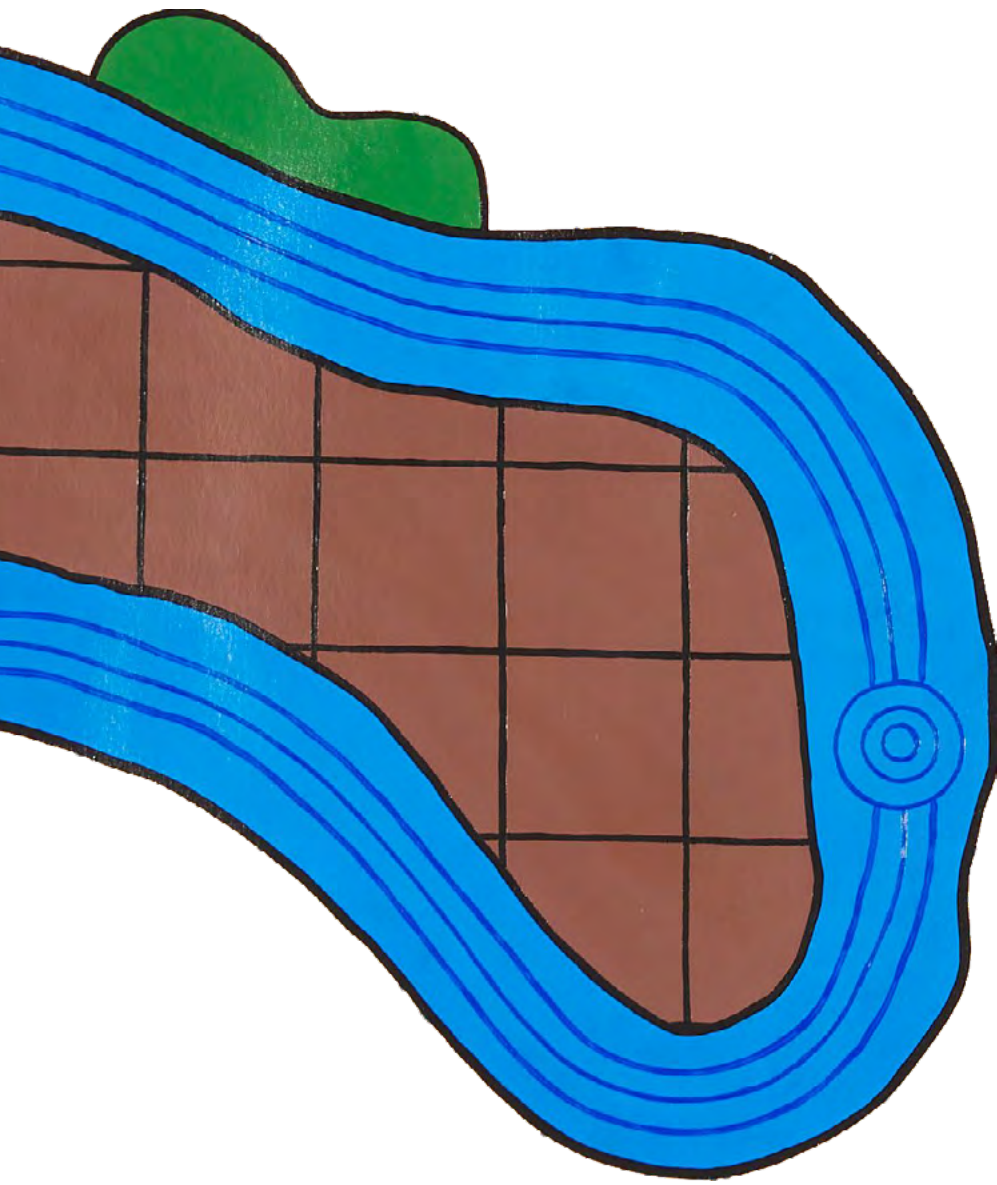


Artwork by Alfred Carter
Gunaikurnai - Retaining our Culture, 2024

Reflect Reconciliation Action Plan

October 2024 to August 2025



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Reconciliation Australia CEO statement

Reconciliation Australia welcomes AGA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

AGA joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

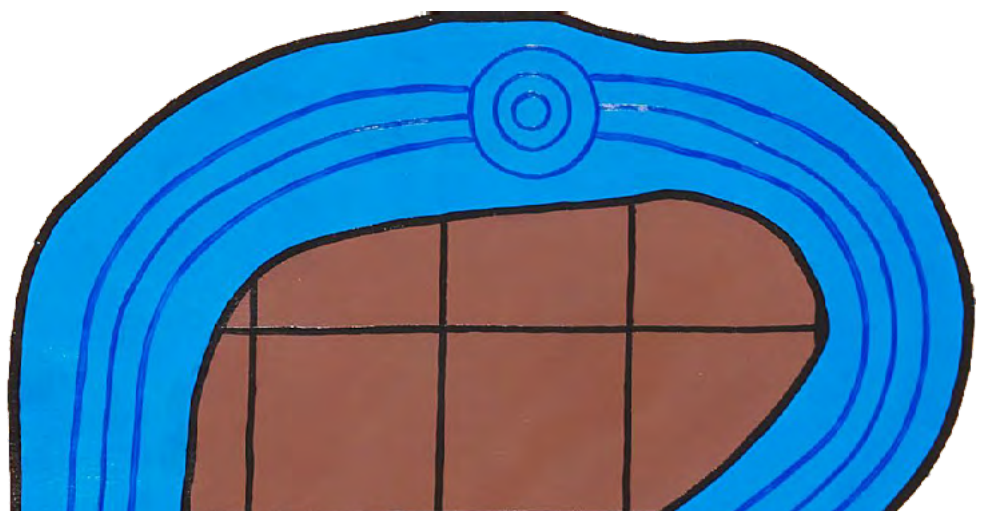
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables AGA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations AGA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia





Our RAP

AGA are committed to a journey of understanding and appreciating Aboriginal and Torres Strait Islander peoples, and working with them alongside our staff, customers and suppliers in the creation of a fair and equitable future for Aboriginal and Torres Strait Islander peoples. We are developing a Reflect Reconciliation Action Plan (RAP) to ensure all staff are engaged with Aboriginal and Torres Strait Islander peoples in programs and projects that support knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and knowledge's. We recognise that we are at the beginning of our RAP journey with the development of our Reflect Reconciliation Action Plan that will provide the foundation for how we enhance our processes and practices to support the principles of self-determination for Aboriginal and Torres Strait Islander peoples.

To support this commitment, our approach is underpinned by the following guiding principles relating to Aboriginal and Torres Strait Islander peoples:

- Celebrating cultures and embracing histories & diversity
- Empowering economic and social development
- Recognising and promoting the rights of Aboriginal and Torres Strait Islander Australians
- Inspiring leadership for reconciliation
- Increase awareness and education around cultures – remove misconceptions

AGA is embarking on our Reflect RAP journey to create opportunities to work with Aboriginal and Torres Strait Islander staff, customers and suppliers who engage with AGA to help drive our contribution to reconciliation in the local communities within which we operate. AGA will celebrate our partnerships through inclusion and promotion of Aboriginal and Torres Strait Islander peoples and organisation through events and marketing this will be done by adding Acknowledgement of Country at all our meetings and presentations, inviting Local Elders to perform Welcome to Country at our events, collaborating with organisations who promote employment for First Nation Youth, and Supporting local First Nation business through Supply Nation and sponsorship initiatives that support Youth. Working with our First Nation engagement officers to support us in appropriate training for all staff and assisting in creating training materials and also Promoting and creating activities/events during NAIDOC week and National Reconciliation Week. Our commitment to a Reflect RAP enables us to engage and develop relationships with Aboriginal and Torres Strait Islander stakeholders and allows us to embed the systems, processes and reporting mechanisms to:

- Support interaction and engagement of Aboriginal and Torres Strait Islander peoples with our workforce
- Acknowledge the Traditional Custodians of Country
- Attend local community activities
- Promote national activities and days of recognition
- Engage guest speakers to provide cultural understanding
- Provide cultural awareness training to staff

- Identify and/or create Aboriginal and Torres Strait Islander identified positions to enhance our ability to attract candidates to AGA roles
- Promote our employment opportunities to local First Nation's community services and groups

Our journey so far includes acknowledging Country at all official meetings across various locations and paying our respects to Aboriginal and Torres Strait Islander Elders past present and emerging.

The development of our Reflect RAP enables us to consider our history, values and our programs that support Aboriginal and Torres Strait Islander peoples and identify where we are on our journey to reconciliation. It will guide us on the next steps in our journey and provide a solid foundation for meaningful and sustainable future RAPs.

RAP Working Group members include the below:

- Desiree Kora – RAP Champion/ Project Lead
- Nicolas West – CEO
- Dan Wright – Regional Manager
- Grant Sarolea – GTO Co-ordinator
- Sarah Collison – RTO Manager
- Katilin Maddigan- Recruitment Officer
- Leah Crellin – Executive Assistant
- Harry Hillcoat – First Nation Engagement Officer

Alfred Carter

Alfred is a proud Gunaikurnai man and post-release artist with The Torch, who only picked up a brush in 2018.

He completed a Koori Art course through Kangan TAFE but has mainly taught himself, together with guidance from Sean Miller, his Indigenous Arts Officer at The Torch.

Alfred is known for using contemporary lines and dots, as well as placing realistic animals and objects into his work. He focuses on culture, ancestors, family and Country as his subject matter.

His inspiration comes from his grandfather: "I lived with my grandfather for a couple of years when I was young, before he died. He would make boomerangs and didgeridoos the traditional ways and his brushes out of animal hair, and he would make his paint from scratch. He is my idol."

Alfred paints not only to make a living, but to retain, regain, and pass on his culture.

"I am a full time artist now and my art practice is important to me. Painting makes me happy."

In May 2022, Alfred was awarded the Melbourne Rd Art & Canvas Stretching Development Award in association with The Torch's Confined 13 exhibition. He had previously won the Melbourne Road Art & Canvas Stretching Award at The Torch's Confined 11 exhibition in 2020. He is evolving his style with every painting, and simply wants to keep painting for now and see what happens in the future.



About the Artwork

Gunaikurnai - Retaining our Culture, 2024

150 x 87 cm

cat #: 0459-24

Acrylic on canvas

This artwork symbolises my country, the Gunaikurnai nation. The view is from above, an eagle's view, it represents the five rivers that run through my country, in what is also now called the Gippsland region. It also shows the five leaders, the elders from each clan of the Gunaikurnai nation coming together to meet up and make decisions on behalf of our people.

The elders of our people have lived experience, they are the knowledge holders, it is through their teachings and ceremonies that we pass on our knowledge and culture of our people and have done so for many millennia.



Our business

Creating vibrant futures with Aboriginal and Torres Strait Islander people and their communities through collaboration, opportunities and choice.

AGA, proudly part of IntoWork Australia, is a community-based not-for-profit organisation that specialises in the employment and training of individuals. It was established in 1982, in the Gippsland town of Morwell, to deliver employment and training services to individuals in regional Gippsland. Over the years, it has expanded its delivery sites to five in Gippsland and two in Melbourne, providing employment and training to 750 apprentices and trainees each year. AGA's goal is to help people to build a great career for themselves by training and working directly with industry to open genuine employment opportunities.

IntoWork is a leading national provider of Employment, Skills and Support services that support economic and social participation. Everything we do, including our range of tailored pathways for individuals and workforce solutions for employers, is underpinned by our vision - 'Vibrant Futures' - for our staff, service users and business clients. Our team and culture are keys to our success, underpinned by our shared core values of Respect, Innovation, Collaboration, Integrity, and Courage.

AGA employ 147 people as direct staff, in addition we also employ 634 apprentices and trainees.

AGA has 18 staff members whom identify as Aboriginal and/or Torres Strait Islander people.

AGA is located in Victoria and operates a hybrid model in South Australia.

AGA's Offices are based in Northcote, Epping, Preston, Ringwood, Morwell, Deer Park, Bairnsdale, Korumburra Warragul and Adelaide South Australia.



Our partnerships/current activities

AGA have a number of employment partnerships with Aboriginal and Torres Strait Islander peoples with the following organisations:

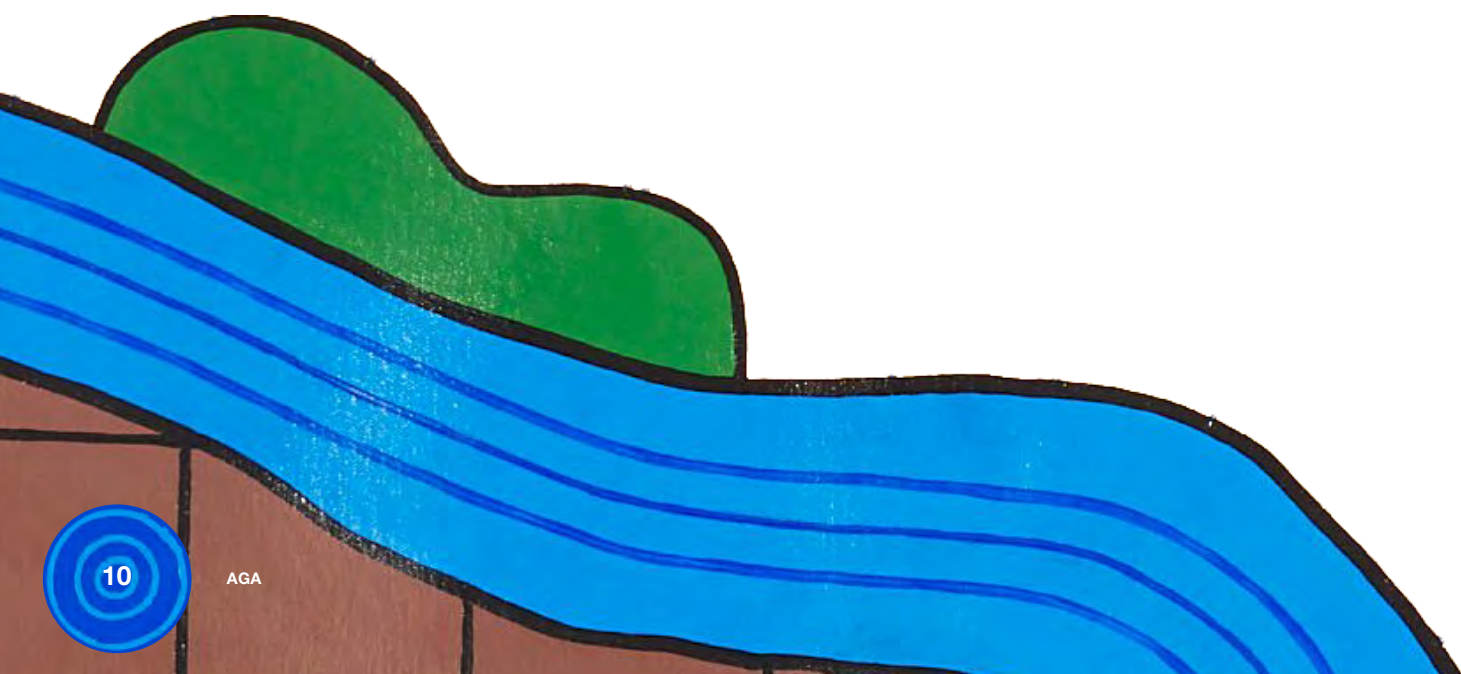
- NRL (Melbourne Storm – Indigenous Program) – AGA assists by finding work experience in different trades for their new Aboriginal and Torres Strait Islander players from interstate each year during the pre-season.
- Mission Australia - AGA partnered with Mission Australia for more than 10 years supporting Aboriginal and Torres Strait peoples into training and employment in a Certificate II in Hospitality. AGA provided employment, support, mentoring and career guidance to approximately 85 Trainees over a 10 year period. This program was effected by the COVID pandemic however AGA is looking to partner with Inner Northern Local Learning and Employment Network to provide career advice and employment opportunities.
- 27 May to 3 June: National Reconciliation Week – Events hosted by IntoWork attended by RAP working committee and staff of AGA.
- 7th to 14th July: NAIDOC Week - AGA staff will be attending various external events in local areas promoting NAIDOC week and promoting events to all staff.
- IntoWork's First Nations Engagement team has rolled out Cultural Capability Training with the AGA Team.
- AGA staff are undertaking Trauma-informed Aboriginal and Torres Strait Islander Cultural Capability training with Centre for Cultural Competence Australia.

AGA has recognised and acknowledged the Traditional Custodians Wurundjeri Woi Wurrung of the Land the Deer Park Training Centre is built upon by placing the Aboriginal and Torres Strait Islander flags and Acknowledgment of Country plaque in the front entrance to welcome all guests and staff. Including a copy of our RAP Art Work.

Relationships



Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	October 2024	RAP Champion (Project Lead)
	Implement IntoWork best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2024	RAP Champion (Project Lead)
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	RAP Champion (Project Lead)
	RAP Working Group members to ensure participation in an external NRW event.	27 May 2025 – 3 June 2025	AGA CEO
	Encourage and support staff and senior leaders to participate in at least one IntoWork or external event to recognise and celebrate NRW.	27 May 2025 – 3 June 2025	AGA CEO
Promote reconciliation through our sphere of influence.	Communicate and reiterate our commitment to reconciliation to all staff and stakeholders	July 2025	AGA CEO
	Create and strengthen our relationships with identified external stakeholders that can assist and complement us on our reconciliation journey.	June 2025	RTO Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2025	RAP Champion (Project Lead)
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination and present to IntoWork People and Performance Team	February 2025	RTO Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2024	Executive Assistant





Action	Deliverable	Timeline	Responsibility
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.	March 2025	RAP Champion (Project Lead)
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2025	RAP Champion (Project Lead)
	Develop and implement a training calendar with First Nation Mentors of IntoWork for all staff to increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	April 2025	RTO Manager
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding for staff of all the local Traditional Custodians of the lands and waters within our organisation's operational area and develop training material for all on boarding of new staff	March 2025	RAP Champion (Project Lead)
	Develop all staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2024, June 2025	RAP Champion (Project Lead)
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2025	RAP Champion (Project Lead)
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	RAP Champion (Project Lead)
	RAP Working Group to participate in an external NAIDOC Week event.	First week of July 2025	RAP Champion (Project Lead)

Opportunities



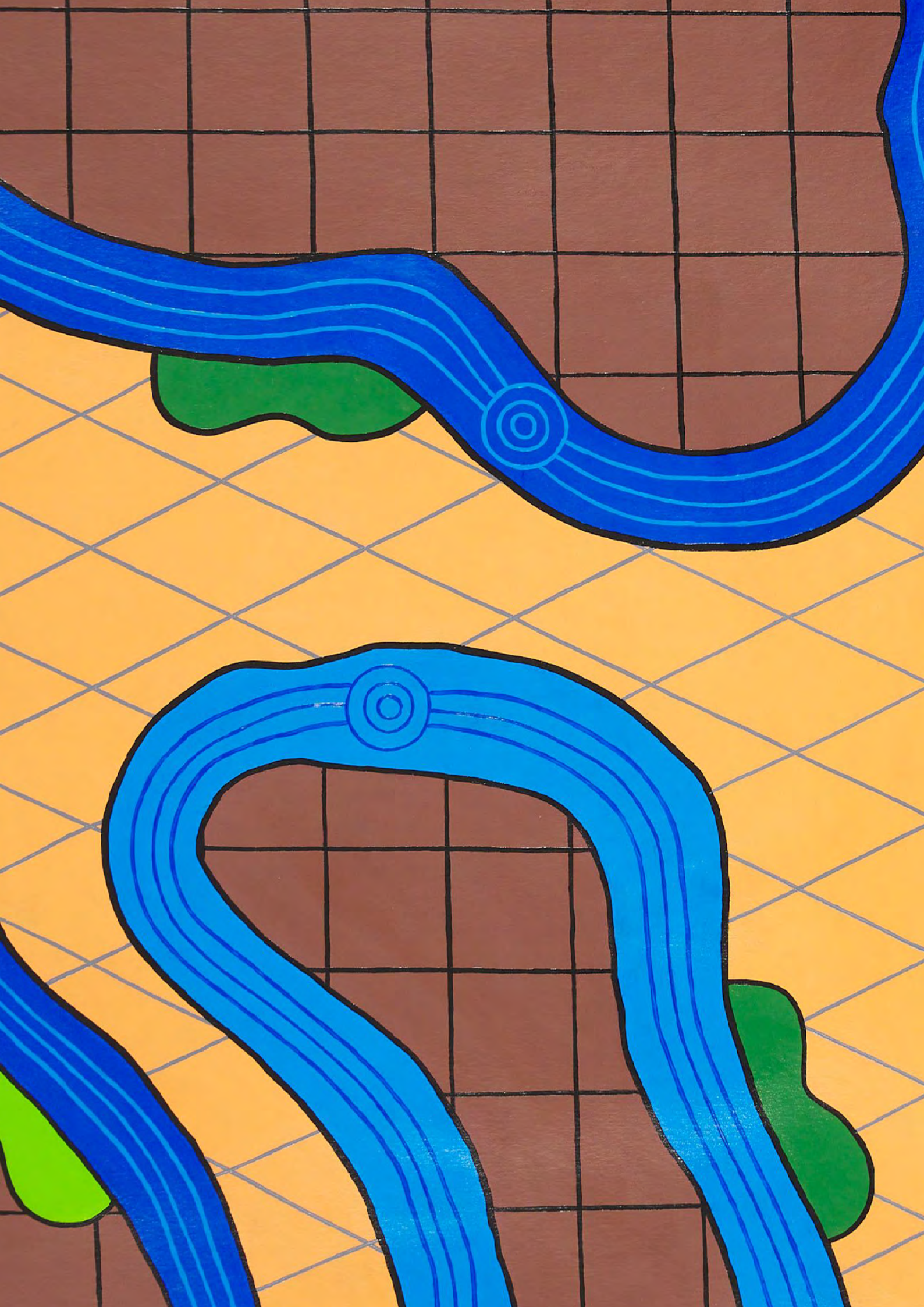
Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop strategies in consultation with local Elders and staff identified as Aboriginal and Torres Strait Islander, local First Nations networks in the area to increase employment opportunities within our organisation.	October 2024	RAP Champion (Project Lead)
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2024	RAP Champion (Project Lead)
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2024	RAP Champion (Project Lead)
	Develop pre-employment programs in consultation with local leaders Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2024	RAP Champion (Project Lead)
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a Business Strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	November 2024	RAP Champion (Project Lead)
	Utilise Supply Nation membership to meet Indigenous Procurement Plan	November 2024	RAP Champion (Project Lead)



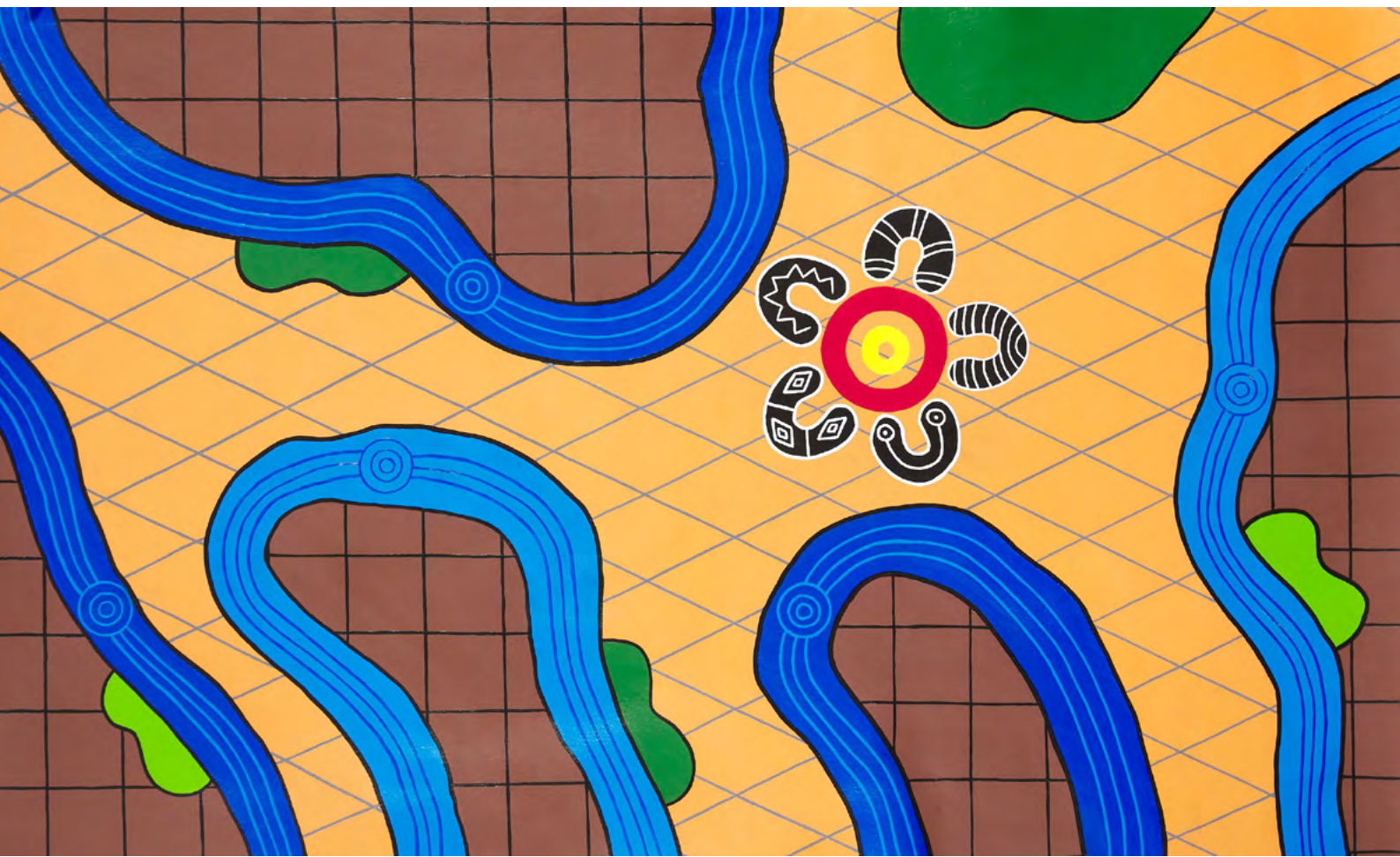


Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation throughout AGA.	October 2024	RAP Champion (Project Lead)
	Draft a Terms of Reference for the RWG.	October 2024	RAP Champion (Project Lead)
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	October 2024	RAP Champion (Project Lead)
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2024	RAP Champion (Project Lead)
	Engage senior leaders in the delivery of RAP commitments.	October 2024	AGA CEO
	Maintain a senior leader to champion the RAP internally	October 2024	RAP Champion (Project Lead)
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2024	RAP Champion (Project Lead)
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, 2024	AGA CEO
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June Annually	RAP Champion (Project Lead)
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1st August Annually	RAP Champion (Project Lead)
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2025	RAP Champion (Project Lead)









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