

Reconciliation action progress report

In 2020, the Parliamentary Service strengthened its commitment to **reconciliation** by implementing an Innovate Reconciliation Action Plan (RAP).

In 2022–23, the Parliamentary Service developed its second RAP, introducing new initiatives while incorporating insights and knowledge gained from the ongoing journey. This strategic approach aims to enhance reconciliation outcomes through thoughtful application of past experiences.

Overview

The Innovate RAP contains 14 actions and 69 deliverables, grouped within four reconciliation themes of relationships, respect, opportunities, and governance.

A working group was established to oversee the implementation of initiatives and ensure staff members are engaged in the spirit of reconciliation. In 2022–23 the working group was co-chaired by the First Peoples Liaison Officer and the Executive Officer in the Office of the Speaker.

Snapshot of achievements

Throughout 2022–23, a number of initiatives were advanced by the working group, including:

- delivery of the first Junior Indigenous Youth Parliament in a First Nations Community in 2022 on Thursday Island
- development of a Cultural Learning Strategy and a new Anti-Discrimination Policy
- continually reviewing Parliamentary Service human resource policies and recruitment procedures to remove any barriers to Aboriginal and Torres Strait Islander people participating in the workplace
- continually reviewing procurement policies and practices and also reviewing and removing any barriers to the procurement of goods and services from Aboriginal and Torres Strait Islander businesses, and to increasing supplier diversity
- delivering First Peoples cultural information sessions to all Parliamentary Service staff
- development of a new two-year Innovate RAP to build and extend on achievements delivered in the current RAP.

RAP next steps

The Parliamentary Service is finalising its second RAP which will demonstrate its continued strong commitment to reconciliation.

In 2023–24, the working group will continue to deliver RAP actions including:

- investigating the development of online information resources for electorate office staff to help deliver cultural learning relevant to their electorate and local region
- refurbishing of the Reconciliation Gallery on level 5 of the Parliamentary Annexe to honour First Nations peoples
- developing and implementing a recruitment strategy with a view to increase the percentage of Aboriginal and Torres Strait Islander staff employed in the Parliamentary precinct
- establishing a Reconciliation Garden in consultation with local community elders
- developing a staff engagement strategy to raise awareness of reconciliation across the Parliamentary workforce.