



# Reconciliation Action Plan

July 2021 – July 2022





# Acknowledgement of Country

AusIMM would like to begin by acknowledging the Traditional Custodians of the land on which we work, meet and live. We pay our respects to Elders past, present and future.

## Acknowledgement

As the inaugural Reconciliation Action Plan for the Australasian Institute of Mining and Metallurgy (AusIMM), this document marks a key milestone on our reconciliation journey as we strive to build unity and respect between First Nations peoples and non-Indigenous Australians. This Plan is a reflection of our commitment to advance the resources sector for the benefit of all people living and working in our communities.

AusIMM extends its thanks to all contributors involved in the development of the Reconciliation Action Plan, including Reconciliation Australia.

## Terminology

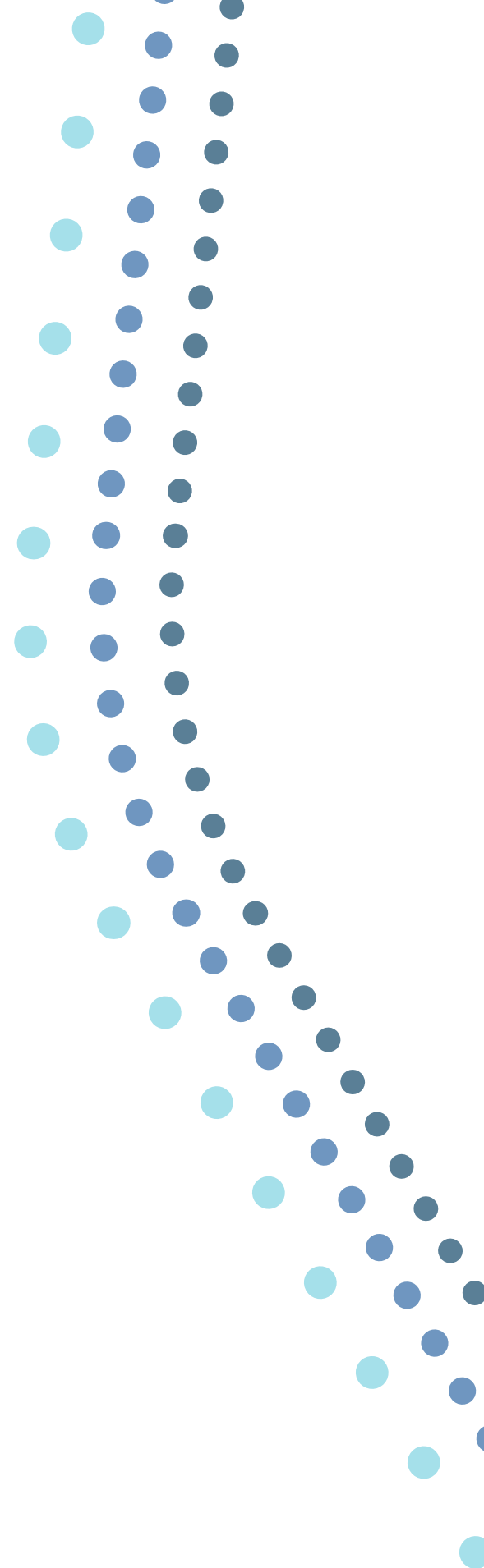
Wherever possible, AusIMM uses the terms First Nations Peoples or Aboriginal and Torres Strait Islander peoples, rather than Indigenous. In some instances, we will use the term Australia's First Peoples to acknowledge the unique position and rights Aboriginal and Torres Strait Islander peoples have in Australia.

We may use the term Indigenous when referring to Indigenous businesses or when referring to Indigenous peoples of the world articulated in international instruments such as the United Nations Declaration on the Rights of Indigenous peoples.



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# About the artist and artwork

## Sarah Richards, Marawuy Journeys

Sarah Richards is a Ngiyampaa woman who was born on Gadigal land (Sydney) and grew up on Wiradjuri (Griffith) and Yugambah (Gold Coast) country before moving down to Ngunnawal country (Southern NSW and ACT) in 2012. She has loved painting since she was a young child but stopped painting for a few years to focus on her university degree. Towards the end of her degree, Sarah realised she needed to go on a healing journey and turned back to painting. Sarah has been painting consistently ever since and used the knowledge from her degree to turn her passion from a hobby into a small business in 2018.

For many years Sarah struggled with the desire to create art because she was unable to shake the feeling of disconnection. She had often been questioned about her heritage due to her lighter skin and the non-traditional colours and stories of her paintings. Sarah's great grandmother was part of the Stolen Generation and was taken to Cootamundra Girls Home (CGH), and the traditional stories and methods of her mob were not passed down. However, when Sarah moved to the ACT in 2012 she started a personal journey to build a new connection to her culture.

In early 2017 Sarah chose to make peace with her lack of knowledge of traditional stories and instead, made the decision to move forward with incorporating her own journey and experiences into artworks. She extended this to incorporating the journeys of others, be that of individuals or organisations, and turning them into personal pieces of artwork. The following year in July 2018, Sarah made Marawuy Journeys an official business.



## Artwork 'Reflective Connectedness'

*'Reflective Connectedness' represents the resources industry's fundamental connectedness to (and dependence on) country. The earth is represented at the centre with land and resources, surrounded by our oceans. AusIMM represents professionals and has a global footprint; they are represented by the footprints and the people outside of the centre element.*

*The blue band that runs through the design represents AusIMM's connection to the community, resources sector and the land. The four blue circles in the band represent AusIMM's values of respect, unity, integrity and innovation. The grey circle in the middle represents the five dimensions of reconciliation.*



# Message from CEO

As the Chief Executive Officer of AusIMM, I acknowledge the Traditional Custodians of the lands on which we meet and pay my respects to Elders past, present and emerging.

As the trusted voice for people working and pursuing careers in resources, AusIMM leads the way for our sector. We are the voice of our profession, advocating for professionals and advancing our industry for the benefit of the community. Advancing reconciliation with First Nations people is a fundamental part of our role. It is key to our past, present and future as a sector.

AusIMM's vision for reconciliation reflects our values – respect, integrity, unity and innovation and our commitment to diversity and inclusion in resources. There is a strong alignment between Reconciliation Australia and AusIMM's values.

This Reconciliation Action Plan (RAP) is testament to the strong commitment that exists across our professional community to advancing reconciliation and our members have already made many significant contributions to our reconciliation journey thus far.

However, this Plan cements the start of our organised journey, one that we believe requires deep reflection and truth telling about where we have failed in the past, and how we can improve for the future.

As we look to the future, this Plan articulates an ambitious path for AusIMM's growing leadership on behalf of the sector and more specifically our relationship with First Nations Peoples and communities. This RAP ensures we continue to advance reconciliation and provides a mechanism for measuring progress and a basis for renewing our commitments over the long term.

I look forward to continuing AusIMM's reconciliation journey as we embark upon our Reflect RAP.

Stephen Durkin  
*FAusIMM*  
Chief Executive Officer  
AusIMM



# Message from President

As the President of the Australasian Institute of Mining and Metallurgy (AusIMM), I join our CEO acknowledging the Traditional Custodians of the lands upon which all resources professionals live and work. I welcome the opportunity for AusIMM to commence our reconciliation journey and be part of a national movement that aims to build a fair and truthful relationship between First Nations People and non-Indigenous people.

As a global community, AusIMM acknowledges that the land is fundamental to our work in the resources industry. In turn, people working and pursuing careers in resources are located on and near the Traditional lands of First Nations peoples all around the globe. As resources professionals, we have a responsibility to recognise and respect the Traditional Owners of all the lands on which resources operations take place, as well as sites of significance, and acknowledge the critical and valued professional community of First Nations people in our industry.

I have experienced first-hand the significant benefits and opportunities to First Nations people as a result of sustainable mine development and closure activities. But I have also been moved by the powerful emotions displayed by Traditional Owners on the land where avoidable sacred site impacts have occurred, which highlights the importance AusIMM's role in empowering First Nations peoples when it comes to maintaining their cultures and stories.

This Reconciliation Action Plan points to the powerful role resources professionals can play in advancing our sector for the social, cultural and economic benefit of all Australians including First Nations People. The strong relationships we have built across the sector, our legacy as technical and professional innovators, our contributions to economic and social prosperity, as well as sustainability and our role as agents of change for inclusion are all reflected in this plan as a means of achieving improved outcomes towards reconciliation.

This RAP reflects a journey upon which our members have already embarked and are committed to building on further. I thank AusIMM's members, societies and communities for their contributions thus far and encourage all people working and pursuing careers in resources to embrace this Plan as we continue our reconciliation journey.

Dave Clark  
*FAusIMM(CP)*  
2021 President  
Market Development Leader,  
Advisory, GHD Pty Ltd



# Message from Reconciliation Australia

Reconciliation Australia welcomes the Australasian Institute of Mining and Metallurgy (AusIMM) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

AusIMM joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

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

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

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

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

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

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

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



# About AusIMM

AusIMM is the peak body for people working in the resources sector. We shape careers, showcase leadership, create communities and uphold standards.

AusIMM was founded in 1893 and exists under Royal Charter 'to advance the sciences applying to the minerals industry for the benefit of the community' and to represent resources professionals and promote their work across the sector.

We are a not-for-profit, global membership organisation with more than 13,000 members located in Australia and around the world across 110 countries.

Representing all people working in the resources sector, AusIMM is committed to upholding ethics, codes and standards and delivering the highest quality professional development.

As the trusted voice in resources and through our values of respect, integrity, unity and innovation, we recognise and promote the importance of equality of opportunity for all people pursuing careers in our sector.

Our sector has a global footprint, and is committed to engaging and empowering all resources professionals working around the world to embrace reconciliation and take action through their work.

Our Australian office is based on the Traditional lands of the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung Peoples of the Kulin Nation in Carlton South, Victoria. We currently employ around 45 staff in Australia. As part of the process of drafting our RAP, we officially invited all AusIMM employees and Board members to self-identify and currently there are no Aboriginal and/or Torres Strait Islander staff employed within the business. AusIMM, however, aims to actively develop an approach to increase employment outcomes for First Nations Peoples.

AusIMM's RAP is a critical step in our continuing journey to advance reconciliation between First Nations Peoples and communities and non-Indigenous peoples.





# Our Reconciliation Action Plan

In continuing our reconciliation journey, AusIMM is striving to ensure people working and pursuing careers in resources are knowledgeable and supported in their ambition to reconcile the past and work towards a shared future with First Nations peoples. AusIMM's journey also recognises the strong interface the resources industry already has with Indigenous communities when it comes to careers, communities and the land.

This vision reflects our fundamental role as a professional association in supporting and advocating for all people in the resources sector, working to advance the industry for the benefit of the community.

The AusIMM RAP marks an opportunity for our organisation to convey appreciation of the strength of First Nation Peoples, cultures and histories and their role in the resources industry.

We have a deep respect for the connection Australia's First Peoples have to country, land, waters and seas.

AusIMM acknowledges that the relationship between the resources sector and Australia's First Peoples is challenging.

In the creation of our RAP, AusIMM reflected on the role we can play to create open safe dialogue with staff and industry members about the historical truths between the resources sector and Australia's First Peoples.

As we embark on our reconciliation journey, we will continue to explore how our organisation can facilitate honest and safe truth telling. We will also seek to align our approach to human rights best practice principles of self-determination and free, prior and informed consent underpinned within the United Nations Declaration on the Rights of Indigenous Peoples.

AusIMM's inaugural RAP is an important step in our reconciliation journey, though neither the first nor the last. The expertise, perspectives and knowledge of our diverse membership are what underpins this RAP, which we have developed with the guidance of Reconciliation Australia and our industry partners in the resources sector.

We will undertake to define our vision for reconciliation over the next 12 months as we lay the foundations within our organisation to advance reconciliation. We intend to make positive impact across the five dimensions of reconciliation: race relations, equality and equity, unity, institutional integrity and historical acceptance.

Dimension	Our Resolution
Race relations	We work from a position of knowledge, pursuing outcomes that benefit all people in our communities, focusing on First Nations Peoples
Equality and equity	We engage, include and promote First Nations voices in seeking to understand the past and establish a new dialogue for our future that promotes a representative voice and greater justice for First Nations Peoples
Unity	We understand and respect the rights of First Nations peoples and strive to develop meaningful, valued and sustained relationships  We acknowledge, explore and celebrate the diversity of First Nations Peoples
Institutional integrity	Our journey is collective, and we are empowered and seek to empower First Nations Peoples through our work in the resources industry
Historical acceptance	We share knowledge of past practice and recognise our positive and negative impacts on First Nations Peoples





# Our Reconciliation Governance

Reflecting on the shared leadership and commitment of our membership, AusIMM established the Council for Diversity and Inclusion in 2018. The Council provides advice to the AusIMM Board, guidance on initiatives aimed at creating equality of opportunity for people in resources, and reviews progress across the sector. The Council has played a vital role in guiding many of the reconciliation initiatives reflected in our journey to date.

AusIMM established a RAP Working Group to guide the development and implementation of our RAP commitments.

Throughout the development of the AusIMM Reflect RAP, we have had the support and cultural guidance from PwC's Indigenous Consulting.

As we create an enabling environment for the AusIMM Reflect RAP across the organisation over the next 12 months, we will seek to ensure our RAP Working Group continues to have a membership that includes First Nations individuals, to ensure the legitimacy, responsiveness and integrity of our reconciliation journey.

## RAP Working Group

Championed by Brigid Meney, Senior Manager Policy and Media the members of our RAP Working Group include:

- **Ivy Chen FAusIMM**, Board Director, AusIMM
- **Tony Kalma FAusIMM**, Social Performance Leader, Teck Australia Pty Ltd
- **Khatija Thomas**, Director, Aboriginal Engagement & Inclusion, Department for Infrastructure and Transport, Government of South Australia
- **Harry Turner**, Government Relations Advisor, AusIMM
- **Bob Vassie FAusIMM**, AusIMM Council for Diversity and Inclusion
- **Melissa Holdsworth AusIMM**, General Manager, Organisational Performance and Strategic Partnerships, AusIMM

# Our Reconciliation Journey

## Relationships

AusIMM is proud to have established relationships and partnerships with several organisations that share our commitment to advancing reconciliation with Aboriginal and Torres Strait Islander peoples. AusIMM recognises the importance of Aboriginal and Torres Strait Islander leadership within these partnerships and relationships.

In 2019, AusIMM established a formal relationship with Indigenous Women in Mining and Resources Australia (IWIMRA), a First Nations led organisation focussed on creating strong connections amongst First Nations women in Australia's mining and resources sector. IWIMRA and AusIMM together recognise the strong participation and contribution of First Nations people within the resources workforce and work together to advance the visibility, voice and participation of First Nations women in the industry.

We partner with mining equipment, technology and services (METS) companies to support their people with access to membership and professional development.

AusIMM has actively engaged staff and industry members to increase knowledge and understanding of First Nations Peoples and reconciliation. We have also actively supported key initiatives, including numerous National Reconciliation Week (NRW) events, roundtables and forums.





## Respect

AusIMM strives to ensure First Nations Peoples, cultures and rights are valued and recognised as part of our work as the peak body for all people working and pursuing careers in resources. Every AusIMM conference since 2018 has opened with an Acknowledgement of Country. We also encourage AusIMM Communities of Interest to begin their events with an Acknowledgement of Country. We have established relationships with key First Nations stakeholders, such as Wadjuk/Noongar man, Dr Richard Walley OAM.

Our commitment to profile and raise awareness of First Nations Peoples in the resources sector, and the benefits of valuing and recognising our shared history and identity, reflects our commitment to creating equality of opportunity for all people working and pursuing careers in our sector. We have actively created opportunities to profile the First Nations Peoples with whom we partner through our events and communications.

Our Communities of Interest have been instrumental in driving awareness and support for more significant consideration of how AusIMM can work to advance reconciliation for our community. The AusIMM Social and Environment Society has been a strong advocate for AusIMM's RAP, proposing many of the initiatives that form part of our journey to date and our commitments for the future.

Our members have applied their technical and professional expertise to identify mechanisms by which all resources professionals can help to ensure the sector operates and delivers benefit for everyone in our community. Our Environmental, Social and Governance/Social Responsibility Committee has developed the AusIMM Social Responsibility Framework, which articulates member standards in respect of social performance and responsibility. It includes a Social Performance Chartered Professional program. Effective community engagement and maintenance of socially and economically beneficial outcomes are core tenets of the framework.

Similarly, our members and partners have contributed to a robust and expanding library of content and publications relating to, in consultation with, and by First Nations Peoples. Our publications and content aims to increase understanding of First Nations cultures, rights and experiences, and equip people working in resources with the knowledge necessary to take action that advances reconciliation through their work.

We are expanding our toolkits and resources to share content, profile First Nations partners, and provide practical resources for individuals to contribute to reconciliation through their work across the resources sector. AusIMM has leveraged social media channels to celebrate First Nations Peoples, cultures and histories, including by sharing information about our relationships and partnerships, and by marking significant times such as NAIDOC week in 2020.



## Opportunities

AusIMM works to create opportunity and support for First Nations People working in the resources sector through our flagship AusIMM Mentoring Program, which has included First Nations participants as both mentors and mentees. In 2019, AusIMM provided a scholarship to three First Nations mentees, creating access to a structured, sustainable mentoring program that delivers guidance, development and relationships to support their ambitions and help to raise the profile of First Nations People in the resources sector. AusIMM is committed to continuing this program and working with our partners to facilitate an expansion of the Indigenous scholarship initiative.

In partnership with the Victorian Government, AusIMM delivers an annual scholarship program to support and profile women that have contributed to the resources industry in Victoria and facilitate their pathway towards board opportunities. Diverse applicants, including First Nations women, are encouraged to apply. AusIMM has drawn on the strength of existing relationships with organisations such as IWIMRA, to maximise the opportunity for prospective First Nations participants.

AusIMM has developed a digital diversity and inclusion course which launched in 2021. The course is open to First Nations Peoples and other professionals working in the resources sector and will equip participants with the skills and knowledge necessary to drive workforce participation across the resources sector in new ways of working digitally.

# Our Commitment

## Relationships

Action Area	Deliverable	Timeline	Responsibility
1. Build and strengthen mutually beneficial relationships and partnerships with Aboriginal and Torres Strait Islander peoples, including those within the resources sector	1.1 Foster new and deeper partnerships with First Nations Peoples and organisations, particularly within the resources sector, including continuing to strengthen our existing partnership with Indigenous Women in Mining and Resources Australia	31.03.22	Government Relations Advisor (GR Advisor)
	1.2 Undertake research to identify the local Traditional Custodians and First Nations stakeholders where our offices are based. In undertaking this research, we will identify best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	30.07.21	Senior Manager, Policy and Media
	1.3 Investigate opportunities to partner with a First Nations charity as AusIMM Conference Charity partner. We acknowledge, explore and celebrate the diversity of First Nations Peoples	30.09.21	Head of Events and Industry Relationships
2. Build relationships through key conferences and events, including during National Reconciliation Week	2.1 Promote opportunities for AusIMM to support National Reconciliation Week, by: <ul style="list-style-type: none"> <li>Circulating reconciliation resources and materials to staff and members during National Reconciliation Week</li> <li>Encouraging staff, RAP Working Group members and AusIMM Members to attend key National Reconciliation Week events</li> <li>RAP Working Group members or AusIMM management team to attend at least one National Reconciliation Week event</li> </ul>	27.05.21–03.06.21 27.05.22–03.06.22	GR Advisor; Communications Manager
	2.2 Investigate opportunities to showcase and embed First Nations content within AusIMM conferences and sponsorship mechanism	30.09.21	Head of Events and Industry Relationships
	3.1 Actively seek to engage with our members, academic stakeholders and government about reconciliation at key AusIMM meetings and events	30.06.22	Senior Manager, Policy and Media
3. Promote reconciliation through our sphere of influence	3.2 Publish AusIMM webpage sharing RAP and outlining AusIMM's vision for reconciliation	30.09.21	Senior Website Developer
	3.3 Engage with other like-minded stakeholders and industry peak bodies in the resources sector and investigate opportunities to partner on joint initiatives to advance reconciliation	31.03.22	Senior Manager, Policy and Media
4. Promote positive race relations through anti-discrimination strategies	4.1 Research best practice and policies in areas of race relations and anti-discrimination	30.09.21	GR Adviser
	4.2 Conduct a review of Human Resources policies and procedures to identify existing anti-discrimination provisions, and future needs	30.09.21	People and Culture Business Partner

# Respect

Action Area	Deliverable	Timeline	Responsibility
5. Review and revise AusIMM organisational standards to increase knowledge and respect of First Nations Peoples protocols	5.1 Review and update AusIMM standards and ethics frameworks and Social Responsibility Framework to include consideration of the unique experiences, challenges and strengths of First Nations peoples in the resources sector	31.12.21	GR Advisor
	5.2 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters where our office is based and within our organisation's operational area	30.09.21	Senior Manager, Policy and Media
	5.3 Develop and introduce a cultural protocol document and support materials to inform and guide AusIMM staff on: <ul style="list-style-type: none"> <li>• The meaning, significance and differences between an Acknowledgement to Country and a Welcome to Country</li> <li>• When and how AusIMM staff should provide an Acknowledgement of Country</li> <li>• When and how AusIMM staff should engage a local Indigenous Elder to provide a Welcome to Country</li> <li>• The specific events an Acknowledgement of Country and/or a Welcome of Country should be delivered, such as:               <ul style="list-style-type: none"> <li>– Internal staff meetings</li> <li>– Communities of Interest events</li> </ul> </li> </ul>	30.09.21	Senior Manager, Policy and Media; Senior Manager, Member Engagement
	5.4 Provide resources and coaching regarding the meaning and significance of an Acknowledgement of Country and a Welcome to Country to all members of the AusIMM management team	31.12.21	People and Culture Business Partner
	5.5 Encourage AusIMM Staff to include Acknowledgement of Country in personal email signatures, and provide resources to assist Members in identifying relevant Traditional Owner groups	30.09.21	Senior Manager, Policy and Media
	5.6 Place Acknowledgement of Country on AusIMM website, together with appropriate First Nations imagery or artwork	30.09.21	Senior Website Developer
	5.7 Where practical, provide warnings for imagery, names and voice recordings of deceased First Nations Peoples	31.12.21	Senior Manager, Marketing
	5.8 Incorporate Acknowledgement of Country into AusIMM email signatures for members of the AusIMM management team	30.09.21	Systems Administrator



# Respect

Action Area	Deliverable	Timeline	Responsibility
6. Increase our understanding and respect for First Nations stakeholders within AusIMM Membership base	6.1 Introduce a culturally safe approach for individual members to self-identify as First Nations through the AusIMM web-based membership platform	30.09.21	General Manager, Marketing and Communications
	6.2 Introduce a culturally safe approach for individual members to self-identify as First Nations in AusIMM membership application and renewal forms	30.09.21	Senior Manager, Member Services
	6.3 Introduce a culturally safe approach for individual members to self-identify as First Nations when registering for AusIMM conferences	30.09.21	Head of Events and Industry Relationships
7. Increase our organisational knowledge and respect for First Nations Peoples cultures, histories and achievements through cultural learning	7.1 Undertake a review to assess the cultural learning needs of the AusIMM including staff. This review will consider: <ul style="list-style-type: none"> <li>Content required assessing key gaps in cultural understanding</li> <li>Delivery method of cultural learning (online, in person, intensive)</li> </ul>	31.12.21	People and Culture Business Partner
	7.2 Develop a tailored cultural learning strategy for AusIMM staff, management team and Board Directors aligned to internal survey results, which indicated the cultural learning needs within AusIMM. The cultural learning strategy will consider: <ul style="list-style-type: none"> <li>How cultural learning will be delivered (online, in person, cultural immersion)</li> <li>Relevant cultural learning content for AusIMM staff ongoing cultural learning needs of AusIMM</li> </ul>	31.12.21	People and Culture Business Partner
	7.3 Investigate engaging an Aboriginal business to deliver cultural awareness training to members of the AusIMM management team and Board of Directors	31.12.21	People and Culture Business Partner
	7.4 Investigate opportunities to include cultural awareness and safety as part of requirements for certification under the AusIMM Chartered Professional program	31.12.21	People and Culture Business Partner
	7.5 Source material to recognise and increase awareness regarding the Traditional Owners of the land upon which the AusIMM Head Office is located	30.09.21	Manager, Accreditation Programs
8. Identify opportunities to increase awareness of First Nations cultures, histories, achievements through AusIMM course content and professional development offerings for member stakeholders	8.1 Develop First Nations content as part of future AusIMM digital diversity and inclusion courses	30.12.21	Senior Manager, Policy and Media
	8.2 Provide access to share and communicate through AusIMM channels, guidance material for AusIMM Members and stakeholders on how to increase knowledge and understanding of First Nations Peoples, including in the resources sector. Such guidance may include: <ul style="list-style-type: none"> <li>Advancing First Nations workforce participation (for example by overcoming workplace discrimination), including through case studies from resources companies' toolkits and resources</li> </ul>	30.09.21	Head of Strategy Growth and Innovation; Strategic Projects
	8.3 Develop a pipeline of AusIMM Bulletin and news content on critical topics for First Nations Peoples	31.12.21	GR Advisor
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	9.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	4–11.07.21	Communications Manager
	9.2 Introduce AusIMM staff and management team to NAIDOC Week by promoting external events in the local area and encourage attendance to increase understanding on the significance of NAIDOC Week	4–11. 07.21	GR Advisor
	9.3 AusIMM RAP Working Group members to participate in at least one external NAIDOC Week event	3–10.07.21	GR Advisor



## Opportunities

Action Area	Deliverable	Timeline	Responsibility
10. Improve employment outcomes within AusIMM and across our membership by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	10.1 All AusIMM recruitment material to encourage applications from First Nations peoples	31.12.21	People and Culture Business Partner
	10.2 Develop a First Nations Employment Strategy for AusIMM that considers best practice strategies for employing, retaining and developing First Nations staff, including members of the AusIMM management team. This will include: <ul style="list-style-type: none"> <li>Building an understanding of Aboriginal and Torres Strait Islander staff throughout the recruitment process</li> <li>Building an understanding of Aboriginal and Torres Strait Islander staff through the ongoing engagement and review of existing staff</li> </ul>	31.03.22	People and Culture Business Partner
	10.3 Investigate opportunities for First Nations Peoples to deliver components of any planned digital diversity and inclusion course	30.12.21	Head of Strategy Growth and Innovation; Strategic Projects
	10.4 Investigate opportunities for First Nations contributors to Bulletin and AusIMM News content	30.09.21	Communications Manager
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	11.1 Identify and develop a list of First Nations businesses for AusIMM Head Office to procure goods and services (i.e. where directly procured by AusIMM)	30.09.21	Head of Events, Industry Relationships and Operational Projects
	11.2 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses, which may also investigate Supply Nation membership	31.12.22	General Manager, Organisational Performance and Strategic Partnerships
12. Increase AusIMM educational opportunities for First Nations peoples	12.1 Explore opportunities to introduce First Nations scholarships for AusIMM courses and professional development	30.09.21	Head of Strategy, Growth and Innovation
	12.2 Continue to provide First Nations scholarships for AusIMM Mentoring Program, with minimum of three scholarships provided in 2021	31.12.21	General Manager, Organisational Performance and Strategic Partnerships
	12.3 Profile First Nations scholarship recipients through AusIMM channels	31.12.21	Communications Manager

## Governance and Tracking

Action Area	Deliverable	Timeline	Responsibility
13. Maintain an engaged RAP Working Group to implement AusIMM RAP and drive overall governance	13.1 Maintain the AusIMM RAP Working Group (RAP WG)	30.09.21	Senior Manager, Policy and Media
	13.2 Maintain Aboriginal and Torres Strait Islander representation on the RAP WG	30.09.21	Senior Manager, Policy and Media
	13.3 Develop a Terms of Reference to further formalise the operations of the RAP WG	20.12.21	Senior Manager, Policy and Media
14. Provide appropriate support and accountability for effective implementation of the AusIMM RAP	14.1 Review resource needs for implementation of AusIMM RAP commitments	01.04.22	Senior Manager, Policy and Media
	14.2 Define appropriate systems and capability to track, measure and report on AusIMM RAP commitments	01.09.21	Senior Manager, Policy and Media
	14.3 Engage AusIMM management team in the launch and delivery of RAP commitments with emphasis of sharing value, impact and opportunities	30.04.22	Senior Manager, Policy and Media
	14.4 Launch RAP to Members with an explanation of meaning, impact, opportunities	30.08.21	Senior Manager, Policy and Media
	14.5 Track and report AusIMM RAP progress and future objectives to:	30.12.21	Lead: GR Advisor Support: Board Rep. RAP WG
	<ul style="list-style-type: none"> <li>AusIMM Council for Diversity and Inclusion (CDI) as a standing agenda item and formal report on a bi-annual basis</li> <li>AusIMM Board</li> </ul>	30.09.21	
	14.6 Report AusIMM RAP achievements annually on AusIMM and Bulletin websites	31.12.21	Communications Manager
	14.7 Gather data through existing AusIMM survey and research channels to inform reconciliation activities and provide insights to external stakeholders (including Reconciliation Australia and organisations within the resources sector), on topics potentially including:		
<ul style="list-style-type: none"> <li>Number of First Nations identifying people within the global resources workforce</li> <li>Number of resources professionals who have accessed cultural awareness training</li> <li>Experience of First Nations people pursuing careers within the resources sector</li> <li>Priorities for advancing reconciliation in and through the work of resources professionals</li> </ul>	30.09.21	GR Advisor	
14.8 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30.09.22	GR Advisor	

Action Area	Deliverable	Timeline	Responsibility
15. Continue AusIMM reconciliation journey by developing our next RAP (Innovate RAP)	15.1 Register via Reconciliation Australia website to begin the development of a new RAP	30.04.22	Senior Manager, Policy and Media
	15.2 Engage the AusIMM Council for Diversity and Inclusion (CDI) and AusIMM Board to secure the endorsement of new AusIMM Innovate RAP	31.12.22	Lead: Senior Manager, Policy and Media Support: Board rep, RAP WG
	15.3 Review AusIMM reconciliation learnings, challenges and achievements to inform the development and build on existing RAP commitments for the AusIMM Innovate RAP	31.04.22	Lead: GR Manager; Support: Senior Adviser, Policy and Media
	15.4 Liaise with Reconciliation Australia to establish preliminary RAP approval	30.09.22	Senior Manager, Policy and Media
	15.5 Engage the AusIMM Council for Diversity and Inclusion (CDI) and Board to secure RAP endorsement.	30.06.22	Lead: CDI Rep Support: Board; Senior Manager Policy and Media

# Contact us

We welcome enquiries and feedback on our reconciliation commitments – please contact us at [policy@ausimm.com](mailto:policy@ausimm.com)

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