

2018 - 2020

Labor



RECONCILIATION  
ACTION PLAN

INNOVATE

# EVERYONE'S BUSINESS



An aerial photograph of a tropical coastline. The left side of the image is dominated by a dense, lush green forest. A narrow strip of white sandy beach runs along the top right edge. The water is a vibrant, clear blue, with some darker patches visible beneath the surface. The overall scene is bright and scenic.

# EVERYONE'S BUSINESS

Remote western coast of Badu Island, Torres Strait.  
The Mura Badulgal people are the traditional  
owners of Badu Island.

## **Australia's First Peoples' Acknowledgement**

The Australian Labor party acknowledges that Aboriginal and Torres Strait Islander Peoples are the First peoples of Australia, and have sustained spiritual beliefs, cultural and ceremonial practices on traditional estates. In the true spirit of reconciliation, the Australian Labor Party affirms its equal partnership with Aboriginal and Torres Strait Islander Peoples for the ongoing custodianship and maintenance of land and 'sea country' throughout this nation.

This document contains images and names of people who have since passed away.





# The Australian Labor Party's Reconciliation Action Plan

December 2018 -  
December 2020

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Image (Left):

**During an emotional ceremony in 1975 Prime Minister Gough Whitlam pours soil into the hand of traditional land owner Vincent Lingiari AM, symbolically handing the Wave Hill station back to the Gurindji people.**

Photograph: Mervyn Bishop.  
©Department of the Prime Minister and Cabinet (PM&C)  
Collection: Art Gallery of NSW.





## MESSAGE FROM BILL SHORTEN MP

# LABOR'S VISION FOR RECONCILIATION AND RECOGNITION

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For Labor, reconciliation and recognition is about ensuring that First Nations People have the same rights, opportunities and outcomes as every other Australian.

These goals have eluded us as a nation for more than two centuries.

It is time for that to change – and Labor wants to lead this change.

Reconciliation and recognition is about acknowledging - and celebrating - the unique place of Aboriginal and Torres Strait Islanders as the first inhabitants and custodians of Australia. We are home to the oldest surviving culture on earth. That is something that we can all take pride in.

Reconciliation and recognition is about acknowledging the truth of our history, the wrongs that have been committed against first peoples—and not shying away from our historical pain. Without truth, there can be no healing.

Reconciliation is about building relationships, and about listening.

Above all, it is about taking action to tackle disadvantage and inequality. It is about introducing practical measures to close the gap in health, housing, education, employment and life expectancy.

It is about protecting and celebrating Indigenous cultures, languages, arts and song.

Whether you live in the city, regions, or a remote community, reconciliation is about making sure that First Nations People enjoy the same rights and outcomes as other Australians.

It is about ensuring First Nations People have an equitable position as citizens within our modern democratic nation.

I am proud to lead a Labor party that holds these ideals, and is committed to working with First Nations People to make this a reality.

If we are to achieve these outcomes and create a truly Reconciled Nation, First Nations People must have a say in all of the decisions that affect their lives.

**That is why I am committed to ensuring that First Nations People have a voice – entrenched in our Constitution.**

With this Reconciliation Action Plan, I also commit my party to practical measures to give First Australians a voice in our party, in our parliament, and in our society. And, in doing so, Labor can continue to lead the way on our nation's path to Recognition, Reconciliation and Justice.

**Bill Shorten**

*Leader of the Opposition*

Image (Left):

**The Hon. Bill Shorten, Leader of the Opposition, Linda Burney MP, Senator Malarndirri McCarthy and Senator Patrick Dodson.**

Photograph: Andrew Meares.





## THE AUSTRALIAN LABOR PARTY AND THE PATH TOWARDS RECONCILIATION

*“to promote equality, to involve the people of Australia in the decision-making processes of our land, and to liberate the talents and uplift the horizons of the Australian people.”*

**-Wenten Rubuntja AM**

Image (Left):

**In 1988 Aboriginal leader Galarrwuy Yunupingu AM presented the Prime Minister, the Hon. Bob Hawke AC, with a painted statement, the Barunga Statement, which petitioned the Commonwealth Parliament to ‘negotiate a Treaty with Indigenous Australians.**

Photograph: Fairfax Syndication.

**The Australian Labor Party (ALP) has a long and proud history of supporting First Nations People on the path towards recognition and reconciliation. Under the Reconciliation Action Plan, we commit to building on this legacy while acknowledging the party’s past involvement in laws and policies of successive governments and parliaments that have negatively impacted on Indigenous Australians.**

The ALP is Australia’s oldest political party. It is a federal party, consisting of eight state and territory branches. The party is descended from labour parties founded in the various Australian colonies, beginning in 1891. It was established federally after the first sitting of the Australian Parliament in 1901.

The party has always aimed to, *“promote equality, to involve the people of Australia in the decision-making processes of our land, and to liberate the talents and uplift the horizons of the Australian people.”* This objective is reflected in its commitment to fairness at work, access to quality education, no matter what a person’s circumstance and a firm belief that all Australians should have the same opportunities to succeed in life.

Membership of the ALP is open to all residents of Australia who share the party’s objectives.

### ALP PARTY STRUCTURE

The party holds a National Conference every three years, comprising federal and state parliamentary members and delegates representing the state and territory branches and Australian Young Labor. The National Conference decides the party’s policy platform, elects the National Executive, and appoints office-bearers such as the National Secretary, who also serves as the National Campaign Director during elections.

The National Executive is the chief administrative authority of the party, subject only to National Conference. The National Executive is responsible for organising the National Conference; carrying out the decisions of National Conference; interpreting the National Constitution, the National Platform and decisions of National Conference; and directing federal parliamentary members.

The national head office of the ALP (the National Secretariat) is managed by the National Secretary. The National Secretariat acts as a permanent secretariat to the National Executive and has the dual responsibility of administering the affairs of the party and managing the national election campaign strategy. In 2018 there were 20 staff working for the National Secretariat, none of these staff have identified as Aboriginal and Torres Strait Islanders.



# HISTORY OF LABOR AND FIRST NATIONS



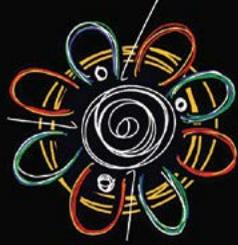
**1963**

## YIRRKALA BARK PETITIONS

In July 1963, two Labor parliamentarians, Kim Beazley (senior) and Gordon Bryant visited Reverend Edgar Wells, Superintendent of the Yirrkala Methodist church mission in eastern Arnhem Land to offer their assistance to the Yolngu people following the Australian Government's decision to remove more than 300 square kilometres of land from the Arnhem Land Aboriginal Reserve to allow Nabalco to mine and extract the bauxite. In August 1963, the Yolngu leaders sent petitions to the Commonwealth Parliament making plain their objection to the lack of consultation and the secrecy of the Government's agreement with Nabalco, and their concern about the impact of the mining on the land unless their voices were heard.

The first two petitions, requesting an inquiry, were presented in the House of Representatives on 14 August by Jock Nelson, Member for the Northern Territory, and on 28 August by Arthur Calwell, then Leader of the Opposition.

The petitions were the first traditional documents prepared by [Indigenous Australians](#) that were recognised by the [Australian Parliament](#), and are the first documentary recognition of Indigenous people in Australian law.



**1967**

## REFERENDUM

The ALP supported the passage of the *Constitution Alteration (Aboriginals) Bill 1967*, to amend section 51 (xxvi) and repeal section 127. The leader of the then Federal Opposition, Mr Whitlam, strongly campaigned for a Yes vote, saying that if the referendum was passed there would be no alibis in the future for failing to improve the conditions of the Aborigines.



**1972-75**

## THE WHITLAM GOVERNMENT

In early 1972 the McMahon Government ruled out land rights for Indigenous Australians, triggering the establishment of the Aboriginal Tent Embassy outside Parliament House.

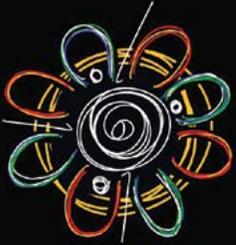
The Whitlam Government established the Department of Aboriginal Affairs and introduced the country's first policy of 'self-determination' in Indigenous Affairs. Also, the expenditure in Indigenous Affairs programs increased significantly during the Whitlam Government.

In 1966 Vincent Lingiari, a member of the Gurindji working at Wave Hill and recently returned from a period of hospitalisation in Darwin, led a walk-off of his people, the Indigenous employees of Wave Hill, in protest against the exploitative working and living conditions they suffered under.

The Gurindji protesters established the Wattie Creek Camp and demanded the return of some of their traditional

lands. Speaking on this, Lingiari said, "We want to live on our land, our way". And, so began the eight-year fight by the Gurindji people to obtain tenure to their land. In August 1975, Prime Minister Whitlam returned the Daguragu lands to the Gurindji people - the "Wave Hill Walk Off" strike action commenced almost a decade earlier. This event also marked a turning point in the way governments provide tenure to First Nations People. Aboriginal land rights was a driving force behind the *Woodward Commission Inquiry*, the *Aboriginal Councils and Associations Act 1976*, and the *Aboriginal Land rights (Northern Territory) Act 1976*.

The Whitlam Government also enacted the *Racial Discrimination Act 1975*, which gave equal land rights to Indigenous Australians and bound the Commonwealth Parliament to the *International Convention on the Elimination of All Forms of Racial Discrimination*.



## 1983-1991

### HAWKE GOVERNMENT

When the ALP returned to office in 1983, 'self-determination' and land rights again became a policy focus for the new Government, and Indigenous Australians were given more control over administration and service delivery through their own incorporated entities. Three key initiatives include:

- The establishment of the *Maralinga Tjarutja Land Rights Act 1984*, which returned the Maralinga lands to the Yalata people and granted former reserve and government lands to an Indigenous corporate body. This followed a Royal Commission set up by the Government to examine British nuclear testing on sites including the Maralinga area.
- In response to public concern about frequent and inadequately explained deaths of First Nations

People in state and territory jails, the Hawke Government established the *Royal Commission into Aboriginal Deaths in Custody (RCIADIC)* in 1987.

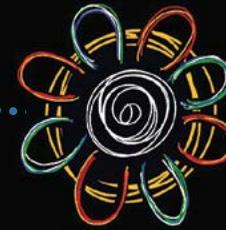
- The Barunga statement of 1988 followed growing discontent around the progress on land rights and the lack of recognition of other civil, economic, social and cultural rights for First Nations People. The Barunga statement petitioned the Commonwealth Parliament to 'negotiate a Treaty with Indigenous Australians that recognises their prior ownership, continued occupation and sovereignty, and affirmed human rights and freedoms'. Prime Minister Hawke pledged that a treaty would be negotiated with Indigenous Australians.

**The Hawke Government** co-managed the first boards with Aboriginal control of the Kakadu and Uluru-Kata Tjuta National Parks.

In 1989, the Hawke Government established the *Aboriginal and Torres Strait Islander Commission (ATSIC)*.

In December 1990, Prime Minister Hawke announced the Government's in principle support for a framework 'advancing a process of reconciliation between Aborigines and Torres Strait Islanders and the wider Australian community'. This framework was put in place by the Council for Aboriginal Reconciliation Bill introduced on 31 May 1991.

Later that year the Hawke Government allocated \$400 million to implement the recommendations of Royal Commission into Aboriginal Deaths in Custody (RCIADIC)



## 1991-1996

### KEATING GOVERNMENT

**The Keating Government** led the way for recognition of past wrongs to Indigenous Australians. In 1992, the High Court handed down the historic Mabo Decision, ruling that the Meriam people of the Murray Islands of Mer, Dauar and Waier held native title to their lands, debunking the doctrine of Terra Nullius. In December 1992, in his Redfern Speech to mark the *Year for World's Indigenous People*, Prime Minister Keating acknowledged past injustices and mistakes and strongly defended the Mabo Decision and Native Title rights. He invited the Australian public to imagine how they would feel if what had been done to First Nations People, had been done to them.

Building on the momentum of the Mabo Decision, the Keating Government commenced consultations and negotiations on Native Title and the *Native Title Act 1993* was passed.

The year of 1993 also brought the establishment of the *Office of the Aboriginal and Torres Strait Islander Social Justice Commissioner*.

Notable initiatives of 1995 include:

- The establishment of the *National Inquiry into the separation of Aboriginal and Torres Strait Islander Children from Their Families* (which resulted in the *Bringing Them Home Report* of 1997).
- The passage of the *Land Fund and Indigenous Land Corporation (ATSIC Amendment) Act 1995*.
- Under the Keating Government, the strengthening of the *Racial Discrimination Act of 1975*.



**2007-2013**

## RUDD/GILLARD GOVERNMENTS

Prime Minister Rudd delivered on 13 February 2008 a National Apology to Indigenous Australians. The apology particularly addressed the members of the Stolen Generation.

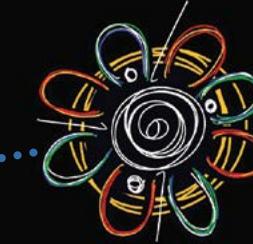
The Rudd Government introduced the initiative 'closing the gap' and established six targets aimed at reducing the disadvantage of Indigenous Australians. To facilitate these goals, seven National Partnership Agreements were established in specific areas for reform to address this disadvantage. Prime Minister Rudd also inaugurated the *Prime Minister's Annual 'Closing the Gap' Report* to the Australian Parliament.

In 2010, the Rudd Government passed the *Social Security and Other Legislation Amendment (Welfare Reform and Racial Discrimination Act) 2010*.

In 2012, a National Partnership Agreement on Stronger Futures in the Northern Territory was implemented, providing \$3.4 billion in funding over ten years to address disadvantage for First Nations People in the Northern Territory.

The Rudd and Gillard Governments advanced the issue of constitutional recognition for Indigenous Australians. *The Aboriginal and Torres Strait Islander Peoples Recognition Act 2013* came into effect on 27 March 2013, and the ALP continued to support constitutional recognition.

In 2013, Labor released the Aboriginal and Torres Strait Islander Health Plan, developed in collaboration and partnership with Aboriginal and Torres Strait Islander peoples from across Australia. The National Congress of Australia's First Peoples and NACCHO, through the National Health Leadership Forum, were critical partners in the development of the Plan. The Plan provided a framework for the development of Aboriginal and Torres Strait Islander health policy over the next decade and beyond.



**2013**

## SHORTEN OPPOSITION

The Shorten Opposition has continued the ALP's support for constitutional recognition and advocate for the introduction of a 'Joint Select Committee on Constitutional Recognition Relating to Aboriginal and Torres Strait Islander Peoples'.

Other initiatives of the Shorten Opposition include:

- Establishing the First Nations Caucus.
- Acknowledgment of Country at all caucus meetings.
- Aboriginal and Torres Strait Islander flags in the opposition party room. Development of a Reconciliation Action Plan.
- Embraced the Uluru Statement from the Heart.

- First Nations representation including Australia's First Nations woman being elected into the House of Representatives, and two First Nations Senators in the Senate.





## EVERYONE'S BUSINESS – LABOR'S RECONCILIATION ACTION PLAN

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*"It is the first time that a national political party has developed a RAP"*

A formal RAP Working Group (RWG) was established to commence work on the RAP and to facilitate its passage through to the 2018 National Conference, members of the RWG are:

**Hon Linda Burney MP**, Federal Member for Barton

**Kyam Maher** –SA Leader of the Opposition in the Legislative Council

**Tara Moriarty** – Member of National Executive (2015-18)

**Tim Ayres** – Member of the National Executive

**Paul Erickson** – National Assistant Secretary

**Alistair Webster** – Director of Social Policy/Leader's Office

This Reconciliation Action Plan (RAP) outlines Labor's commitment to come together with First Nations People and work towards equality, and a Reconciled and just Nation.

It is the first time that a national political party has developed a RAP, and in doing so, outlines a comprehensive strategy for ensuring First Nations People are actively supported to participate in our party, our parliament, and our nation.

Labor's RAP is designed to ensure that at every level of our party we are constantly building our understanding of the issues that affect First Nations' People's equality and aspirations, and developing practical ideas for achieving change.

It focusses on building *relationships, respect and opportunities*.

We have identified a range of practical measures that we can adopt as a party to ensure that First Nations People have more opportunities to be involved in our party, at every level.

More than anything, this RAP aims to ensure First Nations People have equality in a Reconciled Nation, and a voice in the matters that affect their lives.

Today, Labor has an historic number of Indigenous members in the Federal Caucus.

If Labor is successful at the next election, these three First Nation's people will be central to the decision-making of the Australian Government.



## EVERYONE'S BUSINESS – LABOR'S RECONCILIATION ACTION PLAN

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*"Labor's National Conference – the largest political gathering in Australia – has formally adopted this RAP"*

But of course, there is much more that we can do, and this RAP demonstrates our commitment to doing just that.

In its development we have consulted with the National Indigenous Labor Network, State and Territory First Nations' MPs, the union movement and rank and file members.

It has been developed with and approved by the First Nations' Caucus Committee. The First Nations Caucus committee was established after the 2016 Federal election, the FNC has an advisory role and also provides advice to Shadow Cabinet and caucus on legislation relevant to First Nations Peoples. The caucus members include Members and Senators of First Nations Peoples and those members and Senators who have an interest in First Nations Peoples issues.

The ALP's National Executive will have responsibility for the oversight and reporting of the RAP.

To drive these initiatives, Labor has appointed a Reconciliation Action Group to be chaired by the first female Indigenous member of the House of Representatives – Linda Burney, the Federal Member for Barton, under the auspices of the National Executive and First Nations Caucus.



Artwork for the Australian Labor Party Reconciliation Action Plan

By **Elizabeth Yanyi Close**  
*Pitjantjatjara, Yankunytjatjara*

"Around Our Fire"  
Acrylic on canvas ,50x60cm ,2018

## RECONCILIATION ARTWORK

This artwork celebrates and reflects the Australian Labor Party and its commitment to Aboriginal and Torres Strait Islander people, and is featured as part of the ALP's Reconciliation Action Plan.

Before embarking on the creation of this work, I spoke with Linda Burney and her team to ascertain what it was that they wanted this artwork to say, and through that conversation, settled on the key concepts of equity, fairness, self determination, and giving voice to Aboriginal and Torres Strait Islander people.

The ALP is a national body, and as such, the artwork needed to reflect and celebrate a diverse group of people. It needed to speak to both inland, regional and remote living mob like my own Pitjantjatjara and Yankunytjatjara people, which is represented by the earth and red tones through the centre of the artwork. This also uses a free flowing dot work style which is common in Central Australian art, thus representing mob living in the bush and outside the major centres. This work also needed to celebrate and speak to coastal mob, for whom the ocean holds tremendous significance. This also references the Islands of the Torres Strait, and is represented by the deep blues, teals and golden sands.

It also represents the Australian coast, which also encompasses a number of the major Australian cities, thus urban living mob and Aboriginal language groups that are the custodians and traditional owners of the cities, are also represented by these coastal hues, and the contemporary dotwork within it, referencing Aboriginal and Torres Strait Islander people who live, work and practice culture to the beat of the cities.



The centre of the artwork references a number of things. The yellow circle, adapted from the centre of the Aboriginal flag, represents the sun. The pattern of the inner earthy themes and outer coastal themes is a subtle reference to the pattern of lines on the Torres Strait Islander flag. It also references the fact that we are an island, and we have existed here from coast to coast for many, many thousands of years.

The yellow circle references the Aboriginal flag itself and everything that Harold Thomas intended when he designed it, but also the broader concept that the Australian sun, to whom and under which we are all same, is steadfast in its very existence. It shone down on our ancestors and it looks over us today, and will, with the right environmental policies, continue to give life and warmth to this sunburnt country for our children and children's children, and for everyone who chooses to make Australia their home.

The background behind the sun is black. That references a number of things; it, like on both flags, represents us as First Australians. It represents our connection to the dreaming, to the ancestors and to the night sky. The shapes imbedded within and around the sun, represent both Aboriginal and Torres Strait Islander people, men and women, sitting around a campsite or in this case, the white circle which represents a fire. Much Tjukurpa (the Pitjantjatjara word for stories, lore and culture) is shared around a fire. It is a space where all Aboriginal and Torres Strait Islander people connect with their families and cultures.

The U-shapes, which are the universally understood symbol for someone sitting, are comprised of line work within the colours of both the Aboriginal and the Torres Strait Islander

flag. Some of the figures have lines next to them or white circles in front of them; this denotes both male and female (spears and coolamons or baskets respectively) but my intention here was to represent the full scale of gender diversity and the place that all people have within ones Kinship group, language group, mob, clan, skin group, tribe, family or however any one group chooses to identify themselves.

The use of the fine lines to illustrate the sun, campsite and persons sitting represents woven Tjampi (desert grass in Pitjantjatjara). It is with these threads that all Aboriginal and Torres Strait Islander people are woven together. Whilst we are rich in our diversity, from the azure seas of the Torres Straits, to the deep warmth of the central desert, we are inextricably linked together as First Australians. Indeed, as we are with the wider Australian community, Indigenous or not, we are woven together.

We have a shared history that is heavy in its sombre reflection of past policies. It is however, a shared history from which we can learn and grow. And it is in that spirit of shared history, that we extend our invitation to sit Around Our Fire and hear our truths. For it's in the warm glow of the firelight that our stories are told, understanding and realisations are had, and the ancestors light the path ahead. Because it's only when one is truly listening, that one can truly understand.

### **Elizabeth Close**

*Elizabeth Close is an Anangu woman from the Pitjantjatjara and Yankunytjatjara language groups in the APY Lands in outback South Australia. She was born in Adelaide but spent much of her upbringing in remote communities, re-learning her language and receiving cultural education.*

*The evolution of her artwork reflects this. Elizabeth's work is a vibrant fusion of contemporary and traditional Aboriginal art styles; using vivid warmth to express her deep connection to the Central Australian landscape that she calls home, and bold designs that bring about awareness of issues affecting Aboriginal and Torres Strait Islander people.*





## STRATEGIES FOR RECONCILIATION:



### People and Relationships

Trusting relationships between First Nations People and Governments are rarely established. This is why, as Labor prepares to be the next Australian Government, our commitment to **building strong, trusting and lasting relationships** with First Nations People is stronger than ever.

Labor will ensure that First Nations People have a voice in policy decisions that affect First Nations lives. And we know, that only by ensuring our Ministers, Members and Senators, as well as our party officials and membership, have strong relationships with First Nations leaders, can we work together to achieve positive outcomes for First Nations People, and for our nation.

This section of our RAP outlines practical measures to build trusting relationships both within, and outside, our party structures.

Image (Left):

**Prime Minister Kevin Rudd talks with stolen generation member Lorna Fejo after his apology to Indigenous Australians in Canberra, Wednesday, February 13, 2008.**

Photograph: Michael Jones - Auspic/DPS.

 **People and Relationships**

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>1</b> Labor will raise internal and external awareness of our RAP to promote reconciliation across our party, including state and local branches.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Launch the RAP at National Conference in December 2018 and provide copies of the RAP to all state branches.</li> <li>• Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.</li> <li>• Promote reconciliation through ongoing and active engagement with all stakeholders.</li> </ul>	<p>December 2018  December 2018  August 2019</p>	<p>Leader’s Office National Secretariat</p>
<p><b>2</b> Labor will work to better understand the current involvement of, and relationships with, First Nations People.</p>	<p>We will undertake a survey to assess the current level of involvement of First Nations People in the structures of the party across all state branches.</p> <p>This will include:</p> <ul style="list-style-type: none"> <li>• Indigenous Party memberships</li> <li>• Indigenous office holders</li> <li>• Indigenous engagement in policy committees</li> <li>• Membership of the National Indigenous Labor Caucus</li> <li>• Indigenous MPs</li> <li>• Indigenous Local councillors</li> </ul>	<p>March 2019</p>	<p>National Secretariat</p>
<p><b>3</b> Labor will celebrate and participate in National Reconciliation Week (NRW), building and maintain relationships with First Nations Peoples.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Organise at least one internal event for NRW each year.</li> <li>• Register all NRW events via Reconciliation Australia’s NRW website.</li> <li>• Support an external NRW event.</li> <li>• Ensure our First Nations Caucus members participate in an external event to recognise and celebrate NRW.</li> <li>• Encourage staff to participate in external events to recognise and celebrate NRW.</li> <li>• The Leader will encourage members and senators to engage in NRW activities.</li> </ul>	<p>27 May- 3 June, Annually</p>	<p>National Secretariat Leader’s Office First Nations Caucus</p>

 **People and Relationships**



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>4</b> Labor will develop and maintain mutually beneficial relationships with the First Nations Peoples' communities and organisations and support positive outcomes.</p>	<ul style="list-style-type: none"> <li>• Labor will develop an Indigenous Leadership Program, aimed at supporting emerging Indigenous Leaders through a year of one-on-one mentoring program supported by senior members of the ALP.</li> <li>• Labor will develop a list of First Nations suppliers to provide services and supplies for ALP events and functions.</li> </ul>	<p>February 2019</p>	<p>National Secretariat  First Nations Caucus</p>
<p><b>5</b> Labor Members and Senators to develop and maintain mutually beneficial relationships with their local First Nations People.</p>	<ul style="list-style-type: none"> <li>• Labor will develop an Indigenous Leadership Program aimed at supporting emerging Indigenous Leaders through a year of one-on-one mentoring supported by senior members of the ALP.</li> <li>• Labor MPs and Senators will be encouraged to develop local First Nations Roundtables in their local electorates.</li> </ul>	<p>February 2019</p>	<p>Leader's Office Individual MPs and Senators.</p>
<p><b>6</b> Labor will provide a permanent forum of engagement between FPLP and Indigenous organisations.</p>	<ul style="list-style-type: none"> <li>• The First Nations Caucus will host regular meetings with Indigenous organisations and community leaders.</li> </ul>	<p>Every Monday of Sitting weeks</p>	<p>First Nations Caucus</p>

Image (Left): **Nia Belleair** Photograph: Linda Burney.

Image (Centre): **The Hon. Bill Shorten MP and the Hon. Warren Snowden MP at the Barunga Festival.** Photograph: Andrew Meares.

Image (Right): **Face painting fun at the Tangentyere Family Day in Alice Springs** Photograph: Mandy Taylor.





## STRATEGIES FOR RECONCILIATION:



### Respect

Australia is home to the oldest continuously surviving culture in the world. Yet for too many years, First Nations People have been relegated to the status of second class citizens. It is time for this to change.

Labor will ensure we respect the cultures, languages and history of First Nations People by developing appropriate protocols of engagement in all our forums.

We will ensure our MPs and Senators have opportunities to engage in professional development and develop their cultural awareness so that the ALP is regarded as a respectful and welcoming workplace for First Nations People.

Image (Left):

**Ms Nova Peris OAM. Nova elected to the Australian Senate at the 2013 federal election.**

Photograph: Alex Ellinghausen/  
Fairfax Syndication.

Image (Right)

**Chansey Paech MLA - Namatjira, Northern Territory in the Utopia region.** Photograph: Jillian Mundy.



 **Respect**

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>7</b> Labor will encourage our leadership to engage in cultural learning and key cultural activities and programs.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>Require Federal Labor Party (FLP) leadership to undertake cultural competency training.</li> <li>Require the FLP leader or leadership to participate in one key FNP event per year, eg. Garma Festival.</li> <li>National Executive will undertake cultural competency training and encourage state administrative committees to undertake training.</li> </ul>	<p>Jan-April 2019</p> <p>Ongoing - Review February [Annually]</p> <p>Jan - April 2019</p>	<p>Leader's Office</p> <p>Leader's Office</p> <p>National Secretariat</p>
<p><b>8</b> Labor will support staff to identify continuous cultural learning opportunities and increase their understanding and appreciation of First Nations People culture histories.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>Develop and implement a First Nations People cultural awareness training strategy for our staffs which defines cultural learning needs of employees in all areas of our business. And, consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion).</li> <li>Investigate opportunities to work with local Traditional Owners and/or First Nations People consultants to develop cultural awareness training.</li> <li>Identify RAP champions, HR managers and other key leadership staff to undertake cultural competency training.</li> </ul>	<p>April 2019</p>	<p>Leader's Office</p>

 **Respect**

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>9</b> Labor will ensure all members and employees understand the significance of First Nations People’s cultural protocols, such as <i>Welcome to Country</i> and the <i>Acknowledgement of Country</i>, to ensure a shared understanding.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Develop, implement and communicate a cultural protocol document for <i>Welcome to Country</i> and <i>Acknowledgement of Country</i>.</li> <li>• Develop a list of key contacts for organising a <i>Welcome to Country</i> and maintaining respectful partnerships.</li> <li>• Invite a Traditional Owner to provide a <i>Welcome to Country</i> at significant events, including state and national conferences.</li> <li>• Adopt the practice of including an <i>Acknowledgement of Country</i> at the commencement of all important internal and external meetings, including the first caucus meeting at the beginning of a new parliament, cabinet and caucus meetings.</li> <li>• Encourage staff to include an <i>Acknowledgement of Country</i> at the commencement of all meetings.</li> </ul>	<p>January 2019</p> <p>January 2019</p> <p>January 2019</p> <p>January 2019</p> <p>Immediately on National Conference endorsement</p>	<p>National Secretariat / FNC</p>
<p><b>10</b> Labor will provide opportunities for -all staff to engage with their culture and communities by celebrating NAIDOC Week.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Review HR policies and procedures to ensure there are no barriers to all staff participating in NAIDOC Week.</li> <li>• Provide opportunities for all staff to participate in events associate with their culture and communities during NAIDOC Week.</li> </ul>	<p>First week in July</p> <p>Review annually prior to NAIDOC week</p>	<p>National Secretariat</p>





## STRATEGIES FOR RECONCILIATION:



### Opportunities

Providing opportunities for First Nations People to actively engage in our party's administrative and parliamentary wings is a critical part of bringing about change.

Having Indigenous people at the table when decisions are made means the views of First Nations People will never be forgotten.

Federal Labor now has three First Nations members. We can do more.

Labor is committed to ensuring all our party's structures have a variety of First Nations voices, and we will work to make sure our party is accessible, culturally appropriate and that structures are in place to support First Nation involvement in Labor politics and social change.



Image (Left):

**On 10 December 1992, Prime Minister Paul Keating delivered a speech on the problems facing Australia's indigenous population. Delivered at Redfern Park to a largely indigenous audience, the speech is generally now known as the Redfern speech.**

Photograph: Bob Finlayson/  
Newspix.

Image (right):

**Patricia Dixon, A Dunguddy woman, was the first Aboriginal woman elected to local parliament in New South Wales, and the first Aboriginal woman federal candidate for the ALP.**

Photograph: Courtesy of the  
NSW ALP.

 **Opportunities**



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>11</b> Labor will investigate opportunities to improve and increase First Nations People employment outcomes within our workplace.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Develop and implement a First Nations People Employment and Retention strategy.</li> <li>• Engage with existing First Nations staff to consult on employment strategies, including professional development.</li> <li>• Advertise all vacancies in First Nations People media.</li> <li>• Review HR and recruitment procedures and policies to ensure there are no barriers to career development for First Nations staff and the recruitment of future applicants into our workplace.</li> <li>• Ensure all job advertisements include the text 'First Nations People are encouraged to apply.'</li> <li>• Develop and implement First Nations People employment pathways (e.g. traineeships, cadetships and internships).</li> </ul>	<p>March 2019</p> <p>March 2019</p> <p>Review June annually</p> <p>Review June annually</p> <p>Review June annually</p> <p>Review June annually</p>	<p>National Secretariat</p>

 Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>12</b> Labor will investigate opportunities to incorporate First Nations People supplier diversity across our organisation.</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from First Nations businesses.</li> <li>Develop and communicate to staff a list of First Nations businesses that can be used to procure goods and services.</li> <li>Develop relationships with an Aboriginal and/or Torres Strait Islander owned business to expand the First Nations business list.</li> <li>Investigate and expand the Supply First Nations membership.</li> <li>Develop and pilot a First Nations People procurement strategy.</li> </ul>	<p>March 2019</p>	<p>National Secretariat</p>
<p><b>13</b> Labor will facilitate First Nations People networking across the ALP.</p>	<ul style="list-style-type: none"> <li>Develop a First Nations working sub-group of National Executive to facilitate the First Nations People network across the ALP.</li> <li>Develop a cultural mentoring network for existing staff and managers.</li> <li>Investigate opportunities to increase pro bono activities.</li> <li>Support scholarships for First Nations students within the party.</li> <li>Support the leadership of First Nations People within the party.</li> </ul>	<p>March 2019</p>	<p>National Secretariat</p>

Image (Left): Meeting of ALP Caucus.

Image (Centre): Kyam Maher, SA Leader of the Opposition in the Legislative Council and Senator Pat Dodson.

Image (Right): Senator Malarndirri McCarthy giving her first speech in the Senate. Photograph: Auspic.





## Governance, tracking progress and reporting

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>14</b> Labor will establish a Reconciliation Action Plan Working Group (RWG) to actively monitor RAP development.	The RWG will be responsible for overseeing the development, endorsement and launch of the RAP and ensuring First Nations Peoples are represented on the RWG.	Complete	National Secretary
<b>15</b> Labor’s National Executive will oversee the implementation of the Actions, track progress and monitor the reporting of the RAP.	National Executive will discuss and update progress of RAP implementation at least twice per year and report to First Nations Caucus (FNC) and the Federal Parliamentary Labor Party (FPLP).	May and Nov [Annually]	National Secretary
<b>16</b> Labor will report RAP achievements, challenges and learnings to Reconciliation Australia.	We will: <ul style="list-style-type: none"> <li>Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</li> <li>Investigate participating in the RAP Barometer.</li> </ul>	30 September, 2019, 2020  May 2020	National Secretary
<b>17</b> Labor will report RAP achievements, challenges and learnings internally and externally.	We will publicly report our RAP achievements, challenges and learnings.  The National Executive will every 6 months report on the progress of the RAP.	June, December 2019, 2020	National Executive
<b>18</b> Labor will review the Rap at the end of the 2 years and work with Reconciliation Australia on developing a new RAP.	We will: <ul style="list-style-type: none"> <li>Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.</li> <li>Send draft RAP to Reconciliation Australia for review and feedback.</li> <li>Submit draft RAP to Reconciliation Australia for formal endorsement.</li> </ul>	June 2020  July 2020  November 2020	National Executive

Image (Left):

**Patrick Dodson, Yawuru man from Broome, is a Senator for Western Australia and Shadow Assistant Minister for Indigenous Affairs and Aboriginal and Torres Strait Islanders.**





## ACKNOWLEDGEMENTS

The Australian Labor Party would like to thank and acknowledge Ochre Dawn Creative Industries for their guidance and advice in the process of developing the artwork and design for the Reconciliation Action Plan. As part of our commitment to building sustainable partnerships with Aboriginal and Torres Strait Islander business, the ALP will actively procure services from suppliers that are Supply National providers.



The ALP illustration designed by Elizabeth Close represents the ALP's acknowledgement of first Australians, right across this country. We wish to thank Elizabeth for her creative collaboration and this unique and insightful representation.

## RECONCILIATION AUSTRALIA

The Australian Labor Party would like to acknowledge Reconciliation Australia for their leadership, assistance and guidance in preparing this Reconciliation Action Plan and looks forward to the continuing partnership.



**RECONCILIATION**  
AUSTRALIA

### For more information on this RAP contact:

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Labor



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