

UPCOMING RAP DELIVERABLES

NOV 2022 - JUL 2023

RESPECT

- ▼ Develop, implement and communicate a formal organisational cultural learning strategy
- ▼ Develop, implement and communicate an anti-discrimination policy for our organisation
- ▼ Educate staff on the effects of racism
- ▼ Ensure cultural heritage matters are included in the initial assessment of pipeline opportunities
- ▼ Build respect for First Nations cultures and histories by celebrating NAIDOC Week

RELATIONSHIPS

- ▼ Implement strategies to engage our staff in reconciliation
- ▼ Develop and implement an engagement plan to work with First Nations stakeholders and organisations
- ▼ Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation
- ▼ Provide opportunities for Reconciliation Committee, HR managers and other key leadership staff to participate in formal and structured cultural learning
- ▼ Build relationships through celebrating National Reconciliation Week (NRW)

OPPORTUNITIES

- ▼ Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff

FURTHER INFORMATION

For information on our RAP and journey of reconciliation contact:
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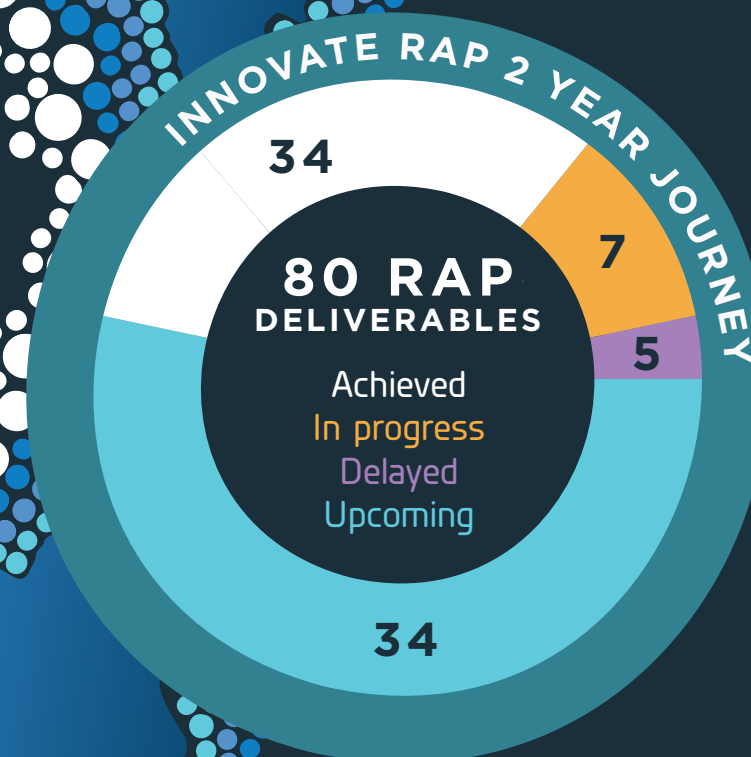
RECONCILIATION ACTION PLAN

NOV 2022 - MAR 2023

INNOVATE SNAPSHOT

Since our last Innovation snapshot report, we've completed an additional sixteen deliverables, bringing the total number of completed deliverables to thirty-four (43% of the Innovate RAP 'deliverables' completed).

As the one-year anniversary of the Innovate RAP approaches, we are on schedule to fulfill all of our objectives outlined in our Innovate RAP.



RenewalSA



Government
of South Australia

\$109k

spent with First Nations businesses during this period.

14

number of new staff who've completed cultural awareness training with Kuma Karru Cultural Services during this period.



Defined resourcing needs for the implementation of the Innovate RAP's second year.

2

times the Reconciliation Committee met throughout 2022 to drive and monitor the implementation of the RAP.

Reconciliation Committee terms of reference were annually reviewed.

DELIVERABLES IN PROGRESS

- Consult South Australian Traditional Owners and/or First Nations advisors on the development and implementation of a cultural learning strategy
- Develop, implement and communicate a formal organisational cultural learning strategy
- Develop procedures for cultural heritage management activities to apply to all projects and other general ground-disturbing activities
- Review and re-set existing cultural heritage management policy in conjunction with representative heritage organisation(s)
- Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs
- Engage with First Nations staff and or First Nations advisors to consult on our anti-discrimination policy
- Identify opportunities and commit to work with First Nations communities to incorporate culture, heritage, truth-telling and reconciliation into project planning, landscape and built-form design, and story-telling.

Publicly communicated our commitment to reconciliation by promoting the launch of our Yarning Series on our social media channels.

Initiating a procurement process to develop a cultural heritage management framework that will apply to all projects and activities that involve ground disturbance. The framework will be designed to be best practice and will be tailored to our organization's needs.



6

significant dates planned to be commemorated through a curated lighting display using the Aboriginal and Torres Strait Islander flags at the Adelaide Railway Station.



1

In December 2022 we held our first yarning circle in partnership with Villawood Properties at the site of their new residential development, Oakden Rise.

new First Nations staff member joined the Reconciliation Committee increasing the First Nations representation to four.



2

surveys were conducted for Forestville and Edinburgh Deep Maintenance Facility projects as part of our cultural heritage requirement for all new projects where heritage potential exists.

We launched our industry-leading Yarning Series that focuses on embedding First Nations culture into all our current and new projects. Each project will deliver an on site story telling Yarning Circle that highlights the significance and history of the site and the important role we all play in ensuring these stories are passed on as we welcome new communities onto the land.

National Apology Day
13 February

Mabo Day as part of Reconciliation Week
3 June

National Aboriginal and Torres Strait Islander Children's Day
4 August

National Reconciliation Week
27 May - 3 June

NAIDOC Week
2 July - 9 July

International Day of the World's Indigenous People
9 August