



INNOVATE

Reconciliation Action Plan

October 2025–October 2027





Our Artwork

Building Strength

ABOUT THE ARTIST



Casey Coolwell-Fisher is a Quandamooka, Nunukul woman with traditional ties to North Stradbroke Island, on her father's side with links to the Aboriginal and South Sea Islander people of Bowen and Mardigan people of Eulo, Queensland, through her mother's side.

Casey co-founded CHABOO, with partner Roy Fisher, where they tell their stories through their painted artwork on home decor, graphic design and murals.

This artwork represents the strength of our cultures coming together, discussing change and expanding knowledge.

The centre piece is a representation of our Aboriginal and Torres Strait Islander people connecting, sharing and yarning. The surrounding design elements, within the centre piece, signify changes through the steps of others, discussion points and lines of communication.

The outer dots, that form "U" shapes, are our Ancestors watching over our progress and helping guide us with their knowledge.

The background artwork represents the beauty of our red lands and the overlapping struggles that we are trying to conquer and overcome.



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Acknowledgement of Country

We respectfully acknowledge the Traditional Custodians of the land, and pay our respects to Elders past and present.

We're very fortunate to live in a country with the oldest continuing cultures in Aboriginal and Torres Strait Islander peoples, whose lands, winds and waters we all share.



Message from the Speaker



This third Reconciliation Action Plan (RAP) renews the commitment of the Queensland Parliamentary Service on the journey of Reconciliation with First Peoples and cultures.

In maintaining our annual tradition at Parliament, we commenced the first sitting day of the year with a Welcome to Country Ceremony and cultural performance. This year, Aunty Deb Sandy, daughter of Uncle Des Sandy and Aunty Joyce Ann Sandy nee Cuhlam of the Yuggera and Chepara Peoples and her family, provided the Welcome to Country and dance. This was followed by a dance and didgeridoo performance by William Haupt and The Mura Biri Gururu Aboriginal Dancers, who travelled to Parliament from the electorate of Condamine, to share their culture.

The Parliamentary Service has continued its collaboration with First Peoples by commencing a Reconciliation Garden within the parliamentary precinct. This project involved consulting with Elders and members of Queensland Aboriginal and Torres Strait Islander communities. The garden features over 30 species of Australian native bush foods, which have now been incorporated into our catering menus, which are offered to all of our internal and external stakeholders.

Further, the Service has continued to work together with a diverse range of First Peoples suppliers to support Aboriginal and Torres Strait Islander businesses. Through these partnerships, the parliamentary precinct now offers a range of native Australian products, helping to increase First Peoples representation in the native food industry.

The development of the new RAP provided the opportunity to reflect on the implementation of the previous RAP and consider the challenges faced, along with the strategies developed to overcome them, while also examining our achievements and areas for growth. This provided the Service with a process for continued learning and development.

I thank the RAP Working Group for its efforts in implementing the Service's second RAP and developing the third RAP of the Queensland Parliamentary Service.

I thank Casey Coolwell-Fisher, a Quandamooka, Nunukul woman of Minjerribah, for developing the custom artwork for our RAP.

The third RAP of the Queensland Parliamentary Service continues the Service's contribution to Reconciliation, and I commend the actions contained within.

A handwritten signature in black ink, reading 'Pat Weir'.

Honourable Pat Weir MP

Speaker of the Legislative Assembly

Message from the Clerk



I am very proud to support this third, Innovate Reconciliation Action Plan (RAP) for the Parliamentary Service.

The Parliamentary Service occupies a unique and special role in supporting the Legislative Assembly, its committees, and members.

It is, therefore, important that the Parliamentary Service supports and models leadership for democratic principles and promotes inclusion, including supporting and advancing reconciliation between Aboriginal and Torres Strait Islander peoples and all Queenslanders.

Our reconciliation journey began at the end of the last century but has been elevated and more structured since our first RAP was signed in 2020.

Since launching our first RAP, the Service has strengthened its engagement with First Peoples, expanded internal cultural awareness education and increased the representation of First Peoples working in the organisation.

This innovation plan is the next step along the path of reconciliation, and I look forward to implementing the new initiatives under this RAP.

I would like to thank our current and former First Peoples Liaison Officers for all their work. I would also like to thank the various members of the Parliamentary Service RAP Working Group for bringing this plan into being.

A handwritten signature in blue ink, appearing to be 'N. Laurie', written in a cursive style.

Neil Laurie
Clerk of the Parliament

Statement from CEO of Reconciliation Australia



Third Innovate RAP

Reconciliation Australia commends Queensland Parliamentary Service on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Queensland Parliamentary Service continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Queensland Parliamentary Service will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Queensland Parliamentary Service using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on *relationships, respect, and opportunities* gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Queensland Parliamentary Service to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Queensland Parliamentary Service will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Queensland Parliamentary Service's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Queensland Parliamentary Service on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



Performers at the State Opening the 57th Parliament held at Queensland Parliament House.

Our Vision for Reconciliation

Our vision for reconciliation is to create an inclusive Parliamentary Service that understands and supports the values and interests of First Peoples built on mutual ongoing engagement and collaboration.

This Reconciliation Action Plan (RAP) focuses on embedding reconciliation as business as usual by integrating culturally responsive practices into the core of how we operate, engage, and grow as a service. Through sustained and intentional action, we aim to ensure that reconciliation is not a standalone initiative, but a lasting part of our culture and identity.

We recognise the institution of Parliament plays a vital role in encouraging democracy, including working with Aboriginal peoples and Torres Strait Islander peoples and we are committed to ensuring equity and respect for all who come into contact with the Parliamentary Service across Queensland.

The Parliamentary Service has stewardship of the physical home of the Queensland Parliament, we wish to promote and acknowledge the First Peoples history of the land where the Parliament sits. We strive to be an inclusive organisation that First Peoples people trust and one that values the rich contribution that First Peoples employees can make.

We understand that only through cultural learning, respect and nurturing meaningful relationships with the First Peoples of this land can we help better collaborate in the democratic process and build a connection to a Parliament that serves all Queenslanders.

Our Business

The purpose of the Queensland Parliamentary Service is to independently support, promote and strengthen the Parliament to fulfil its democratic functions.



Welcome to Country ceremony and performance on the first sitting day of 2025.

The Parliamentary Service achieves this purpose by:

1. Supporting the Legislative Assembly and its committees in fulfilling its functions within the institution of Parliament to:
 - make law (and supervise delegated law making)
 - approve and scrutinise the State's finances
 - scrutinise the actions of executive government (and oversight of independent bodies), and
 - provide a forum for debate and grievance.
2. Supporting members to engage with and represent their Electorates.
3. Providing information, corporate and facility management services.
4. Safeguarding, promoting and strengthening the important institution of Parliament.

The Parliamentary Service employs a total of 734 staff (comprising 531 full-time and part-time permanent and temporary officers and 203 casual staff) on the Parliamentary Precinct in Brisbane and also in 97 Electorate Offices across Queensland.

There are currently 13 Parliamentary Service Officers who identify as an Aboriginal and/or Torres Strait Islander person. This represents a significant increase from 2022, when only four staff members identified as Aboriginal and/or Torres Strait Islander people. The growth reflects the Parliamentary Service's ongoing commitment to fostering a more diverse and inclusive workforce and supporting greater representation of First Peoples within the organisation.

Our History

The Parliamentary Service has been a longstanding leader among Australian parliamentary jurisdictions in promoting reconciliation.

Timeline of Significant Reconciliation Milestones and Activities

1998	An Acknowledgment of Country becomes part of official proceedings at each Opening of Parliament.	2009	Hosting of the first Indigenous Youth Parliament (renamed Eric Deeral Indigenous Youth Parliament in 2012). Delivery of face-to-face cultural awareness seminars for Parliamentary Service staff (2009–2010).	2021–2022	Hosting the Reconciliation Queensland showpiece breakfast event at Parliament House for over 350 guests during Reconciliation Week.
2003	Parliamentary Legal, Constitutional and Administrative Review Committee releases the Hands on Parliament report following an inquiry into First Peoples' participation in democracy. Establishment of the Reconciliation Gallery in the parliamentary complex honouring Uncle Eric Deeral, Queensland's first Aboriginal Member of Parliament.	2011	Hosting a ceremony featuring the national anthem sung in the Yugambeh language. Ongoing (various years) Promoting engagement and dialogue with Aboriginal and Torres Strait Islander communities through regional parliamentary committee hearings. Conducting regional education and training activities, including programs for First Peoples students.	2022	Launch of the Reconciliation Garden initiative, with design and concept developed with local First Peoples Elders (opened in 2024).
2004	Renaming of function venues in the parliamentary complex to recognise local First Peoples language groups (Undumbi and Dandiir rooms).			2023	Delivery of First Peoples cultural information sessions to all Parliamentary Service staff. Participating in the Musgrave Park Family Fun Day in July 2023, this festival of live entertainment and activities showcases various aspects of First Peoples' culture and heritage. Introduction of the Parliamentary Graduate Program, reserving two spaces specifically for First Peoples applicants (one graduate commenced in 2023).
2007	Display of Aboriginal and Torres Strait Islander flags alongside the Australian and Queensland flags in the Parliamentary Chamber and outside Parliament House. Commissioning of the Parliamentary Wind Yarn (Didgeridoo) as a symbol of reconciliation between First Peoples and other Queenslanders. Formal Acknowledgement of Traditional Owners prior to each parliamentary sitting week.		Hosting the annual Indigenous Schools Constitutional Convention onsite and participating when held in other locations. Hosting Queensland Reconciliation Awards and supporting Reconciliation Queensland meetings through complimentary venue use.	2024	Organisation of a First Peoples Welcome to Country Ceremony to mark the first sitting day of the year (13 February). A second First Peoples graduate commenced through the Parliamentary Graduate Program. Opening of the Reconciliation Garden.
2008	Appointment of Australia's first Parliamentary First Peoples Liaison Officer.	2018	Expansion of Indigenous Youth Parliaments into Regional Queensland locations.		
		2019	Renaming Level 6 committee rooms in honour of Aboriginal and Torres Strait Islander peoples.		

First Peoples Liaison Officer

Since 2008, the Queensland Parliamentary Service has continued to advance its commitment to Reconciliation through the establishment and continued support of the First Peoples Liaison Officer role.

The role of the First Peoples Liaison Officer involves acknowledging First Nations Peoples cultures within Parliament and guiding staff on protocols to create a respectful and inclusive environment, towards the understanding and education around cultural awareness and reconciliation. This position has played a vital role in building stronger relationships, fostering cultural understanding, and creating more meaningful opportunities between Queensland's Aboriginal people and Torres Strait Islander people and the Queensland Parliament.

Understanding and respecting cultural protocols provides a significant step towards a brighter future in reconciliation.

The day-to-day delivery of the First Peoples Liaison Officer will continue:

- Providing protocol advice as it affects the Parliament, for example, Welcome to Country, acknowledgment of Traditional Owners, observance of ceremony and protocol for Aboriginal and Torres Strait Islander flags
- Engaging with a diverse range of internal and external stakeholders in relation to Aboriginal and Torres Strait Islander matters



Peter Yagmoor (First Peoples Liaison Officer) during a regional education visit to Cherbourg, Harlin, and Woodford State Schools, ahead of a Youth Parliament in Kingaroy.

- Coordinating the provision of cultural awareness training for Members of Parliament and Parliamentary Service Staff
- Assisting Parliamentary Education Services in its programs and activities for Aboriginal people and Torres Strait Islander people
- Delivering Junior Indigenous Youth Parliament Programs including the Eric Deeral Indigenous Youth Parliament
- Performing a liaison role between the Parliament, its committees and members and Aboriginal and Torres Strait Islander communities where necessary, and
- Co-chairing the Reconciliation Action Plan Working Group.

The First Peoples Liaison Officer recognises its past staff members and the guidance they provided in supporting the Queensland Parliament with engagement,

cultural awareness, education, and respect towards reconciliation.

Meet Peter Yagmoor

Peter Yagmoor, our current First Peoples Liaison Officer, is a proud Guugu Yimithirr man from Hope Vale in Cape York through his mother's side (Jacko family). He also acknowledges his Yagmoor family name is of Lebanese descent on his father's side.

Throughout his career in the AFL, Peter has engaged and connected with communities across Queensland.

In his role at the Queensland Parliamentary Service, Peter will continue to assist Parliament in building stronger relationships and creating further opportunities with Aboriginal and Torres Strait Islander communities across the state.

Our RAP

As custodians of the symbolic home of democracy in Queensland, the Parliamentary Service is uniquely placed to take both a symbolic and practical lead in reconciliation efforts.

This is our third Reconciliation Action Plan (RAP) but the reconciliation journey of the Parliamentary Service dates back many years (see "Our History").

The adoption of our first formal RAP in 2020 restated the commitment of the Queensland Parliamentary Service to reconciliation and established new practices to further our reconciliation journey.

As a result of the first two RAPs, the following outcomes occurred:

- First Peoples Acknowledgment on the first parliamentary sitting day of each year (Action 6)
- Thursday Island Junior Indigenous Youth Parliament (Action 1)
- Eric Deeral Indigenous Youth Parliament (Action 5)
- Hosting Reconciliation Queensland's National Reconciliation Week breakfast (Action 2)
- Establishment of Cultural Training Program (Action 3)
- Commencement of Reconciliation Garden (Action 6)
- Establishment of dedicated First Peoples places for Parliamentary Graduate Program (Action 8)
- Increase in number for First Peoples Parliamentary Service employees (Action 8).

In supporting the work of the Legislative Assembly, the Parliamentary Service aspires to uphold the principles of democracy and promote inclusion of all Queenslanders in the democratic process.

These aspirations include supporting and promoting reconciliation between Aboriginal and Torres Strait Islander peoples and other Queenslanders.

Given the Parliament's state-wide remit, a key challenge faced by the Parliamentary Service is to ensure that its reconciliation activities and engagement strategies reach out across the diversity of First Peoples communities in Queensland. Going forward RAP activities are being organised with this concern in mind.

Our third RAP has been developed using Reconciliation Australia's 'Innovate RAP' framework and continues to guide our vision for reconciliation. It introduces new initiatives while also applying lessons learned from our journey since 2020 to advance reconciliation across a range of existing programs. In particular, we strive to appropriately recognise the connection between First Peoples culture and the land on which Parliament House stands, in the Brisbane CBD.

This RAP places a stronger focus on embedding reconciliation as business as usual. It reflects on past challenges, particularly in the areas of graduate and trainee recruitment, and prioritises culturally safe policies and practices. It also aims to foster deeper relationships through informal and inclusive initiatives, such as round table yarns with current First Peoples staff. The RAP encourages greater participation and engagement from all Parliamentary Service staff and includes regular promotion of opportunities to connect with cultural activities, both on the parliamentary precinct and in local communities.

More refined and targeted engagement strategies will be applied throughout this RAP to address key challenges and strengthen relationships. From

a broader perspective, while our initial RAP included an ambitious suite of deliverables, many of which were successfully achieved, this next phase recognises the need for improved integration across the entire Parliamentary Service.

A key success story, detailed further in a case study, highlights the meaningful external consultation with Batjala man Bruce Gululai Phillips from Murri Tukka. His guidance was invaluable in the planning, development, and implementation of the Reconciliation Garden on the parliamentary precinct, exemplifying our commitment to authentic collaboration and respect for First Peoples' culture.

A new initiative under this RAP is the introduction of a Round Table Yarn, a safe and culturally respectful space for First Nations staff and key stakeholders to come together. This initiative aims to foster genuine relationships and facilitate meaningful discussions that lead to practical, actionable outcomes. It reflects our commitment to supporting First Peoples staff and embedding culturally inclusive practices throughout the organisation.

The RAP has been developed by the Parliamentary Service RAP Working Group featuring representation across the organisational units in the Parliamentary Service. The RAP Working Group is open to all Parliamentary Service employees.

The RAP Working Group includes the following representatives:

- First Peoples Liaison Officer (Co-Chair)
- Executive Officer, Office of the Speaker (Co-Chair)
- Member of Executive Leadership Team (annual rotation)
- Marketing and Communications representative
- People and Culture representative
- Procurement Services Team Leader
- Electorate Officer representative
- Committee Office representative
- Security Services representative

- Information Technology Services representative
- Education Services representative
- Library Services representative
- Catering Services representative.

The rotating member of the Executive Leadership Team is the RAP Champion and provides liaison on RAP matters to the Executive Leadership Team.

There are three members of our RAP Working Group who identify as First Nations people.

This RAP includes a number of case studies that highlight the actions taken by the Parliamentary Service to support reconciliation.



The Queensland Parliamentary Service Reconciliation Action Plan Working Group (RAPWG)

*Back row (L-R): Alana Bonenfant, Peter Yagmoor (Co-Chair), Kate Reilly.
Middle row (L-R): Charlotte Reissis, Nadine Davidson-Wall, Coral-Leah Kemp (Co-Chair), Clint Hart.
Front row (L-R): Rebecca Quinnell, Kelly Baker, Monique Harmer (RAP Champion).*

Absent: Gregory Connolly, Julie Ritchie, Ilithya Bone, Di Hone, Danielle Mazlin, Basil Currie, Briony Johnstone, Isabelle Saggal.

Highlights

- Acknowledgement of Country on First Sitting Day of the Year
- 2023 and 2024 Eric Deeral Indigenous Youth Parliament
- 2024 Opening of the Reconciliation Garden

CASE STUDY

Celebrating the Opening of the Reconciliation Garden



Songwoman Maroochy Barambah and former Speaker, Mr Curtis Pitt, at the official opening of the Reconciliation Garden.

On 12 November 2024, Queensland Parliament House marked a significant milestone with the official opening of the Reconciliation Garden. The Honourable Curtis Pitt, former Speaker, alongside the Reconciliation Action Plan Working Group (RAPWG), invited respected Elders, community members, and Parliament staff to a morning tea to celebrate the opening of the garden.

The Garden's Beginnings: A Vision in 2022

This event followed the launch of the Reconciliation Garden initiative in 2022. During that year, a morning tea was held on the Level 3 concourse, the future site

of the garden, to celebrate the commencement of this important project. At that time, community members, Parliament staff, and Elders came together to reflect on the vision for the garden and the steps that would lead to its creation.

Cultural Significance of the Opening Ceremony

Fast forward to 2024, when the Reconciliation Garden was officially opened. Elder, Songwoman, and Law-woman of the Turrbal people, Maroochy Barambah, welcomed attendees to Country and shared traditional songs and stories, adding a powerful cultural significance to the occasion.



Parliamentary chef selecting fresh ingredients from the Reconciliation Garden.

Collaborative Design and Ecological Importance

The garden's design and concept were developed with the guidance and consultation of local First Peoples Elders. Its creation was a collaborative effort involving the former Speaker, Batjala man Bruce Phillips from Murri Tukka, and Queensland Parliamentary Service Executive Head Chef, Anthony Naylor. The garden now features over 30 species of Australian native bush foods, many of which are highlighted in the seasonal menus of the Queensland Parliamentary Service restaurant and function offerings. Additionally, the garden serves as a habitat for native wildlife, including birds, bees, and lizards, further enhancing its cultural and ecological significance.

Celebrating the Opening of the Garden

At the celebratory morning tea in 2024, Queensland Parliamentary Service staff and members of the public were invited to be among the first to walk through the fully established garden. Attendees enjoyed a selection from the Australian native-inspired menu, including orange and wattle seed cake and miniature Warrigal greens and goat cheese tarts, all thoughtfully crafted by the Parliamentary Service catering team.

A Lasting Symbol of Reconciliation

The Reconciliation Garden stands as a lasting symbol of Queensland Parliament's commitment to reconciliation, cultural celebration, and respect for First Peoples, their heritages, and their contributions to our shared history.

CASE STUDY

Understanding the Impact: Living Under the Act



Queensland Parliamentary Service Executive Leadership Team and RAPWG members with Stacey Coolwell, Fredericka Chong, and Des Hodges following the session.

In October 2024, the Queensland Parliamentary Service hosted the *Living Under the Act* seminar, as a part of our developing cultural learning strategy. The session, facilitated in partnership with the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism, was recommended by respected Elder and advisor Uncle David Wragge, a Wakka Wakka man with traditional connections to the Ghungalu, Juru, Bindal, and Wulgurukaba peoples. Uncle David, who has contributed to the Service's cultural learning strategy, emphasised the importance of building cultural capability within the organisation. He highlighted that such efforts require a deep understanding of Australia's true history and past, some of which

was outlined in the *Living Under the Act* information session.

Understanding the Impact of Protection Acts

Facilitated by Stacey Coolwell, Fredericka Chong, and Des Hodges, the session explored the *Aboriginal Protection and Restriction of the Sale of Opium Act 1897* (Qld) and subsequent Protection Acts. These Acts, and the personal stories shared by the presenters, provided attendees with powerful insights into the impacts of such legislation on Aboriginal and Torres Strait Islander peoples.

Reflecting on History to Inform the Future

Aligned with Reconciliation Australia's 2025 theme, 'Bringing Now to Next', the session also

examined the policies that controlled the movement, employment, and wages of Aboriginal and Torres Strait Islander peoples from 1897 to the 1970s. Videos shown during the session revealed the trauma caused by the forced removal of children from their families and the ongoing legacy of these policies.

Building Cultural Capability Across the Service

This seminar provided an invaluable opportunity for Queensland Parliamentary Service's Executive Leadership Team and RAPWG members to better understand the impact of Queensland's colonial history and contributed to ongoing efforts to foster reconciliation and cultural awareness within the organisation.

CASE STUDY

Building Stronger Connections: Musgrave Park Family Fun Day

Established in 1992 by Auntie Joan Collins, the Musgrave Park Family Fun Day was created with the vision of preserving and promoting the significance of First Peoples culture to all Australians during NAIDOC week. Since inception, the event has become one of the largest of its kind in Australia, visited by over 20,000 people each year. Queensland Parliament has proudly participated in the Musgrave Park Family Fun Day since 2023, supporting this vibrant celebration of culture, community, and connection.

A Vibrant Cultural Experience

The event brings together a broad cross-section of the community and attendees are invited to experience various aspects of the histories, heritage, and culture of First Peoples through song, dance, food, and education. The event also provides an avenue for the dissemination of information to First Peoples from various organisations.

Members of the Queensland Parliamentary Service RAPWG hosted a stall to showcase the different aspects of life at Queensland Parliament, focusing on First Peoples Members of Parliament, as well as the professional and educational opportunities available within the service.

The replica mace was a hit with many members of the public and led to a number of engaging discussions about what Queensland Parliament does on a day to day basis. Many visitors shared stories about their experiences such as their participation with Junior Indigenous Youth Parliament or visits to the Parliamentary precinct.



Auntie Lesley Williams and Sheree Strauss at the Musgrave Park Family Fun Day.

Strengthening Relationships Through Reconciliation

As one of the organisations involved with the event, the Queensland Parliamentary Service has been afforded the opportunity to meet with First Peoples and the broader community to show respect, share our commitment to reconciliation and foster positive ongoing relationships with the community on our continuing path to reconciliation.

CASE STUDY

Partnering with First Peoples Suppliers

The Queensland Parliamentary Service proudly collaborates with a diverse range of First Peoples suppliers and artists, including Yaala, BSKT, Waddi, and Casey Coolwell-Fisher. These partnerships reflect our commitment to reconciliation, cultural recognition, and the celebration of First Peoples contributions across our services and initiatives.



Showcasing Native Ingredients with Yaala

Yaala is a supplier dedicated to providing high-quality native ingredients sourced directly from First Peoples communities across Australia. By connecting people to native Australian plants, they aim to increase First Peoples representation in the food industry.

Working with Yaala enables us to contribute to the preservation and revitalisation of traditional food practices and knowledge sharing.

Supporting Sustainable Practices with BSKT

BSKT, another valued First Peoples supplier, is known for its delicious products that incorporate native ingredients.

Their commitment to supporting communities through sustainable sourcing and fair-trade practices is well-aligned with our reconciliation goals.

Sharing Culture and Sustainability through Waddi Water

Waddi Water is a First-Nations-owned company that produces and distributes premium bottled water, sourced from the east coast of Australia on Bundjalung country. By including Waddi Water in our catering services, we provide a unique product that represents both environmental sustainability and the strength of cultural diversity in practice.

Representing First Peoples Art through RAP Merchandise

As part of our commitment to promoting and embedding reconciliation across the Queensland Parliamentary Service, a range of RAP-branded merchandise was produced featuring artwork by Casey Coolwell-Fisher. Commissioned for the Reflect RAP, Casey's artwork symbolises connection, journey, and our shared commitment to reconciliation. In 2024, a formal one-year licence agreement was established to ensure the respectful and appropriate use of her artwork. This agreement recognises and protects Casey's cultural and intellectual property while supporting the meaningful representation of First Peoples art.

Looking Ahead

We look forward to building working relationships with other new First Peoples suppliers and artists in the future and continuing to foster our connections with community.

CASE STUDY

A Cultural Learning Journey with Murri Tukka

On 22 February 2025, Parliamentary staff had the privilege of exploring First Peoples food and culture with Batjala man Bruce Gululai Phillips from Murri Tukka. Staff from Catering, Committees, Property Services and Chamber Services came together on an immersive learning experience at Northey Street City Farm's bush food trail.

Exploring the Plant-to-Table Connection

Guided by Bruce's extensive knowledge, participants explored the deep relationship between First Peoples and Country, discovering how native plants have been used for thousands of years for sustenance, medicine, and cultural practices.

As the group walked through the bush food trail, they had the opportunity to see, smell, and taste a variety of locally-sourced, traditional First Peoples plant foods. Bruce shared insights into where these plants grow, how they are harvested, and the ways they are prepared to create nutritious meals.

A Hands-On Bush Tucker Experience

Bruce then donned his chef's hat, demonstrating how native ingredients can be transformed into delicious meals using age-old traditions combined with modern cooking techniques and ingredients from other cultures. Participants were treated to a tasting menu featuring a selection of beautifully prepared dishes, including:

- Barramundi with lemon myrtle and a second variation with ginger
- Kangaroo with kimchi, a fusion of native flavours and modern influences

- Bunya nuts and macadamia nuts, staples of First Peoples diets for thousands of years
- Lemon myrtle chips, adding a crunch
- Finger limes, a burst of fresh, tangy pearls often called 'lime caviar'
- Davidson plums and river cherries, which are rich in antioxidants and hold deep cultural significance.

A Deeper Appreciation of First Peoples Food Culture

This experience provided more than just a culinary journey—it was an opportunity for Parliamentary staff to connect with and gain a deeper appreciation for the knowledge, traditions, and sustainability practices of First Peoples communities. Understanding the plant-to-table connection and the deep respect for country that underpins First Peoples food traditions reinforced the importance of cultural learning in the workplace and the integration of First Peoples ingredients in the food prepared at Parliament House.

The RAP Working Group is committed to fostering meaningful engagement with First Peoples communities, and experiences like this help strengthen that commitment.

Our culinary team spoke about their experience afterwards:

"A big thank you to Bruce for the interactive Bush Tucker Workshop. It was such an enjoyable and enriching experience. Bruce was passionate and happy to share his extensive knowledge and experiences regarding Bush Tucker. I thoroughly enjoyed watching Bruce cook up a storm with the native ingredients. It was lovely that everyone was welcome to join in on the cooking, and of course, the eating."

My favourite dish was the Barramundi with lilli pilli and lemon myrtle leaves. We also couldn't stop snacking on the moreish Macadamia nuts with the fragrant curry leaf myrtle. This workshop deepened our understanding on First Peoples culture and cuisine, and we're excited to incorporate these insights into our Parliamentary dining experience."

Rouba Dawoodjee,
Chef de Partie, Queensland
Parliament

"I would like to extend my gratitude for the opportunity to be a part of the Murri Tukka walk."

It was a wonderful day filled with unique native flavours and gave us all a good insight to the wonderful produce right in our own backyard. I personally have walked past some of these plants on my travels to work and I wasn't aware that they were edible."

We are all excited to explore and incorporate native plants and fruits from the Parliamentary Service's Reconciliation Garden into our culinary creations."

Nathan Nixon,
Apprentice Cook, Queensland
Parliament



CASE STUDY

Our Graduate Program is shaping a more inclusive Queensland Parliamentary Service



Basil Currie and Sheree Strauss, First Peoples Graduate Parliamentary Services Officers.

The core of our Parliamentary Service RAP is to celebrate and recognise the diverse and distinctive contributions that First Peoples can bring to the Queensland Parliamentary Service. Our previous RAP included a specific deliverable aimed at creating an opportunity for Aboriginal and Torres Strait Islander people to join the Service, with two places reserved for them in the Graduate Program.

In 2023, the first of the two reserved places was filled by Sheree Strauss, a descendant of the Yamatji Nanda people from Western Australia, who began her journey in the inaugural commencement of the Graduate Program in 2023.

In 2024, Basil Currie joined the Graduate Program. Basil is of the Butchulla people of K'gari Island, Queensland and Mununjali people of Beaudesert, Queensland.

Meaningful Impact

The Graduate Program serves as a flagship initiative that reinforces the importance of Aboriginal and Torres Strait Islander peoples having impact and visibility in Queensland Parliament, and allows First Peoples graduates to work on projects that are culturally meaningful to them. For example, while on rotation in People and Culture, Sheree contributed to the recruitment project for the Graduate Parliamentary Services Officer (First

Peoples Identified) position which resulted in Basil's appointment.

Basil also contributed to committee research during his rotation in the Committee Office, bringing a cultural lens to his work. This included collating legal advice provided to committees on the cultural rights of Aboriginal and Torres Strait Islander peoples. During his rotation in Financial and Administrative Services, Basil identified potential First Peoples products as alternatives to existing items, supporting future procurement decisions in alignment with the RAP deliverables.

CASE STUDY

First Peoples Traineeship Program: Creating employment opportunities for Aboriginal and Torres Strait Islander peoples

Building on the success of the Parliamentary Service Graduate Program, the Queensland Parliamentary Service identified an opportunity to further expand employment pathways for First Peoples.

While the Graduate Program provides a structured pathway for university graduates, it was recognised that some First Peoples students seeking employment within the Service come from diverse educational backgrounds and may not yet hold university qualifications.

To create additional pathways for career progression, a new First Peoples traineeship program has been established, offering a mix of 'on-the-job' training and theoretical applications of their work. This complements the Graduate Program by providing opportunities in roles such as Food and Beverage Attendant in Catering Services, which do not require a university degree but offer strong career prospects.

Partnership with Seed Employment Workforce Solutions

In November 2024, the Service formalised a partnership with Seed Employment Workforce Solutions, a Group Training Organisation. Through this partnership, Seed will employ a trainee under a Training Contract and place them with the Service in our capacity as a host employer.

Program Structure and Outcomes

The trainee will undertake a 24-month traineeship program, gaining hands-on training and foundational skills in catering services, including practical experience in hospitality operations,

client services, and team work, establishing a strong base for future roles in the industry and beyond.

The trainee will undertake concurrent studies with TAFE Queensland and upon successful completion of the traineeship, will hold a Certificate III in Hospitality Operations.

The initial recruitment round received strong interest, but many applicants were ineligible, either not identifying as an Aboriginal or Torres Strait Islander person or already holding the qualification.

To extend the reach of the opportunity, Seed promoted the role through Community Education Counsellors from partnering schools, local Workforce Australia providers, and various social media platforms. After approximately six weeks, the position was re-advertised, which resulted in a higher calibre of eligible applicants.

Following eligibility checks and first-round interviews conducted by Seed, four candidates progressed to a "meet and greet" with the Queensland Parliamentary Service's Catering Services Manager. One candidate emerged as the most suitable based on this interaction and was invited to complete a morning of work experience.

This work experience allowed both the candidate and our team to gain a deeper understanding of the role and organisational environment. The placement was a positive experience for all involved, and the candidate was formally offered the traineeship, commencing in May 2025.



The parliamentary kitchen team preparing fresh ingredients.

CASE STUDY

Weaving Together Culture and Connection: Advancing Reconciliation Through Cultural Learning

On 8 March 2024, Queensland Parliament Staff embraced an enriching cultural learning experience by participating in a weaving workshop. This event was led by Erica Eurell, a respected Traditional Custodian from the Yugambeh Language Region on the Gold Coast and a descendant of the Wollumbin/Mount Warning country. The session was coordinated by the First Peoples Liaison Officer as a part of Parliament's commitment to its RAP objectives.

Weaving, an age-old tradition imbued with knowledge and connection, the workshop offered participants the chance to engage with First Peoples' cultural practices. Beyond creating woven pieces, staff fostered meaningful connections, shared stories, and gained an appreciation for one of the many facets of Australia's First People's culture. The gratitude expressed by participants reflected the significance of the workshop as a space for mutual learning, building relationships and cultural exchange.

Driving Innovation Through Cultural Learning

This workshop exemplified the goals of our RAP, which aims to strengthen relationships with Aboriginal and Torres Strait Islander peoples. As an opportunity for formal cultural learning, the weaving session helped Parliament's RAP Working Group and staff deepen their understanding of cultural heritage and practices—a vital step toward reconciliation.

Respect as the Foundation for Reconciliation

This workshop created a space to build respect for traditional ways of knowing and doing. Activities like these cultivate knowledge and pride in First Peoples' heritage and contribute to fostering a shared national identity grounded in understanding and mutual respect.

This initiative provided an opportunity to address cultural knowledge gaps and ensure participants gained an understanding that promoted equality and non-discrimination. By embedding cultural competence into its operations, Parliament sets an example of how organisations can create respectful environments that enable Aboriginal and Torres Strait Islander peoples to thrive without barriers.

Advancing Reconciliation Commitments

As we continue to implement the RAP, events like this provide valuable insights and strengthen our ability to advance reconciliation in meaningful and impactful ways. These efforts help ensure the recognition and celebration of Aboriginal and Torres Strait Islander cultures while empowering individuals to contribute to a reconciled Australia.





Relationships

As custodians of the symbolic home of democracy in Queensland, the Parliamentary Service is committed to building strong, respectful, and lasting relationships with Aboriginal and Torres Strait Islander peoples. This RAP represents a continued pathway to deepen those connections by embedding reconciliation as business as usual, ensuring that culturally inclusive practices are not isolated initiatives, but a core part of how we operate each day.

We have established enduring and empowering relationships with Aboriginal and Torres Strait Islander communities and remain focused on strengthening these through genuine engagement and collaboration. This includes fostering inclusive partnerships, promoting reconciliation through initiatives such as National Reconciliation Week, and creating culturally safe spaces for dialogue, leadership, and shared action.

Cultural events offered in recent years, including those held for NAIDOC Week, have expanded in scale, with increased staff participation across the Parliamentary Service. In addition, our engagement with local communities at events such as the Musgrave Park Family Fun Day has helped to remove the formal barriers often associated with Parliament, providing open, welcoming opportunities for anyone to get involved, ask questions, and connect informally with our staff and programs.

Key priorities of this RAP also include encouraging youth involvement through educational programs like the Eric Deeral Indigenous Youth Parliament, reviewing policies to strengthen anti-discrimination practices, and embedding reconciliation across our workforce and outreach efforts.

Actions	Deliverables	Timeline	Responsibility
Action 1: Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Continue to collaborate with Aboriginal and Torres Strait Islander organisations and communities to develop partnerships and guiding principles for effective ongoing stakeholder engagement.	Dec 2025	Lead: First Peoples Liaison Officer Support: Procurement Team
	1.2 Review and update strategies for collaborating with Aboriginal and Torres Strait Islander organisations and communities in our engagement plan.	Dec 2025	First Peoples Liaison Officer
	1.3 Conduct tours of the Queensland Parliament and seminars for groups of Aboriginal and Torres Strait Islander students and community group members to foster inclusive relationships with the Parliament.	Nov 2025	Lead: First Peoples Liaison Officer

Actions	Deliverables	Timeline	Responsibility
Action 2: Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2026 May 2027	Lead: RAP Champion Support: Head of People and Culture
	2.2 RAP Working Group members to participate in an external NRW event.	27 May–3 June 2026 27 May–3 June 2027	RAP Working Group Co-Chairs
	2.3 Continue to encourage and support senior leaders and staff participation in at least one external event to recognise and celebrate NRW.	27 May–3 June 2026 27 May–3 June 2027	Head of People and Culture
	2.4 Organise at least one NRW event each year and promote NRW activities through suitable channels including social media, Intranet and publications.	27 May–3 June 2026 27 May–3 June 2027	Team Leader, Marketing and Communications
	2.5 Register all of our NRW events on Reconciliation Australia's NRW website.	May 2026 May 2027	RAP Working Group Co-Chairs
Action 3: Promote reconciliation through our sphere of influence.	3.1 review and refine an internal engagement plan to raise awareness and understanding of reconciliation across our workforce during RAP period.	Nov 2025	Lead: First Peoples Liaison Officer Support: RAPWG Secretary
	3.2 Promote our RAP to all staff and encourage membership in the RAP Working Group.	Oct 2025 Oct 2026	RAP Working Group Co-Chairs
	3.3 Communicate our commitment to reconciliation publicly.	Oct 2025 Oct 2026	Speaker
	3.4 Explore and action opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2026	RAP Working Group Co-Chairs
	3.5 Conduct a RAP Dialogue inviting Queensland RAP organisations to discuss their RAP activities and to learn from each other.	Feb 2026	RAP Working Group Co-Chairs
	3.6 Continue to include an overview of the RAP as part of new Member induction.	Nov 2026	Deputy Clerk

Actions	Deliverables	Timeline	Responsibility
Action 4: Promote positive race relations through anti-discrimination strategies.	4.1 Review and update internal policies and procedures through the lens of positive race relations and to keep pace with changes in anti-discrimination policy and best practice.	Nov 2025	Head of People and Culture
	4.2 Consult with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors when reviewing policies and procedures relating to anti-discrimination.	Oct 2025	Head of People and Culture
	4.3 Review anti-discrimination policy for organisation and ensure policy is communicated to staff.	June 2026	Head of People and Culture
	4.4 Ensure the anti-discrimination policy is communicated effectively to all employees and included in employee inductions.	Oct 2025	Head of People and Culture
	4.5 Arrange training for senior leaders on the effects of racism.	Nov 2026	Head of People and Culture
Action 5: Increase level of engagement with Aboriginal and Torres Strait Islander Youth.	5.1 Continue to support emerging leaders in the community by hosting the Eric Deeral Indigenous Youth Parliament and Junior Indigenous Youth Parliament.	Dec 2026	First Peoples Liaison Officer
	5.2 Conduct an annual review of our educational outreach to young Aboriginal and Torres Strait Islander people (including through the Junior Indigenous Youth Parliament and the Eric Deeral Youth Parliament) to inform and improve effective outreach.	Nov 2025 Nov 2026	First Peoples Liaison Officer
	5.3 Consult with Aboriginal and Torres Strait Islander advisors and key stakeholders on the review of our educational outreach programs.	March 2026 March 2027	First Peoples Liaison Officer
	5.4 Continue collaboration with TAFE and other employment and education providers to increase opportunities for young Aboriginal and Torres Strait Islander people to gain experience within the Parliamentary Service.	Oct 2025	Lead: Manager, Catering Services Support: First Peoples Liaison Officer

The Parliamentary Service is focused on fostering a culture of respect for Aboriginal and Torres Strait Islander peoples by deepening understanding of their cultures, histories, and protocols. Cultural events and learning opportunities, such as *Living Under the Act* and NAIDOC Week activities, have significantly increased staff knowledge and awareness, helping to build a more respectful and inclusive workplace. Challenges around staff attendance at cultural events have been addressed by promoting a wide range of opportunities, particularly during NAIDOC Week, including both on-precinct activities and external events available across the state. Welcome to Country is formally included at the opening of Parliament each year, and Acknowledgement of Country is now regularly used at meetings and gatherings across the organisation. Through these practices, along with structured cultural learning and engagement with Traditional Owners and communities, the Service is embedding respect into everyday operations and interactions.

Actions	Deliverables	Timeline	Responsibility
Action 6: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	6.1 Conduct a review of cultural learning needs within the Queensland Parliamentary Service annually.	Oct 2025 Oct 2026 Oct 2027	RAP Working Group Co-Chairs
	6.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Oct 2025	First Peoples Liaison Officer
	6.3 Review and update cultural learning strategy for all precinct staff and develop flexible options for delivery to Regional Electorate Office staff.	Nov 2025 Nov 2026	Head of People and Culture
	6.4 Investigate appropriate learning opportunities in relation to First Peoples languages.	Oct 2025	First Peoples Liaison Officer
	6.5 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	April 2026 April 2027	First Peoples Liaison Officer
	6.6a Conduct an audit of the collection from the reconciliation gallery.	Nov 2026	RAP Champion
	6.6b Conduct cross jurisdictional analysis of other parliaments and similar institutions about how they house, display and select Aboriginal and Torres Strait Islander art.		
	6.6c Establish a framework for the curation of reconciliation gallery.		

Actions	Deliverables	Timeline	Responsibility
Action 7: Demonstrate respect to Aboriginal people and Torres Strait Islander people by observing cultural protocols.	7.1 First Peoples Liaison Officer to monitor significant Parliamentary Service occasions to ensure appropriate cultural protocols are followed - Invite local Traditional Owner/s to provide Welcome to Country or other appropriate cultural protocol, including at the opening of Parliament each year.	Dec 2025 Dec 2026	First Peoples Liaison Officer
	7.2 Review and update cultural protocol documents promoted to staff, including protocols for Welcome to Country and Acknowledgement of Country.	Aug 2026	Team Leader, Marketing and Communications
	7.3 Increase staff understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country protocols as part of induction/ orientation programs.	Nov 2025	Head of People and Culture
	7.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Oct 2025	RAP Champion
	7.5 Maintain a list of key First Peoples contacts for organising a Welcome to Country and maintaining respectful partnerships.	Oct 2025	First Peoples Liaison Officer
Action 8: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	8.1 Maintain RAP Working Group's participation in an external NAIDOC Week event.	July 2026 July 2027	RAP Working Group Co-Chairs
	8.2 Promote NAIDOC Week resources and encourage participation in external NAIDOC events to all staff.	June 2026 June 2027	Team Leader, Marketing and Communications
	8.3 Continue to deliver an internal NAIDOC Week event for Parliamentary Service Precinct Staff. This event will be organised in consultation with Aboriginal and Torres Strait Islander stakeholders.	First Week in: July 2026 July 2027	RAP Champion
	8.4 Encourage attendance of Electorate Officers of NAIDOC Week events.	First Week in: July 2026 July 2027	Electorate Office Liaison
	8.5 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2026 May 2027	Head of People and Culture



Opportunities

The Parliamentary Service is committed to creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples by improving employment outcomes, increasing supplier diversity, and promoting involvement in the legislative process. Key actions include enhancing recruitment and development pathways, supporting First Peoples-owned businesses through inclusive procurement practices, and strengthening culturally appropriate engagement in committee work and parliamentary inquiries. While the Service has achieved a 225% increase in employees who identify as Aboriginal and/or Torres Strait Islander peoples, attracting and recruiting First Peoples for graduate and traineeship roles remains a challenge. This is an area of focus for improvement in this Innovate RAP.

Actions	Deliverables	Timeline	Responsibility
Action 9: Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	9.1 Continue engaging with First Peoples employees to build on our recruitment, retention and professional development opportunities.	Oct 2025 Oct 2026 Oct 2027	Head of People and Culture
	9.2 Build understanding of current First Peoples employees to inform future employment and professional development opportunities	Nov 2026	Head of People and Culture
	9.3 Continue to use First Peoples careers websites to effectively reach First Peoples candidates for all positions that are based at Parliament House.	Nov 2026	Head of People and Culture
	9.4 Continue to regularly review people and culture procedures and policies to remove any potential or perceived barriers to First Peoples participation in our workforce.	Nov 2026	Head of People and Culture
	9.5 Investigate First Peoples employment pathways (Graduate/ traineeships/ internships) with the goal to increase the representation and visibility of First Peoples across our workforce.	Oct 2025	Head of People and Culture

Actions	Deliverables	Timeline	Responsibility
Action 10: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1 Continue to utilise Supply Nation and Black Business Finder resources to assist with engagement of Aboriginal and Torres Strait Islander owned businesses.	June 2026	Team Leader, Procurement Services
	10.2 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	Oct 2026	Team Leader, Procurement Services
	10.3 Review Supply Nation membership.	Sept 2026	Team Leader, Procurement Services
	10.4 Maintain commercial relationships with Aboriginal and Torres Strait Islander businesses, by inviting them to quote for the provision of goods and services when procurement opportunities arise.	June 2026	Team Leader, Procurement Services
	10.5 Review and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Oct 2026	Team Leader, Procurement Services
	10.6 Continue to ensure there are no barriers in current procurement policies and practices that prevent the procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	June 2026	Manager, Catering Services
Action 11: Increase Aboriginal and Torres Strait Islander Involvement in the Queensland Legislative Process.	11.1 Investigate further opportunities with Aboriginal and Torres Strait Islander communities, stakeholders and peak groups to promote and encourage involvement in committee business and the legislative process.	Nov 2026	Lead: First Clerk Assistant (Committees) Support: First Peoples Liaison Officer
	11.2 Learn more about and promote adoption by committees of culturally appropriate arrangements such as Yarning Circles, for committee hearings where appropriate.	Jan 2026	Lead: First Clerk Assistant (Committees) Support: First Peoples Liaison Officer
	11.3 Continuously review and improve committee communication guides and networks to further expand the reach of parliamentary inquiry messaging to Aboriginal and Torres Strait Islander Queenslanders.	Ongoing	Lead: First Clerk Assistant (Committees) Support: Team Leader, Marketing and Communications

The Parliamentary Service will maintain strong governance of the RAP through an active Working Group with Aboriginal and Torres Strait Islander participation, regular meetings, and ongoing senior management support. With a clear focus on embedding reconciliation as business as usual, it will ensure accountability and transparency by tracking progress, reporting internally and publicly, engaging with Reconciliation Australia, and planning for the development of the next RAP.

Actions	Deliverables	Timeline	Responsibility
Action 12: Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	12.1 Retain ongoing Aboriginal and Torres Strait Islander representation on the RWG.	Ongoing	RAP Champion
	12.2 Maintain at least one First Nations employee to act as RWG Co-Chair.	June 2026 June 2027	RAP Champion
	12.3 Review Terms of Reference for the RWG to ensure they remain relevant.	June 2026 June 2027	RAP Working Group Co-Chairs
	12.4 Meet at least four times per year to facilitate and evaluate RAP implementation.	Dec 2025 Apr, Jun, Sept, Dec 2026 Apr, Jun 2027	RAP Working Group Co-Chairs
Action 13: Provide appropriate support for effective implementation of RAP commitments.	13.1 Progress annual RAP Implementation program and identify and monitor resourcing requirements for RAP implementation within Parliamentary Service budget preparation timeframes.	June 2026 June 2027	RAP Champion
	13.2 Continue engagement with our senior leaders and other staff in the delivery of RAP commitments.	June 2026 June 2027	RAP Champion
	13.3 Continue to identify and preserve appropriate systems to track, measure and report on RAP commitments.	June 2026 June 2027	RAP Champion
	13.4 Maintain appointment of an internal RAP Champion from senior management.	June 2026 June 2027	Clerk of the Parliament

Actions	Deliverables	Timeline	Responsibility
Action 14: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally..	14.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Nov 2025 Nov 2026	RAP Working Group Co-Chairs
	14.2 Continue to report RAP progress to all staff and senior leaders quarterly.	Dec 2025 Apr, Jun, Sept, Dec 2026 Apr 2027	RAP Champion
	14.3 Continue to publicly report our RAP achievements, challenges and learnings annually through the Parliamentary Service Annual Report.	Sept 2026	RAP Champion
	14.4 Consider ongoing participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	RAP Working Group Co-Chairs
	14.5 Maintain contact with Reconciliation Australia to confirm that our primary and secondary contact details are up to date to ensure we do not miss out on important RAP correspondence.	June 2026 June 2027	RAP Working Group Co-Chairs
	14.6 Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	1 Aug 2026 1 Aug 2027	RAP Working Group Co-Chairs
	14.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Oct 2027	RAP Working Group Co-Chairs
Action 15: Continue our reconciliation journey by developing our next RAP.	15.1 Register via Reconciliation Australia's website to begin developing our next RAP.	June 2026	RAP Working Group Co-Chairs



The Welcome to Country for the Opening of the 2025 Parliament was performed by Aunty Deborah Sandy, daughter of Uncle Des Sandy & Aunty Joyce Ann Sandy (née Cuhlam), and her family of the Yuggera/Chepara people. This was followed by a performance from the Mura Biri Gururu Aboriginal Dancers, from the Speaker's electorate of Condamine. A meaningful way to start the parliamentary year, acknowledging Country and celebrating First Peoples culture.



**For any queries about the Queensland Parliamentary Service
Reconciliation Action Plan, please contact:**

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