



RECONCILIATION
ACTION PLAN

REFLECT

Reconciliation Action Plan

February 2024 - February 2025



CLIMATE
CHANGE
AUTHORITY



Natalie L. Simmons (2023) "Birrang" (Wiradjuri for journey)

Artist's statement

The artwork vision is centred on the journey of the authority, our Indigenous communities and the importance of this journey to ensure the future remains sustainable and prosperous for all.

The smaller meeting place with tones of red is representative of our lands and Indigenous peoples. For thousands of years the lands connection to water (to the right) and sky (to the left) was key in ensuring all aspects of life were in order. The off-white, orange and reds heading to the main meeting place at the top represents the continuation of the connection of our lands and where the Authority is striving to be and create. The connection to water and sky as you can see surrounding the meeting place is strong and like a river (infinite) like the journey of Reconciliation and learning about our First Nations Cultures.

The middle meeting place is reflective of the skies and my representation of it, similar to the array of colours you see in the sky at sunset. The skies are connected to a meeting place which symbolises the previous connections and journey of climate change.

The colour white represents purity, spirituality, and ancestral spirits. These dotted white lines to the left lower quadrant, connect my ancestors and the spiritual realm. I used this to symbolise my people and ancestors being part of your journey, walking with and into the future with you.

The symbols of people in the purple area represent the many people within the Climate Change Authority and their commitment to build relationships with Indigenous communities.

The dots surrounding the meeting place that the people have come to represent friction. Friction in the sense of engagement, uncertainty and the unknown of where to from here if we stay stagnant.

Parts of the artwork depict where we currently are and the past as in, the impacts and effects we have caused on the climate and our actions or rather inactions for change. You'll see I've used gradients of purple, blues and blacks to depict this. I've used this theme throughout to ensure that we always keep present and reflect on where inaction will lead us.

All of the elements lead into the large meeting place at the top of the artwork. This meeting place represents a future state of hope, unity, connection to country and healing. Moving forward, with each other.

Artist Biography

Natalie L. Simmons is a proud Wiradjuri/Wailwan woman. Managing Director and Founder of DENAT Group, a first female-lead First Nations business with the vision of shifting impactful conversations into action, and a finalist in 'The Fisher's Ghost Art Award 2023', her art focuses in on a contemporary Indigenous form with a style passed down from her Nan and ancestors. Natalie is committed to continuing her culture through art, allowing art to be one way to visualise endurance, strong connections and belonging with the view of passing this down to not only her children but others also. To pay respects and homage to her ancestors, Natalie paints under her family name being Natalie L. Simmons.

Acknowledgement

The authority acknowledges the Traditional Owners of Country throughout Australia and pays its respects to them, their cultures and their Elders – past and present. The authority recognises the Traditional Owners' profound connection to and custodianship over Country – which has endured for more than 65,000 years – helping the land, air, waterways and sea prosper for future generations.



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Statement from CEO of Reconciliation Australia

Second Reflect RAP

Reconciliation Australia congratulates the Climate Change Authority (CCA) on continuing its reconciliation journey by formally endorsing CCA's second Reflect Reconciliation Action Plan (RAP).

Through this plan, CCA continues to play an important role in a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP continues the journey and primes the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables CCA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations CCA on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from RAP Champion

I am pleased to present the Climate Change Authority's second Reflect Reconciliation Action Plan (RAP) 2024 to 2025.

The authority recognises that reconciliation has a crucial role to play in the net zero transition. A fairer society is more resilient to the impacts of climate change, with greater capacity to withstand the economic changes and shocks that will come with a successful transition of the global economy.

The need to transform the Australian economy provides an opportunity to better involve First Nations peoples in decision-making and sharing in the benefits of the transition.

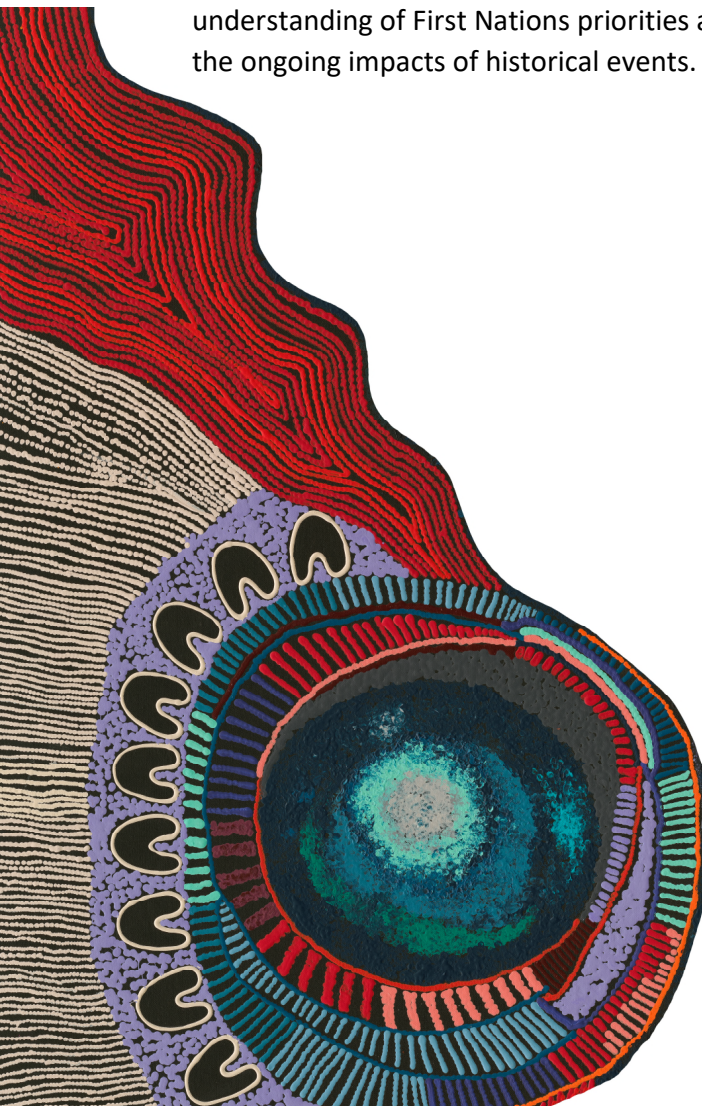
The actions set out in this RAP are important opportunities to deepen, diversify and enrich the authority's understanding of First Nations priorities and the ongoing impacts of historical events.

First Nations people in Australia are disproportionately affected by the impacts of climate change, especially those living in rural and remote areas. In 2022, the United Nations Human Rights Committee found Australia failed to uphold the International Covenant on Civil and Political Rights by inadequately protecting Torres Strait Islanders against the adverse impacts of climate change. The decision is the first-time climate policy has been assessed under human rights law and that climate impacts have been found to be a risk to peoples' right to culture. In response, the government announced a commitment to develop a Torres Strait Climate Centre of Excellence and First Nations Community Microgrid projects.

While these are welcome changes, further action is required for better First Nations representation in Australia's climate change policy dialogue. The actions outlined in the authority's second Reflect RAP and in the authority's [Engagement Strategy](#) are designed to build the foundations to address this critical gap. By valuing and promoting diverse ways of being, knowing and doing with respect to the lands and waters, we hope to help forge a more unified national identity: one that recognises the value of respecting each other and Country.



Brad Archer
CEO and RAP Champion



Our business

The Climate Change Authority is an independent statutory authority established in 2011 to provide evidence-based advice on the response to climate change to:

- accelerate emissions reductions and help Australia play its role in the global effort to limit temperature increases.
- enhance Australia's prosperity and resilience as the climate changes and the world transitions to net zero emissions.

The authority considers assessing Australia's wellbeing in a climate context is a fundamental part of evaluating and advising on Government's climate policies. We pay particular attention to groups that more commonly experience multiple kinds of vulnerability, including First Nations people, regional and remote communities and low-income earners.

The authority recognises that First Nations peoples' knowledge and experience of Country and land management practices provide valuable insights into caring for the environment, sequestering carbon and adapting to climate change.

To incorporate First Nations expertise, the authority works to undertake best practice, meaningful engagement with Aboriginal and Torres Strait Islander people. Incorporating First Nation perspectives and traditional knowledge into the development of policy approaches will help ensure the authority's advice remains inclusive and relevant. Capacity-building for emissions abatement, climate change adaptation and community resilience is often necessarily rooted in local traditional knowledge and practices that derive from a deep understanding of Australia's natural landscapes and weather patterns.

Our staff and members

The authority is comprised of a Chair, Australia's Chief Scientist, and 7 other members, one of who identifies as Aboriginal. The authority is currently supported by a secretariat, which has grown significantly in the last twelve months from a headcount of 16 at 30 June 2022 to a staffing level of 64 members at 30 June 2023. No secretariat staff currently employed by the authority identify as Aboriginal and/or Torres Strait Islander peoples.

The authority's office is located in Canberra. The authority supports flexible working arrangements and currently has staff working remotely across Sydney, regional New South Wales, Greater Melbourne, regional Victoria, Adelaide, Hobart and regional Queensland. The authority has sourced work points in the Department of Climate Change, Energy, the Environment and Water (DCCEEW) offices located in Adelaide, Melbourne and Sydney for staff located remotely to work from.

The authority's national staff and members footprint is represented on the map below.



Our Reconciliation Action Plan

The authority considers that Australia serves to benefit from becoming a more inclusive society, one in which institutions, communities and individuals are encouraged to celebrate the unique and important contributions that have been and continue to be made by Aboriginal and Torres Strait Islander peoples. We are focused on the role that reconciliation can play in developing meaningful mitigation and adaptation policies in response to a changing climate.

Our second Reflect RAP emphasises observing cultural protocols; implementing recruitment and leadership opportunities; improving skills development; and undertaking consultation with Aboriginal and Torres Strait Islander stakeholders.

We are seeking to better understand, value and engage Aboriginal and Torres Strait Islander perspectives, knowledge and cultures. Through this, we aim to foster a highly inclusive workplace that recognises the importance of reconciliation, while also strengthening cultural capabilities and knowledge across the authority.

In pursuing our work program, we are seeking to align with reconciliation efforts, and incorporate Aboriginal and Torres Strait Islander priorities, knowledge and cultural considerations through meaningful consultation with First Nations stakeholders. This includes taking into account local circumstances, and ensuring that a diversity of First Nations peoples' perspectives are captured respectfully and communicated appropriately.

Our RAP Working Group

The RAP Working Group includes:

- RAP Champion: Chief Executive Officer
- RAP Chair: General Manager, Corporate and Chief Financial Officer
- RAP Project Lead: Senior Advisor, Power and Transport
- RAP Officers with representatives across the authority
- RAP Advisor: General Manager, Strategy

RAP Working Group will also be supported by other teams across the organisation.

Our RAP journey

In August 2021, the authority developed its first Reflect RAP. This RAP was completed in May 2023.

The first Reflect RAP resulted in some key learnings and changes for the authority. These include:

- a review of the authority's human resource policies and procedures found there are appropriate anti-discrimination and bullying and harassment policies in place that are available to the authority
- encouraging all authority staff to undertake cultural awareness training.
- integrating best practice principles to support engagement and partnerships with Aboriginal and Torres Strait Islander people and organisations into the authority's [Engagement Strategy](#)
- completing stakeholder mapping for relevant Aboriginal and Torres Strait Islander stakeholders and organisations
- developing an understanding across the authority of the local Traditional Owners or Custodians of the lands and waters within our organisation's office location.

With the *Climate Change Act 2022*, the authority was given expanded responsibilities and resourcing. The authority has developed a second Reflect plan to promote and encourage a coherent and authority-wide reconciliation.

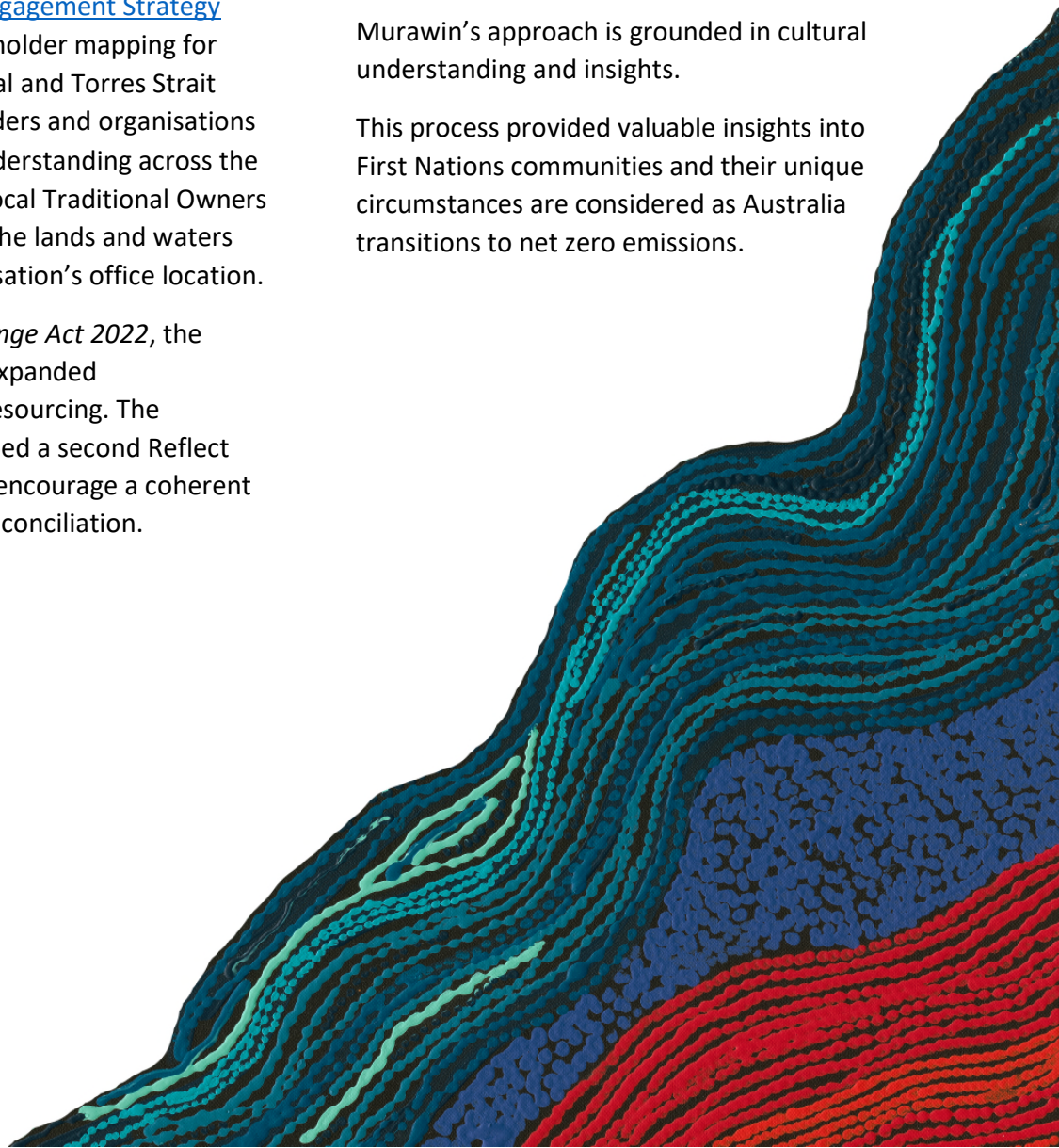
Our partnerships and current activities

The authority has held consultations with First Nations communities to explore the understanding of climate change impacts within these communities and identify gaps in our knowledge, particularly around how the transition to a net zero economy is likely to impact First Nations communities. There was broad participation from across all states and territories over a period of 4 weeks.

Consultation was led by Murawin, an Indigenous-led consultation specialist firm. This collaboration with Murawin sought to ensure engagement with First Nations communities was in keeping with best practice and in line with the authority's Engagement Strategy.

Murawin's approach is grounded in cultural understanding and insights.

This process provided valuable insights into First Nations communities and their unique circumstances are considered as Australia transitions to net zero emissions.



Relationships

Effective climate policy requires social licence from the people it impacts, including regional and rural areas. Building strong relationships with First Nations people is important to ensure lived experience and social licence are captured.

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2024	Outreach and Engagement Manager
	Review and update an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2024	Outreach and Engagement Manager
Build relationships through commemorating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff.	May 2024	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and commemorate NRW.	27 May - 3 June 2024	RAP Chair
	Organise one NRW event each year.	27 May - 3 June 2024	Executive Assistant
Promote reconciliation through our sphere of influence.	Continue to communicate our commitment to reconciliation to all staff.	February 2024	RAP Champion
	Identify external stakeholders that our organisation can engage with us on our reconciliation journey.	July 2024	Strategic Policy, Partnerships and Projects Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2024	Strategic Policy, Partnerships and Projects Manager

Action	Deliverable	Timeline	Responsibility
Promote positive race relations through anti-discrimination strategies.	Review human resource policies and procedures annually to identify existing anti-discrimination provisions, and future needs.	April 2024	HR Workforce and Payroll Manager
	Update, implement and communicate an anti-discrimination policy for our organisation.	September 2024	HR Workforce and Payroll Manager
Promote and encourage awareness and participation in RAP activities within the authority	Promote the authority's RAP to staff at all team meetings and email correspondence.	February 2024	RAP Champion
	Encourage staff to participate in RAP activities and events identified in the RAP calendar which are held by the authority during the year.	February 2024	RAP Champion

Respect

First Nations Australians are connected to, have knowledge of and have cared for the land for over 65,000 years. Understanding this and respecting this allows new perspectives on the authority's policy advice, particularly for wellbeing.

Action	Deliverable	Timeline	Responsibility
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 and progress within our organisation (survey). This will inform future RAPs and training offerings.	April 2024	RAP Chair
	Implement cultural awareness training to ensure all staff meet a minimum level of understanding and cultural literacy.	April 2024	HR Workforce and Payroll Manager
	Support 2 staff member applications for the Jawun Secondment Program. On completion of the program, each participant will prepare and present a report of key learnings and ideas at the All-Staff meeting.	July 2024	RAP Chair
Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols.	Continue to develop staff understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2024	RAP Chair
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2024	RAP Chair
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of authority member meetings.	August 2024	RAP Champion
	Implement an internal policy for the ethical use of traditional knowledge in research and review projects.	February 2025	RAP Chair
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Continue raising awareness and sharing information amongst our staff about the meaning of NAIDOC Week.	June 2024	RAP Champion
	Continue promoting external NAIDOC Week events in our local area.	June 2024	RAP Chair
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	RAP Chair

Opportunities

The authority considers benefit and opportunity sharing as best practice policy, thus will reflect these principles in the authority's employment and procurement activities.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Update the business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2024	HR Workforce and Payroll Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2024	HR Workforce and Payroll Manager
	Investigate opportunities to participate in Aboriginal and Torres Strait Islander graduate programs offered across the Commonwealth Government.	November 2024	RAP Chair
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and maintain the Indigenous Procurement Plan (IPP) and increase staff knowledge of this.	May 2024	Finance, Procurement and Governance Manager
	Deliver procurement training with a focus on procuring from First Nations and accessing Supply Nation providers.	September 2024	Finance, Procurement and Governance Manager
	Continue to procure goods and services from Supply Nation providers	September 2024	RAP Chair
	Investigate Supply Nation membership.	April 2024	Finance, Procurement and Governance Manager

Governance

Action	Deliverable	Timeline	Responsibility
Expand the authority's RAP Working Group	Review the RAP Working Group to ensure it is represented by members across all areas of the authority who will undertake unique roles in developing, communicating and implementing the RAP and RAP actions.	August 2024	RAP Champion
Maintain an effective RAP Working Group.	Review the Terms of Reference for the RAP Working Group.	February 2024	RAP Chair
	Establish Aboriginal and/or Torres Strait Islander representation on the RAP Working Group.	December 2024	RAP Champion
	Ensure RAP Working Group is meeting monthly.	Monthly, starting February 2024	RAP Chair
	Review internal calendar identifying working group meetings and authority RAP events and activities offered to staff.	March 2024	RAP Project Lead
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2024	RAP Project Lead
	Engage senior leaders in the delivery of RAP commitments.	March 2024	RAP Chair
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2024	RAP Project Lead
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2024	RAP Project Lead

Action	Deliverable	Timeline	Responsibility
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.	June annually	RAP Project Lead
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	RAP Project Lead
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Chair
	Report RAP progress to the Project Steering Committee.	February 2024, May 2024	RAP Project Lead

For further information about the authority's Reconciliation Action Plan, please contact:
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 RAP Chair
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