

RECONCILIATION ACTION PLAN

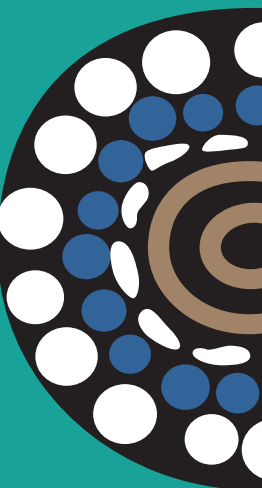
December 2023 – December 2025





Acknowledgement of Country

The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia where we work, learn and live. We recognise their continuing connection to land, waters and community. We pay our respects to their cultures and Elders, past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



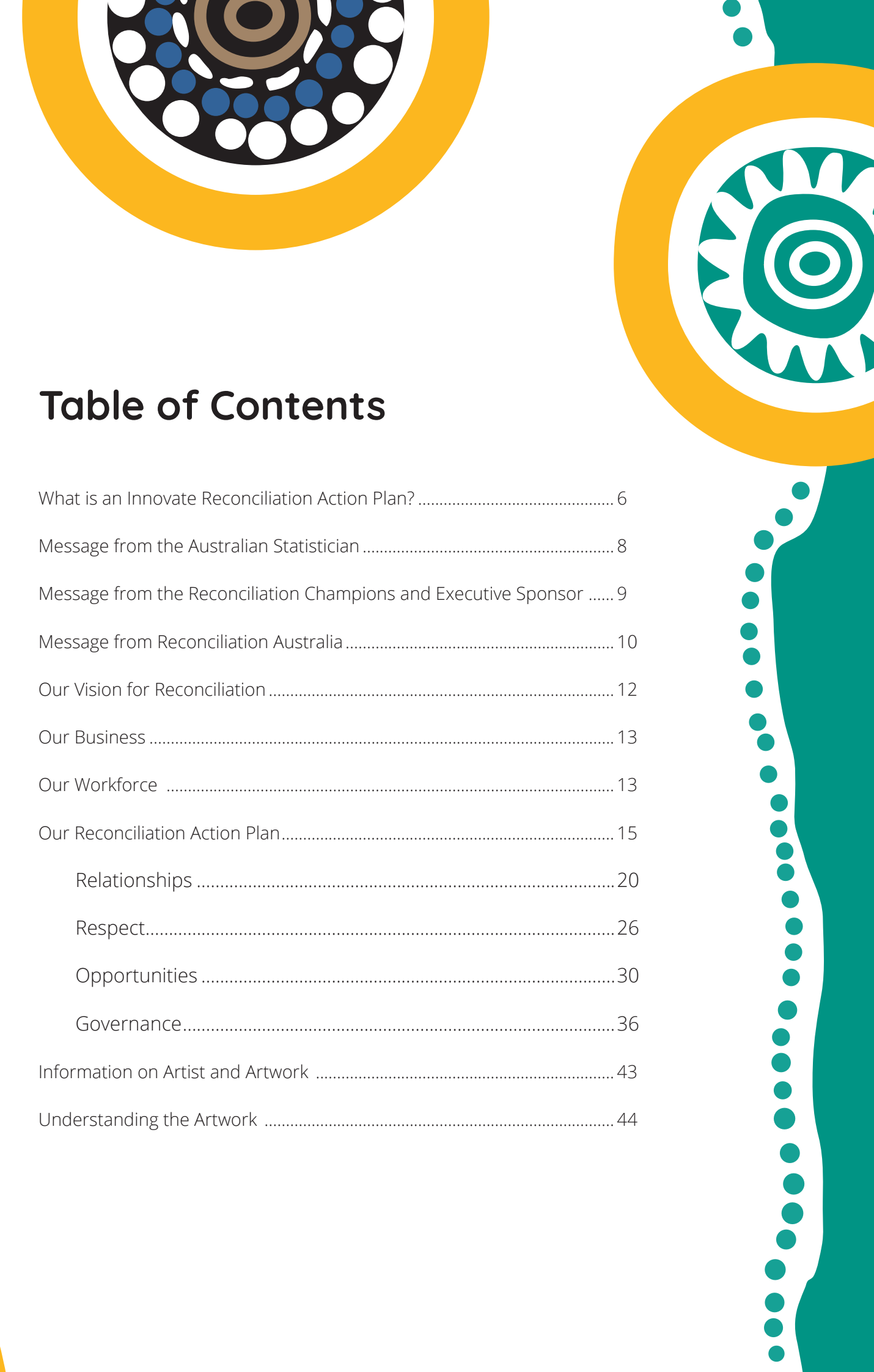
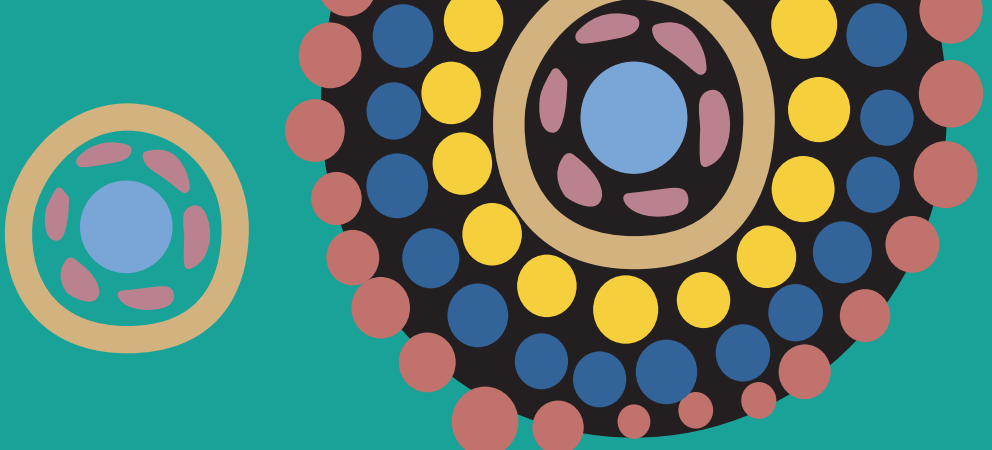


Table of Contents

What is an Innovate Reconciliation Action Plan?	6
Message from the Australian Statistician	8
Message from the Reconciliation Champions and Executive Sponsor	9
Message from Reconciliation Australia	10
Our Vision for Reconciliation	12
Our Business	13
Our Workforce	13
Our Reconciliation Action Plan.....	15
Relationships	20
Respect.....	26
Opportunities	30
Governance.....	36
Information on Artist and Artwork	43
Understanding the Artwork	44

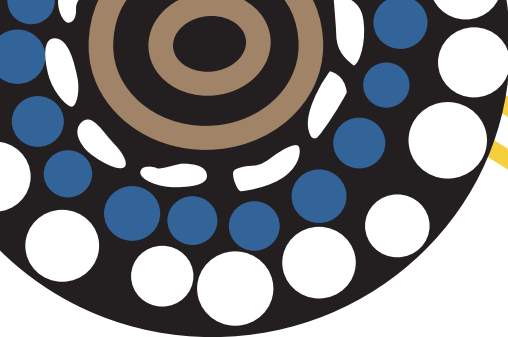


What is an Innovate Reconciliation Action Plan?

An Innovate Reconciliation Action Plan (RAP) outlines actions for achieving the Australian Bureau of Statistics' (ABS) vision for reconciliation, enables the ABS to gain a deeper understanding of our sphere of influence, and to develop, test and establish the best approach to advance reconciliation in the ABS.

An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

An Innovate RAP is a public commitment published on Reconciliation Australia's website.



Message from the Australian Statistician



“We encourage all ABS staff to read the Reconciliation Action Plan and look for ways they can help ABS achieve its goals”

Dr David Gruen, AO

I am pleased to present our Innovate Reconciliation Action Plan 2023-2025 that continues our commitment to reconciliation by recognising, acknowledging and respecting Aboriginal and Torres Strait Islander peoples, cultures, histories and knowledge.

This Reconciliation Action Plan (RAP) is a key element of our Inclusion and Diversity Strategy 2022-2026 which supports the ABS' purpose to inform Australia's important decisions by delivering relevant, trusted and objective data, statistics and insights.

As Australia's national statistical agency, the ABS is in a unique position to support reconciliation in Australia through its statistical programs. ABS statistical outputs contribute to Australia's understanding of progress against the Closing the Gap Priority Reforms which are critical in changing the way governments work with Aboriginal and Torres Strait Islander peoples and communities. The ABS also provides leadership on the provision and championing of accurate data which contributes to Australia's understanding of population, social, economic, and health needs for Aboriginal and Torres Strait Islander peoples and communities.

This RAP builds on the successes and lessons learnt from our previous RAPs and

incorporates insights and feedback from the staff consultation process. This RAP focuses on new ideas and ways of thinking and doing, strengthening current initiatives, embedding reconciliation in day-to-day business, enhancing communication of our RAP and building staff capability, understanding and awareness in engaging with Aboriginal and Torres Strait Islander peoples, communities and business in a culturally safe way.

The development of the RAP has been a team effort, and I want to thank the ABS RAP Working Group, Inclusion and Diversity Team, Champions and Executive Sponsor and Aboriginal and Torres Strait Islander staff who have helped shape the RAP into a practical and meaningful document that outlines and shapes the ABS' commitment to reconciliation.

We all have a role to play in reconciliation and I encourage everyone to read and reflect on the RAP and ask themselves – ‘how can I contribute to reconciliation and achieving the actions of the Reconciliation Action Plan’.

Thank you for your attention.

Dr David Gruen, AO

Australian Statistician

Champion of Change

Message from the Reconciliation Champions and Executive Sponsor

As the ABS Reconciliation Champions and Executive Sponsor, we are pleased to join the Australian Statistician in presenting the Innovate Reconciliation Action Plan (RAP). This RAP underpins our commitment and action towards reconciliation within the ABS and the wider community. We are committed to working closely with Aboriginal and Torres Strait Islander staff, particularly the Aboriginal and Torres Strait Islander employee network (Yakeen Network), to cultivate strong and productive relationships, increasing and retaining Aboriginal and Torres Strait Islander representation in the ABS, and more broadly across the Australian Public Service (APS). We look forward to promoting, supporting and advocating on behalf of Aboriginal and Torres Strait Islander staff as we continue to raise and foster cultural awareness, understanding and safety.

OUR TEAM

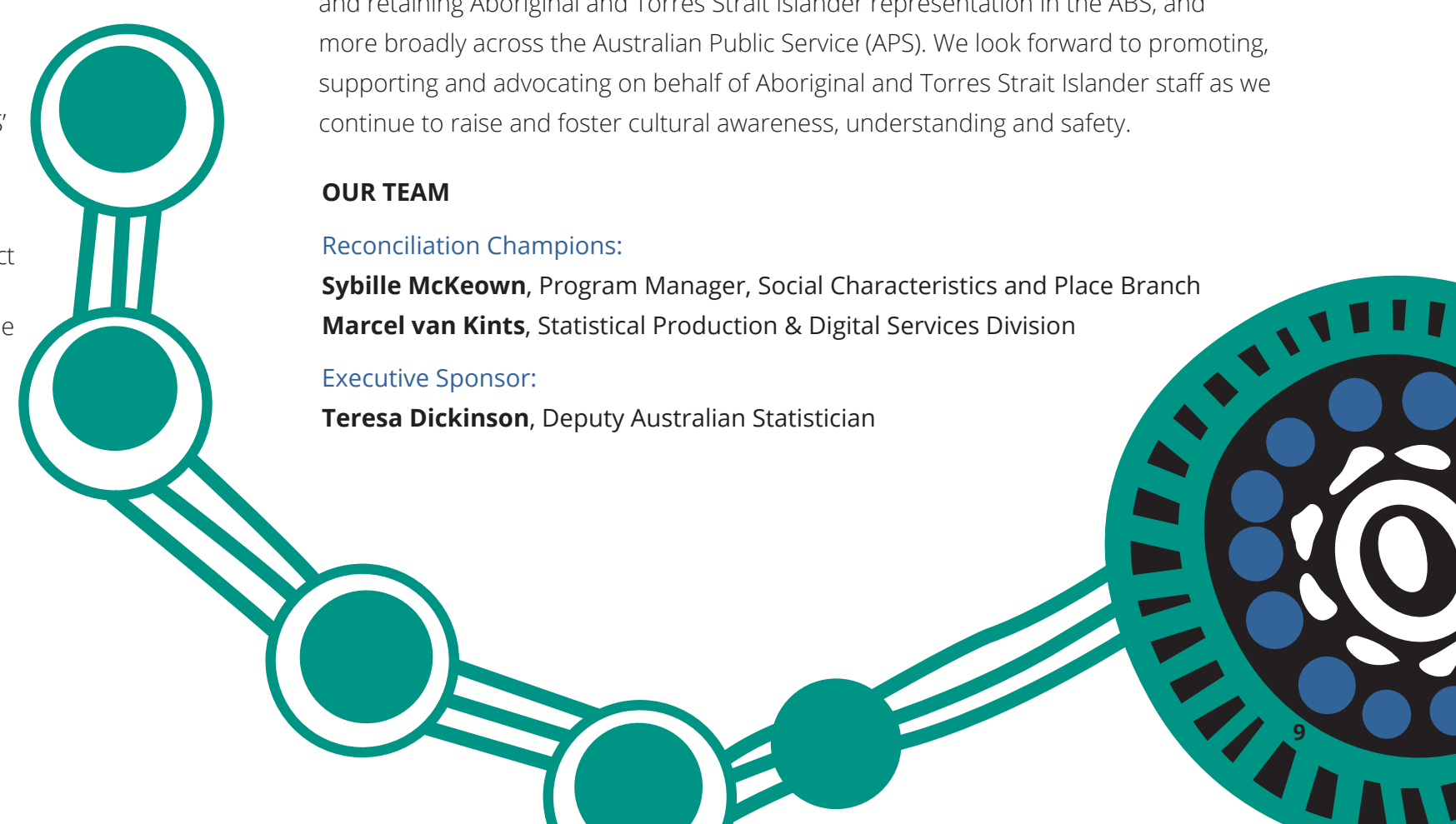
Reconciliation Champions:

Sybille McKeown, Program Manager, Social Characteristics and Place Branch

Marcel van Kints, Statistical Production & Digital Services Division

Executive Sponsor:

Teresa Dickinson, Deputy Australian Statistician





Message from Reconciliation Australia

Since 2006, Reconciliation Action Plans (RAP) have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 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 Bureau of Statistics (ABS) continues to be part of a strong network of more than 1,100 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 ABS will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the ABS 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 ABS 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 ABS will ensure shared and cooperative success in the long-term.

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

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

Karen Mundine

Chief Executive Officer

Reconciliation Australia




Our Vision for Reconciliation

The ABS recognises and celebrates Aboriginal and Torres Strait Islander peoples as the First Australians.

Our vision for reconciliation is to be a culturally inclusive and safe organisation whose services and products elevate and reflect the voices, lived experiences, and needs of Aboriginal and Torres Strait Islander peoples and communities, with equitable access to our surveys and statistics as well as employment opportunities and provisions within the ABS.

To do this, we aim to ensure effective representation of Aboriginal and Torres Strait Islander peoples in the ABS workforce and provide positive and culturally responsible data collection experiences for Aboriginal and Torres Strait Islander peoples designed to contribute to understanding and improving economic, health and social opportunities.

The ABS values building an inclusive and diverse culture to enrich and improve business outcomes and where everyone can contribute fully. We recognise that a workforce that reflects the Australian population leads to better decision making, innovation and employee wellbeing.



We aim to ensure effective representation of Aboriginal and Torres Strait Islander peoples

Our Business

The ABS is Australia's national statistical agency and provides official statistics on a wide range of economic, social, population and environmental matters. Our purpose is to inform Australia's important decisions by delivering relevant, trusted, objective data, statistics and insights.

The ABS provides national leadership for the APS and society on the provision and championing of accurate data to contribute to nationwide understandings of population and social economic and health needs including for Aboriginal and Torres Strait Islander peoples. The ABS Aboriginal and Torres Strait Islander Engagement Strategy is making a positive contribution to our strategic commitments to inclusion, increased participation, improved cultural security and the quality and relevance of data.

Our Workforce

As of 30 September 2023, the ABS employed approximately 3,180 ongoing and non-ongoing staff, this does not include staff on temporary inward transfers. Of this, 38 staff identified as an Aboriginal and/or Torres Strait Islander person, representing approximately 1.2% of our total staff profile. Initiatives aligned with the Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024 to support increased employment and career pathways for Aboriginal and Torres Strait Islander peoples are underway.

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



Our Reconciliation Action Plan

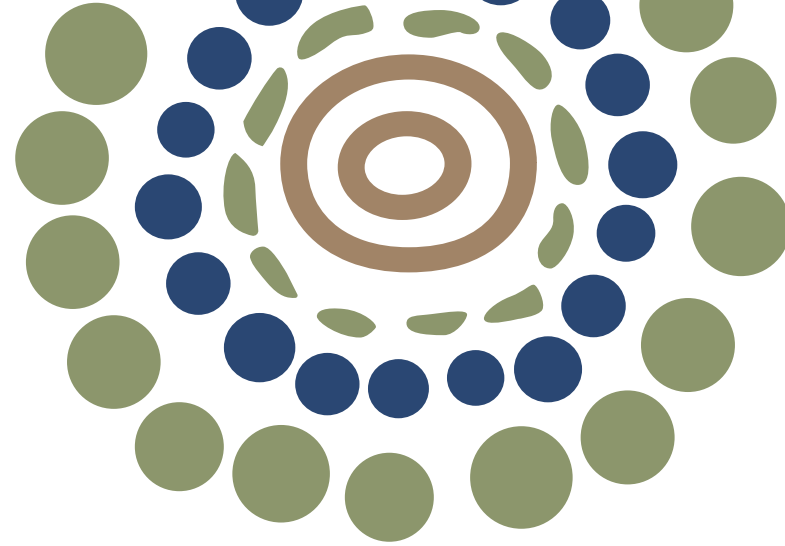
Our Reconciliation Action Plan (RAP) guides the way the ABS embeds reconciliation in the way we work, demonstrating our committed contribution to improving the wellbeing and quality of life of Aboriginal and Torres Strait Islander peoples.

This RAP builds on the achievements of our previous RAP's where we are well positioned to leverage our knowledge and experience to innovate and promote actions that support reconciliation further. When we started the process for developing this RAP we looked back at our previous RAPs and conducted a critical review on our progress made and areas for improvement, drawing on the insights of our staff, achievements, and opportunity areas.

We are proud of the work we have done so far, but we recognise that we still have a long way to go. There have been many achievements since beginning our reconciliation journey and learnings along the way. Through that review and the guidance of Reconciliation Australia, we decided to develop an Innovate RAP. An Innovate RAP will give us the autonomy to continue to push and set targets in areas where we are excelling, while allowing flexibility to pilot and consolidate work in areas that have been impacted by the ongoing effects of COVID-19. We believe that the purpose of an Innovate RAP is more aligned with the various strategies, processes, and initiatives we are currently working on and gives us the space and time to develop and pilot these in an innovative, meaningful, and viable way.

The RAP together with the ABS Inclusion and Diversity Strategy, Aboriginal and Torres Strait Islander Engagement Strategy, the Guide to Managing and Working with Aboriginal and Torres Strait Islander Staff in the Workplace and the proposed Cultural Capability Framework will guide implementation and contribute to enhanced relationships and engagement for Aboriginal and Torres Strait Islander staff, clients and stakeholders.

Our RAP has been developed through extensive engagement and consultation using a co-design approach to develop human-centred, relevant and meaningful deliverables



Since beginning our RAP journey, we have worked hard to listen, recognise, and acknowledge the voices and the needs of Aboriginal and Torres Strait Islander staff, peoples, and communities. Challenges and learnings include:

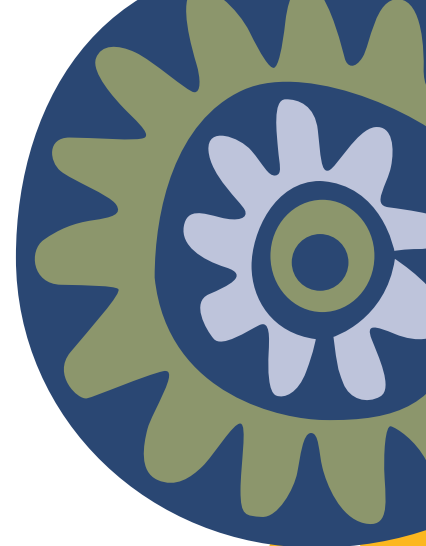
- There are differing awareness and engagement levels across the ABS. We must broaden awareness of, and engagement with, Aboriginal and Torres Strait Islander cultures and communities, businesses, and strategies, to become a culturally safe and responsive organisation.
- Learning looks different to everyone. We will review and improve cultural learning packages to increase learning benefits to positively improve learning outcomes and interactions, as well as providing guidance on how to apply these learnings in the workplace and work programs.
- The voices of Aboriginal and Torres Strait Islander peoples is critical in achieving positive and responsive outcomes. We aim to increase Aboriginal and Torres Strait Islander representation and career growth to embed and empower the voices and lived experiences of Aboriginal and Torres Strait Islander peoples in defining and designing ABS products and services.

These learnings have helped us make some significant changes and reach achievements in the ABS:

- Created and implemented the Indigenous Liaison and Strategy role to support Aboriginal and Torres Strait Islander staff and managers with cultural advice and guidance, to develop and guide implementation of Aboriginal and Torres Strait Islander strategies and programs, and to help build cultural competency, capability, and safety to achieve reconciliation outcomes.
- Developed and implemented a Guide to Managing and Working with Aboriginal and Torres Strait Islander Staff in the Workplace and released the SBS Inclusion eLearning suite to develop broader cultural awareness, and to support culturally safe and responsible work environments, relationships, and outcomes.

- Increased the visibility of Aboriginal and Torres Strait Islander cultures, protocols, and representation by developing and implementing a whole of agency Acknowledgement of Country video featuring our Aboriginal and Torres Strait Islander staff, creating Reconciliation Spaces in ABS offices and launching an ABS Aboriginal and Torres Strait Islander brand, 'Our Story. Our Future'.
- Designed ABS Affirmative Measures Recruitment Strategy and process with targeted recruitment campaigns to employ more Aboriginal and Torres Strait Islander people into our workforce.
- Developed and implemented an Aboriginal and Torres Strait Islander Engagement Strategy, established partnerships and increased access to relevant data for Aboriginal and Torres Strait Islander peoples and organisations. This is critical for improving the collection, access, management, and use of data which is critical in supporting ABS objectives, improved community outcomes and Priority Reforms of the National Agreement on Closing the Gap.
- Annual celebrations to recognise cultural days of significance including, Mabo Day, NAIDOC Week, National Apology, National Sorry Day and National Reconciliation Week.
- Strengthened our Aboriginal and Torres Strait Islander Employee Network (Yakeen Network) by hosting face-to-face workshops focused on connection, support and empowerment along with the appointment of an SESB3 Executive Sponsor for the Yakeen Network, in addition to the Champions, to hear and support the stories and needs of Aboriginal and Torres Strait Islander staff.

Our RAP has been developed through extensive engagement and consultation using a co-design approach to develop human-centred, relevant and meaningful deliverables. We partnered with the Burbangana Group, a 100% Aboriginal and Torres Strait Islander owned company, to conduct organisational-wide consultation and RAP development. This included an all-staff RAP Development Survey, individual and group engagement sessions (with staff at all levels, locations and business units), and facilitation of two co-design workshops.





We have worked hard to listen, recognise, and acknowledge the voices and the needs of Aboriginal and Torres Strait Islander staff, peoples, and communities

The co-design workshops consisted of Aboriginal and Torres Strait Islander staff and staff representing the business units comprising the RAP Working Group. This approach allowed us to identify needs, opportunities and solutions drawing on the participants lived and work experiences, skills and knowledge in a collaborative and respectful way, to shape our new RAP.

Key messages emerging from our staff consultation and review of our previous RAP's are reflected in the actions and deliverables of our new RAP and include:

- embedding the RAP, in tangible and sustainable ways, in our everyday business
- enhancing communication of our RAP actions and outcomes to maintain a reconciliation focus throughout the life of the RAP
- building and strengthening staff cultural capability and competency, understanding and awareness to engage with Aboriginal and Torres Strait Islander peoples, communities and business in a culturally safe way
- increasing visible support and leadership commitment, at both the senior and middle management levels in the implementation of the RAP
- developing and embedding specific recruitment, retention and career pathway initiatives for Aboriginal and Torres Strait Islander staff
- continuing to strengthen relationships with Aboriginal and Torres Strait Islander stakeholders to influence better data outcomes and strengths-based narratives
- continuing to respond to and meet the goals of the Priority Reforms set out in the National Agreement on Closing the Gap.

The RAP Working Group was established through a targeted approach which identified key business areas that are integral to achieving actions and deliverables and hold intellectual knowledge on lessons learnt and future resources.

Our RAP Working Group is made up of our Reconciliation Champions, members of our Yakeen Network, and staff from key business areas across the ABS who have a responsibility and commitment to Aboriginal and Torres Strait Islander peoples

and workplace inclusion and diversity. The Yakeen Network is a national network available to all Aboriginal and Torres Strait Islander staff to connect and support each other, share information, strategically plan and celebrate success. The Yakeen Network plays a critical role in the RAP Working Group, particularly with a quorum of four Aboriginal and Torres Strait Islander staff required at each meeting for any actions or decisions to be valid and made.

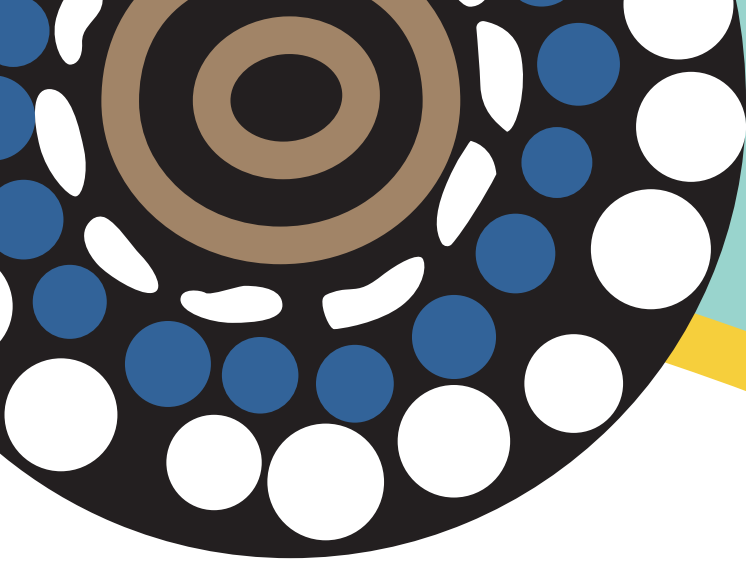
The Indigenous Liaison and Strategy Officer (ILSO) in conjunction with the Inclusion and Diversity team will provide secretariat support and will also assist with administering the actions of the RAP Working Group. The RAP Working Group will meet four times a year (and on an ad-hoc basis) to track and report progress, contribute to deliverables and development of future RAPs. Championing this strategy is our Australian Statistician and our Senior Executive team.

This RAP has been developed by the ILSO, Ayla Smith, and Assistant Director, Inclusion and Diversity, Annette Hanson, with guidance from the voices of ABS Aboriginal and Torres Strait Islander staff, the Burbangana Group and the ABS RAP Working Group.

Members:

Reconciliation Champions:

General Manager, Statistical Production & Digital Services Division
Program Manager, Social Characteristics and Place Branch
Program Manager, Workforce, Communication and Clients Branch
Director, Inclusion and Diversity
Director, Strategic Communications
Director, Recruitment
Director, Workplace Relations
Director, Centre of Aboriginal and Torres Strait Islander Statistics
Director representative, Data Sourcing Division
Director, People Management and Wellbeing
Director, People Development
Director, Workforce Management
Indigenous Liaison and Strategy Officer
Aboriginal and Torres Strait Islander staff members of the Yakeen Network (quorum of four required at each meeting)



Relationships

We recognise the foundation for reconciliation is strong, meaningful, mutually beneficial relationships between Aboriginal and Torres Strait Islander peoples, government, communities and other Australians. We value our enduring relationships with Aboriginal and Torres Strait Islander staff, community partners, suppliers and stakeholders. These relationships are integral to ensuring our statistical collections accurately represent the lived experiences of Aboriginal and Torres Strait Islander peoples and contribute to planning for the future.

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

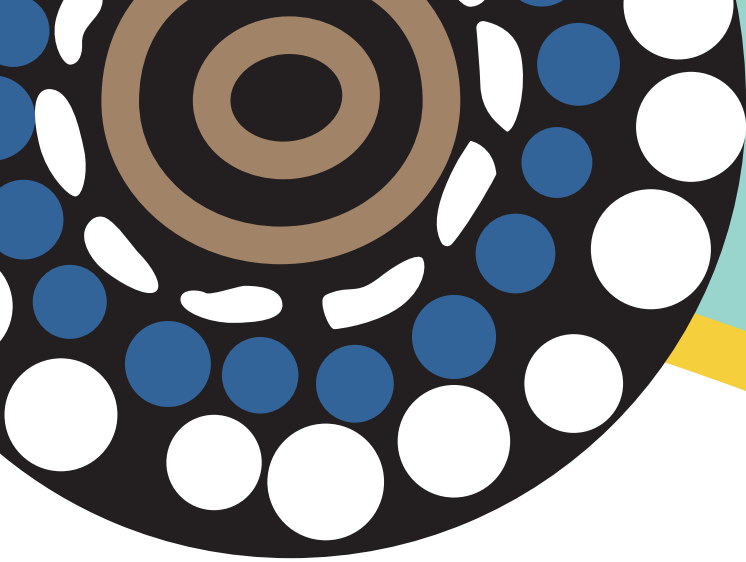
Deliverable	Timeline	Responsibility
Continue to implement the ABS Aboriginal and Torres Strait Islander Engagement Strategy across statistical work programs/ processes to support working with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2024	Lead: Director, COATSIS
	December 2025	Support: Reconciliation Champions / Executive Sponsor
Meet with Aboriginal and Torres Strait Islander stakeholders and organisations to strengthen guiding principles and objectives of the ABS Aboriginal and Torres Strait Islander Engagement Strategy for enhanced future engagements.	December 2024	Lead: Director, COATSIS
	December 2025	Support: Reconciliation Champions / Executive Sponsor
Maintain, strengthen and expand on our existing relationships with Aboriginal and Torres Strait Islander stakeholders and organisations by working collaboratively and in genuine partnership as outlined in Priority Reform one of the National Agreement on Closing the Gap.	December 2024	Lead: Director, COATSIS
	December 2025	Support: Reconciliation Champions / Executive Sponsor

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

Deliverable	Timeline	Responsibility
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff through ABS communication channels.	May 2024 May 2025	Lead: Director, Inclusion & Diversity Support: Director, Strategic Communications
Senior ABS leaders and RAP Working Group members to participate in an external NRW event each year.	27 May to 3 June, annually	Lead: Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsor
Senior ABS leaders promote, encourage and support staff and managers to participate in one or more external events to recognise and celebrate NRW through ABS communication channels.	27 May to 3 June, annually	Lead: Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsor
Non-Indigenous staff to organise and host at least one NRW event each year across ABS locations in consultation with the Yakeen Network.	27 May to 3 June, annually	Lead: Heads of Office and General Manager, Corporate Services Division (Canberra) Support: Director, Inclusion & Diversity / Yakeen Network
Register all ABS NRW events on Reconciliation Australia's NRW website .	May 2024 May 2025	Lead: Director, Inclusion & Diversity

Action 3: Promote reconciliation commitments publicly and through our sphere of influence.

Deliverable	Timeline	Responsibility
Develop a RAP Communication and Implementation plan to engage and increase staff awareness and understanding of reconciliation and RAP deliverables and can build the relevant actions into their work practices.	June 2024	Lead: Director, Strategic Communications Support: Director, Inclusion & Diversity
Communicate our commitment to reconciliation publicly.	December 2024 December 2025	Lead: Director, Strategic Communications Support: Director, Inclusion & Diversity
Explore and identify opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2024 December 2025	Lead: Reconciliation Champions / Executive Sponsor Support: Director, Inclusion & Diversity
Influence culturally informed and responsive outcomes through developing and implementing strategies that embed the voices of Aboriginal and Torres Strait Islander peoples in the design and decision-making of data-collection strategies, processes and engagement.	November 2024 November 2025	Lead: DSD Leadership Support: Reconciliation Champions / Executive Sponsor

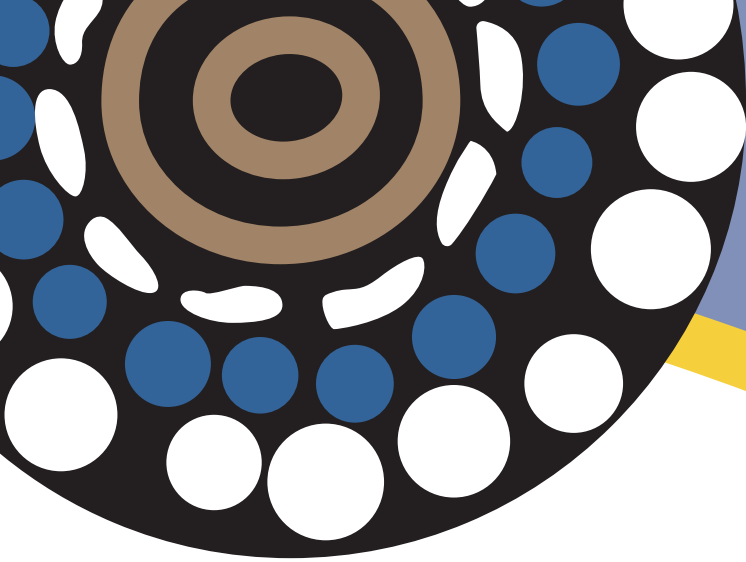


Action 3 continued: Promote reconciliation commitments publicly and through our sphere of influence.

Deliverable	Timeline	Responsibility
Collaborate with RAP and other like-minded organisations including cross-portfolio agencies and National Indigenous Australians Agency to develop and implement innovative approaches to advance reconciliation.	October 2024	Lead: Director, Inclusion & Diversity
	October 2025	Support: Reconciliation Champions and Executive Sponsor General Manager, Corporate Services Division
Influence culturally informed and responsive outcomes through developing and implementing strategies that embed the voices of Aboriginal and Torres Strait Islander peoples in the design and decision-making of workplace strategies, processes and engagement.	November 2024	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients
	November 2025	Support: Reconciliation Champions / Executive Sponsor

Action 4: Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
Conduct a review of HR policies and procedures to identify existing bullying, harassment, and anti-discrimination provisions, identify future needs, and implement required changes.	June 2024	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients Support: Director, Inclusion & Diversity
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our workplace bullying, harassment and anti-discrimination policy.	October 2024	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients Support: Director, Inclusion & Diversity
Review, implement, and communicate regularly the workplace bullying and harassment policy for our organisation to ensure that this adequately addresses racism and discrimination in the workplace.	October 2024 October 2025	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients Support: Director, Inclusion & Diversity
Educate senior leaders and managers on the effects of racism.	December 2025	Lead: Director, Inclusion & Diversity Support: Director, People Development

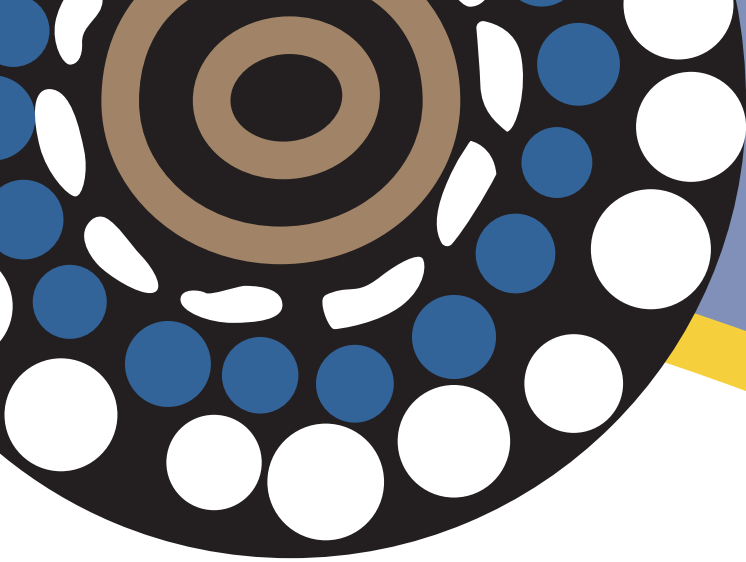


Respect

Deepening our understanding of and celebrating the unique histories and cultures of Aboriginal and Torres Strait Islander individuals and communities is essential for the work of the ABS and our national leadership in positive and culturally appropriate data collection and analysis. It will also contribute to strengthening feelings of trust and safety within the ABS and our wider communities and building a shared national identity.

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

Deliverable	Timeline	Responsibility
Conduct a review of cultural capability offerings in the ABS and identify the cultural learning needs and the ways cultural learning can be provided within our organisation (e.g. online, face-to-face or cultural immersion).	November 2024	Lead: Director, People Development and Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsor
Consult Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	November 2024	Lead: Director, Inclusion & Diversity Support: Director, People Development
Develop, implement, and communicate the ABS Cultural Capability Framework to all ABS staff, highlighting the importance of building and strengthening cultural learning into ABS business objectives.	April 2025	Lead: Director, People Development and Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsor
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	April 2025	Lead: Director, People Development and Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsor

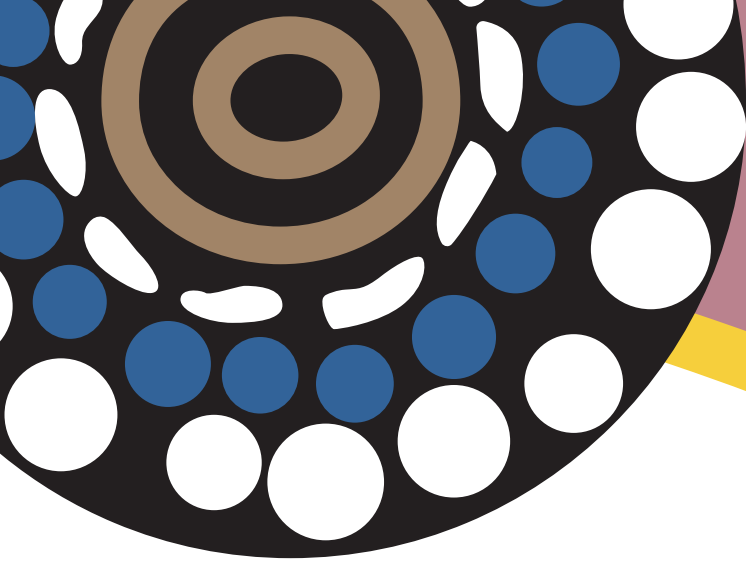


Action 6: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
Continue to educate and support staff of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2024 June 2025	Lead: Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsors
Review, update and communicate cultural protocols including protocols for Welcome to Country and Acknowledgement of Country and continue to embed cultural protocols into existing corporate strategies and documents where appropriate.	June 2024 June 2025	Lead: Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsors
Continue to invite Traditional Owners or Custodians to provide a Welcome to Country or other appropriate cultural protocol at significant events each year e.g. NAIDOC, NRW or release of ABS Aboriginal and Torres Strait Islander publications.	December 2025	Lead: Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsors Yakeen Network
Ensure staff are aware of the requirement and protocols and undertake an Acknowledgement of Country (verbally and/or using the ABS Acknowledgement of Country video) or other appropriate protocols at the commencement of whole of staff meetings (e.g. Town Halls), forums, and when hosting external meetings/events.	June 2024 June 2025	Lead: Director, Inclusion & Diversity Support: Director, Strategic Communications

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

Deliverable	Timeline	Responsibility
Senior ABS leaders and RAP Working Group members to participate in an internal and external NAIDOC Week event.	First week in July, annually	Lead: Reconciliation Champions / Executive Sponsor Support: Director, Inclusion & Diversity
Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week and communicate this to staff.	August 2024 August 2025	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients Support: Director, Inclusion & Diversity
Promote and encourage staff to participate in external local NAIDOC events.	June 2024 June 2025	Lead: Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsor / Heads of Offices
Encourage and support Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	June 2024 June 2025	Lead: Director, Inclusion & Diversity Support: Reconciliation Champions / Executive Sponsor / Heads of Offices

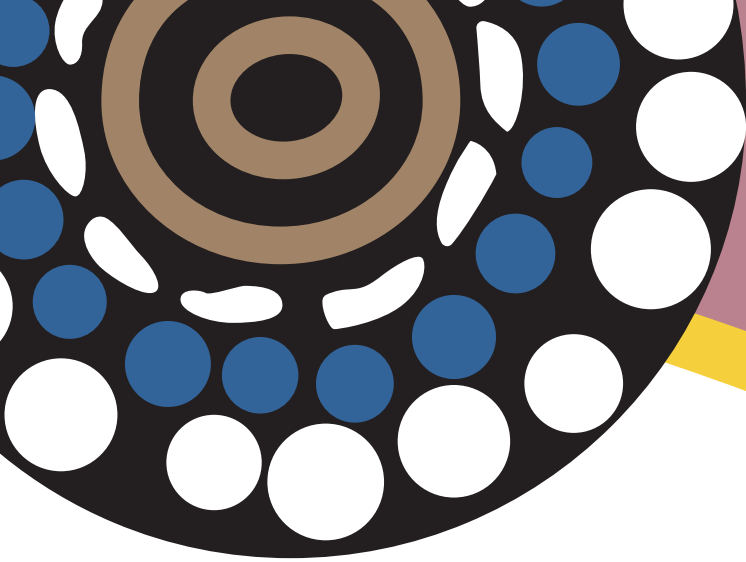


Opportunities

The ABS is committed to creating opportunities for and with Aboriginal and Torres Strait Islander peoples by providing culturally safe environments and taking explicit action on increasing Aboriginal and Torres Strait Islander employment, procurement from Aboriginal and Torres Strait Islander owned businesses and improving data collection and publishing.

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

Deliverable	Timeline	Responsibility
Continue to collect information and build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities that support Aboriginal and Torres Strait Islander staff into management and senior leadership positions.	August 2024	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients
	August 2025	Support: Director, Inclusion & Diversity
Continue to engage and consult with Aboriginal and Torres Strait Islander staff on our recruitment, retention and professional development plans, including strategies that advance Aboriginal and Torres Strait Islander staff into management and senior leadership positions.	December 2024	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients
	December 2025	Support: Director, Inclusion & Diversity
Further embed and promote the Aboriginal and Torres Strait Islander recruitment, retention and professional development plans, including the ABS Career Development Program and ABS Affirmative Measures Recruitment Strategy.	December 2024	Lead: Program Manager, People Services and Program Manager, Workforce, Communication and Clients
	December 2025	Support: Director, Inclusion & Diversity



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

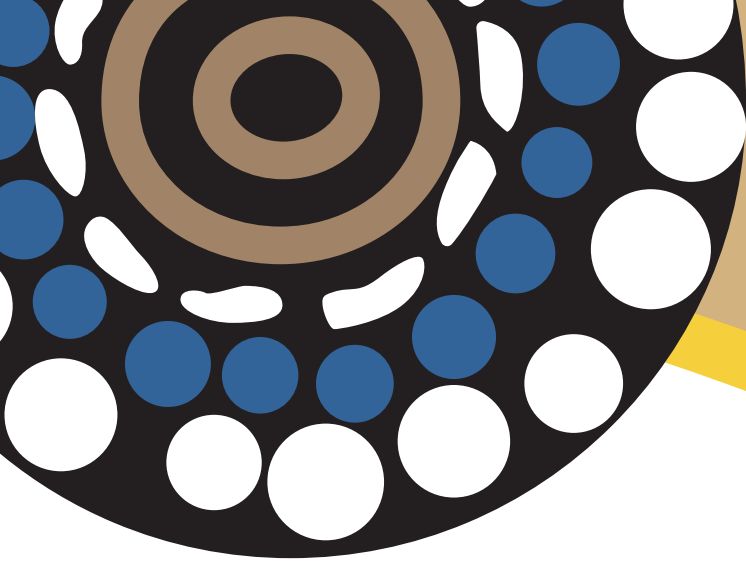
Deliverable	Timeline	Responsibility
Run targeted, engaging and relevant recruitment initiatives to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander peoples and communities.	May 2024	Lead: Director, Recruitment Support: Director, Inclusion & Diversity
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander staff and future applicants participating in our workplace.	August 2024 August 2025	Lead: Director, Recruitment Support: Director, Inclusion & Diversity
Increase the percentage of Aboriginal and Torres Strait Islander staff employed, particularly in management and senior leadership positions by utilising Affirmative Measure recruitment and ABS and/or APS Aboriginal and Torres Strait Islander merit pools and participating in APS-specific Aboriginal and Torres Strait Islander employment and development programs.	December 2025	Lead: Director, Recruitment Support: Director, Inclusion & Diversity

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

Deliverable	Timeline	Responsibility
Develop and implement the ABS Aboriginal and Torres Strait Islander procurement strategy.	September 2025	Lead: Director, Procurement
Continue to be a Supply Nation member and promote this membership across the organisation.	September 2025	Lead: Director, Procurement Support: Director, COATSIS
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2025	Lead: Director, Procurement
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2025	Lead: Director, Procurement
Develop commercial relationships with Aboriginal and Torres Strait Islander businesses (where appropriate).	September 2025	Lead: Director, Procurement

Action 10: Assist in elevating the economic and social wellbeing of Aboriginal and Torres Strait Islander peoples by improving data collection and publishing.

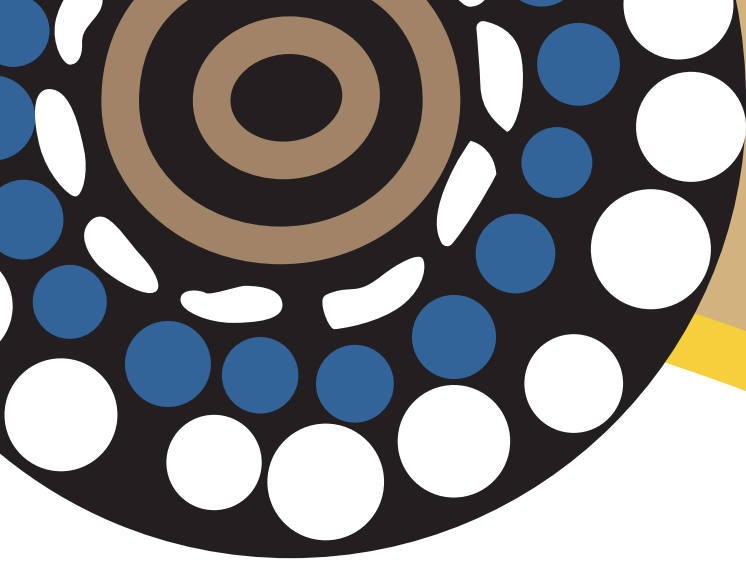
Deliverable	Timeline	Responsibility
Engage and consult with Aboriginal and Torres Strait Islander peoples and stakeholders on the methodology of data collection and survey questionnaire design, including the Indigenous Status Standard.	December 2025	Lead: Director, COATSIS Support: Director, Respondent Collection Methodology
Improve Aboriginal and Torres Strait Islander focussed data collection methodology and survey questionnaire design to optimise engagement, data reporting and accuracy of statistical publications.	December 2025	Lead: Director, Respondent Collection Methodology Support: Director, COATSIS
Review ABS population surveys that collect information on the economic and social wellbeing of Aboriginal and Torres Strait Islander peoples and explore opportunities to report this in statistical publications.	December 2025	Lead: Director, COATSIS



Governance

Action 11: Establish and maintain an effective ABS RAP Working Group to drive governance and implementation of the RAP.

Deliverable	Timeline	Responsibility
Maintain Aboriginal and Torres Strait Islander representation on the RAP Working group (minimum of four Aboriginal and Torres Strait Islander staff at each meeting).	March 2024	Lead: Chair, RAP Working Group Support: Director, Inclusion & Diversity
	March 2025	
	October 2025	
Review Terms of Reference for the RAP Working Group.	March 2024	Lead: Chair, RAP Working Group Support: Director, Inclusion & Diversity
	March 2025	
RAP Working Group to meet at least four times per year to drive and monitor RAP implementation.	December 2025	Lead: Chair, RAP Working Group Support: Director, Inclusion & Diversity

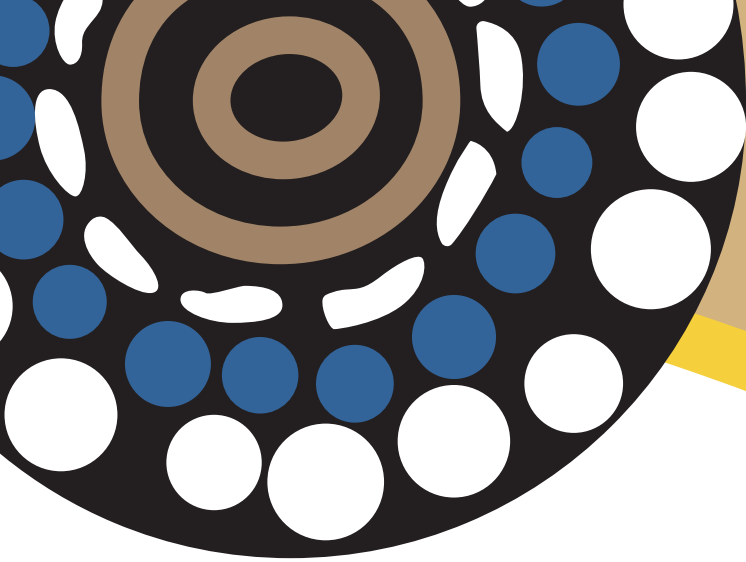


Action 12: Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
Define financial and non-financial resource needs for RAP implementation.	April 2024	Lead: Director, Inclusion & Diversity
	April 2025	Support: Reconciliation Champions / Executive Sponsor
Engage ABS senior leaders, middle management and other staff in the delivery of RAP commitments.	December 2025	Lead: Reconciliation Champions / Executive Sponsor Support: Director, Inclusion & Diversity
Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2024	Lead: Director, Inclusion & Diversity Support: Chair, RAP Working Group
Appoint and maintain an internal RAP Champion from senior management.	September 2024	Lead: General Manager, Corporate Services
	September 2025	

Action 13: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we are receiving necessary correspondence.	June 2024	Lead: Director, Inclusion & Diversity
	June 2025	
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2024	Lead: Director, Inclusion & Diversity
	August 2025	
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024	Lead: Director, Inclusion & Diversity
	30 September 2025	Support: Chair, RAP Working Group
Report RAP progress to staff and senior leaders quarterly.	January 2024	Lead: Reconciliation Champions / Executive Sponsor
	April 2024	
	July 2024,	Support: Director, Inclusion & Diversity
	October 2024,	
	January 2025	
	April 2025	
July 2025		
October 2025		

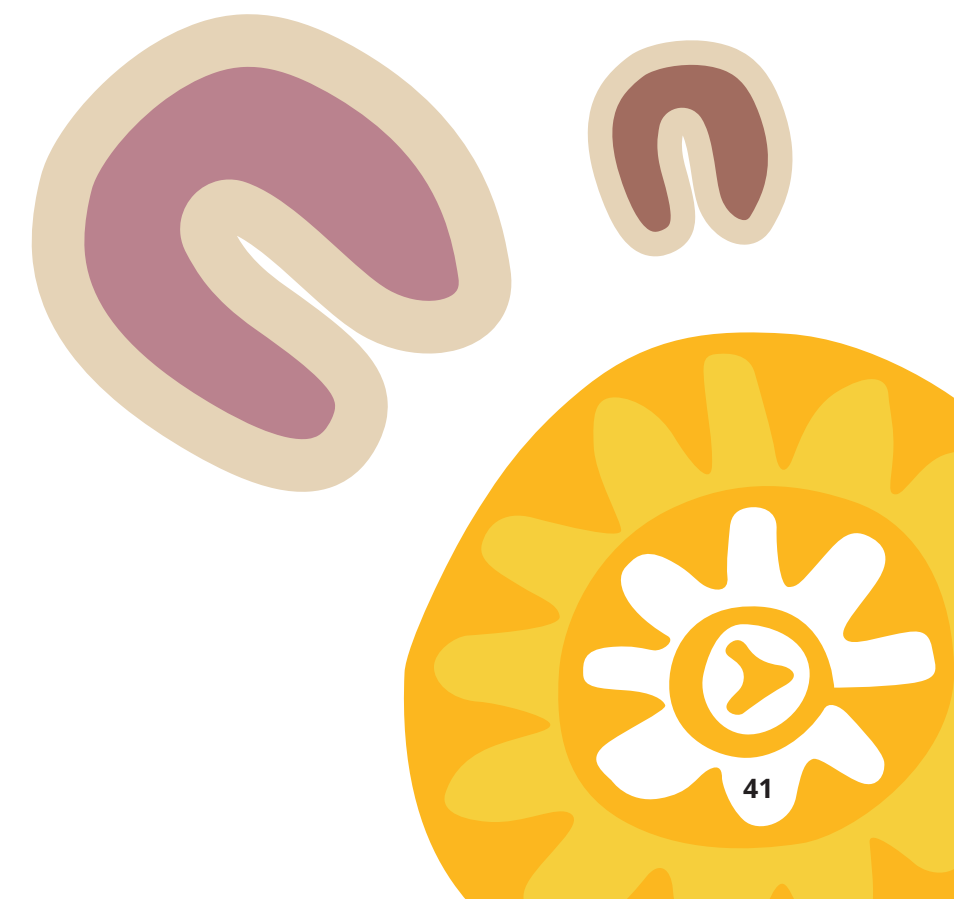


Action 13 continued: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
Publicly report our RAP achievements, challenges and learnings.	July 2024 July 2025	Lead: Reconciliation Champions / Executive Sponsor Support: Director, Inclusion & Diversity
Continue participating in Reconciliation Australia's Workplace RAP Barometer every 2 years.	March 2024	Lead: Director, Inclusion & Diversity
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December 2025	Lead: Director, Inclusion & Diversity Support: RAP Working Group

Action 14: Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
Register via Reconciliation Australia's website to begin developing our next RAP.	June 2025	Lead: Director, Inclusion & Diversity
Submit draft RAP to Reconciliation Australia for review, feedback and endorsement.	November 2025	Lead: Director, Inclusion & Diversity





Our Story.
Our Future.



Information on the Artist and Artwork

The ABS Innovate RAP design uses elements of the ABS Aboriginal and Torres Strait Islander branding artwork 'Our Story. Our Future'. 'Our Story. Our Future.' was created by proud Wiradjuri, Wotjobaluk, Yuin and Gumbaynggirr artist Luke Penrith and Maluililgal people, Badu Island artist Naseli Tamwoy.

It tells the story of how the ABS works with communities to see, hear and acknowledge Aboriginal and Torres Strait Islander peoples, cultures and experiences in our national story. The artwork celebrates our stories being seen and heard for the benefit of future generations. It embraces the cultural importance of storytelling and information sharing, entwined with a focus on working together for a strong future for children, family and community. The use of colours and inclusion of country, land and sea, rivers and desert, reflect the diversity of our peoples and culture across the country.

The ABS has worked with Kristina McKinlay, a proud Yuwaalaraay and Ngarrabul graphic designer, to carry the artwork through the pages of our RAP to visually represent the plan as a living document that the ABS commits to on its reconciliation journey. You can learn about the individual elements of the artwork on the next page.

Understanding the Artwork

Across the top left of the image, **blue and green** reflect the land, sea and communities of the Torres Strait Islands.

The six moons reflect Torres Strait communities sharing stories, trading goods, dancing and learning - passing knowledge from one generation to the next.

The stars allow us to navigate naturally and know the true path, while the moon tells us the different tides and time of the seasons.

The artists acknowledge all **people** from the **sea**, to the **rivers**, into the **mountains** and through to the **desert**. Working together for a strong future for children, family and community.



The yellow **river of knowledge** flows through the center of the piece, representing the two way flow of information, from and to community - a central stream of sharing and a sign of unity. Also representing the importance of the old people to carry culture with strength into the future and their footsteps reflected on either side of the river.

The Torres Strait Islander communities joining and sharing in the **river of knowledge**.

The Aboriginal communities joining and sharing in the **river of knowledge**.

The white inside the Aboriginal community yarning circles represents a cleansing smoke from ceremony, a commitment to journey forward together.

The yarning circles in the river reflect the role communities play, engaging with data and sharing insights that enhance individual and family life, through health, education and employment outcomes. It shows a coming together through people, cultures and knowledge to develop relationships based on trust, capability, and support.

Across the bottom right of the image, the **red, sand and ochre** colours reflect the communities of the Aboriginal nations.

Contact Details:

Inclusion and Diversity
Workforce, Communication and Clients Branch

02 6252 5000

workplace.diversity@abs.gov.au

abs.gov.au

