



**Ai**GROUP

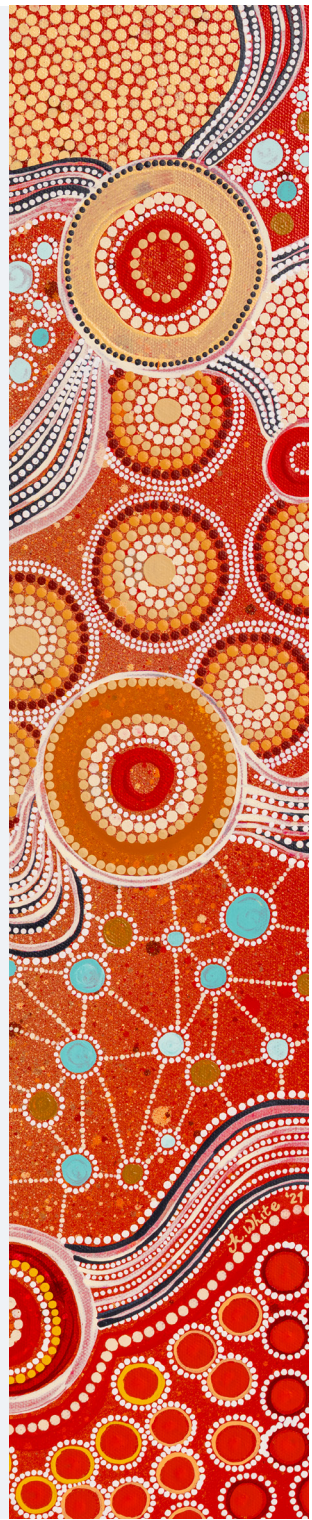
The Australian Industry Group's

# RAP Progress Report

March 2025

## Acknowledgement of Country

The Australian Industry Group acknowledges the Traditional Custodians of country and their continuing connection to land, sea and community. We pay our respects to Aboriginal and Torres Strait Islander peoples, their cultures and Elders past and present.



# Chief Executive Foreword, Innes Willox

As we approach the mid-point in the implementation of the Australian Industry Group's Innovate RAP, I am pleased to present the following progress report.

Through our RAP, Ai Group aims to:

- establish and maintain mutually beneficial relationships with First Nations stakeholders
- promote reconciliation and demonstrate respect for First Nations cultures and histories
- improve employment outcomes for First Nations peoples and increase supplier diversity
- ensure effective governance and accountability of our commitments through reporting and continued development of our reconciliation journey.

In the year since our RAP was endorsed by Reconciliation Australia, Ai Group has made substantial progress against our 68 commitments.

I would like to recognise the individuals and organisations we have worked with during the development of our RAP and those over many years that have provided input, advice and support for the development of our Indigenous governance programs.

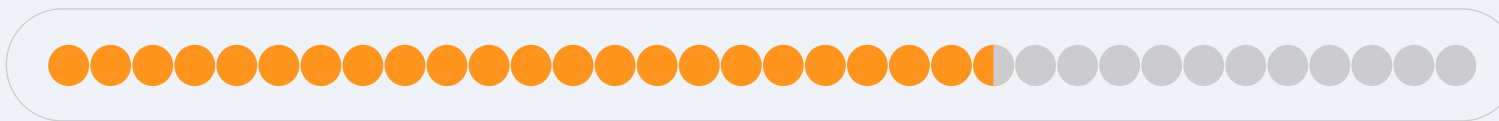
We recognise reconciliation is an ongoing journey and we remain firmly focused on achieving continued progress against our RAP commitments.

As a peak industry body, Ai Group also has a role in promoting and supporting the uptake of reconciliation measures by industry. We do this by providing our membership with information, support and connections.

## Progress in our commitments

● 45 Implemented

● 23 in progress



# Achievements

Ai Group recognises the importance of embedding our RAP actions into business as usual. We seek to achieve this through the design and implementation of internal policies and procedures that reflect Ai Group's values and underpinned by effective training and communication.

Key achievements in each of the core RAP pillars are outlined below:

## Relationships

- Completed review of Ai Group policies and strategies
- Delivered National Reconciliation Week webinar *Procuring from First Nations Businesses* on 28 May with 282 registrants. Recording published on the Ai Group website

- Produced a **podcast** on supply chain excellence that included indigenous engagement with Daniel Joinbee, Founder and Managing Director, Gunggandji Aerospace
- Delivered NAIDOC Week webinar *Engaging with First Nations Businesses*, on 11 July with 362 registrants. Recording published on the Ai Group website
- Published blogs
  - **Why it's never been easier to engage with First Nations businesses | Ai Group**
  - **First Nations procurement 'has a big impact' | Ai Group**
  - **First Nations apprentices on the path to exciting careers | Ai Group**
- Presented to the NSW Indigenous Chamber of Commerce Summit and participated in an awards judging panel



## Respect

- Ai Group's Diversity and Inclusion network issued member education resources addressing intersectionality
- Published Respect@Work member education resources
- Hosted a Boardroom lunch with Donisha Duff, inaugural CEO of Queensland Indigenous Business Network (QIBN)
- Rolled out cultural learning training across Ai Group, delivered by Stuart McMinn of Gawura Cultural Immersions
- Updated and communicated internal guidelines on Acknowledgement of Country and developed associated practical resources for Ai Group team members
- Introduced cultural leave policy



- Educated internal leaders on the effects of racism
- Demonstrated our appreciation and respect of First Nations people through the delivery of Welcome to Country at key Ai Group events

## Opportunities

- Provided services to assist the employment of First Nations peoples in apprenticeships, traineeships and other job opportunities
- Commenced data collection on current First Nations staffing
- Reviewed Ai Group job vacancy advertising to eliminate barriers to recruitment of First Nations people
- Reviewed HR and recruitment procedures and policies
- Retained Supply Nation membership
- Participated in a First Nations Procurement Roundtable for Northern Australia
- Contributed to NSW Procurement Reform Working Group
- Engaged in the NQ First Nations Connect
- Promoted and participated in the opening of the Culture College Sydney Campus
- Promoted the Wuu-rri Vending initiative to Ai Group's members and stakeholders

## Governance

- Maintained effective governance of Ai Group's RAP Committee supported by regular meetings of Ai Group's RAP working group
- Developed a RAP implementation dashboard to monitor performance against Ai Group's RAP commitments
- Engaged Ai Group senior leaders and personnel in the delivery of RAP commitments

## Looking to the Future

While we still have much work to do, we are proud of our reconciliation journey so far.

Ai Group will continue to use our voice to advocate greater flexibility and diversity in our workplace relations system

and represent employers on reference panels established to inform various government inquiries in matters of diversity and workforce participation.

Key areas of ongoing focus include:

- establishing and sustaining mutually respectful and inclusive relationships with Aboriginal and/or Torres Strait Islander colleagues, members, peak bodies and organisations and
- developing and rolling out unconscious bias training across Ai Group

## Contact

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