



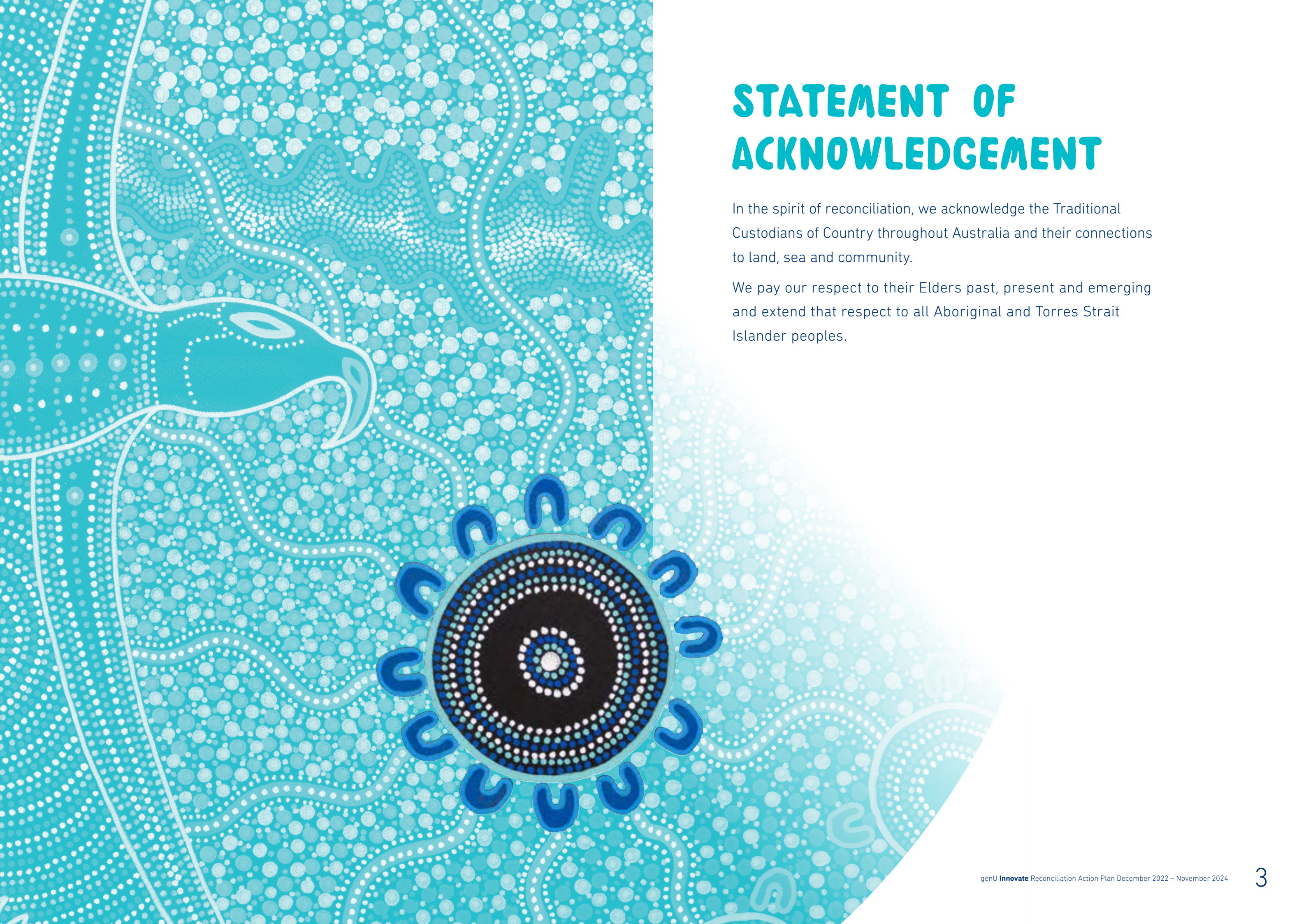
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INNOVATE RECONCILIATION ACTION PLAN

DECEMBER 2022 – NOVEMBER 2024



RECONCILIATION
ACTION PLAN
INNOVATE



STATEMENT OF ACKNOWLEDGEMENT

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community.

We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples.

OUR CEO

I would like to start by acknowledging all Traditional Custodians, Elders past, present and emerging. They hold memories, traditions and hopes of Aboriginal and Torres Strait Islander peoples.

We are excited as an organisation to move to the next stage of our commitment to join national efforts towards reconciliation with our Innovate RAP. We recognise we have only started this journey, and we look forward to building on the learnings and actions from our Reflect RAP.

Our Reflect RAP laid the foundations for reconciliation initiatives and established a RAP governance framework which identified opportunities to improve respect and life outcomes for Aboriginal and Torres Strait Islander peoples. We are now committed to understanding how we can build on these opportunities to establish the best approach to advance reconciliation through the work of genU.

Through the actions and initiatives of our Innovate RAP, we will develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples. We will also engage staff and stakeholders in reconciliation and launch innovative strategies to empower Aboriginal and Torres Strait Islander peoples in all the local communities where we live and work.

We are ready to embrace the opportunities of our Innovate RAP journey, and we have passionate and capable people across our organisation who are committed to building inclusive communities right across Australia.



Clare Amies

Chief Executive Officer



Message from RECONCILIATION AUSTRALIA

Reconciliation Australia commends GenU on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for GenU to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, GenU will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. GenU is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals GenU's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

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



Karen Mundine

Chief Executive Officer
Reconciliation Australia

OUR BUSINESS

genU is short for Generation You.

We are genU. For almost 70 years, we have been providing support and services to people with a disability, the unemployed, people experiencing disadvantage, students and older Australians. With over 3,000 staff and volunteers, which 2.14 % identify as either Aboriginal or Torres Islander people, working across 220+ locations, we form a unique community, with one common cause to empower the clients that we serve to reach their full potential.

OUR CURRENT FOOTPRINT



What unites us is the belief that neither disability, ageing or unemployment are disadvantages to be endured but challenges to be met boldly, achievements to be had and adventures in the making. As a 'profit for purpose' organisation, genU is committed to ensuring financial sustainability and reinvesting its surpluses into services and accommodation for our clients. Our services include:

- Disability services including individual support, accommodation and community participation activities.
- NDIS coordination and assistance.
- Aged services including retirement living, respite and community support.
- Employment in a supported environment at an Australian Disability Enterprise.
- Employment services, including WorkForce Australia and Disability Employment Services (DES).
- Recruitment services providing temporary, permanent, labor hire and diversity & inclusion services to organisations across Australia.
- Accredited and non-accredited training, specialising in training for the community services sector and foundation skills courses.

Through our services our linkages are varied and include government - commonwealth, state and local levels, training and education providers, the corporate sector – small, medium and large organisations, community organisations and allied health providers. Our links range from business relationships, memberships, contracted arrangements and partnerships.

genU adopts the National Principles for Child Safe Organisations and is committed to creating a culture, implementing strategies and taking action to both prevent harm, as well as promote the wellbeing of Aboriginal and Torres Strait Islander children. We recognise and celebrate the cultures of all our clients, their families and the wider communities we serve.

We are all safe, all the time.

OUR RAP

genU began its RAP journey in 2020 with the Reflect RAP. Our Innovate RAP builds on this work and continues to recognise the need to support employment and career growth within our own organisation for future and current Aboriginal and Torres Strait Islander employees. genU recognises the unique skills and knowledge of Aboriginal and Torres Strait Islander employees and how they add significant value in the workplace, building genU's capability and contributing towards the economic growth of Aboriginal and Torres Strait Islander peoples.

genU also recognises the barriers to employment for people disadvantaged through mental illness and disability, and the challenges faced by Aboriginal and Torres Strait Islander and refugee communities, mature-aged people, and youth.

In acknowledgement of this, our key personnel who have come together to form our RAP Working Group have diverse backgrounds, expertise and experience and includes five Aboriginal and Torres Strait Islander staff.

Key personnel from across the organisation involved in the RAP Working Group, include:

Zemeel Saba,

Executive General Manager People and Culture (Executive Sponsor)

Sue Osman,

Group General Manager - MatchWorks (RAP Champion)

Heather Zohori,

Tender & Grant Writer (Chair RAP Working Group)

Amy-Lee McKeown,

Site Manager

Glen Snowden,

General Manager – Community Participation

Paris Conte,

Gamer Growth and Development

Paul Hethorn,

Regional Manager

Kate Carson-Holmes,

Regional Manager

Penny Campbell,

Accounts Administrator

Julie Beckers,

Innovation and Community Manager

Melisa Anderson,

National Indigenous Liaison Officer

For genU, our RAP journey has now become a part of our company-wide vision 'To build inclusive communities'. We plan to make a unique and lasting difference by:

- Integrating genU's existing internal strategies, frameworks and policies, Indigenous Participation Plan and informing the development of future organisational planning.
- Building mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to encourage innovation, success and excellence.
- Cultivating and continually improving organisational capacity to be respectful and safe in engaging with Aboriginal and Torres Strait Islander peoples, communities, and organisations.
- Increasing our understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning for all genU people including employees, volunteers and clients.
- Improving employment opportunities for Aboriginal and Torres Strait Islander peoples within our communities and our own workforce.
- Acknowledging Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land at our sites, meetings, and events.
- Ensure our procurement practices encourage the utilisation of certified Aboriginal and Torres Strait Islander-owned suppliers of goods and services where appropriate.
- Providing support to strengthen relationships with Aboriginal and Torres Strait Islander leaders and organisations, so our work is informed by the people and communities we seek to support.
- Working effectively alongside Aboriginal and Torres Strait Islander peoples, communities, and organisations to address bias and potential barriers which impact on Aboriginal and Torres Strait Islander peoples from fully participating in our workforce or in our communities.



Innovate RAP actions and deliverables

The actions and deliverables within our Innovate RAP cover four main areas:

- **Relationships:** build positive, respectful and mutually beneficial relationships with Aboriginal and/or Torres Strait Islander people in our communities, workforce and client groups.
- **Respect:** increase understanding, value and recognition of Aboriginal and Torres Strait Islander peoples, their cultures and histories, and acknowledge the important and fundamental role this has to a healthy and respectful relationship.
- **Opportunities:** driving positive, lasting and meaningful inclusion of Aboriginal and Torres Strait Islander peoples and tackling systemic obstacles and bias which exist and inhibit their opportunities to fully participate in our workforce and communities.
- **Report:** governance, tracking progress and reporting by the genU Diversity and Inclusion Committee. The Diversity and Inclusion Committee is a leading force in setting priorities that enhance diversity, inclusion, equality and belonging across the genU workforce and community. The Diversity and Inclusion Committee will engage with the RAP Working Group to support and promote initiatives that enhance reconciliation, and that strengthen and foster inclusion, equality and belonging for all Aboriginal and Torres Strait Islander clients, employees, volunteers and members of the communities in which we operate.

genU's Innovate Reconciliation Action Plan was informed by consultations with both internal and external Aboriginal and Torres Strait Islander individuals and organisations across the country, as well as internal consultation at all levels of genU. We thank our Aboriginal and Torres Strait Islander partners and stakeholders around the country for their feedback and insights.



OUR RAP JOURNEY

Our Reflect RAP Journey in 2020/2021, challenged our organisation to participate differently in celebrated dates of significance to Aboriginal and Torres Strait Islander peoples to stay connected to community. This included National Reconciliation Week and NAIDOC Week – national and local activities included:

- NRW National Zoom webinar hosted by our National Indigenous Liaison Officer with special guest – Elder performing Welcome to Country and story telling.
- NAIDOC Week National Zooms daily host by our Aboriginal and Torres Strait Islander staff – included storytelling and 'yarning sessions'.
- Perth WA Staff cultural painting day.
- Brisbane QLD – Flag raising ceremony
- Morning teas and lunches held around the country celebrating Aboriginal and Torres Strait Islander job seeker employment.
- Deadly RAP Newsletter focus and colouring competition.

genU ongoing engagement with the Aboriginal and Torres Strait Islander communities has also been affected by the challenges of COVID-19, but despite this, we adapted and continue to connect with and make new relationships with communities within our footprint.





OUR VISION FOR RECONCILIATION

genU is united with Aboriginal and Torres Strait Islander peoples in creating and sustaining equality and belonging for all people in our community. We embrace Aboriginal and Torres Strait Islander cultures and heritage as a knowledge base from which we can learn, grow and inform a shared identity.

genU's vision for reconciliation is underpinned by respect, empowerment, and reciprocity.

RELATIONSHIPS

genU recognises the importance in fostering mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples in our communities, workforce and client groups. Through relationships we will gain knowledge from which we will learn and grow, this will assist in driving initiatives and ultimately economic participation of Aboriginal and Torres Strait Islander peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Jun 2023	National Indigenous Liaison Officer
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jul 2023	Tender & Grant Writer
	Establish an Aboriginal and Torres Strait Islander advisory mechanism that is suitable for the work and size of the organisation.	Nov 2023	Tender & Grant Writer
	Outline guidance to assist genU to determine when and how to partner in undertaking its work.	Nov 2023	Tender & Grant Writer
	Ensure Indigenous Liaison Officers across the organisation are empowered and have capacity to provide advice and guidance in building mutually beneficial relationships with Aboriginal and Torres Strait Islander communities.	Nov 2023	Tender & Grant Writer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Build relationships through celebrating National Reconciliation Week (NRW).	Encourage all staff to participate in National Reconciliation Week by: <ul style="list-style-type: none"> Circulating Reconciliation Australia's NRW resources and materials to employees, volunteers and clients through a variety of communication channels (including, but not limited to, genU's Deadly RAP Newsletter, All Staff Webinars, email, intranet articles, social media articles, team meetings, newsletters). Posting a listing of NRW events to our D&I Intranet page. 	May 2023 & 2024	Communications Snr Manager Executive GM, People & Culture National Indigenous Liaison Officer
	Ensure all RAP Working Group members represent genU at an external NRW event.	May, Jun 2023 & 2024	RAP Champion
	Organise at least one NRW event each year which is accessible to all employees, volunteers and clients. Ensure to: <ul style="list-style-type: none"> Deliver an online celebratory event to commemorate NRW. Engage with local Aboriginal and Torres Strait Islander communities to participate in genU's NRW events. Encourage and support Regional Managers to promote site-based activities/events or participation in regional external events. 	May 2023 & 2024	Communications Snr Manager Tender & Grant Writer
	Invite representatives from local Aboriginal & Torres Strait Islander communities to participate in NRW week events.	Apr 2023 & 2024	National Indigenous Liaison Officer
	Register all of genU's NRW events on Reconciliation Australia's NRW website.	May 2023 & 2024	Communications Snr Manager

RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation. <ul style="list-style-type: none"> Incorporate staff engagement strategy into Diversity & Inclusion Communication Plan/ Strategy. Where appropriate, provide information through our service programs which engage our clients and staff in reconciliation. 	May 2023	Executive GM, People & Culture RAP Champion
	Communicate our commitment to reconciliation publicly. <ul style="list-style-type: none"> Ensure articles and posts relating to our commitment to reconciliation are shared on our website, and social media channels – e.g., during NAIDOC and NRW. 	Jul 2023 Jul 2024	Executive GM, People & Culture Communications Snr Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. <ul style="list-style-type: none"> Consult with community to identify opportunities to positively impact education, employment and inclusion of Aboriginal & Torres Strait Islander peoples. Deliver cultural awareness programs for external partners and employers. 	Mar 2023	Tender & Grant Writer National Indigenous Liaison Officer
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. <ul style="list-style-type: none"> Engage and partner with an organisation/s to host a public event in recognition of NRW. 	Mar 2023	Tender & Grant Writer National Indigenous Liaison Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures and Code of Conduct to identify existing anti-discrimination provisions, and future needs.	Jul 2023	Executive GM, People & Culture
	Develop and implement an anti-discrimination policy for our organisation and enable its communication and delivery through: <ul style="list-style-type: none"> Developing online training module to complement genU's anti-discrimination policies. Providing a manager toolkit for managers to speak to their teams about discrimination. 	May 2023	Executive GM, People & Culture
	Engage with Aboriginal and Torres Strait Islander employees, volunteers and clients and/ or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Sep 2023	Executive GM, People & Culture
	Educate senior leaders on the effects of racism. <ul style="list-style-type: none"> Incorporate racism as a topic in our Leadership programs. 	Jul 2023	Executive GM, People and Culture General Manager Leadership, Organisational Capability & Workforce Planning Tender & Grant Writer

RESPECT

genU strongly believes that all people deserve to be treated with respect and respect is one of our core values. Increasing understanding, value and recognition of Aboriginal and Torres Strait Islander peoples, their cultures and histories is important and fundamental to a healthy and respectful relationship.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation, this includes: <ul style="list-style-type: none"> A review current Cultural Awareness program and ensure genU's anti-discrimination policies are promoted. 	Feb 2023	Executive GM People & Culture
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	Jul 2023	Executive GM People & Culture
	Develop, implement and communicate a cultural learning strategy for our staff.	Mar 2023	Executive GM People & Culture Communication Snr Manager
	Deliver Cultural Awareness for leaders workshop.	Feb 2023	Executive GM People & Culture
	Deliver Cultural Awareness for Board member's workshop.	Feb 2023	Executive GM People & Culture
	Provide opportunities for RAP Working Group members, People & Culture managers and other key leadership staff to participate in formal and structured cultural learning.	Mar 2023 & 2024	Executive GM People & Culture
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols including: <ul style="list-style-type: none"> Incorporate protocols into mandatory Cultural Awareness training. Incorporate relevant protocols into monthly Deadly RAP articles. Incorporate protocol fact sheets into Diversity & Inclusion intranet resources. Provide Acknowledgement of Country cards to all sites for use at meetings and events. 	Feb 2024	Tender & Grant Writer National Indigenous Liaison Officer Communications Snr Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Dec 2022	Communications Snr Manager Tender & Grant Writer
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Feb 2023 & 2024	Communications Snr Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of all meetings.	Aug 2022	Executive GM People & Culture
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	Jul 2023 & 2024	Tender & Grant Writer
	Review People & Culture policies and procedures to remove barriers to employees and volunteers participating in NAIDOC Week.	Mar 2023	Executive GM People & Culture
	Promote and encourage participation in external NAIDOC events to all staff.	Apr 2023 & 2024	Executive GM People & Culture
	Invite representatives from local Aboriginal & Torres Strait Islander communities to participate in NAIDOC week events.	Jul 2023 & 2024	National Indigenous Liaison Officer
	Engage and partner with an organisation/s to host a public event in recognition of NAIDOC Week.	Jul 2023 & 2024	GM Marketing & Communications
4. Provide culturally appropriate support to Aboriginal and Torres Strait Islander peoples across all genU business streams.	Partner with Aboriginal and Torres Strait Islander organisations to provide culturally appropriate service delivery across all genU business streams.	Oct 2024	Executive GM Client Experience & Strategy
	Ensure that there is an appropriate feedback mechanism in place to report on client experience in service delivery and cultural safety across all genU business streams.	Oct 2023	Executive GM Client Experience & Strategy

OPPORTUNITIES

genU recognises and appreciates the specialist knowledge, skills and experiences that Aboriginal and Torres Strait Islander peoples bring to an organisation and our communities. genU is committed to driving positive, lasting and meaningful inclusion of Aboriginal and Torres Strait Islander peoples and tackling systemic obstacles and bias which inhibit their opportunities to fully participate in our workforce and communities. genU recognises the valuable contribution that Aboriginal and Torres Strait Islander peoples can make to achieving and maintaining a diverse and inclusive workforce.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jan 2023 May 2024	Executive GM People & Culture
	<ul style="list-style-type: none"> Improve demographic profiling to capture statistics of Aboriginal & Torres Strait Islander people within our workplace and client groups. 		
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Mar 2023	Executive GM People & Culture Tender & Grant Writer
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Jun 2023	Executive GM People & Culture
	Provide career pathways and opportunities to improve participation and retention of Aboriginal and Torres Strait Islander peoples within our workforce.	Aug 2023	Executive GM People & Culture
	Incorporate targets and actions in genU's Workforce Planning Strategy, Indigenous Participation Plan and Recruitment Policies aimed at improving representation of Aboriginal & Torres Strait Islander peoples in our workforce and addressing barriers to retention.	Aug 2023	Executive GM People & Culture
	Review People & Culture Workforce Planning, Recruitment Strategies and policies to remove barriers and actively encourage Aboriginal and Torres Strait Islander participation in our workplace.	Oct 2023	Executive GM People & Culture

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. <ul style="list-style-type: none"> Establish specific targets within our Recruitment Strategy and Indigenous Participation Plan. 	May 2024	Executive GM People & Culture
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Feb 2023	Group Procurement Manager
	Develop and implement Indigenous Procurement Policy.	Dec 2023	Group Procurement Manager
	Investigate Supply Nation membership.	Dec 2023	Group Procurement Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. <ul style="list-style-type: none"> Incorporate a weighted criterion in tendering processes which favor Aboriginal and Torres Strait Islander-owned business. 	Jun 2023	Group Procurement Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. <ul style="list-style-type: none"> Update genU's Procurement Policy to incorporate and encourage procurement of goods and services from Aboriginal and Torres Strait Islander businesses. Audit of suppliers in our Finance systems to ensure all Aboriginal and Torres Strait Islander-owned organisations have been appropriately identified. Include a cross reference against Supply Nation members 	Feb 2023	Group Procurement Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Mar 2024	Group Procurement Manager

GOVERNANCE

genU wants to be able to measure the impact of this work and the effect it has on our staff and the community we work within. genU is committed to working with Aboriginal and Torres Strait Islander peoples and communities to support positive outcomes and will report on what we have achieved and learned.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Nov 2024	Executive General Manager P&C
	Establish and apply a Terms of Reference for the RWG.	Dec 2022	Tender & Grant Writer
	Meet at least four times per year to drive and monitor RAP implementation.	Dec 2022 Mar, Jun, Sep, Nov 2023 Mar, Jun, Sep, Nov 2024	Tender & Grant Writer
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Dec 2022, May 2023, May 2024	Tender & Grant Writer
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Jan 2023, Jan 2024	Executive General Manager P&C
	Define and maintain appropriate systems to track, measure and report on RAP commitments. <ul style="list-style-type: none">Track changes in the number of Aboriginal and Torres Strait Islander businesses contracted and the volume and value of those contracts in line with the Indigenous Procurement Policy (IPP). Report against our IPP targets to NIAA.Regularly review our spend Aboriginal and Torres Strait Islander suppliers with support from WINC and Supply Nation.Report against targets for minimum Aboriginal and Torres Strait Islander employment	Jan 2023 Jul 2023 & Jul 2024 Mar, Jun, Sep, Dec 2023 & Mar, Jun, Sep 2024 Mar, Jun, Sep, Dec 2023 & Mar, Jun & Sept 2024	Tender & Grant Writer Group Procurement Manager
	Maintain an internal RAP Champion from senior management.	Dec 2022	Executive Sponsor

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sep 2023 & Sep 2024	Tender & Grant Writer
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	Jun 2023 & 2024	Tender & Grant Writer
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	Aug 2023 & 2024	Tender & Grant Writer
	Provide a traffic light report to Reconciliation Australia to help inform the development of our next RAP.	Sep 2024 & Nov 2024	Tender & Grant Writer
	Report RAP progress to all staff and senior leaders quarterly.	Mar, Jun, Sep, Dec 2023 Mar, Jun, Sep, 2024	Tender & Grant Writer Communications Snr Manager
	Publicly report our RAP achievements, challenges and learnings, annually.	Oct 2023 & 2024	Tender & Grant Writer Communications Snr Manager
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jun 2024	Tender & Grant Writer

Contact Details

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Tender & Grant Writer
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ABOUT THE ARTIST



Chris Delamont

Proud Wiradjuri, Nari Nari man and Artist Chris Delamont has helped genU continue its RAP journey by building on his original artwork with a piece inspired by Bunjil.



STATEMENT FROM THE ARTIST

The original RAP artwork was about coming together, and the totems that were placed into the original artwork represent the journey that genU is on, not just into this RAP but over the next 10 to 15 years and beyond.

Each totem will be significant on that journey because genU will go through different phases.

As genU was born out of Geelong – Bunjil is such an important totem, and we can see that he has now taken flight. Everybody came together to start genU's RAP journey, and now Bunjil is helping take everything we have achieved so far out to every part of genU and spreading that message right across the country.

Bunjil is watching over, and he's taking that flight with genU on their journey.

There's also the winding river, and that comes from my personal experiences, living on the Murrumbidgee River and how I used that river as a way to reset my spiritual connection when things weren't going right. This is about putting your feet into the river and reconnecting with country to settle the mind and body. We understand it's not all going to be smooth, the journey can be winding and you're going to have to cross rivers and face challenges.

That's my gift to all staff at genU, that they can look at this artwork and know there's a chance to reset and reconnect every single day.

You've built an amazing core of what this next RAP looks like, and it's now up to you to make this happen.



Please Note: The Indigenous Cultural and Intellectual Properties of this artwork belongs to Dreamtime Art Creative Consultancy, the artists/their estates and is subject to copyright. To protect these copyrights, no reproduction of any or all parts is allowed without prior written consent.



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