

# Reconciliation action progress report

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

The 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.

## 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. The working group is co-chaired by the First Peoples Liaison Officer and the Executive Officer in the Office of the Speaker.

## Snapshot of achievements

Throughout 2021-22, a number of initiatives were advanced by the working group, including:

- developing an 'Acknowledgement of Country' decal to place on the glass doors on the entrances to Queensland Parliament on the Alice Street and George Street entrances
- currently developing an Acknowledgement of Country statement to provide a consistent protocol for staff to follow at significant occasions and events
- supporting Reconciliation Queensland to utilise Parliament House as a venue for its major breakfast event on 26 May 2022 for Reconciliation week
- continually reviewing Parliamentary Service human resources policies and recruitment procedures to remove any barriers to Aboriginal and Torres Strait Islander participation in our 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, and
- piloting First Peoples information cultural sessions delivered to the working group and management team then to all staff.

## Looking ahead

In 2022-23, the working group will continue to deliver RAP actions including:

- overseeing the development of a Cultural Learning Strategy and an Anti-Discrimination Policy
- investigating the provision of information to electorate officers about cultural learning relevant to their electorate and local region, including on-country visits
- refurbishing of the Reconciliation Gallery on level 5 of the Parliamentary Annexe to honour First Nations peoples
- implementing a 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
- delivering First Peoples cultural information sessions to all Parliamentary Service staff, and
- implementing a strategy with a view to increase the percentage of Aboriginal and Torres Strait Islander staff employed in the Parliamentary precinct. (Two of the four new Graduate Program positions will be reserved for First Nations applicants as a tangible and practical strategy to support our commitment to this strategy).