

AUGUST 2024

AusIMM INNOVATE Reconciliation Action Plan 2024 - 26



Acknowledgement of Country

ACKNOWLEDGEMENT OF COUNTRY

AusIMM acknowledges the Traditional Custodians of the lands on which we work, meet and live.

We pay our respects to Elders past, present and future, for they hold the memories, traditions, stories and songlines of change.

ACKNOWLEDGEMENTS

This document is another key milestone on our reconciliation journey as we continue to look to build unity and respect between First Nations peoples and non-Indigenous Australians through our decisions and actions.

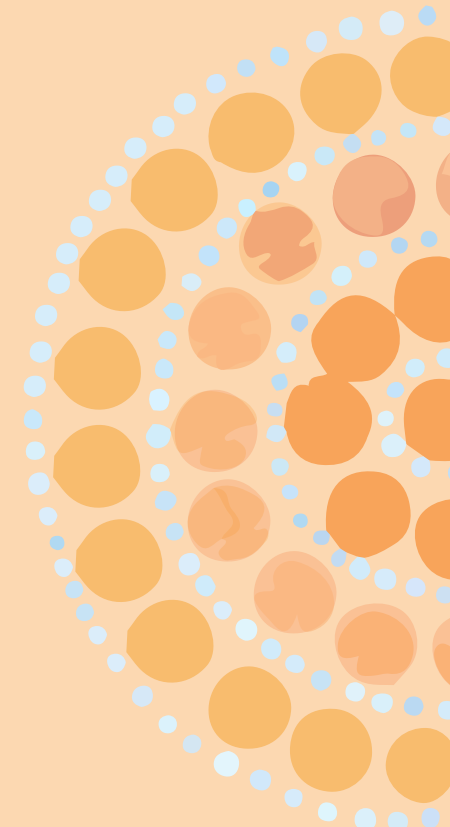
This Plan reflects our commitment to advance the resources sector for the benefit of all people living and working in our communities.

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.

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 AusIMM

AusIMM is the peak body and trusted voice for professionals working in the resources sector. We shape careers, showcase leadership, create communities and uphold industry standards. Representing a global community of 15,000 members from 110 countries, we are committed to supporting those building a professional career in all aspects of the mining industry.

AusIMM was founded in 1893 and operates under a Royal Charter. Our community of members are represented through our Branches, Societies, Networks, Committees and Student Chapters. We have also built influential partnerships with industry, government, education and kindred bodies all over the world. We champion diversity, equity and inclusion, and recognise and promote the importance of equality of opportunity for all people in mining.

We offer professional development opportunities including world class mining conferences, leadership events, online learning and industry news to help build and accelerate careers. We host local and global networking opportunities to connect professionals with common goals and interests and help build their profile.

Our organisation is led by a Board of Directors and the AusIMM Management Team working together under a shared leadership model. Our head 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 also have an office on the lands of the Whadjuk Nyoongar people in Perth, and team members living and working on the lands of the Turrbal, Yuggera and Eastern Kuku Yalanji people in South-East Queensland.

AusIMM's Management Team comprises around 60 staff in Australia. While there are currently no Aboriginal or Torres Strait Islander staff employed at AusIMM, we actively foster a respectful, inclusive and culturally safe environment for all team members and look forward to welcoming First Nations employees into our organisation in the future.



OUR PURPOSE

AusIMM 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.



OUR MISSION

We are committed to upholding ethics, codes and standards and delivering the highest quality professional development to the resources sector.



STRATEGIC IMPERITIVES

- Engagement
- Professional standards
- Advocacy
- Governance



OUR VALUES

- Respect
- Integrity
- Unity
- Innovation



Aboriginal and Torres Strait Islander artwork at AusIMM

ABOUT THE ARTIST - SARAH RICHARDS

A Ngiyampaa woman born on Gadigal land, Sarah is a contemporary artist who has been living and painting on Ngunnawal and Ngambri countries since 2012. Sarah was awarded ACT NAIDOC Artist of the Year in 2015 and Canberra Women in Business' Indigenous Business Woman of the Year in 2023.

In 2018, Sarah used the knowledge from her commerce degree and CPA qualification to turn her passion from a hobby into a small business and created Marrawuy Journeys.

Marrawuy (Mar-ra-way) in her ancestors' language of the Wongaibon people means red kangaroo and was the totem of one of her ancestors, Richard King. This is one of the reasons she has chosen to go by Marrawuy Journeys but the other is the fact that a kangaroo can't easily jump backwards. This also resonates strongly with Sarah because no matter what challenge she is thrown, she keeps moving forward.

Marrawuy Journeys has a vision of healing as individuals so that we can heal as a country. Having a creative outlet allowed Sarah to undergo a journey of healing and through Marrawuy Journeys she creates opportunities for others to experience the same.

AusIMM is honoured to have worked with Sarah on the artworks that have featured in both of our Reconciliation Action Plans, and which hang proudly in our Melbourne and Perth offices.

"Having a creative outlet has allowed me to undergo a journey of healing. I create a space for others to have the opportunity to experience the same. I believe that we all have something to heal from and if we can heal as individuals, it will contribute to our healing as a country."

~ SARAH RICHARDS



JOURNEY OF INFLUENCE

Naarm (Melbourne, Victoria)

“Journey of Influence” is inspired by the central theme of connectedness as AusIMM progresses its reconciliation journey. Transitioning from raising awareness to embedding and expanding its sphere of influence, the focus shifts from internal reflection to actively engaging AusIMM’s Communities of Interest (COIs) and including them in the journey.

At the heart of the artwork lies the central element symbolising AusIMM, as the peak body for professionals working in the resources sector, and its broad groups of COIs consisting of Branches, Societies, Chapters, Networks, Committees, and International communities coming together to collaboratively pursue shared reconciliation goals.

The five circles, intersecting the central element, represent the five dimensions essential for fostering genuine reconciliation. Positioned in a clockwise manner, they symbolise unity, institutional integrity, equality and equity, race relations, and historical acceptance.

The six footprints, surrounded with icons that represent the people of the COIs, extend outward from the central element to signify the active engagement and connection to AusIMM’s reconciliation journey.

“Journey of Influence” serves as a visual reminder of AusIMM’s commitment to reconciliation, portraying the journey from awareness to embedding and expanding its sphere of influence. It celebrates the interconnectedness of all involved in this ongoing journey towards reconciliation.



REFLECTIVE CONNECTEDNESS

Naarm (Melbourne, Victoria)

Reflective Connectedness is the artwork produced by Sarah Richards for AusIMM's Reflect RAP. The work hangs in AusIMM's headquarters in Carlton South, on the traditional lands of the Bunurong/Boon Wurrung and Wurundji Woi Wurung Peoples of the Kulin Nation.

Sarah explains that '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.



AusIMM President and CEO Message

The launch of AusIMM's Innovate Reconciliation Action Plan (RAP) builds on the foundations laid by our professional community in partnership with First Nations peoples over many years.

As the peak body for professionals working in the resources sector, our foundations and strength lie in our connection to community. We exist to advance the sciences applying to minerals for the benefit of the community.

Our values of respect, integrity, unity and innovation speak to our profound belief in the importance of pursuing reconciliation for the benefit of everyone in our society.

Our 15,000 members work across more than 110 countries and are active in all facets of the resources industry.

They come together to learn, share, uphold standards and advance professional excellence in resources through a diverse network of regional branches and societies.

The presence and interaction of our members across diverse lands, countries and communities can be AusIMM's most valuable asset and contribution in an ongoing journey of reconciliation.

This RAP outlines an elevated approach to advance reconciliation through the leadership of our staff and professional communities, focused on:

1. **RELATIONSHIPS:** Building on existing connections and establishing new relationships with Aboriginal and Torres Strait Islander communities, including through our conferences, councils, employment strategies and National Reconciliation Week Initiatives.
2. **RESPECT:** Expanding the cultural learning initiatives launched under our inaugural RAP, and working with the leaders of our branches, networks and societies to build cultural awareness across AusIMM.
3. **OPPORTUNITIES:** Developing and implementing a comprehensive procurement strategy to foster First Nations businesses.
4. **GOVERNANCE:** Maintaining effective oversight through our RAP Working Group.

Our vision for reconciliation is to strengthen the relationships between Aboriginal and Torres Strait Islander and non-Indigenous people through the resources sector and the contributions of its professionals.

AusIMM strives to nurture opportunities for First Nations professionals, organisations and communities through our work in the sector, and equip employees and members with the tools, guidance and support they need to play a productive role in advancing reconciliation through the resources industry.

Thank you to the members of our staff, RAP Working Group, Reconciliation Australia, and the Aboriginal and Torres Strait Islander peoples with whom we collaborate for their contributions to this plan and commitment to reconciliation.

We look forward to continuing our reconciliation journey with you all.



Nicole Brook, FAusIMM
AusIMM, President



Stephen Durkin, FAusIMM
AusIMM, CEO

Reconciliation Australia CEO

Reconciliation Australia commends Australasian Institute of Mining and Metallurgy on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future. Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Australasian Institute of Mining and Metallurgy to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Australasian Institute of Mining and Metallurgy will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Australasian Institute of Mining and Metallurgy is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Australasian Institute of Mining and Metallurgy's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Australasian Institute of Mining and Metallurgy on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Relationships



Respect



Opportunities



Governance

Our reconciliation vision

AusIMM envisions a future where the relationships between resources professionals and Aboriginal and Torres Strait Islander people are based on mutual respect, understanding and a shared commitment to continually creating and building opportunity.

We look to a future where professionals working in resources play an active role in nurturing a just and inclusive sector that delivers lasting benefits for all members of the community.

In pursuit of this vision, we strive to continually strengthen the relationships between Aboriginal and Torres Strait Islander peoples and non-indigenous people within our professional community. Our members will forge deeper and deeper connections with local Aboriginal and Torres Strait Islander peoples throughout their careers. Our branches, societies and networks will be welcoming, inclusive, safe and celebratory spaces for First Nations people. In this way, AusIMM helps to deliver transformative change through the resources sector.

This vision reflects our fundamental role as a professional association, upholding standards and championing diversity, ethics, professionalism and best practice. We recognise the rich connection Aboriginal and Torres Strait Islander peoples have to Country, and the complex interface between the resources sector and traditional lands, seas and communities.

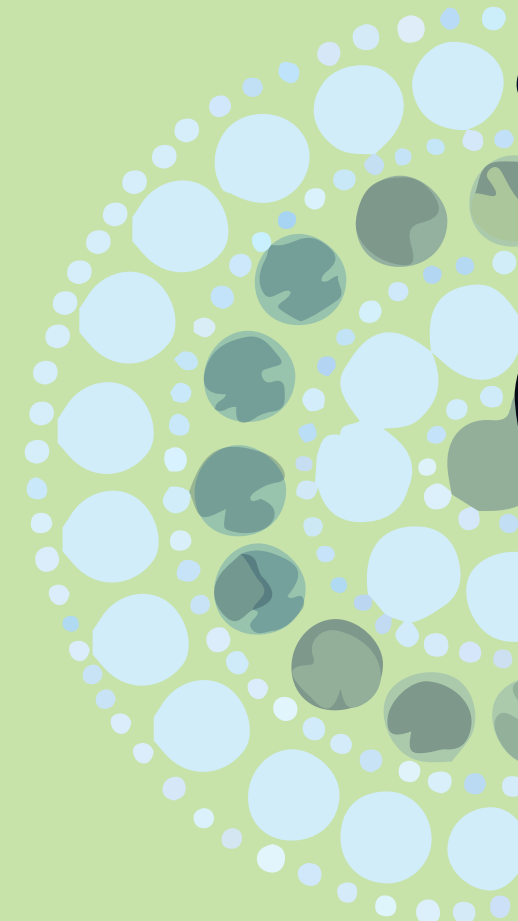
AusIMM is committed to:

- Nurturing the careers of First Nations professionals in the resources sector.
- Promoting First Nations peoples, communities and cultures by leveraging our leading position and profile within the sector.
- Supporting our members to advance reconciliation in partnership with First Nations people.

AusIMM members and employees share a commitment to delivering community benefit through their work in the resources sector. This is a commitment reflected in our Code of Ethics, Social Responsibility Framework and Advocacy Framework, and in the day-to-day work of our Management Team and members alike.

Our members work across all levels of the resources industry, at all stages of the mining lifecycle, and in a diverse range of professional disciplines. Their diverse expertise and commitment to community benefit are our greatest strength in the ongoing journey of reconciliation.

We are dedicated to creating a diverse and inclusive environment welcoming to First Nations peoples, both as employees and members. Our RAP demonstrates the alignment between Reconciliation Australia's objectives and our mission, purpose and values as the peak body for professionals in resources.



In line with AusIMM's values we are committed and resolute in our objective to advance reconciliation across each of its five dimensions.

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

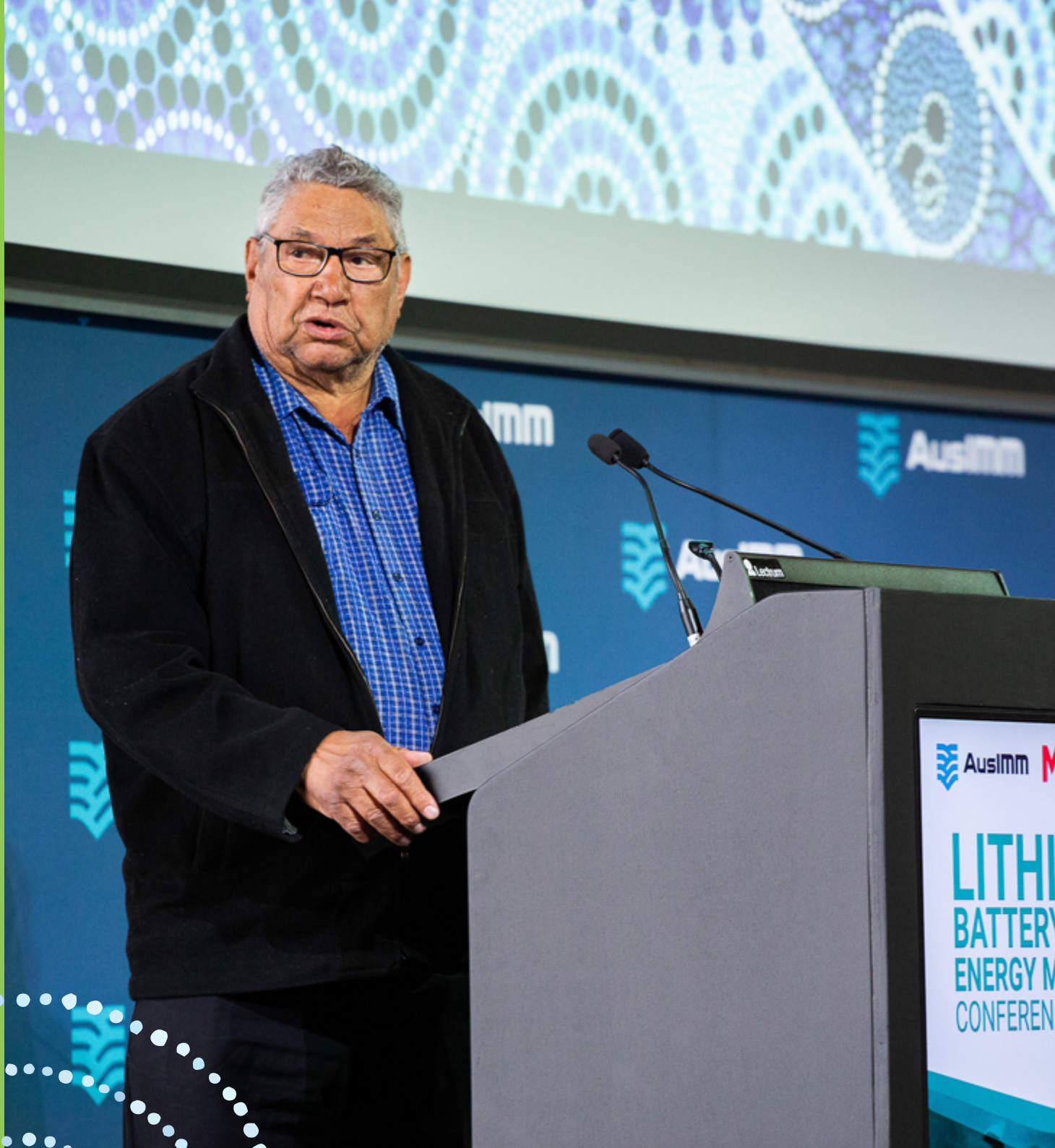
We understand and respect the rights of First Nations peoples and strive to develop meaningful, valued and sustained relationships. We acknowledge, explore and celebrate the diversity of First Nations Peoples.

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 journey

AusIMM's formal reconciliation journey began with the development and launch of our Reflect RAP in 2021.

The decision to develop our first RAP was based on the recognition that, as a peak professional association, we had the opportunity to build on many years of collaboration with Aboriginal and Torres Strait Islander peoples by taking a more systematic approach to advancing reconciliation.

The values-alignment and benefit of taking this approach was clear to our leaders, members, employees, industry stakeholders and Aboriginal and Torres Strait Islander partners.

The core objective of our Reflect RAP was to lay the strong foundations that would prepare AusIMM to engage in reconciliation more meaningfully over time.

Our focus was deliberately internal, looking at the opportunities we could create, the relationships we could nurture and the respect we could embed and reinforce across the AusIMM Management Team.

Our Reflect RAP has been a powerful tool in many ways. It has empowered us to look forward by reflecting carefully on where we have been, what we are doing now, and what steps we can take in the future to continually elevate our reconciliation contribution.

Our Reflect RAP also brought with it many challenges and lessons to be learned. As a not-for-profit, member-based organisation, balancing limited resources while striving to deliver impact and maintain momentum on key reconciliation commitments has been a key challenge.

It has brought us to the stage we are at now, with the development of our first Innovate RAP.

Key achievements under our Reflect RAP

- Established AusIMM's first RAP Working Group with First Nations representation from within and beyond our organisation.
- Began all conferences and events with an Acknowledgement of Country.
- Commissioned AusIMM first RAP artwork – Reflective Connectedness.
- Undertook research to identify the local Traditional Custodians and First Nations stakeholders where our offices are based.
- Partnered with Deadly Science as our 2023/24 Conference Charity Partner.
- Implemented and maintained anti-discrimination policies as part of our people and culture policy framework.
- Initiated a practice of beginning AusIMM team meetings with an Acknowledgement of Country
- Placed Acknowledgement of Country on AusIMM website, together with appropriate First Nations imagery or artwork.

We've learned the importance of aligning RAP initiatives with our core activities to maximise engagement across our professional community and leverage existing strengths. Additionally, fostering a deep understanding of reconciliation internally through continuous engagement and support for staff continues to be a key priority.



Our reconciliation governance

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

Our RAP Working Group, which includes Aboriginal and/or Torres Strait Islander representation, meets quarterly to track progress against existing commitments, explore new opportunities, and ensure that our overall approach to reconciliation is both impactful and sustainable for the organisation. As part of the Innovate RAP, AusIMM will also complete annual progress reports to ensure we are delivering on our commitments and documenting new opportunities.

We have secured Aboriginal and Torres Strait Islander representation directly through the RAP Working Group and will leverage such work within our many diversity and inclusion initiatives.

RAP WORKING GROUP

Juleen Brown | AusIMM Director (also our RAP Champion)

Sam Chester | Advisor, Community Relations, BHP (Aboriginal and Torres Strait Islander-identified)

Julie Allen | AusIMM Head of Events

Adrienne George | AusIMM Head of People, Culture, Capability

Simon Jemison | AusIMM Head of Advocacy and Government Relations

Dominic Stevenson | AusIMM Communications Manager

Harry Turner | AusIMM Senior Manager Government Relations



Our Innovate Commitments

RELATIONSHIPS: FOSTERING MEANINGFUL RELATIONSHIPS

Aligned to the first of our strategic imperatives - Engagement - AusIMM will continue to build and strengthen relationships with Aboriginal and Torres Strait Islander peoples through ongoing cultural learning and stakeholder engagement.

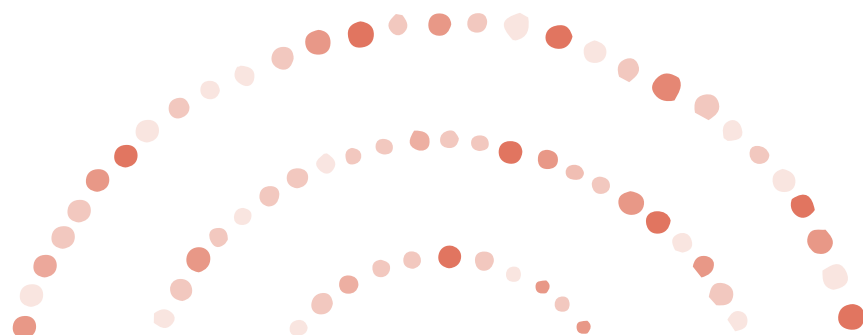
Shared understanding and mutual respect will assist our employees and members to engage, contribute and maintain collaborative and productive relationships with Aboriginal and Torres Strait Islander communities, organisations and peoples

Action Area	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement by AusIMM staff.	December 2024	Lead: Senior Manager, Government Relations Support: Head of Events, Head of People, Culture and Capability, Communications Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander members, stakeholders and organisations.	March 2025	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	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.	September 2024	Lead: Head of Events Support: All Senior Managers and Managers, Events
	Review membership base to determine how many AusIMM members identify as Aboriginal and Torres Strait Islander people.	October 2024	Lead: Senior Manager, Member Services Support: Administration and Membership Specialist
	Identify ways to attract and grow AusIMM's membership to include those First Nations people who work within the resources sector.	December 2025	Lead: Senior Manager, Government Relations Support: Head of Events, Head of People, Culture and Capability, Communications Manager

Action Area	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025 May 2026	Lead: Communications Manager Support: General Manager, Marketing, Communications and Member and Corporate Services
	RAP Working Group members to participate in an external NRW event.	May 2025 May 2026	Lead: Head of Events, Head of People, Culture and Capability, Communications Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2025 May 2026	Lead: Communications Manager Support: Communications team
	Organise at least one NRW event each year. For example an online panel discussion.	May 2025 May 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Register all our NRW events on Reconciliation Australia.	May 2025 May 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	November 2024	Lead: Head of People, Culture and Capability Support: People and Culture team.
	Communicate our commitment to reconciliation publicly.	August 2024	Lead: Communications Manager Support: Communications team
	Explore opportunities to positively influence our external stakeholders and AusIMM to drive reconciliation outcomes.	December 2024	Lead: Senior Manager, Government Relations Support: Head of Events, Head of People, Culture and Capability, Communications Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. Consider connection with international bodies working in resources sector.	June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Host a forum or conference for First Nations representatives that work within the industry.	June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations

4. Promote positive race relations through anti-discrimination strategies.

Work with First Nations peoples and our communities of interest to develop truth-telling workshops (known as technical sessions within AusIMM) tailored for the resources sector.	November 2025	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations, Communications Manager
Deliver panels and other conference and event content focussed on the role of resources professionals in advancing reconciliation with First Nations peoples.	April 2026	Lead: Head of Events Support: All Senior Managers and Managers, Events
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
Develop, implement, and communicate an anti-discrimination policy for our organisation. Review Code of Ethics and specifically anti-discrimination clauses to ensure they are current.	August 2024	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
Raise awareness of our organisations expectations on what constitutes appropriate behaviour in the workplace, including the negative impact of discriminatory and racist behaviours.	June 2025	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2026	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
Educate senior leaders on the effects of racism.	January 2025	Lead: Head of People, Culture and Capability Support: People and Culture Advisor



RESPECT: OUR COMMITMENT TO LEARNING AND DEMONSTRATING RESPECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

Aligned to the value of Respect, AusIMM strives to strengthen its cultural responsiveness by understanding, respecting and acknowledging the languages, cultures and histories of First Nations peoples. Every AusIMM conference

since 2018 has opened with an Acknowledgement of Country. Cultural learning is an ongoing journey for our employees and members to share the breadth and diversity of First Nations storylines and songlines.

Action Area	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct an annual review of cultural learning needs within AusIMM.	September 2024	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September 2024	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
	Develop, implement, and communicate a cultural learning strategy document for our staff and AusIMM COI leaders.	September 2024	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
	Invest in cultural immersion opportunities to support staff to encourage cultural exchange with Aboriginal and Torres Strait Islander peoples, deepen understanding of reconciliation dimensions and increase engagement and commitment to RAP.	June 2025 June 2026	Lead: Head of People, Culture and Capability Support: Senior Manager, Government Relations
	Investigate options of providing cultural learning for AusIMM members through communications opportunities.	September 2024	Lead: Head of People, Culture and Capability Support: Senior Manager, Government Relations
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2026	Lead: Head of People, Culture and Capability Support: People and Culture Advisor

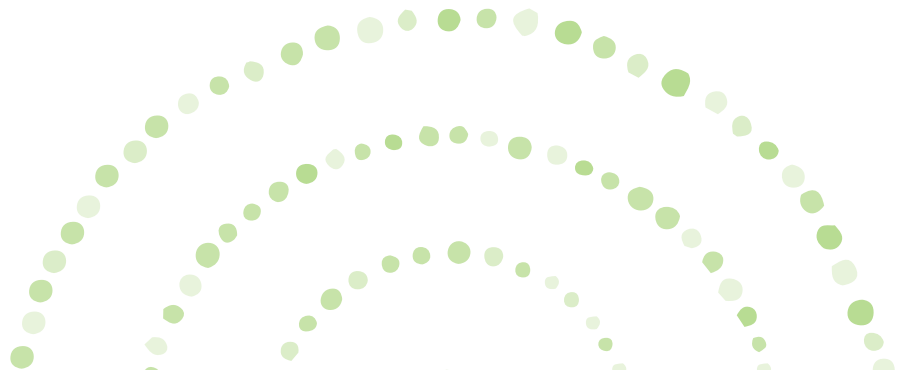
Action Area	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2026	Lead: Head of People, Culture and Capability Support: People and Culture
	Continue to develop, implement and communicate a cultural protocol document, including ensuring protocols for Welcome to Country and Acknowledgement of Country are current and appropriate.	June 2025 June 2026	Lead: Head of People, Culture and Capability Support: People and Culture
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2025 June 2026	Lead: Head of Events Support: All Senior Managers and Managers, Events
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025 July 2026	Lead: Head of People, Culture and Capability Support: Head of Events, Head of People, Culture and Capability, Communications Manager
	Continue to maintain HR policies and procedures to remove barriers to staff and AusIMM members participating in NAIDOC Week and reviewed annually.	August 2024 June 2025 June 2026	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
	Promote and encourage participation in external NAIDOC events to all staff.	July 2025 July 2026	Lead: Communications Manager Support: General Manager, Marketing, Communications and Member and Corporate Services
	Contribute to NAIDOC week by developing content and promoting events and other opportunities to AusIMM members through our content channels.	First week in July 2025 July 2026	Lead: Communications Manager Support: Senior Manager, Government Relations.

OPPORTUNITIES: OUR COMMITMENT TO CREATING SHARED VALUE OPPORTUNITIES TO ADVANCE RECONCILIATION

Aligned to our AusIMM value of Innovation, AusIMM will collaborate with Aboriginal and Torres Strait Islander communities to develop new pathways for meaningful employment, leveraging inclusive practices and broadening our procurement strategies.

Action Area	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2025	Lead: Head of People, Culture and Capability Support: People and Culture Advisor
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2024	Lead: Head of People, Culture and Capability Support: People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	August 2024	Lead: Head of People, Culture and Capability Support: People and Culture
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	August 2024	Accountable: Head of People, Culture and Capability Support: People and Culture
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	April 2025	Accountable: Head of People, Culture and Capability Support: People and Culture

Action Area	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy for AusIMM activities (eg. Conferences, events, merchandise).	December 2024	Lead: Head of Events Support: Senior Manager, Government Relations
	Investigate and sign up to be become a member of Supply Nation.	December 2024	Lead: Head of Advocacy and Government Relations Support: Head of Events, Head of People, Culture and Capability, Communications Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	December 2024	Lead: Finance Manager Support: Head of Events, Head of People, Culture and Capability, Communications Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2024	Lead: Finance Manager Support: Head of Events, Head of People, Culture and Capability, Communications Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2024	Lead: Head of Advocacy and Government Relations Support: People and Culture Advisor, Senior Manager, Government Relations



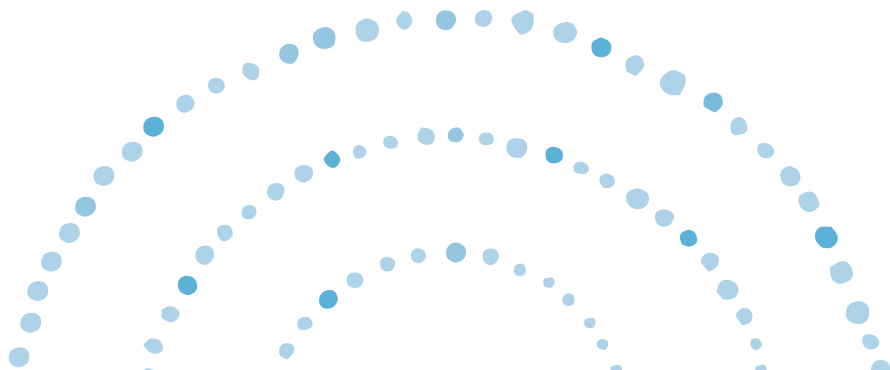
GOVERNANCE: OUR RECONCILIATION GOVERNANCE AND REPORTING

Aligned to our fourth strategic imperative – Governance
 – AusIMM’s RAP Working Group will oversee delivery and reporting of this Innovation RAP.

Action Area	Deliverable	Timeline	Responsibility
10. Provide professional development opportunities to promote lifelong learning and support Aboriginal and Torres Strait Islander people as they move into leadership across the sector.	Offer access to AusIMM Professional Development courses to 50 Aboriginal and Torres Strait Islander leaders.	July 2026	Lead: Head of Advocacy and Government Relations Support: Head of Online Courses and Strategic Programs
	All of AusIMM’s 25 Community of Interest Branches and Societies leaders to participate in Cultural Awareness training.	October 2025	Lead: Head of Advocacy and Government Relations Support: General Manager, Member Engagement
	Maintain Aboriginal and Torres Strait Islander representation on the RWG. Proactively invite Elders from diverse First Nations communities to challenge us, guide our thinking and our understanding to develop our RAP in cultural learning.	August 2024 June 2025 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Establish and apply a Terms of Reference for the RWG.	June 2025 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Meet at least four times per year to drive and monitor RAP implementation.	September 2024 December 2024 March 2025 June 2025 September 2025 December 2025 March 2026 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations

Action Area	Deliverable	Timeline	Responsibility
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation on an annual basis.	June 2025 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Engage our senior leaders and other staff in the delivery of RAP commitments.	June 2025 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2025 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Appoint and maintain an internal RAP Champion from senior management.	June 2025 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	August annually	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August annually	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September annually	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Report RAP progress to all staff and senior leaders quarterly.	September 2024 December 2024 June 2025 September 2025 December 2025 June 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations

Action Area	Deliverable	Timeline	Responsibility
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Publicly report our RAP achievements, challenges and learnings, annually.	December 2024 December 2025	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
	Submit a traffic light report to Reconciliation Australia at the conclusion of RAP.	August 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations
14. Continue our reconciliation journey, develop next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2026	Lead: Head of Advocacy and Government Relations Support: Senior Manager, Government Relations



Contact us

We welcome enquiries and feedback on our reconciliation commitments – please contact us at policy@ausimm.com

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