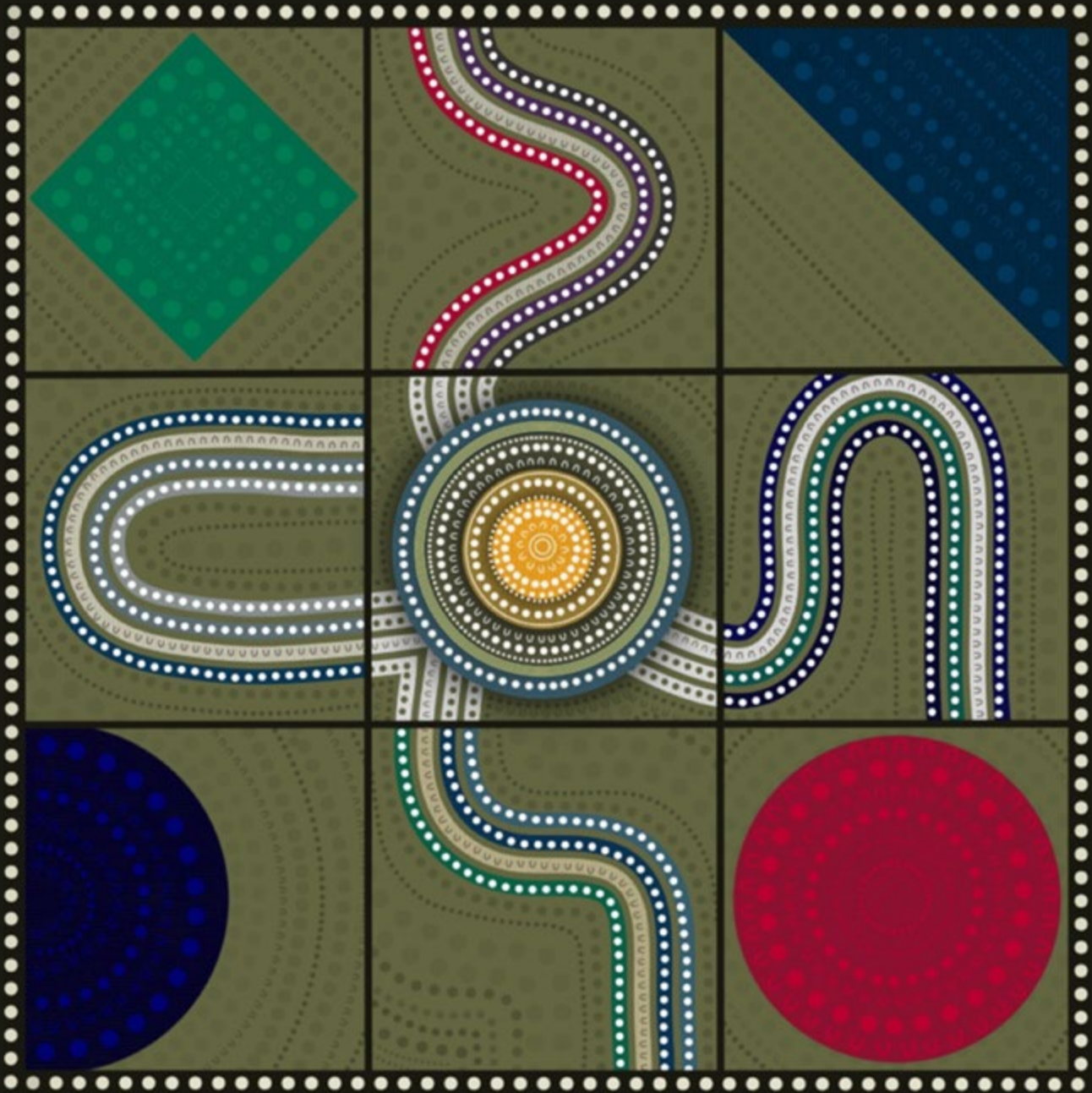




Reconciliation Action Plan

Australian Parliamentary Service
Stretch Reconciliation Action Plan



JULY 2025 – JULY 2028



ACKNOWLEDGEMENT OF COUNTRY

The Australian Parliamentary Service acknowledges the Ngunnawal and the Ngambri peoples as the Custodians of the land where Australian Parliament House sits. We also acknowledge all Custodians of Country throughout Australia and their continued connection to land, waters and community. We pay our respects to their Cultures, Country, and Elders, past and present.





Helen S Tiernan (born 1952),
*Colonial Wallpapers – wealth
opportunity abundance*, 2014,
Parliament House Art Collections,
Department of Parliamentary
Services, Canberra, ACT.

Foreword

We are honoured to present the Australian Parliamentary Service’s first Stretch Reconciliation Action Plan (RAP). Our Stretch RAP builds on the foundations of our previous Innovate RAPs, which sought to promote awareness of and commitment to reconciliation across all areas of our work.

The evolution to a Stretch RAP demonstrates the Australian Parliamentary Service’s commitment to advancing reconciliation with Aboriginal and Torres Strait Islander peoples. Our intention is to acknowledge and embed Aboriginal and Torres Strait Islander cultures, experiences and perspectives into the broader workplace culture of the Australian Parliamentary Service.

The implementation of this Plan will build upon the positive initiatives from earlier RAPs. It focuses on longer-term strategies to advance reconciliation, both internally and externally.

It will guide new projects and actions to strengthen our contribution to reconciliation for the broader Australian Parliamentary Service community as well as visitors to Parliament House. Importantly, it will also support First Nations communities and organisations to engage in Australia’s democratic processes.

As Custodians of the oldest continuous cultures on earth, First Nations people make a unique and invaluable contribution to our nation’s identity, and it is incumbent on all Australians to work towards a more just, equitable and respectful society.

This RAP and the actions contained in it demonstrate the Australian Parliamentary Service’s strong commitment to promoting and advancing reconciliation with Australia’s First Nations peoples.

We are committed to the success of this RAP and to contributing to a better and more equitable future for Aboriginal and Torres Strait Islander peoples.



Department Heads L to R: Sam Reinhardt (Parliamentary Budget Office), Jaala Hinchcliffe (Department of Parliamentary Services), Claressa Surtees (House of Representatives), Richard Pye (Senate), Leonie McGregor (Parliamentary Workplace Support Service)

Message from the RAP Champions

It is our great privilege to be the Reconciliation Action Plan Champions for the Australian Parliamentary Service. Representing each of the four parliamentary departments, we have been strongly supported by the heads of the parliamentary departments to lead the development of the Australian Parliamentary Service's inaugural Stretch RAP.

We join with the heads of the parliamentary departments in expressing the strong commitment of the Parliamentary Service to reconciliation with Aboriginal and Torres Strait Islander peoples across Australia.

The RAP reflects the unique and significant role of Parliament House as the meeting place for the nation's representatives and acknowledges its location on land that has been a meeting place of the Ngannawal and Ngambri peoples for tens of thousands of years.

As this is the Australian Parliamentary Service's first Stretch RAP, it focusses on longer-term strategies and includes defined and measurable

targets and goals. Successfully achieving these outcomes will require a strengthened commitment across our departments to embed reconciliation initiatives within our workplace. As RAP Champions, we commit ourselves to driving and delivering this increased level of ambition on our reconciliation journey.

In developing this RAP, we have been greatly assisted by the hard work of a dedicated team of volunteers from across the Australian Parliamentary Service. We are grateful to members of the Parliamentary Service Indigenous Employee Network for generously sharing their knowledge and insights.

We thank Paige Corunna for their design work and the artists, including those represented in the Parliament House Art collection, who have contributed the images that make this a beautiful and inspiring document. We also thank the past Champions and all our colleagues in the Australian Parliamentary Service for their commitment to reconciliation.

We commend this Reconciliation Action Plan to all our colleagues in the Australian Parliamentary Service.



RAP Champions L to R: Glenn Worthington (Reps), Jackie Morris (DoS), Jason Lucas (DPS), Karen Whitham (PBO), Vika Latu (PSIEN) and Ben Ve'a Ve'a (PSIEN). Absent: Katherine Messer (PWSS).

Message from Reconciliation Australia



On behalf of Reconciliation Australia, I congratulate Australian Parliamentary Services on its formal commitment to reconciliation, as it implements its first Stretch Reconciliation Action Plan (RAP), its fourth overall.

Formed around the pillars of relationships, respect and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. Through the creation of this Stretch RAP, Australian Parliamentary Services continues to contribute to the ever-growing community of RAP organisations that have taken this consideration and goodwill, and transformed it into action.

The Australian Parliamentary Service supports the functions of the Australian Parliament and the ongoing management and maintenance of Parliament House. Given its scope covers both operational outcomes and the oversight of the physical expression of Australia's democratic institutions, the Australian Parliamentary Service has the potential to have deep and long lasting impact in the reconciliation space.

This impact began with Innovate RAPs where the Australian Parliamentary Service worked to increase awareness of Aboriginal and Torres Strait Islander contributions and cultures in all areas of its work.

As it steps from an Innovate to a Stretch RAP, the Australian Parliamentary Service's commitments evolve from building awareness to shifting its broader workplace culture. By embedding Aboriginal and Torres Strait Islander perspectives, cultures and experiences into its daily work, the Australian Parliamentary Service can effectively meet its goals of improving accessibility to parliamentary processes for First Nations people. We know that when First Nations people are engaged in the processes that affect them, the potential for long term, positive outcomes is greatly increased. I am glad to see the Australian Parliamentary Service prioritising this approach by fostering culturally appropriate pathways for engagement in committee inquiries and submissions, among other important commitments like anti-racism initiatives and providing space for Traditional Custodians.

On behalf of Reconciliation Australia, I commend Australian Parliamentary Services on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

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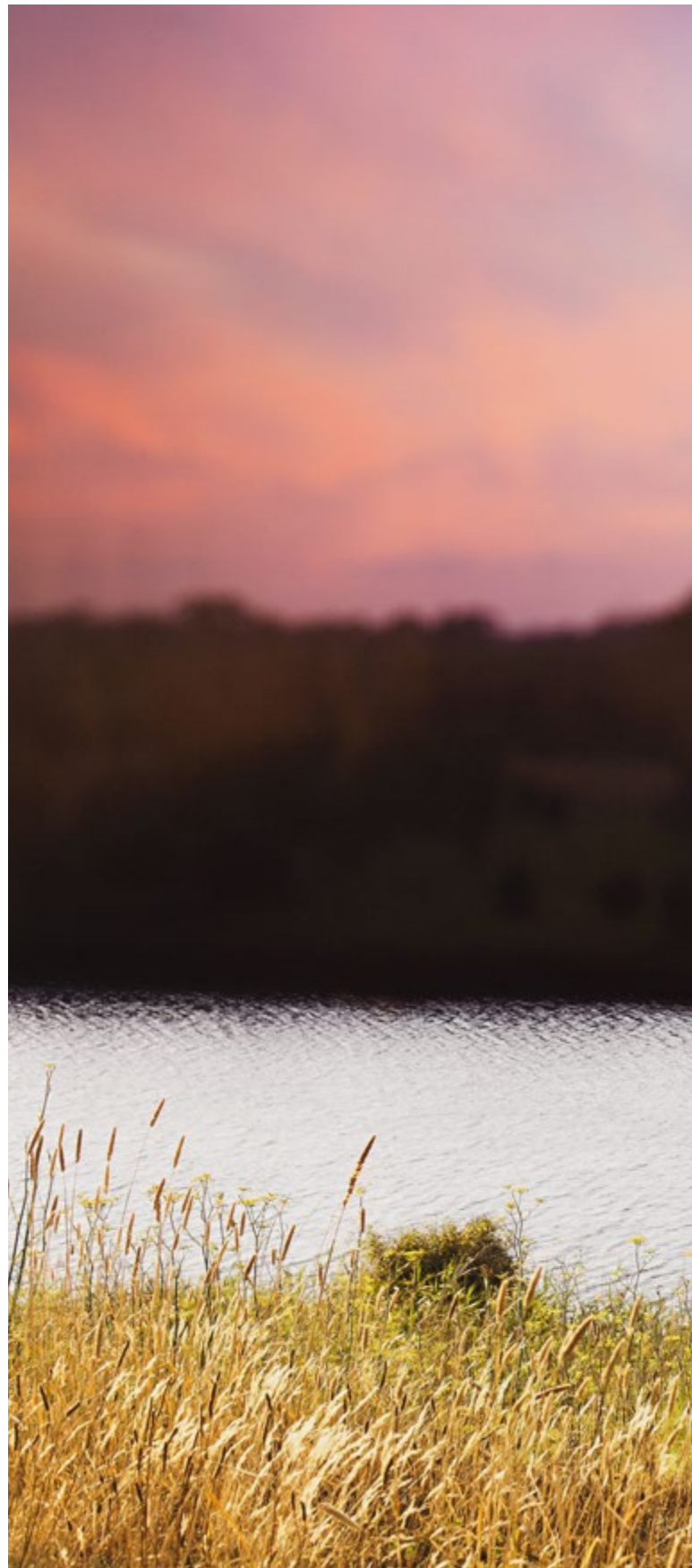
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Our vision for reconciliation

Our vision for Reconciliation is a workplace that reflects and celebrates the diversity within Australia, with an understanding and respect amongst our parliamentary service employees for the histories, living cultures and contributions of Australia's First Nations peoples.

The Australian Parliamentary Service is committed to building an inclusive workforce that is culturally informed and capable, engages in meaningful and respectful conversations and collaborations and is dedicated to the ongoing journey of knowledge sharing.

Peta Clancy (born 1970), Bangerang people, *Fissures in Time 3*, 2017, Parliament House Art Collections, Department of Parliamentary Services, Canberra, ACT.





Our business

The *Parliamentary Service Act 1999*, which establishes the Australian Parliamentary Service, includes the Parliamentary Service value to respect “the Parliament and all people, including their rights and their heritage.” This value underpins our stewardship of the institution of Parliament, the support we provide to the Senate and the House of Representatives, and our commitment to Reconciliation. We are located on Ngunnawal and Ngambri Country at Australian Parliament House on Kurrajong Hill and in additional offices in central Canberra.

There are four departments in the Parliamentary Service: the Department of the Senate, the Department of the House of Representatives, the Department of Parliamentary Services, and the Parliamentary Budget Office. While not a parliamentary department, the Parliamentary Workplace Support Service (PWSS) also provide services that align with the work of the parliamentary departments.

Across these departments and the PWSS, there are more than 1500 staff in total, 31 of whom identify as Aboriginal and/or Torres Strait Islander people. Our sphere of influence primarily relates to activities that take place at Australian Parliament House. The four parliamentary departments and the PWSS also support parliamentarians across Australia and work with stakeholders throughout the nation.

The Department of the Senate and the Department of the House of Representatives provide advisory and administrative support to the Senate and House of Representatives to ensure each House can fulfil its representative and legislative functions. They provide non-partisan secretariat support for the Senate and the House of Representatives and their committees and provide support to Senators and Members of the House from all political

parties and independents to enable them to participate in parliamentary proceedings.

The Department of Parliamentary Services supports the functions of the Australian Parliament through the provision of professional services, advice, and facilities. It is responsible for the ongoing management and maintenance of Australian Parliament House.

The Parliamentary Budget Office supports the work of parliamentarians through the provision of independent and non-partisan analysis of the budget cycle, fiscal policy and the financial implications of proposals. It also conducts research and publishes reports and interactive tools on budget-related matters to improve public awareness and understanding of fiscal issues.

While each department performs a unique role, we share a common goal in serving, supporting and upholding the institution of the Parliament, and together provide services to achieve the objectives within the Parliamentary Service Strategic Framework. These objectives include:

- Enhancing engagement in the work of the Parliament;
- Building and maintaining international and regional relationships;
- Ensuring parliamentarians are supported in their work and we are responsive to future needs;
- Providing services and support to enable the Houses and their committees to function effectively; and
- Ensuring Australian Parliament House operates as a safe and accessible workplace and national institution.

Together, the Parliamentary Service departments and the PWSS, are committed to achieving significant, meaningful and tangible outcomes and momentum towards reconciliation.



Image: Courtesy of AUSPIC, Department of Parliamentary Services. Depicting: Michelle Lewis (born 1983), Pitjantjatjara people, *Michelle's Tjala Dreaming (Honey Ant)*, 2023, Parliament House Art Collections. Department of Parliamentary Services, Canberra, ACT

Our RAP

The parliamentary departments have been on the formal reconciliation journey for nine years through three Reconciliation Action Plans.

With this Stretch Reconciliation Action Plan, we are committed to scaling up our commitment and dedication to meaningful, engaging, and tangible reconciliation actions, programs, and initiatives.



We are steadfast in our commitment to ongoing learning, cultural competency, and meaningful relationships. We are dedicated to continuing to build diverse, inclusive, and culturally safe workplaces, where we empower current and future First Nations employees to become successful leaders and senior employees within the Australian Parliamentary Services. We will continue to support First Nations owned businesses by showcasing and celebrating their services and products.

The parliamentary service has a thriving First Nations employee network, who were instrumental in the drafting of this RAP. All four departments were represented in workshops and drafting. We used an external Supply Nation consultant and had support, input and encouragement from all senior leaders.

This RAP has been compiled as a collaboration between the four parliamentary departments and the PWSS. These departments differ significantly in their size, composition, functions and purpose. All are committed to advancing our reconciliation journey, acknowledging that each department has a different contribution to make. The action plan that follows consolidates our collective commitment and seeks to amplify our impact (as small and micro departments) by combining our efforts.

Within the RAP, we are committing to improving employment outcomes for First Nations staff. This will be further complemented by the actions and initiatives we have undertaken across other strategies as action plans across the Parliamentary Service.

Our Reconciliation Action Plan is underpinned by our continuing commitment to:

- Building relationships with Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Owners of the land.
- Recognising and respecting the diverse and continuing cultures and traditions of the First Australians and promoting equity in opportunities.
- Working together to establish respectful, sustainable and enduring governance within the Australian Parliamentary Service which offers opportunities to Aboriginal and Torres Strait Islander peoples.

Learning journey and reflections

On 31 October 2022, the implementation phase of our Innovate RAP ended. The Innovate RAP focused 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.

The Innovate RAP was an important step in turning good intentions into actions, with an ambitious set of seventy-eight actions across the core pillars of relationships, respect, opportunities, and governance. Seventy-four actions were completed with the remaining deliverables currently in progress and/or ongoing. These will be incorporated within this Stretch RAP.

The following reflections highlight our key learnings from the implementation and completion of our Innovate RAP.

- **Momentum builds success.** As our reconciliation journey progresses, we will continue to develop new and innovative ideas, informed by the needs of our staff, to ensure our progress maintains momentum through change and challenge.
- **Adaptability is key to success.** The COVID-19 pandemic posed unprecedented challenges and caused significant disruption and uncertainty. As the Parliamentary Service adjusted to new ways of working, the importance of adaptability and flexibility for the achievement of reconciliation actions became clear. As our reconciliation journey progresses, we will continue to develop new and innovative ideas to ensure our progress maintains momentum.

- **We acknowledge improvement can be made.** Our reconciliation journey is a journey of learning and growth, and we are committed to learning from our past experiences as outlined in previous RAPs. We recognise the importance of building strong relationships and working in partnership to deliver positive outcomes with Aboriginal and Torres Strait Islander peoples through our actions. We will work closely with our Parliamentary Services Indigenous Employee Staff Network (PSIEN) to ensure actions are informed by First Nations staff.
- **We acknowledge there is more work to be done.** There are many achievements in our reconciliation journey, and we should celebrate our progress, however there is still more work to do. We recognise the journey ahead and commit to taking the next steps in our reconciliation journey with renewed focus on improving employment outcomes with Aboriginal and Torres Strait Islander people through recruitment, retention and professional development.
- **We recognise the importance of stretching.** We will extend ourselves by amplifying the voices in relation to issues impacting First Nations peoples. We recognise that real change comes from stepping outside of what is easy, and we commit to setting this standard across our unique working environment.

Through the RAP we are taking steps towards embedding the Closing the Gap Priority Reform Three – Transforming Government Organisations. Our RAP has a strong focus on embedding cultural integrity through improving the understanding and awareness of First Nations cultures within our workplace.

As part of our commitment to building the cultural integrity of the Parliamentary Service, our RAP outlines a number of actions we will take to ensure our people are supported in building their cultural capability. The RAP and its actions reflect our continued commitment to ensuring the Parliamentary Service reflects the richness and diversity of First Nations cultures across the spectrum of all organisational activity.

Our RAP Champions Group (RCG) which has played a key role in the implementation of our previous RAP and the development and implementation of our Stretch RAP, includes our RAP Champions, First Nations employees including the PSIEN who represent 37% of the group, and employees from each parliamentary department. Our RAP Champions are senior executive level staff from each of the parliamentary departments (positions vary) and in addition to their representation on this group, they are also responsible for driving reconciliation efforts and initiatives in their respective departments. The RCG reports on a quarterly basis to the Department Heads Committee which is made up of the Heads of Parliamentary Service Departments and the PWSS Chief Executive Officer.

The PSIEN is an APH-wide employee network. The network aims to provide support and advice to its members through open and honest conversation.

The PSIEN's central focus is representing and increasing the understanding of diverse cultures.

The network provides a supportive environment for members to meet and offer support; share experiences and concerns both professional and personal.

The PSIEN also advises managers and leaders on issues that impact Aboriginal and Torres Strait Islander staff.

Michael Nelson Jagamara (c. 1945–2020) (artist), Warlpiri people, with William McIntosh (stone consultant), Aldo Rossi (1919–1991) (stonemason), Franco Colussi (born 1938) (stonemason), *Forecourt mosaic pavement*, 1986–1987, Art/Craft Program, Parliament House Art Collections, Department of Parliamentary Services, Canberra, ACT. © Estate of the artist licensed by Aboriginal Artists Agency Ltd.





Highlights

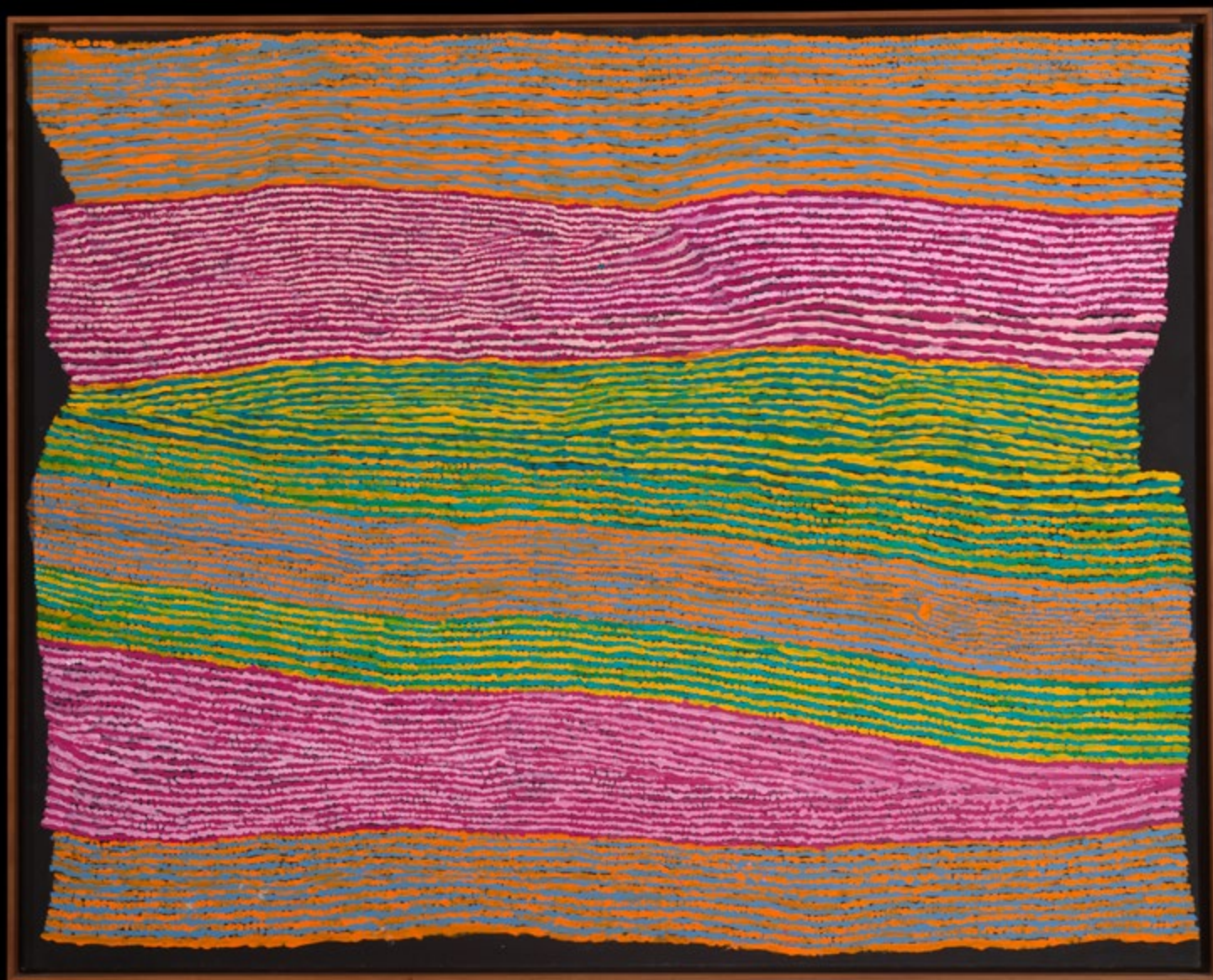
The Parliament House Art Collections

Ben Yarn

Geared Up Culcha

Native Ingredients

Jawun



Kunmanara Ken (1938 – 2018), Pitjantjatjara, Yankunyjatjara peoples,
Tali – Sand dunes, 2013, Parliament House Art Collections,
Department of Parliamentary Services, Canberra, ACT. © Ken
Kunmanara/Copyright Agency, 2025

HIGHLIGHT

The Australian Parliament House Art Collections

The Parliament House Art Collections are nationally significant and include more than 6,300 works of art. Integral to Mitchell/Giurgola & Thorp Architects' design for Parliament House were commissions to more than 85 Australian artists and craftspeople for over 70 works of art and craft for specific locations or uses in the building and its precincts, including Michael Nelson Jagamara's Forecourt Mosaic. Consistent with this intent, the Rotational Collection was established so that works of contemporary art could be displayed throughout the circulation spaces of the building, in the offices and suites of parliamentarians, and in temporary exhibitions such as this one. Now numbering more than 3,500, the artworks in this collection have been selected to reflect aspects of Australian culture, character and identity. There are more than 650 works by First Nations artists in the Rotational Collection.

Each year, works of art by contemporary Australian artists, including First Nations artists, are added to the Rotational Collection through purchase from artists or their nominated art centre, gallery, or agent. Throughout these processes we establish and maintain ongoing respectful relationships with First Nations artists across Australia. We ensure works by First Nations artists are acquired ethically, that artists are paid fairly, and works of art are only sourced from commercial art galleries with an established reputation for fairly representing First Nations artists.

All internal uses of images of works by First Nations artists adhere to Indigenous Cultural and Intellectual Property (ICIP) protocols and supply of reproductions externally are also made on this basis. There are works in the Rotational Collection by First Nations artists working across every state and territory in Australia, including regional and remote areas.



Many of the works by First Nations artists explore questions of Australian identity and notions of reconciliation. They celebrate the world's oldest continuing cultures and reflect on the histories and legacies of colonisation and settlement.

The Department of Parliamentary Services is committed to showcasing First Nations artists, stories, experiences, and perspectives in public exhibitions to ensure these acquisitions can be shared more broadly. The 2023 exhibition *Reflections: Selected works by Aboriginal and Torres Strait Islander artists* from the Parliament House Art Collections is an example of this commitment. Art Collections collaborated with members of the PSIEN on the development of the exhibition.

HIGHLIGHT

Ben Yarn



Ben Veavea is a Yuwibara man, he is a saltwater person, but he says he doesn't like the ocean.

He grew up in Rockhampton Darumbal country and loved playing Rugby League as a youngster. After graduating year 12, Ben planned to go to schoolies on the Gold Coast, but he was also thinking about getting a job. His dad worked for Aboriginal Legal Services and got Ben an appointment with the Office of the Director of Public Prosecutions (DPP). Ben got the job as Instructing Clerk and started the day after schoolies finished. Ben bought a suit and a watch with his first pay. After more than 5 years working for the DPP, Ben realised he couldn't do that job forever, it was challenging to see people's experiences in the courts. He decided to do a traineeship in pest management and animal control for the local council. Unfortunately, when he finished there was only one position available and someone else was found more suitable. Ben moved to Brisbane and found a job as a landscape gardener in a retirement village, he worked there for 10 years. It was a great job; he had many friendships with residents and always knew where to get the best cookies. One day, his boss said: "Ben you've got a brain, you should apply for this [Indigenous Australian Government Development Program (IAGDP)]."

Ben applied and was successful, he asked to stay in Brisbane unlike most of his fellow applicants who chose to relocate.

He was offered a role with the Murray Darling Basin Authority but in Canberra! He decided to take the offer and complete the program, it was only 16 months and then he could return to Brisbane.

A secondment opportunity came up in the Department of the House of Representatives, with the help of his boss at MDBA he got an interview. It was intimidating coming into the building for the first time, he remembers the interview was in Committee Room 1R5. He was successful and started working with the Furniture Project Team, updating and managing the renovations of members' suites.

Someone asked him to do a briefing paper, he didn't know what that was, but he looked it up on Google and soon found out. His supervisor organized a day in the life of committees, and Ben got to work with the secretariat for the Aboriginal and Torres Strait Islander Affairs Committee. It was an incredible opportunity, and it helped him to understand the gravity and importance of the work they did. Ben was asked to help set up a public hearing in Darwin. He coordinated and networked with witnesses to inform the hearing. His supervisor was so impressed with his work, they sent him up to Darwin too!

Ben continued working with committees and found there was lots of variable and interesting work. One of the highlights for Ben was on the Inquiry into Inauthentic Aboriginal and Torres Strait Islander art. It was up in Darwin, Ben remembers networking with artists and saying, "this is your chance to really rouse on them and you're protected, you won't get in trouble." One artist came before the inquiry and said, "Don't steal art, you steal art, I spear you!" Ben has since taken up the role of Indigenous Liaison Officer (ILO) for the Department of the Senate and loves it; he aspires to be the first Aboriginal person to be the Inquiry Secretary for the Aboriginal and Torres Strait Islander Affairs Committee.

HIGHLIGHT

Geared up Culcha

During the COVID years, Visitor Engagement (VE) staff were required to stand outside and make sure people registered their entry to the building with the Check-in Canberra app. At times it was cold, and the management team endeavoured to provide warm clothing. They had been using Supply Nation company Geared up Culcha for uniforms and reached out to them for a logo branded black woollen jumper. VE staff loved the jumpers for their warmth and took pride in the way they looked. VE also branded their formal jackets. **Soon, other teams started to notice how smart they looked and wanted the uniforms too.**

Antonio Antonino from Electronic Security Systems Operations (ESS) thought that being a new team, ESS needed a new look, so he reached out to VE to ask where they got their uniforms from. All ESS staff get black logo branded polo shirts, jumpers, and soft-shell jackets. ESS staff are proud to wear their uniforms and proud that they are made by a First Nations company.

HIGHLIGHT

Native Ingredients

Executive Chef David Learmonth and Chef de Cuisine Joshua Brown have been developing the event menus and Queens Terrace Café menu so that every dish highlights a native ingredient. Chef's philosophy is that working in this amazing building full of excellence in design and spine-tingling symbolism of the land, we should also pay homage, celebrate, and respect the food grown on this land and used by Aboriginal and Torres Strait Islander peoples for over 65 thousand years.

David and Joshua recently made a trip to Sydney to meet with growers at the markets and talk to their suppliers. Creative Native growers have done presentations for Chef and his team showcasing their products and showing the team innovative ways to use them in modern cuisine. They also create education packs for high school home economics classes.

With menus in high profile events that involve prominent politicians and visiting dignitaries, the native ingredients used are highly visible not only here in Australia but to the rest of the world.

Native ingredients feature in all the dishes in the Queens Terrace Cafe which is open to the public. With almost a million visitors to the building a year, this equates to lot of people from all over Australia and the world trying these outstanding ingredients.

HIGHLIGHT

Jawun

Jawun is an innovative not-for-profit organisation that partners with First Nations communities across Australia to engage in community-based capacity building and fosters collaboration between Indigenous and non-Indigenous Australians.

The Jawun secondment program connects experienced people from the private sector and government agencies to First Nations organisations. Throughout the Jawun program, secondees share their professional expertise to support First Nations leaders to achieve their goals while developing a deeper understanding of and respect for First Nations peoples, languages, cultures, and Country. The Australian Parliamentary Service has participated with the Jawun Program since 2015, with staff from across all four departments taking part.

In 2022, Rebecca Preston - a Principal Research Officer supporting the Parliamentary Joint Committee on Human Rights (PJCHR) - undertook a Jawun secondment to Arrernte country, supporting the Central Australian Aboriginal Congress (Congress). Congress is the largest First Nations community-controlled health organisation in the Northern Territory. It provides comprehensive, holistic, and culturally appropriate primary health care services to First Nations people living in and nearby Alice Springs and employs more than 500 people.

Placed with Congress' legal and governance team, Rebecca drew on her experience in policy development and legal analysis, as well as her thorough understanding of human rights to help develop a mandatory reporting policy, draft a compliance requirements list relating to the National Principles for Child Safe Organisations, and review and update Congress' Child Safety and Wellbeing policy and procedure.

Rebecca's time with Congress assisted the organisation to achieve two of its key governance objectives. The experience also provided her with a unique opportunity to engage in meaningful and insightful conversations with First Nation's community members in Alice Springs and learn about the importance of First Nation's community-led development. Further, her time with Congress enabled Rebecca to develop a greater understanding of the practical operation, and the human rights implications, of the legislation examined by parliamentary committees such as the PJCHR. Reflecting on her secondment, Rebecca said: "I feel very fortunate to have been seconded to beautiful Arrernte country to support the work of Congress. Among other things, the Jawun program highlighted the importance of deeply listening to community; respecting, and learning from, those who have lived experience; and supporting community-led solutions".

Recognising the importance of increasing opportunities for engagement and collaboration with First Nation's communities on-Country, the Australian Parliamentary Service is committed to continuing its participation in the Jawun program.



Photos: AUSPIC, Department of Parliamentary Services



Relationships

Australian Parliament House is the nation’s democratic heart, where connections, experiences and governance unite. Our work supports and champions the strong relationships between First Nations peoples and the Parliament. We recognise and value the generous sharing of culture, language and histories that First Nations people have given us.

Focus area: Enhance engagement in the work of the Parliament.

Action	Deliverable	Timeline	Responsibility ¹
1. Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations.	Meet with local First Nations stakeholders and organisations to continuously improve guiding principles for engagement.	August 2025, 2026 and 2027	Director, Cultural Strategy and Experience Director Visitor Engagement
	Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	January 2026	Chair, RCG
	When planning public programs, events, activities and tours that include First Nations content, engage with First Nations stakeholders in the development.	August 2025	Director, Cultural Strategy and Experience Director, Visitor Engagement
	Establish and maintain four formal two-way partnerships with First Nations communities or organisations.	November 2025, 2026 and 2027	Chair, RCG
	Support the work of local Elders and Traditional Custodians by offering to host meetings of their representative groups at Australian Parliament House.	November 2025, 2026 and 2027	Chair, RCG
	Promote the PSIEN to First Nations staff, as a channel for support and advice to its members through open and honest conversation, and to staff as a source of advice guidance and at the discretion of its members.	July 2025, 2026, 2027 and 2028	Director, Communications
2. Build relationships through celebrating National Reconciliation Week (NRW) and NAIDOC Week.	Circulate Reconciliation Australia’s NRW resources and Reconciliation materials to all staff.	July 2025, 2026, 2027 and 2028 annually	Director, Communications Director People Strategy, Culture and Change
	Encourage and support staff and senior leaders to participate in three external events to recognise and celebrate NRW.	July 2025, 2026, 2027 and 2028	Chair, RCG
	RAP Champions Group members to participate in at least five external NRW events.	July 2025, 2026, 2027 and 2028	Chair, RCG

Action	Deliverable	Timeline	Responsibility ¹
	Encourage and support staff and senior leaders to participate in at least two external events to recognise and celebrate NRW, including any local events and those hosted by other government agencies.	July 2025, 2026, 2027 and 2028	Chair, RCG
	Organise at least six internal NRW events, including at least one Parliamentary Service wide event and one public event.	May 2026, 2027 and 2028	Chair, RCG
	Register all NRW events on Reconciliation Australia's NRW website.	July 2025, 2026, 2027 and 2028	Director, Cultural Strategy and Experience
3. Promote Reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of Reconciliation across our workforce.	August 2025	Chair, HR Advisory Panel
	Communicate our commitment to reconciliation publicly, including through our website and social media channels.	July 2025, 2026, 2027 and 2028	Director, Communications Director, Culture, Change and Inclusion
	Implement strategies to positively influence our external stakeholders to drive Reconciliation outcomes.	November 2025	Chair, RCG
	Collaborate with at least three RAP and other like-minded organisations to implement innovative approaches to advance Reconciliation, including: <ul style="list-style-type: none"> NIAA, and two State Parliaments or Territory Legislative Assemblies 	November 2026	Chair, RCG
	Promote our RAP at all departmental levels by publishing RAP information to staff intranets and distributing talking points for staff meetings.	November annually, 2025, 2026 and 2027	Director, Communications
	Explore opportunities and potential to host an inter-parliamentary reconciliation working group with other parliaments and parliamentary organisations in Australia within the first year of the RAP.	January 2026	Chair, RCG
	RAP Champions to continue to engage with and actively contribute to the Australian Public Service RAP Champions Network.	November 2025, 2026 and 2027	Chair, RCG
	Work with ACT Reconciliation Council to advertise events through their networks.	April 2026, 2027 and 2028	Director, Cultural Strategy and Experience

Action	Deliverable	Timeline	Responsibility ¹
4. Promote positive race relations through anti-discrimination strategies.	Continuously improve HR policies and procedures concerning anti-discrimination.	November 2025, 2026 and 2027	Chair, HR Advisory Panel Chair, RAP Champions Group
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	November 2025, 2026 and 2027	Chair, HR Advisory Panel Chair, RAP Champions Group
	Develop and promote an anti-discrimination policy for our organisation.	November 2025	Chair, HR Advisory Panel Assistant Director Culture, Change, and Inclusion
	Provide ongoing education to senior leaders and managers on the effects of racism.	August 2025, 2026, and 2027	Chair, Department Heads Assistant Director, Capability Development
	Senior leaders to publicly support anti-discrimination campaigns, initiatives, and stances against racism.	August 2025, 2026 and 2027	Chair, Department Heads Chair, RCG
	Explore utilising the Australian Human Rights Commission's Workplace Cultural Diversity Tool to understand and take action on racism in the workplace within the first year of the RAP.	September 2025	Director, Communications Assistant Director, Culture, Change, and Inclusion
	Promote cultural diversity and challenge racism in the workplace (i.e. through the RACISM IT STOPS WITH ME materials or other similar materials).	October 2025	Director, Communications Assistant Director, Culture, Change, and Inclusion
5. Ensure First Nations people can easily engage with the work of the Parliament and Parliamentary Committees in a culturally safe way.	Support First Nations stakeholders to engage with parliamentary processes, including: <ul style="list-style-type: none"> • Submitters and witnesses • Committee and secretariats 	February 2026	Chamber Departments through Chair, RCG
	Ensure information on how to engage with the work of the Parliament and parliamentary committees is accessible and promoted to First Nations organisations, communities and individuals.	May 2026	Clerk Assistants (Committees) House and Senate
	Investigate new ways to support First Nations organisations and individuals to participate in the parliamentary committee inquiry process, such as video resources and oral submissions.	June 2026	Clerk Assistants (Committees) House and Senate
	Develop an active list of First Nations organisations and individuals that can support First Nations peoples and organisations to make submissions to parliamentary inquiries.	April 2026	Clerk Assistants (Committees) House Senate through Chair, RCG
	Support RAP Champions and PSIEN representatives to raise awareness of the Parliament at prominent First Nations conferences or festivals i.e. NSW Koori Knockout.	March 2026, 2027 and 2028	Chair, RCG



Respect

The Parliamentary Service celebrates, appreciates and respects the longest continuous cultures on earth and understands these cultures have complex and developed collective societal structures. We have much to learn from First Nations cultures, histories and knowledges that will not only benefit the Parliamentary Service but the whole community.

Focus area: Ensure Australian Parliament House operates as a safe and accessible workplace and national institution for First Nations peoples.

Action	Deliverable	Timeline	Responsibility ¹
6. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisations.	March 2026	Chair, HR Advisory Panel
	Consult local Traditional Owners and/or First Nations advisors on the implementation of a cultural learning suite.	June 2026	Chair, HR Advisory Panel Assistant Director, Capability Development
	Implement and communicate a cultural learning suite for our staff.	May 2026	Chair, HR Advisory Panel Assistant Director, Capability Development
	Commit all RAP Champions Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.	June 2026	Chair, Department Heads
	100% of staff to complete cultural awareness and competency training as part of onboarding.	June 2026	Chair, HR Advisory Panel
	Panel members to complete cultural awareness and competency training before participating in a recruitment panel.	November 2025, 2026 and 2027	Chair, HR Advisory Panel
7. Offer Secondments for professional development and organisational capability to Parliamentary Department staff.	Promote, support and participate in the Jawun Secondment Program to facilitate cultural learning opportunities. At least one participant to attend each round across the parliamentary departments.	August and October 2025 February, May, August & October 2026 and 2027, 2028	Chair, HR Advisory Panel
	Investigate secondment opportunities with First Nations organisations such as AIATSIS, NIAA, and not-for-profit organisations. At least one participant to attend per year from the Parliamentary Service.	May 2026, 2027 and 2028	Chair, HR Advisory Panel
	Offer professional development and cultural capability opportunities to Parliamentary Service Department staff to further develop cultural capability including training, conferences and seminars. At least one external opportunity is offered to one person, each semester in the L&D calendar.	February 2026, 2027 and 2028, and August 2025, 2026 and 2027	Chair, HR Advisory Panel

Action	Deliverable	Timeline	Responsibility ¹
8. Demonstrate respect to First Nations peoples by observing cultural protocols.	Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.	January 2026	HR Advisory Panel Assistant Director, Capability Development, Assistant Director, Culture, Change, and Inclusion
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2026	HR Advisory Panel Assistant Director, Capability Development, Assistant Director, Culture, Change, and Inclusion
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at four significant events each year, including: <ul style="list-style-type: none"> National Reconciliation Week NAIDOC week PSIEN Interagency Event 	July 2025, 2026 and 2027	Chair, RCG
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2026	Chair, Department Heads Chair, RCG
	Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	June 2026	Chair, Department Heads
	Review the display of flags across parliamentary departments, including online, to improve visibility of the Aboriginal and the Torres Strait Islander flags.	December 2025	Chair, Department Heads
	Display Acknowledgment of Country plaques at the entrance of our offices.	December 2025	Chair, RCG
	Continue to provide training for staff to deliver Acknowledgements of Country at the commencement of meetings, events, public tours and school tours.	December 2025, 2026 and 2027	Director, Visitor Engagement
	9. Engage with First Nations cultures and histories by celebrating NAIDOC Week.	RAP Champions Group to participate in an external NAIDOC Week event.	July 2025, 2026 and 2027
Review HR policies and procedures to remove barriers and incentivise staff participation in NAIDOC Week.		May 2026	Chair, HR Advisory Panel

Action	Deliverable	Timeline	Responsibility ¹
	Support all staff to participate in five NAIDOC Week events in our local area, including at: <ul style="list-style-type: none"> The National Gallery of Australia (NGA) The Arboretum The Museum of Australian Democracy The National Museum of Australia The National Library 	July 2025, 2026 and 2027	Chair, RCG
	In consultation with First Nations stakeholders, support two external NAIDOC Week events each year.	July 2025, 2026 and 2027	Chair, RCG
	Register all NAIDOC Week events on the National NAIDOC Committee website.	July 2025, 2026, 2027 and 2028	Director, Cultural Strategy and Experience
10. Increase staff understanding and recognition of First Nations rights and freedoms.	Recognise and promote through communications and/or events across Australian Parliament House dates of significance including: <ul style="list-style-type: none"> National Apology to Australia's Indigenous peoples National Close the Gap Day Mabo Day International Day of Indigenous People 1967 Referendum Barunga Statement The Uluru Statement from the Heart 	April 2026, 2027, 2027 and 2028	Chair, RCG Director, Communications
11. Ensure First Nations cultures, languages and art are visible throughout APH.	Continue to display artworks by First Nations artists from the Parliament House Art Collections displayed in private and public areas, and on the APH website, as appropriate.	June 2026	Director, Art Collections
	Engage with First Nations stakeholders and consult with external partners to review the Yeribee Indigenous experiences of Parliament House Tour.	December 2025, 2026 and 2027	Director, Visitor Engagement
	Continue to ensure First Nations experiences of Parliament House Tour is accessible and available to building occupants, stakeholders and visitors.	December 2025, 2026 and 2027	Director, Visitor Engagement
	Develop, continually update and implement educational programs for staff and visitors, that address First Nations histories and contemporary topics.	January 2026, 2027 and 2028	Director, Parliamentary Education Office
	Explore opportunities to feature First Nations music and song in language, in consultation with the PSIEN.	June 2026	Chair, RCG



Opportunities

Our commitment to Reconciliation and First Nations empowerment extends beyond the walls of Australian Parliament House. We recognise the invaluable contributions First Nations peoples bring to our workforce and we are committed to contributing to and creating equitable opportunities for recruitment, retention, professional development and career advancement.

Focus areas:

Provide services and support to enable the Houses and their committees to function effectively.

Ensure Parliamentarians are supported in their work, and we are responsive to future needs.

Action	Deliverable	Timeline	Responsibility ¹
12. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	Engage with First Nations staff to consult on the effectiveness of our recruitment, retention and professional development strategy.	September 2025, 2026 and 2027	Chair, RCG
	Review and update the recruitment, retention, and professional development strategy with regard to improving outcomes for First Nations staff.	December 2025	Chair, HR Advisory Panel
	Advertise job vacancies to reach First Nations stakeholders effectively.	February 2026, 2027 and 2028	Chair, HR Advisory Panel
	Continue to support the work of the Parliamentary Service Indigenous Employee Network (PSIEN) by providing mentoring, encouragement and adequate resourcing as identified through the network.	December 2025 2026 and 2027	Chair, Department Heads Chair, RAP Champions Group
	Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.	March 2026	Chair, HR Advisory Panel
	First Nations employees to be supported to take on management and senior level positions through internal and external First Nations development programs.	December 2026 annually	Chair, HR Advisory Panel
	Develop and implement strategies to increase First Nations representation across all Parliamentary Service Levels (PSL), Parliamentary Service Executive Levels and Senior Executive Service (SES) to five per cent.	December 2026	Chair, HR Advisory Panel Chair, Department Heads
	Support First Nations staff to remain connected to their communities by reviewing and promoting cultural leave entitlements in consultation with First Nations advisors.	February 2026 and 2027	Chair, HR Advisory Panel

Action	Deliverable	Timeline	Responsibility ¹
13. Increase First Nations supplier diversity to support improved economic and social outcomes.	Develop and implement a First Nations procurement strategy.	March 2026	Director, Finance
	Obtain Supply Nation membership.	July 2025	Director, Finance
	Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff.	July 2025	Director, Procurement
	Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses.	July 2025	Director, Procurement
	Procure services from at least three First Nations businesses.	December 2026	Chair, Department Heads Chair, RCG
	Maintain commercial relations with at least ten First Nations businesses.	November 2026	Chair, Department Heads Chair, RCG
	Train and raise awareness of all relevant staff on contracting First Nations businesses through Supply Nation or an equivalent organisation.	July annually	Director, Procurement
	Collaborate with other like-minded organisations to implement innovative approaches to advance Reconciliation, including three Supply Nation businesses.	November 2026	Chair, RCG



Governance

Action	Deliverable	Timeline	Responsibility ¹
14. Establish and maintain an effective RAP Champions Group (RCG) to drive governance of the RAP.	Maintain First Nations representation on the Rap Champion Group (RCG).	August and November 2025, February, May, August, and November 2026, 2027 and 2028	Chair, RCG
	Review and update the Terms of Reference for the RCG.	December 2025	Chair, RCG
	RCG to meet at least four times per year to drive and monitor RAP implementation.	November, February, May and August annually	Chair, RCG
	Actively encourage staff to participate in RAP initiatives.	May 2026, 2027 and 2028	Chair, RCG
15. Provide appropriate support for effective implementation of RAP commitments	Embed resource needs for RAP implementation.	December 2025	Chair, Department Heads
	Embed key RAP actions in performance expectations of senior management and all staff.	March 2026	Chair, Department Heads
	Embed appropriate systems and capability to track, measure and report on RAP commitments.	December 2025	Chair, RCG
	Maintain an internal RAP Champion from senior management.	December 2025, 2026 and 2027	Chair, Department Heads
	Include RAP implementation as a standing agenda item at senior management meetings.	August and November 2025, February, May, August, and November 2026, 2027 and 2028	Chair, RCG

Action	Deliverable	Timeline	Responsibility ¹
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss important RAP correspondence.	June 2025, 2026 and 2027	Secretariat, RCG
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2025, 2026, and 2027	Secretariat, RCG
	Complete and submit RAP Impact Survey to Reconciliation Australia.	30 September 2025, 2026, and 2027	Secretariat, RCG
	Report RAP progress to all staff and senior leaders quarterly.	March, June, September and December 2026, and 2027, and September and December 2025	Chair, RCG
	Report RAP achievements, challenges and progress to the Parliamentary Service Indigenous Employee Network.	November 2025, 2026 and 2027	Secretariat, RCG
	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	October 2025, 2026 and 2027	Chair, RCG
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	Secretariat, RCG
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2028	Secretariat, RCG
17. Continue our Reconciliation journey by developing our next RAP.	Conduct biannual pulse surveys with all staff, to measure levels of engagement with the PSIEN, RAP, and NRW and NAIDOC events.	October 2025, April and October 2026, and 2027	Chair, HR Advisory Panel
	Register via Reconciliation Australia's website to begin developing our next RAP.	May 2027	Secretariat, RCG
	Record a statement of reflections to inform the development of a new RAP.	November 2027	Chair, RCG



Tony Albert (born 1981), Girramay, Yidinji, Kuku Yalandji peoples,
Optimism #3, 2008, Parliament House Art Collections, Department
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CULTURAL DISCLAIMER

Aboriginal and Torres Strait Islander peoples are advised this document may contain images and content referring to deceased persons. It may also contain words or descriptions that may be deemed culturally sensitive.

COVER IMAGE

The artwork for our RAP was designed by Paige Corunna, a Whadjuk and Noongar woman with Wajarri Yamatji and Palyku ancestral connections.

The symbols represent the four Australian Parliamentary Service departments coming together at the meeting place of Australian Parliament House to progress to reconciliation.

ARTWORK

The artwork featured throughout the Australian Parliament House Stretch Reconciliation Action Plan 2025–2028 was selected by members of the Parliamentary Service Indigenous Employee Network (PSIEN) from the Rotational Collection of the Parliament House Art Collection by First Nations artists.

CONTACT DETAILS

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