



Innovate Reconciliation Action Plan  
January 2023 to January 2025



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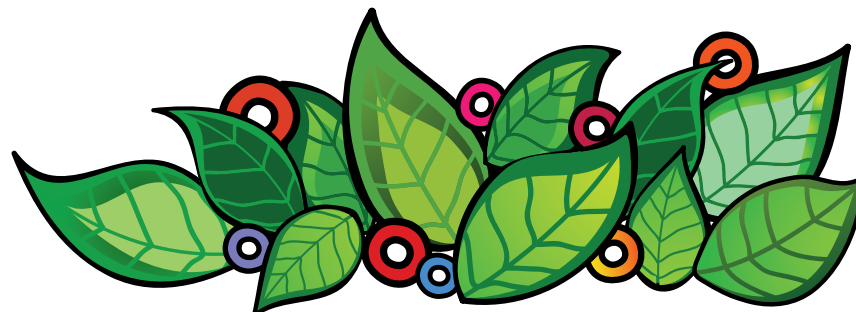
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# OUR VISION FOR RECONCILIATION

Our vision for reconciliation is an Australia that acknowledges and accepts the history of our country and the impacts and effects this shared history has on all of us. For The Museum of Australian Democracy (MoAD), this vision translates to a commitment to truth telling and acknowledging the complex history of Australia's democracy and its impacts on Aboriginal and Torres Strait Islander Peoples. In this commitment to truth telling, MoAD will meaningfully and purposefully engage with visitors, staff, contractors, suppliers, consultants and stakeholders in the acknowledging of Australia's complex history of democracy.

MoAD recognises that, as Australia's Commonwealth Parliament House for 61 years, the building carries negative as well as positive associations for many people within contemporary Australian communities. We will seek to acknowledge this in our onsite and digital activities including exhibitions, tours and other engagement and public programs. We will include stories that celebrate the contributions of Aboriginal and Torres Strait Islander peoples to Australia's democratic history. Through our Reconciliation Action Plan (RAP), we will strive to ensure that MoAD is a place where Aboriginal and Torres Strait Islander visitors, staff, contractors, suppliers, consultants and stakeholders feel safe and welcome and can fully engage and participate in MoAD's onsite and online exhibitions, programs and events.



# OUR BUSINESS



Old Parliament House is a living museum of social and political history, located in a nationally listed heritage building in Parkes, Canberra. As a national institution, MoAD serves the Australian people through the national reach of our onsite and digital programs.

MoAD celebrates the stories and spirit of Australian Democracy and the power of our visitors' voices within it. MoAD helps people to understand Australia's social and political history by interpreting the past and present and exploring the future. We achieve this by:

- bringing alive the importance of Parliament in the lives of Australians.
- interpreting, conserving and presenting the building and our collections.
- providing entertaining and educational public programs; and
- providing a range of other services that enhance the visitor experience.

MoAD's sphere of influence is local and national. Our general visitors live locally or are travellers from interstate or overseas. The museum sees roughly 300,000 visitors a year, including 85,000 students onsite and another 19,000 students via our digital excursions. Our website has received 686,978 pageviews in the last year, 55% being Australian users and 45% users from overseas.

Students from all over Australia visit MoAD, either onsite or digitally for our Learning programs. Our offerings closely align to the Australian Curriculum, contemporary issues, grassroots initiatives and the building's history. As an institution growing in national prominence, our programs and other educational offerings are influential in the development of civics and citizenship learning. We have specific Aboriginal and Torres Strait Islander programs and actively look to include content in all our offerings that is relevant to curriculum outcomes or to storytelling. This may include references to historic figures like Neville Bonner or other significant First Nations peoples who are a part of our democratic story. It can also be events like the opening of the building in 1927 acknowledging the importance of Jimmy Clements and John Noble's attendance at the ceremony but noting the lack of invited First Nations people to the event. Other content includes, but is not limited to, the 1967 referendum, establishment of the Aboriginal Tent Embassy and Jack Green's submission of paintings to the inquiry into the destruction of Indigenous heritage sites at Juukan Gorge. A core component of our work is creating awareness of the important role young people have in our democracy and the many ways they can make their voice heard. We want to support young people as they grow to be inclusive, empathetic, good citizens who look to help others and their communities in positive ways.

At the time of the writing, the museum employs 114 staff, with two staff identifying as Aboriginal or Torres Strait Islander people. Approximately 40% of the staff work 'front of house' and have contact with school groups or the public. Other staff work in Content, Facilities, Finance, Human Resources, ICT Governance and Management roles and routinely work with external contractors, donors, representatives from other government agencies, other cultural agencies and keeping-places.

# RECONCILIATION AUSTRALIA CEO STATEMENT

MOAD

Reconciliation Australia commends the Museum of Australian Democracy 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 the Museum of Australian Democracy 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, the Museum of Australian Democracy 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. The Museum of Australian Democracy 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 your organisation'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 to the Museum of Australian Democracy on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



# THE ARTWORK

## A PLACE OF MANY VOICES

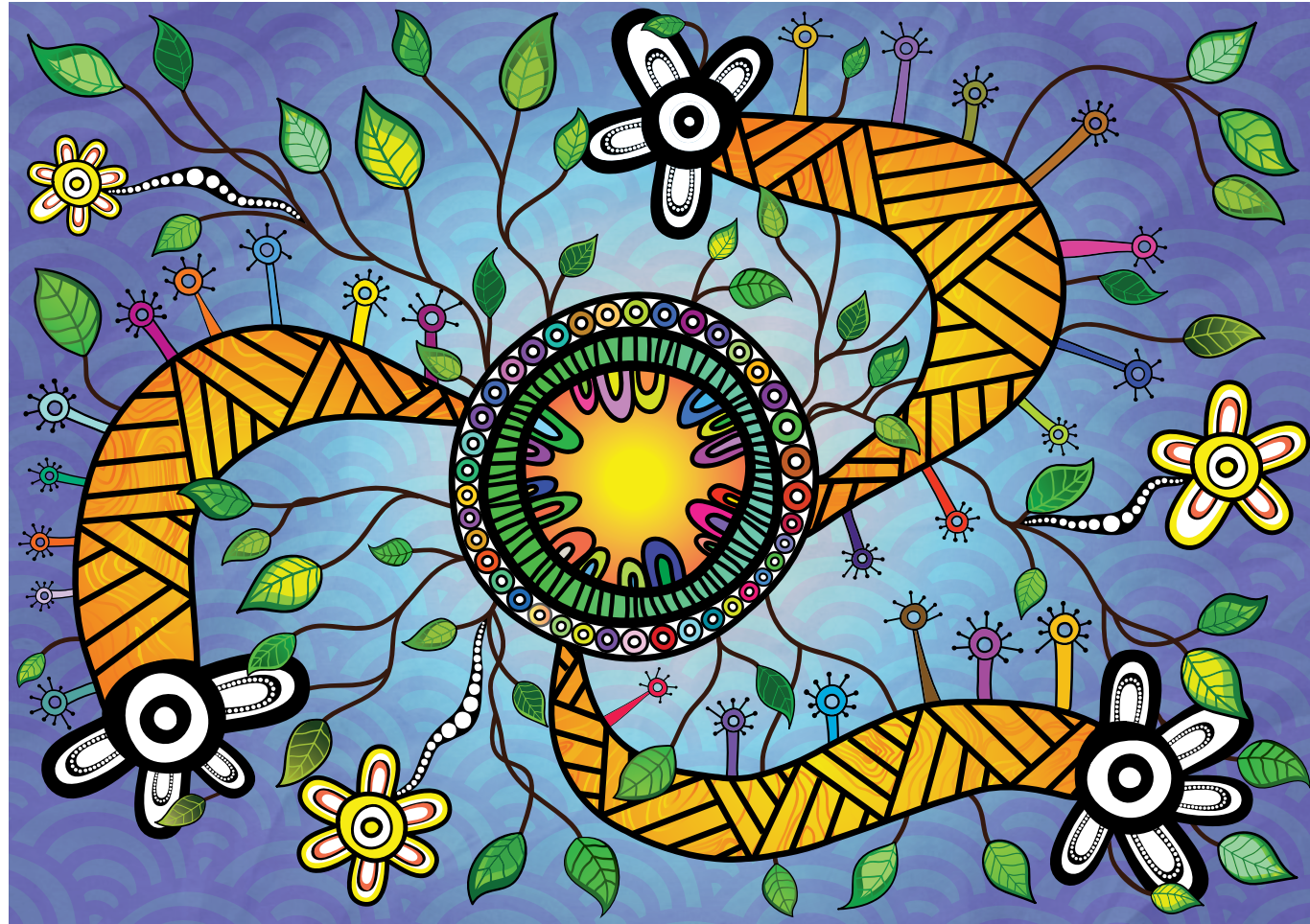
As the artist of this piece, I created 'A place of many voices', to illustrate the story of the Museum of Australian Democracy, and their RAP journey.

MoAD helps people understand Australia's social, political and democratic history using educational and entertaining programs. It's no secret that Australia has a complex social and political layered background, with an ingrained First Nations history that MoAD is passionate about respecting, learning and acknowledging.

MoAD is a place for helping people understand this history, as they stand, work, and walk forward in their RAP journey to appreciate First Nations story and experiences, which they hope will only strengthen their resolve in moving towards Reconciliation.

The voices that make up MoAD, each have their own experiences, and tell their own tale. I hope I have brought them all together in this piece, to help educate, and allow their voice to become an integral part of this living museum.

- De Greer-Yindimincarlie

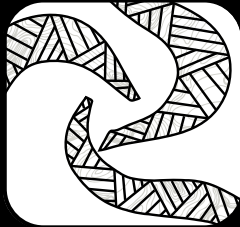


# THE ARTWORK

# MOAD

## A PLACE OF MANY VOICES - LEGEND

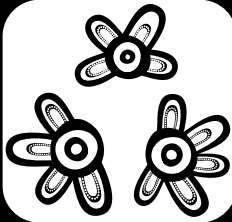
### THE 3 ARMS



The 3 arms of the artwork represent:

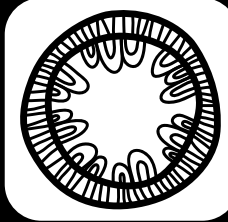
- **Commitment** to truth telling
- **Acknowledgement** of history
- **Impact** of democracy on First Nations people and culture, and vice versa.

### PAST - PRESENT - FUTURE



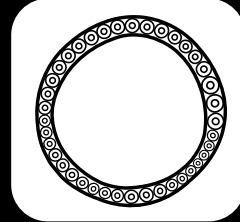
Interpreting the past and the present, and exploring the future

### MOAD



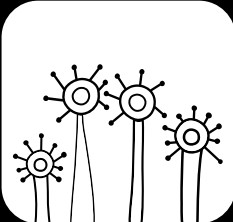
Representative of the Museum of Australian Democracy and the people within the organisation.

### PAST VOICES



The Museum of Australian Democracy is a showcase of past voices, who, what and why they were, and what they did, and represented.

### CURRENT VOICES



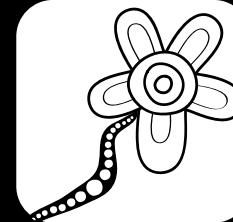
Showcases the current events, people and voices that the Museum of Australian Democracy exhibit

### LIVING MUSEUM



MOAD is a living museum of social and political history, just like leaves and branches it constantly grows and evolves. Also representing education and learning, initiative, a growing reputation and cultural education.

### THE RESULT



The gathering, representation and result of cultural education and building relationships with Aboriginal and Torres Strait Islander communities.



# OUR RAP

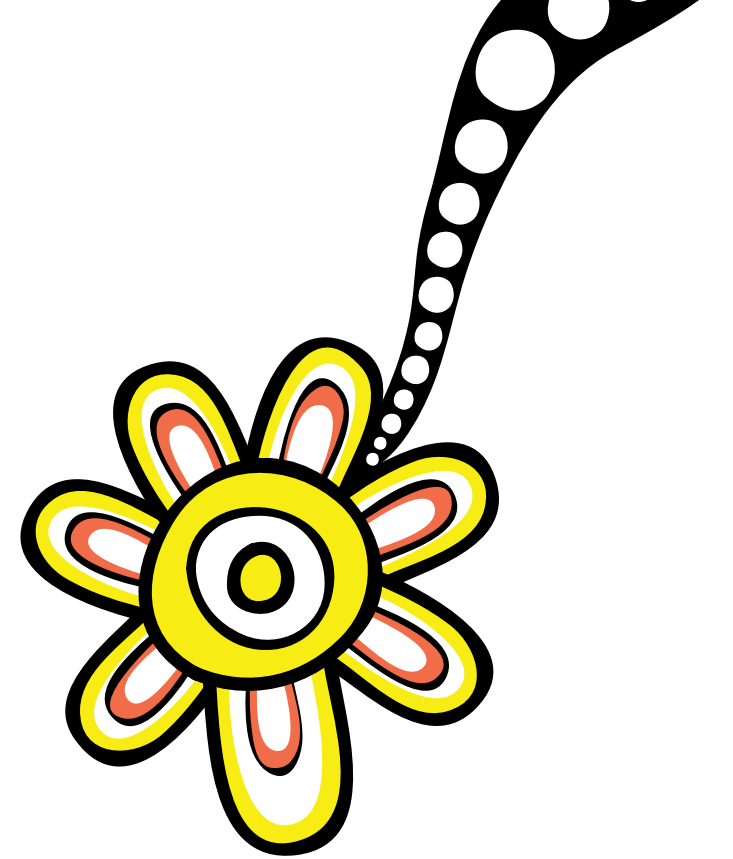
The Museum of Australian Democracy has developed this RAP to strengthen our existing workplace culture that drives our values, and respects the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples. This is particularly aligned in context to the Museum's mission of helping people understand Australia's social and political history by interpreting the past, present, and exploring the future.

Aboriginal and Torres Strait Islander histories and continuing cultures are relevant to all Australians. As part of our RAP implementation, we will contribute to reconciliation within the government and museum sectors across Australia. We will foster a richer understanding and appreciation of Aboriginal and Torres Strait Islander stories and experiences through museum exhibitions, events and public programs.

In our previous Reflect RAP, we achieved a number of outcomes. We updated our guided tour about First Nations people who have some connection to our building, whether they served here as a parliamentarian or protested here as an activist. We developed a Learning program for schools that focused on Aboriginal and Torres Strait Islander stories to foster an understanding of First Nations histories and cultures.

This was created in consultation with a First Nations staff member who was completing a secondary teaching qualification at the time of writing the program. It was also reviewed by an external First Nations Education Consultant and feedback actioned. We sell products from Aboriginal and Torres Strait Islander enterprises in the MoAD shop. Our RAP Group participated in Cultural Awareness Training, we added the SBS Inclusion Program to the induction requirements for all new staff, and we have increased staff awareness of cultural protocols. We have also increased the Aboriginal and Torres Strait Islander content in our exhibition offerings, including an exhibition in King's Hall about Jagera man Senator Neville Bonner. Our upcoming core exhibition galleries will tell many stories of Aboriginal and Torres Strait Islander peoples' experiences of Australian democracy.

MoAD recognises that reconciliation is a process of continual improvement. Having progressed through a Reflect RAP, we will now pursue an Innovate RAP to deepen our relationships with Aboriginal and Torres Strait Islander peoples to better reflect Aboriginal and Torres Strait Islander peoples and cultures in the museum's activities.





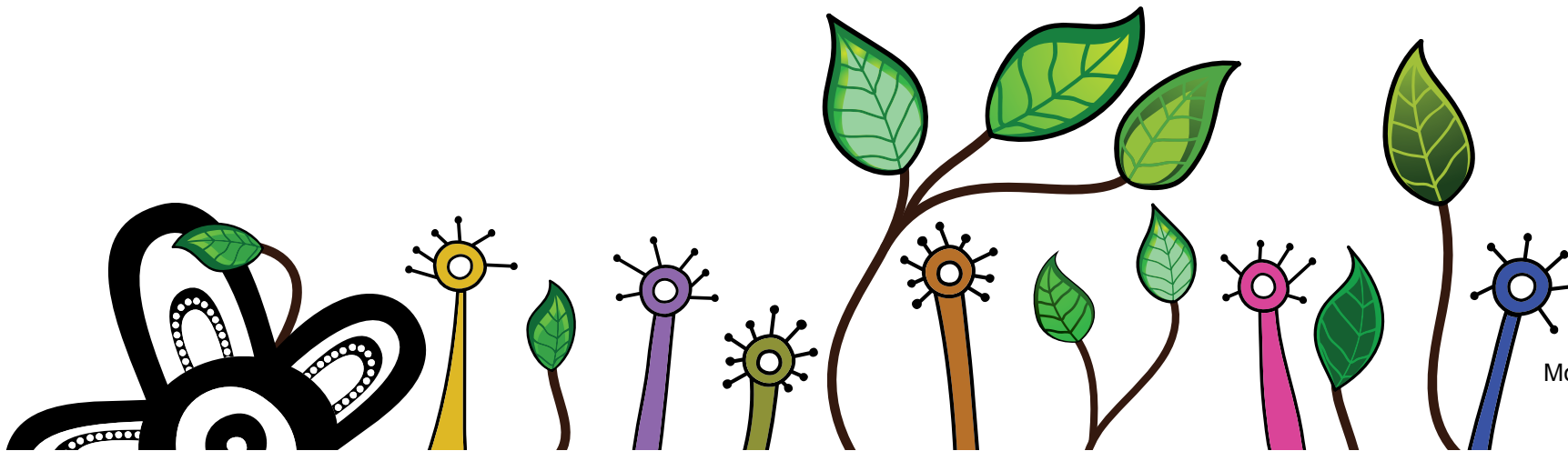
# OUR RAP

To do this, we have established our RAP Working Group (RWG). The RWG includes two Aboriginal and Torres Strait Islander members, and membership is drawn from across the museum. Current members include the:

- Deputy Director
- Museum Experience Officer
- Volunteer and Museum Experience Supervisor
- Digital Producer
- Manager, Museum Engagement
- Manager, People & Strategy
- Exhibitions Curator
- Learning Facilitator
- Manager, Learning
- Governance Officer
- Manager, Exhibitions
- Museum Engagement Coordinator
- Executive Officer

Members of the RWG worked with senior staff to develop this Innovate RAP. The museum's RAP champion is the Deputy Director, with the Old Parliament House Board; Director; Executive Management Group; People & Strategy Section; and the members of the RWG all championing the progression and actions of this RAP.

Our exhibitions, events, collections and education programs provoke thoughtful engagement through stories and creative interpretations of past and current events informed by research and data analysis. Our exhibitions are grounded in objects as touchstones to share the stories and spirit of Australian democracy. In fulfillment of the Innovate RAP, MoAD will facilitate greater inclusion of Aboriginal and Torres Strait Islander stories and experiences by seeking opportunities to acquire cultural materials and commission new works and programs by Aboriginal and Torres Strait Islander peoples.



# OUR RAP

MoAD will also include the viewpoints of Aboriginal and Torres Strait Islander peoples in all our activities wherever possible. All MoAD programs that engage with Aboriginal and Torres Strait Islander cultural materials and histories will be developed with an ethos of co-design, consultation and consent with the relevant Aboriginal and Torres Strait Islander communities. Through the RAP, we will also ensure that MoAD's engagement with Aboriginal and Torres Strait Islander peoples is in line with best practice as per the advice of Aboriginal and Torres Strait Islander peoples and organisations.

Our initiatives will be underpinned by a commitment to training our staff in cultural awareness, cultural safety and related considerations. MoAD will also continue to implement strategies that encourage the recruitment, retention and professional development of Aboriginal and Torres Strait Islander staff in all sections of the agency. Further, we will seek to remove barriers to procurement from Aboriginal and Torres Strait Islander businesses and look for opportunities to engage with Aboriginal and Torres Strait Islander suppliers, consultants and contractors.



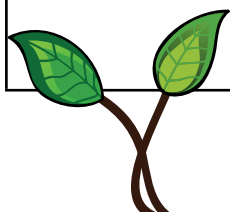
# RELATIONSHIPS



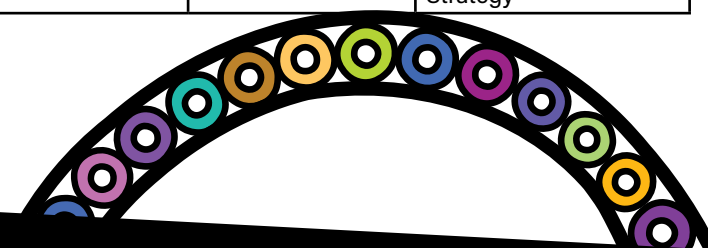
Strong relationships with Aboriginal and Torres Strait Islander peoples are crucial to achieving our core business of celebrating the stories and spirit of Australian democracy and the power of our visitors' voices within it. One of MoAD's key strategic goals is to be relevant to all Australians. We aim to empower and engage communities across the diversity of Australia, including Aboriginal and Torres Strait Islander peoples.

Through this Innovate RAP we will seek to strengthen these relationships, as well as create new opportunities to purposefully engage with Aboriginal and Torres Strait Islander peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1</b> Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.</li> </ul>	August 2023	Deputy Director
	<ul style="list-style-type: none"> <li>Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	August 2023	Deputy Director
	<ul style="list-style-type: none"> <li>Implement best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations as outlined in the Australia Museums and Galleries Association's First Peoples: A Roadmap for Enhancing Indigenous Engagement in Museums and Galleries.</li> </ul>	March 2023	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Maintain strong representation of Aboriginal and Torres Strait Islander members on the Democracy DNA [exhibition] Advisory Group.</li> </ul>	June 2024	Head, Exhibitions, Interpretation & Engagement
	<ul style="list-style-type: none"> <li>Investigate establishing an external Aboriginal and Torres Strait Islander Advisory Group to provide museum-wide cultural advice and guidance.</li> </ul>	March 2023	Deputy Director
<b>2</b> Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2023 and May 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>RAP Working Group members will participate in an external NRW event.</li> </ul>	27 May - 3 June 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May - 3 June 2023 and 2024	Deputy Director
	<ul style="list-style-type: none"> <li>Organise at least one NRW event each year.</li> </ul>	27 May - 3 June 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Register all our NRW events on Reconciliation Australia's NRW website</li> </ul>	May 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Support and host a public NRW event at MoAD.</li> </ul>	27 May - 3 June 2023 and 2024	Chair of RAP Working Group



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>3</b> Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.</li> </ul>	June 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publicly.</li> </ul>	February 2023	Head Communications and Partnerships
	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	February 2023	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.</li> </ul>	June 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Mark significant Aboriginal and Torres Strait Islander peoples' milestones and anniversaries that relate to Australian democracy through onsite and online content.</li> </ul>	June 2024	Head Communications and Museum Experience Coordinator, Community Engagement Officer
	<ul style="list-style-type: none"> <li>Promote Reconciliation Australia's Share Our Pride online tool to all staff.</li> </ul>	February 2023	OPH Director
<b>4</b> Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Explore developing relationships with the National Museum of Australia RAP Working Group and share resources and expertise.</li> </ul>	July 2023	Deputy Director
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	July 2023	Manager People & Strategy
	<ul style="list-style-type: none"> <li>Develop, implement and communicate an anti-discrimination policy for our organisation.</li> </ul>	December 2023	Manager People & Strategy
	<ul style="list-style-type: none"> <li>Engage Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	May 2024	Manager People & Strategy
<ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism.</li> </ul>	June 2023	Deputy Director, Manager, People & Strategy	





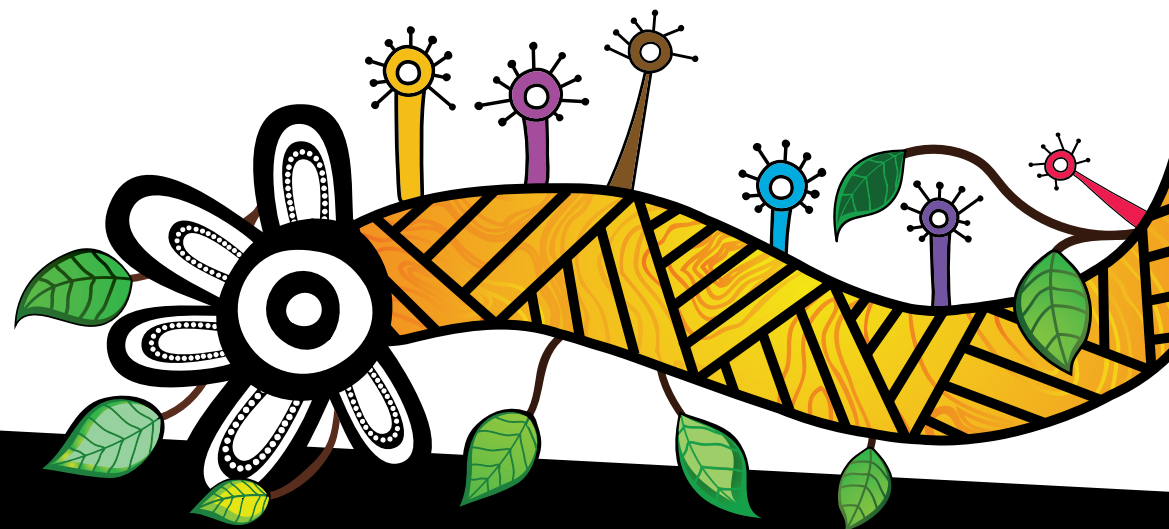
# RESPECT



Aboriginal and Torres Strait Islander people have and continue to shape Australia's democracy through activism, protest, and advocating for reform. Being respectful of Aboriginal and Torres Strait Islander cultures, histories and knowledge rights is crucial to our organisation, telling the history of Australia's democracy Through this RAP, MoAD will seek to foster appreciation and respect for Aboriginal and Torres Strait Islander peoples, histories and continuing cultures. We will recognise the complex history associated with the Old Parliament House building and the history of Australian democracy. A deep respect for Aboriginal and Torres Strait Islander peoples and their voices will guide the development of our public program of exhibitions and events, as well as our internal processes and policies. Visitor experience is central to MoAD's work and MoAD acknowledges Aboriginal and Torres Strait Islander people as a key visitor group to the museum.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>5</b> Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	June 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.</li> </ul>	June 2024	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural learning strategy for our staff.</li> </ul>	June 2024	Manager & Executive People & Strategy
	<ul style="list-style-type: none"> <li>Provide opportunities for RWG members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li> </ul>	June 2024	Deputy Director
	<ul style="list-style-type: none"> <li>Continue to make the SBS Inclusion Program cultural awareness online training mandatory in the induction of all new staff</li> </ul>	June 2023	People & Strategy Coordinator
	<ul style="list-style-type: none"> <li>Identify cultural learning requirements specific to our staff's training needs and MoAD's core business, including collection management, curation, teaching cultural heritage and Indigenous Cultural and Intellectual Property.</li> </ul>	June 2023	Head, Exhibitions, Interpretation & Engagement
	<ul style="list-style-type: none"> <li>Investigate and engage in local cultural experiences and immersion opportunities for MoAD staff.</li> </ul>	June 2023	Manager, People & Strategy
<b>6</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	June 2023	Deputy Director

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</li> </ul>	December 2023	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</li> </ul>	June 2024	OPH Director or Deputy Director
	<ul style="list-style-type: none"> <li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li> </ul>	June 2024	Deputy Director
	<ul style="list-style-type: none"> <li>Co-designing with First Nations representatives, develop a protocol or style guide for the inclusion of Aboriginal and Torres Strait Islander peoples' names, nations, languages and placenames in exhibition texts and labels.</li> </ul>	February 2024	Manager, Exhibitions
<p><b>7</b> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li> </ul>	First week in July 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Promote and encourage participation in external NAIDOC events to all staff.</li> </ul>	First week in July 2023 and 2024	OPH Director
	<ul style="list-style-type: none"> <li>Consult with Aboriginal and Torres Strait Islander peoples to hold an internal or public NAIDOC Week event</li> </ul>	July 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Support a local community NAIDOC Week event via MoAD social media channels, or supporting staff to attend.</li> </ul>	July 2023 and 2024	Deputy Director
	<ul style="list-style-type: none"> <li>MoAD will promote NAIDOC week publicly through expanding digital and onsite activities to include Aboriginal and Torres Strait Islander content.</li> </ul>	July 2023 and 2024	Manager, Digital Engagement and Manager, Museum Engagement



# OPPORTUNITIES



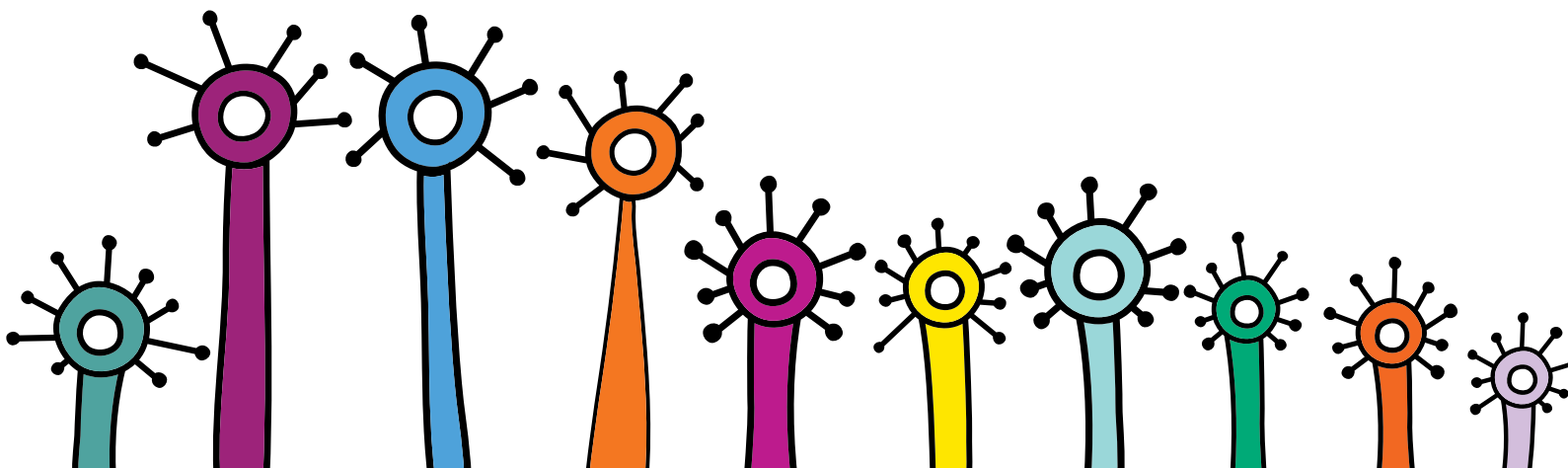
Providing opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities is important to MoAD. All MoAD programs that engage with Aboriginal and Torres Strait Islander cultural materials and histories will be developed with an ethos of co-design, consultation and consent with the relevant Aboriginal and Torres Strait Islander communities. Further, through the RAP, we will seek opportunities to increase Aboriginal and Torres Strait Islander staff recruitment, retention and professional development, including exploring opportunities for traineeships and identified positions within the agency. MoAD regularly engages with procurement and external contractors, and through the RAP, we will remove barriers and seek to increase opportunities for Aboriginal and Torres Strait Islander suppliers.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>8</b> Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	June 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> </ul>	June 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li> </ul>	December 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	June 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul>	October 2024	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.</li> </ul>	June 2024	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>MoAD will include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.'</li> </ul>	June 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Investigate opportunities for developing Aboriginal and Torres Strait Islander employment pathways through formal traineeships or affirmative measures.</li> </ul>	November 2023	Chief Financial Officer and Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Increase opportunities for Aboriginal and Torres Strait Islander peoples to participate in MoAD's exhibitions and programs through identified contract positions (as appropriate).</li> </ul>	June 2024	OPH Director, Manager People & Strategy

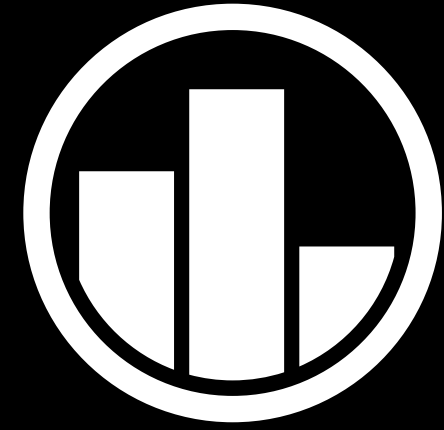
<b>ACTION</b>	<b>DELIVERABLE</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
<b>9</b> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy</li> </ul>	September 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	July 2023	Manager, Museum Experience
	<ul style="list-style-type: none"> <li>Consult Supply Nation listing when procuring services for museum exhibitions and events.</li> </ul>	June 2024	Chief Financial Officer
	<ul style="list-style-type: none"> <li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li> </ul>	June 2023	Deputy Director
	<ul style="list-style-type: none"> <li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>	December 2023	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> </ul>	June 2024	Manager, Museum Experience, Head, Exhibitions, Interpretation & Engagement,
	<ul style="list-style-type: none"> <li>Investigate opportunities to partner with our local Indigenous Chamber of Commerce.</li> </ul>	December 2023	Procurement and Risk Advisor
	<ul style="list-style-type: none"> <li>Increase the number of products in the shop from Aboriginal and Torres Strait Islander-owned businesses</li> </ul>	June 2024	Manager, Museum Experience
<b>10</b> Contribute to preserving and exhibiting Aboriginal and Torres Strait Islander histories and cultures through expanding the museum's collection of Aboriginal and Torres Strait Islander cultural materials.	<ul style="list-style-type: none"> <li>Continue to develop the museum's collections with respect to Aboriginal and Torres Strait Islander cultural materials, including artwork.</li> </ul>	December 2023	Head, Exhibitions, Interpretation & Engagement and Manager, Heritage and Collections
	<ul style="list-style-type: none"> <li>Investigate acquiring collection items from current and past Aboriginal and Torres Strait Islander peoples including community leaders, parliamentarians and activists, and commissioning new works from Aboriginal and Torres Strait Islander artists.</li> </ul>	December 2023	Manager, Research & Collections Development



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>11</b> Develop public content and programs that promote Aboriginal and Torres Strait Islander histories to contribute to fostering value, respect and knowledge of Aboriginal and Torres Strait Islander histories and cultures.	<ul style="list-style-type: none"> <li>Ensure that the acquisition of items fulfils Australian Museums and Galleries Association's guidelines for collecting and displaying Aboriginal and Torres Strait Islander cultural material.</li> </ul>	June 2024	Manager, Heritage and Collections
	<ul style="list-style-type: none"> <li>Key members of staff will attend seminars, symposia, conferences and training to broaden knowledge and awareness of the issues relating to the collection and display of Aboriginal and Torres Strait Islander cultural materials.</li> </ul>	June 2024	Manager, People & Strategy
	<ul style="list-style-type: none"> <li>Involve Aboriginal and Torres Strait Islander stakeholders to codesign exhibition content where appropriate.</li> </ul>	June 2024	Head, Exhibitions, Interpretation & Engagement
	<ul style="list-style-type: none"> <li>Utilise Australian Museums and Galleries Association's report First Peoples: Connecting Custodians (Principles and guidelines for Australian Museums and Galleries working with First Peoples cultural material) to inform engagement with Aboriginal and Torres Strait Islander peoples, histories and cultural materials.</li> </ul>	June 2024	Head, Exhibitions, Interpretation & Engagement, Head, Museum Experience & Learning



# GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>12</b> Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	July 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Establish and apply a Terms of Reference for the RWG.</li> </ul>	July 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	June 2024	Chair of RAP Working Group
<b>13</b> Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	July 2023 and 2024	Chief Financial Officer
	<ul style="list-style-type: none"> <li>Engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>	June 2024	Deputy Director
	<ul style="list-style-type: none"> <li>Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>	July 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Appoint and maintain an internal RAP Champion from senior management.</li> </ul>	June 2023 and 2024	OPH Director
	<ul style="list-style-type: none"> <li>Update MoAD's internal planning document to include a section relating to how the proposed program or activity will contribute towards successfully achieving this RAP.</li> </ul>	January 2024	Chair of RAP Working Group

<b>14</b> Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	Annually	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Report RAP progress to all staff and senior leaders quarterly.</li> </ul>	December 2023 and 2024	OPH Director
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings annually.</li> </ul>	July 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	April 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>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.</li> </ul>	July 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire</li> </ul>	1 April 2023 and 2024	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li> </ul>	June 2024	Chair of RAP Working Group
<b>15</b> Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	November 2024	Chair of RAP Working Group

# CONTACT DETAILS

**Position:** Manager, People & Strategy  
**Phone:** 02 6270 8285  
**Email:** [Governance@moadoph.gov.au](mailto:Governance@moadoph.gov.au)



# THE ARTIST

## DE GREER-YINDIMINCARLIE

De Greer-Yindimincarlle is an Australian Aboriginal woman from Wiradjuri country in central western New South Wales. She is a curator, educator and multi award-winning artist. She celebrates her Aboriginal culture everyday through working within her Authentic Aboriginal businesses delivering to public and private collections worldwide, her stunning Aboriginal artworks. De works in many mediums including art, music, graphic and textile design, and film.

De was awarded the 2008 South East Queensland NAIDOC award for 'Distinguished Services in the Visual Arts Industry'; and was nominated for 'Visual Artist of the Year' in the 2011 and 2013 National Deadly Awards. She also won the Professional Deadly Dressed Award at the 2013 Deadly Awards, for the collaboration piece The 'Yindi' dress, which bore De's textile design. In 2022, De also won the SA Woman First Nations Women in Business award.

De's Aboriginal artworks and Authentic products are held by the National Gallery of Australia, and the Toledo Museum of Art in Ohio USA, and numerous other galleries and gift shops. De's artwork can be found on every continent of the world.

De is a respected member of the community, and she is one of Australia's highly sought after female Aboriginal graphic designers, and she has worked and collaborated with several organisations including Department for Agriculture, Water and the Environment, QLD Health, NSW Rural Doctors Network, TAFE NSW, Australia's First People's Education Network, Australian Skills Quality Authority, Commonwealth Grants Commission, MSS Security, QLD Aboriginal and Islander Health Council, All Together Now, the eSafety Commissioner and many more.

De has lectured and/or tutored at Sunshine Coast University OLD, Griffith University OLD, Edith Cowan University WA, Charles Sturt University NSW, and University of Sydney on a diverse range of subjects including Aboriginal Art Practices and Protocols, Aboriginal Culture, Creativity and Innovation in Business, and Business Practices.

De has also been a professional musician, and she has composed for film, and produced albums for many musicians in her own studio. De has recorded six albums to date, and she has played with musician greats such as Dan Sultan, Wolfmother, Neil Murray, Kev Carmody, Archie Roach, and Andrew Farris.

Contact - Email: [yindi@yindiartz.com.au](mailto:yindi@yindiartz.com.au) | Web: [www.yindiartz.com.au](http://www.yindiartz.com.au)

