

Reconciliation Action Progress Report

The Parliamentary Service aspires to support and promote reconciliation between Aboriginal and Torres Strait Islander peoples and other Queenslanders. In line with this aspiration, in 2018 the Parliamentary Service Management Plan included a formal Reconciliation Action Statement to recognise the organisation's commitment to reconciliation.

In 2020, the Parliamentary Service continued to demonstrate its support for reconciliation by building on that Statement and developed its first Reconciliation Action Plan. The Parliamentary Service's Reconciliation Action Plan (RAP) was formally endorsed by Reconciliation Australia and subsequently launched by the Speaker of the Legislative Assembly and the Clerk of the Parliament in September 2020.

The Plan includes practical actions that will drive the organisation's contribution to reconciliation through its operational activities and in the communities in which it operates.

Across 2022–23 work was undertaken to finalise the Parliament's second RAP and in July 2023 Reconciliation Australia endorsed the Parliamentary Service RAP – Innovate.

Overview

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

A working group oversees the implementation of initiatives and ensures staff members are engaged in the spirit of reconciliation. In 2023–24, 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 2023–24, a number of initiatives were advanced by the working group, including:

- The introduction of the new Parliamentary Graduate program, reserving two spaces specifically for First Nations applicants. As of July 2024, there is one First Nations graduate who is three-quarters of the way through the program, and a second graduate is currently in the first of four divisional rotations.
- Organising an Indigenous Welcome to Country on 13 February 2024 to mark the first sitting day of the year.
- Participating in the Musgrave Park Family Fun Day in July 2023, this festival of live entertainment and activities showcases various aspects of First Nations peoples' culture and heritage. The Queensland Parliamentary Service stall offered an opportunity to connect with the community and promote employment opportunities, including initiatives such as the Graduate Program.

RAP next steps

In 2024–25, the working group will continue to implement actions from the RAP, including:

- The launch of a range of items featuring the RAP artwork of Casey Coolwell-Fisher to be sold in the Parliamentary Gift Shop.
- The opening of the Reconciliation Garden.
- The potential refurbishment of the Reconciliation Gallery on Level 5 of the Parliamentary Annexe and the introduction of a new gallery in the Level 3 Committee Rooms, subject to budget approval.
- The development and implementation of a recruitment strategy aimed at increasing the percentage of Aboriginal peoples and Torres Strait Islander peoples employed within the Parliamentary precinct.

