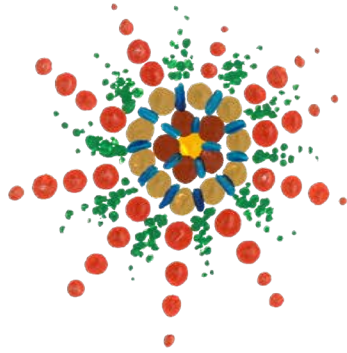
Actions	Desired Results	Timelines	Responsibility	Supporting Partners
	<p>We partner with other APS agencies to support Aboriginal and Torres Strait Islander employees to remain employed with APS where required for example family move.</p> <p>We provide support and encouragement for our Aboriginal and Torres Strait Islander employees to undertake management and/or leadership opportunities as part of the Employment and Retention Strategy.</p> <p>We actively promote and encourage Aboriginal and Torres Strait Islander employees, and senior employees, to participate in the APS Indigenous Mentoring Program and the ABS mentoring program.</p>	<p>Ongoing Review July annually</p> <p>Ongoing Review September annually</p> <p>Ongoing Review September annually</p>		
<p>A11. Increase Aboriginal and Torres Strait Islander supplier diversity.</p>	<p>We have an Aboriginal and Torres Strait Islander procurement strategy which aligns with the APS Indigenous Procurement Policy.</p> <p>We increase the amount of goods and services from Aboriginal and/or Torres Strait Islander owned businesses each year.</p> <p>We use cross-agency resources to increase our use of Aboriginal and Torres Strait Islander business, for example the ATO Indigenous Panel.</p> <p>We increase our commercial relationships with Aboriginal and/or Torres Strait Islander businesses, including artists and communication suppliers.</p>	<p>By March 2019</p> <p>Review Annually - July</p> <p>Ongoing Review July annually</p> <p>Review July annually</p>	<p>Program Manager, Risk, Planning and Policy Branch</p>	<p>Communications and Parliamentary Branch</p>



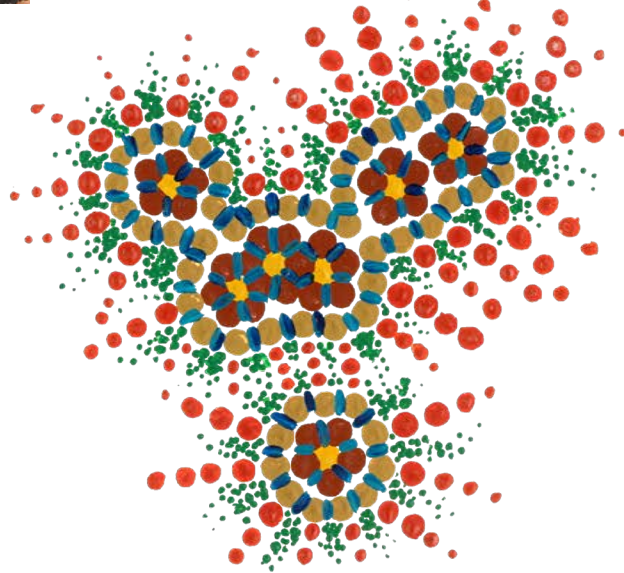
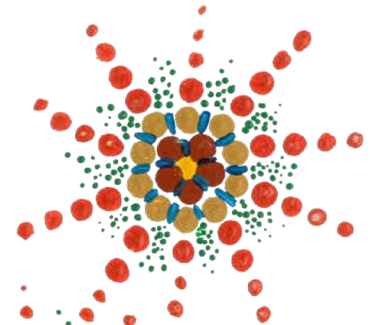
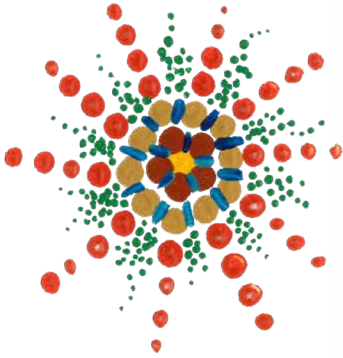
Tracking Progress and Reporting

We will monitor our achievements against Reconciliation Action Plan outcomes through the Annual Report to Reconciliation Australia and senior management internally. The Aboriginal and Torres Strait Islander Reference Group, comprising both Aboriginal and Torres Strait Islander employees and non-Aboriginal and Torres Strait Islander employees, will continue to monitor the Reconciliation Action Plan's implementation.

Actions	Desired Results	Timelines	Responsibility	Supporting Partners
A12. Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report.	<p>We report on our progress to Reconciliation Australia:</p> <ul style="list-style-type: none"> We complete the RAP Impact Measurement Questionnaire We participated in the biennial RAP Barometer. 	<p>By 30 September, annually</p> <p>Biennially, August 2018 and August 2020</p>	Program Manager, People Services Branch	
A13. Report RAP achievements, challenges and learnings internally and externally.	<p>We publicly report on our RAP achievements, challenges and learnings:</p> <ul style="list-style-type: none"> We have the systems and capability to track, measure and report on the RAP We report on RAP progress to People Committee and employees. 	<p>September annually</p> <p>September annually</p>	Program Manager, People Services Branch	<p>Aboriginal and Torres Strait Islander Reference Group</p> <p>Youmpla Network</p> <p>Communications and Parliamentary Branch</p>
A14. Review, refresh and update RAP.	<p>We ensure we have a new RAP, which builds on our learnings, challenges and achievements, before the current RAP expires.</p> <ul style="list-style-type: none"> developed, in consultation with, and formally endorsed by Reconciliation Australia developed in partnership with our Aboriginal and Torres Strait Islander employees. 	6 months prior to RAP expiry	Program Manager, People Services Branch	<p>Aboriginal and Torres Strait Islander Reference Group</p> <p>Youmpla Network</p>



About the artist
Jessie Bonson



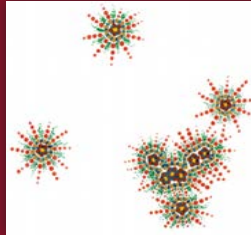
Jessie works in the ABS Centre of Excellence for Aboriginal and Torres Strait Islander Statistics based in Darwin and is an active member of the Youmpla Network (Aboriginal and Torres Strait Islander employee network). Jessie's artwork featured in this document is titled: "Statistics through Art".

Jessie explains:

"The Bursting Flowers"

The centre of the flower represents the ABS offices across the various States and Territories. The flowers are interconnected, we are all linked together and a part of this culture.

The flower's pollen, the surrounding and extending dots, represents the ABS reaching out to communities, and sharing its information for greater outcomes.



"Moving Tides"

The line work identifies the different currents and paths that pull the water through its channels. Demonstrating that although we may know the tidal movements and ocean channels, you can't predict what change will happen and being fluid and responsive to the change is important.

It is representative of my Torres Strait Islander heritage.



Jessie Bonson is a descendant (great-great grand-daughter) of the late Mrs Dolly Bonson, a Jawoyn woman from the Katherine Region of the Northern Territory. Dolly was also known as Bett-Bett in the book by Mrs Aeneas Gunn, 'Little Black Princess'.

Jessie is the great grand-daughter of Patimah (Patricia) Bonson (nee Ah Mat) who was born on Badu in the Torres Strait Islands.

Jessie is also the great grand-daughter of Joanna (Lulu) Villafior, nee Roe. The Roe family is an extended Aboriginal and Torres Strait Islander family with ties across the Top End, from Broome in WA to the Torres Strait Islands (Darney, Thursday and Badu Islands) in North Queensland. Jessie's great grandfather's (Gregory Villafior) mother was also born to a North Queensland Aboriginal woman on the banks of the Batavia River.

"I learnt that in our culture, there's a connection between our people and families; a kinship that you instantly feel between other Aboriginal and Torres Strait Islander peoples you meet. You can't describe it in English, it can't be translated, and I'm trying to capture those ties in my images."

"The images I paint and draw are also inspired by those that I have met in my life, growing up around Darwin, through my Auntie's Aboriginal art gallery. This has allowed me to be inspired by artists across Australia, I was nick-named 'the flower girl' by Melbourne based artist Clinton Nain."

– Jessie Bonson



Further information

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