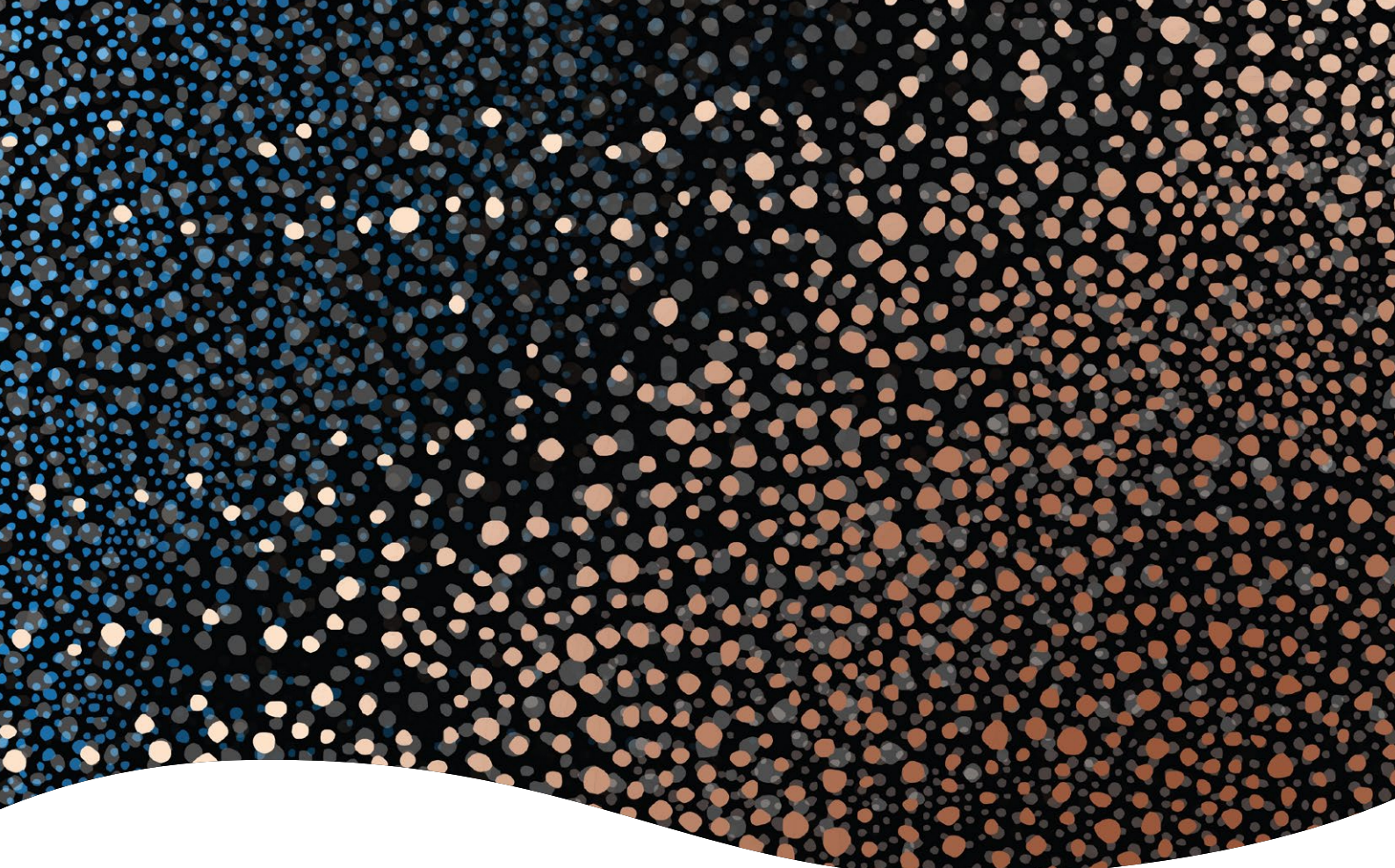


Innovate Reconciliation Action Plan

March 2024 – March 2026



Main artwork

The main artwork displayed on the cover, this page and throughout this document is a visual representation of the Attorney-General's Department commitment to reconciliation and respectful engagement with Aboriginal people.

Artist: Tony Wilson

There are three variations of colours, but all representing an abstract geographical landscape of the state of South Australia.

The circular rippled effects represent the reach the department has across the state.

The circles represent the variety of important roles all staff undertake both individually and collectively to deliver the services and support to the people of SA.

The layered effect is symbolic of three main roles of the department:

- Ensuring laws and the justice system are fair
- Protecting citizens and their rights
- Providing services to support individuals, business and industry.

The top layer represents the people of South Australia.

Additional artwork

A number of AGD staff members displayed paintings during NAIDOC Week 2023. Photos of their artwork are also included in this document.

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Acknowledgement of Country

We acknowledge and respect Aboriginal and Torres Strait Islander peoples as South Australia's (SA) First Nations peoples, and recognise First Nations peoples as Traditional Owners and occupants of lands and waters in SA.

We recognise:

- the spiritual, social, cultural and economic practices of First Nations peoples come from their connection to traditional lands and waters
.....
- maintaining cultural and heritage beliefs, languages and laws are of ongoing importance to First Nations peoples today
.....
- First Nations peoples have made and continue to make a unique and irreplaceable contribution to SA.
.....

We acknowledge First Nations peoples have endured past injustice and dispossession of their traditional lands and waters and the effects of such injustice and dispossession are still felt today.

Chief Executive, Attorney-General's Department Foreword

I am pleased to present the Attorney-General's Department third *Innovate* Reconciliation Action Plan (RAP). We have an important role in making sure that our laws keep people safe, the rights of individuals are protected and that our laws are administered fairly. Our RAP outlines the actions we will take to promote reconciliation and deliver justice services to the community.

Through our RAP, we will ensure the Attorney-General's Department and the statutory offices and boards and committees in the Aboriginal Affairs, Attorney-General and Industrial Relations portfolios are culturally sensitive and safe places to work for our First Nations employees, and our staff embrace a culture of respect. We will celebrate First Nations cultures and promote equality and cultural diversity.

We are committed to engaging with First Nations peoples, communities and organisations to inform our work. Our aim is that all services delivered are accessible and culturally inclusive.

This RAP is a progression from the Attorney-General's Department previous *Innovate* RAP. It will guide our policies and programs and strengthen our commitment to the reconciliation process, including using our sphere of influence to drive reconciliation.

Caroline Mealor

Chief Executive
Attorney-General's Department



Chief Executive Officer, Reconciliation Australia Foreword

Reconciliation Australia commends the Attorney-General's Department of South Australia on the formal endorsement of its third *Innovate* Reconciliation Action Plan (RAP).

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

With 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. The SA Attorney-General's Department continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

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

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

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

These learnings extend to the Attorney-General's Department using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

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

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

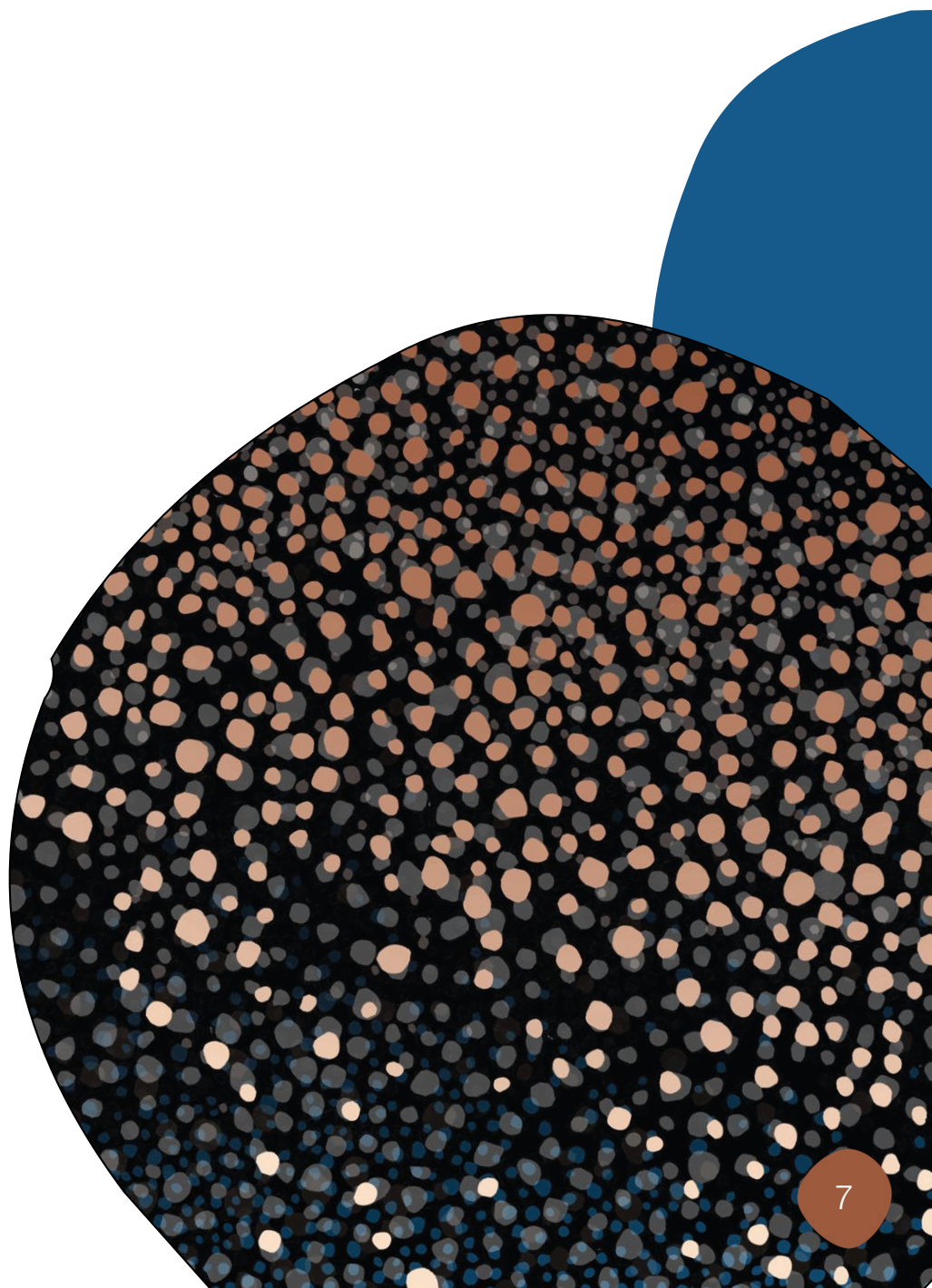
Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the Department's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations to the SA Attorney-General's Department on your third *Innovate* RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive

Reconciliation Australia



Our vision for reconciliation

Our vision for reconciliation is to build a safe, fair and inclusive SA for all. We are committed to working with First Nations peoples to ensure justice services are accessible, our laws are administered fairly, and rights are respected.

Our business

Across the Attorney-General's Department, there are 1,300 active staff employed, 3.1% of whom identify as First Nations peoples. The Attorney-General's Department operates in 22 office locations.

We provide justice, legal and legislative and policy services to meet the needs of the community and the SA Government, as well as a broad range of services for business and individuals. Importantly, Aboriginal Affairs and Reconciliation is a business unit of the Attorney-General's Department, working with Aboriginal people, communities and organisations to:

- empower Aboriginal people to have a stronger voice in government decision-making
- support the state's three Aboriginal landholding authorities: the Aboriginal Lands Trust, Anangu Pitjantjatjara Yankunytjatjara and Maralinga Tjarutja
- encourage engagement with Aboriginal stakeholders by the government, business and community sectors
- recognise and celebrate the contributions of Aboriginal culture and peoples to South Australian society
- partner with Aboriginal people to protect and preserve Aboriginal heritage
- work with Aboriginal South Australians to ensure that the needs of Aboriginal people and communities are met, including in areas of identified disadvantage, as well as those of strength.

First Nations
Work Experience
Program 2023



The Attorney-General's Department also supports the following functions:

- State Records SA
- SA Civil and Administrative Tribunal
- SA Employment Tribunal
- SafeWork SA
- Office of the Director of Public Prosecutions
- Forensic Science SA
- Royal Commission response unit
- State Redress Response units
- Public Trustee
- Office for the Commissioner for Victims' Rights
- Office of the Public Advocate
- Ombudsman SA
- Office for the Commissioner for Equal Opportunity
- Office of Public Integrity
- Small Business Commissioner
- Consumer and Business Services
- Industrial Relations and Policy
- Office of the Commissioner for Public Sector Employment.



Journey and Medicine
Leaves by Stephanie
Singh (Highfold)
Ngarrindjeri | Kokatha |
Walpiri



Our work priorities that are particularly relevant to First Nations South Australians include:

- our commitment to increase the number of First Nations staff employed in the Attorney-General's Department and to provide work experience opportunities to First Nations students
- working with Traditional Owners and land users to determine native title rights
- building future leaders through development programs such as the Aboriginal Power Cup
- ensuring First Nations peoples have access to free and culturally appropriate legal assistance services
- working with the Aboriginal Legal Rights Movement to enhance First Nations advocacy on new justice-related policies and legislation
- supporting a fair marketplace through consumer awareness and complaints handling, including by producing education material in First Nations languages
- working to address discrimination.

The following boards and committees within the Attorney-General, Aboriginal Affairs and Industrial relations portfolios contribute to this RAP:

- Aboriginal Lands Trust
- Da Costa Samaritan Fund Trust
- Industrial Relations Consultative Council
- Mining and Quarrying Occupational Health and Safety Committee
- Privacy Committee of SA
- Return to Work Corporation of SA Board
- Return to Work Ministers Advisory Committee
- South Australian Aboriginal Advisory Council
- State Aboriginal Heritage Council
- State Records Council
- Training Centre Review Board.



Our Reconciliation Action Plan

This RAP is the Attorney-General's Department's third RAP.

Our key reconciliation achievements to date include:

- Increasing the number of First Nations people we employ from 1.7% in June 2019, to 2.7% in June 2021, to 2.9% in December 2022, up to 3.1% in December 2023.
- Between July 2021 and June 2023, 120 employees completing face to face cultural awareness training, and 605 employees completing online cultural awareness training.
- Engaging with First Nations stakeholders, including the SA Aboriginal Advisory Council, Aboriginal Legal Rights Movement, Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women’s Council, and the Narungga Nation Aboriginal Corporation.
- Establishing a Custody Notification Service in South Australia, in conjunction with the Australian Government, the Aboriginal Legal Rights Movement and SA Police.
- Promoting campaigns to First Nations peoples to keep scams out of their communities (information about current campaigns can be found at www.cbs.sa.gov.au/indigenous-consumers).
- Two staff members participating in the Jawun Secondment Program.
- Waiving fees in Consumer and Business Services for First Nations people who wish to change their legal name to their traditional name.
- Implementing protocols for acknowledging Traditional Owners of places where our meetings are held.
- Launch of the Anti-Racism Strategy 2023-2028 to equip the South Australian Public Sector to fight racism.
- Working with boards and committees within the Attorney-General’s Department, as well as statutory offices, to encourage them to further develop their respective reconciliation efforts.
- Establishing an Aboriginal Reference Group to advise State Records SA, the State Library of South Australia and other archive institutions on the implementation of a response to the Tandanya-Adelaide Declaration.
- Appointing an Aboriginal Access Officer within State Records SA to support the Senior Aboriginal Access Officer to improve First Nations peoples’ access to the State Archive collection.
- Naming three meeting rooms after prominent First Nations people: Irene Watson, SA’s first First Nations lawyer; Gladys Elphick, founding member of the Council of Aboriginal Women of SA; and David Unaipon, who made significant contributions to science and literature and to improvements in the conditions of First Nations people.

- Naming two meeting rooms after passionate advocates for the legal rights of First Nations people: Chris Vass SM, who founded the Aboriginal Sentencing Court, now known as Nunga Court; and Claire Mallinson (former National Director of Amnesty International Australia).

- Naming one meeting room after a court case which gave validity of active, positive measures to protect Aboriginal people: Gerhardy v Brown.

- Updating meeting agenda templates on the Attorney-General's Department intranet to include an Acknowledgement of Country.

- Displaying First Nations artwork in prominent locations in our buildings.

- Robust RAP governance with an active RAP Champion, regular RAP Working Group meetings and regular presentations by the Aboriginal Engagement Consultant to the Executive Management Group.

- Organising or participating in the following reconciliation events:
 - Reconciliation SA's NRW Breakfast
 - Quiz nights
 - First Nations film viewings
 - Tours of First Nations collections (eg State Archives, SA Museum, Art Gallery of SA)
 - First Nations cultural performances
 - Morning teas.

Additionally, we have established a number of key partnerships, which we have and are committed to strengthening. These include:

- Port Adelaide Football Club Power Community Ltd to deliver the Aboriginal Power Cup and other programs aimed at promoting increased awareness of First Nations cultures.

- Tauondi College to identify First Nations candidates for our trainee placements.

- The Aboriginal Legal Rights Movement to provide legal services to First Nations peoples and advocate to the Government on behalf of First Nations justice issues.

- Nunkuwarrin Yunti to provide free copying of State Records for members of the Stolen Generations as part of the Link-Up SA Program.

- A formal Partnership Agreement between the South Australian Aboriginal Community Controlled Organisation Network (SAACCON) and the South Australian Government, committing the government to equal participation and shared decision making.

We are developing another RAP to further strengthen our cultural competency as an organisation, to ensure our First Nations employees feel culturally safe and have opportunities to develop their careers, and to further solidify our relationships and partnerships with our external First Nations stakeholders.

This RAP builds on and incorporates key learnings from the department's *Innovate* RAP July 2014 – June 2017 and *Innovate* RAP July 2019 – June 2021. These include:

- Our reconciliation initiatives must be embedded into our core business to ensure longevity, buy in and responsibility for reconciliation sits with all employees and business units.
- We will support employee understanding of how their role relates to reconciliation both as employees and a member of the community.
- A key part of embedding reconciliation in core business is communicating to our staff about our reconciliation achievements and other important reconciliation information.

The areas of focus in this RAP are:

- Building strong relationships and collaborative partnerships with First Nations peoples and organisations.
- Respecting Aboriginal and Torres Strait Islander peoples as the First Peoples of SA and recognising their achievements and contributions to the community and to our work.
- Providing opportunities for First Nations peoples through employment, procurement and funding specific programs.

Power Cup 2023



This RAP was developed by the RAP Working Group through engagement with Aboriginal Affairs and Reconciliation, other business units within the Attorney-General's Department and the Executive Management Group. Consultation was undertaken with the boards and committees in the Attorney-General portfolio as well as statutory offices.

The RAP is championed by the Executive Director, Policy and Community who ensures reconciliation is a key consideration in agency business, and who also chairs the RAP Working Group. The RAP Working Group comprises First Nations and non-First Nations staff, with each member bringing a unique perspective and skill set. All First Nations staff are also invited to attend RAP Working Group meetings. Core membership of the RAP Working Group includes the following people, two of whom are First Nations employees:

- Executive Director, Policy and Community
- Aboriginal Engagement Consultant
- Manager, Workforce Development, Human Resources
- Senior Media and Communications Officer, Strategic Communications
- Senior Policy Officer, Justice Strategy and Funding.

We will be accountable by reporting both internally and publicly on our RAP achievements, challenges and learnings. This will be driven by the RAP Working Group. While actions and deliverables are named as the responsibility of individuals, all staff have an important role to play in contributing to the success of the RAP. All areas of the department will be asked to report on their reconciliation activity across all aspects of the RAP.



Shane Pilot with his artwork
Ngarrindjeri

Relationships

We recognise the importance of strong relationships, collaborative partnerships and meaningful engagement with First Nations communities and organisations to deliver justice, industrial relations and Aboriginal affairs services that are accessible and culturally inclusive. This will deliver positive outcomes across our functions that have particular relevance for First Nations peoples such as negotiating native title, advocating and protecting rights, consumer awareness, reducing discrimination, and the development of laws and policies.

Action 1: Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations

| Deliverable | Timeline | Responsibility |
|--|---------------|--|
| Meet with First Nations stakeholders and organisations to continuously improve guiding principles for engagement. | June 2024 | Executive Director, Policy and Community |
| Develop and implement an engagement plan to guide how the Attorney-General's Department will work with First Nations stakeholders. | June 2024 | Executive Director, Policy and Community |
| Establish and maintain three formal two-way partnerships with First Nations communities or organisations. | December 2024 | Director, Justice Policy and Analytics |
| Identify and communicate with First Nations stakeholders on policy priorities as required. | December 2025 | Director, Justice Policy and Analytics |

Panel event held during Reconciliation Week 2022



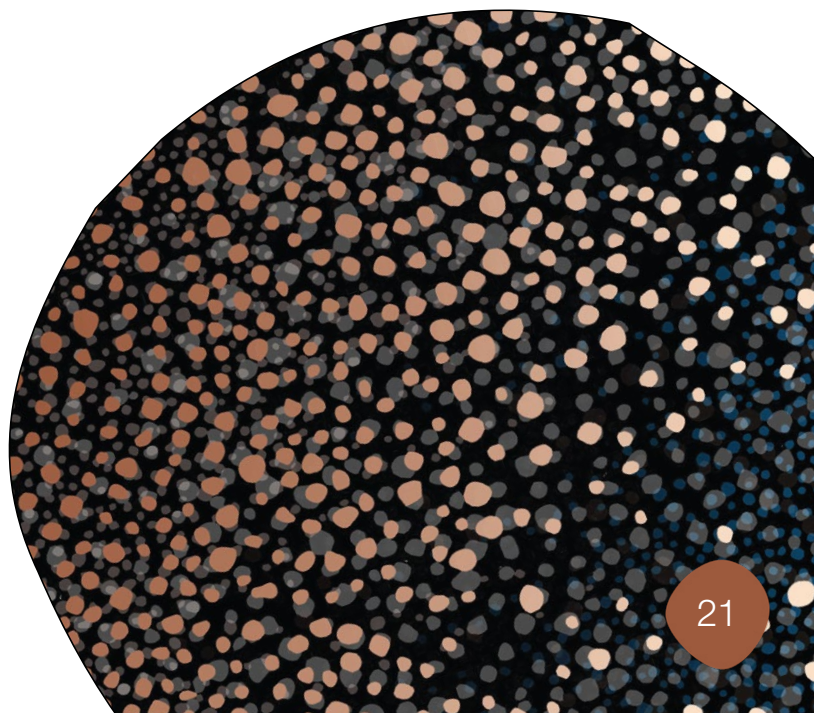
Action 2: Build relationships through celebrating National Reconciliation Week (NRW)

| Deliverable | Timeline | Responsibility |
|--|-----------------|--|
| Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff via email and on our intranet. | May, annually | Manager, Strategic Communications |
| RAP Working Group members to participate in an external NRW event each year. | May, annually | Executive Director, Policy and Community (as Chair of the RAP Working Group) |
| Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | May, annually | Manager, Strategic Communications |
| Organise three NRW events each year. | May, annually | Executive Director, Policy and Community (as Chair of the RAP Working Group) |
| Promote NRW events on our intranet. | May, annually | Manager, Strategic Communications |
| Contribute to the whole of government NRW calendar of events. | May, annually | Executive Director, Policy and Community |
| Register our NRW events on Reconciliation Australia's NRW website. | May, annually | Executive Director, Policy and Community |
| Remind First Nations staff about options to access leave entitlements to participate in cultural events during NRW. | April, annually | Director, Human Resources |

Action 3: Promote reconciliation through our sphere of influence

| Deliverable | Timeline | Responsibility |
|---|----------------|--|
| <p>Engage staff to raise awareness and drive reconciliation outcomes by:</p> <ul style="list-style-type: none"> ○ Sharing information about First Nations histories on our intranet, via emails to staff and through induction and training throughout their employment ○ Promoting our reconciliation achievements to staff via our intranet and email ○ Encouraging staff to participate in and celebrate events and dates that recognise First Nations people. | June, annually | Manager, Strategic Communications |
| <p>Communicate our commitment to reconciliation publicly, including through:</p> <ul style="list-style-type: none"> ○ The AGD website which displays AGD's RAP and reconciliation artwork ○ Digital displays in the public lobby of the GPO Exchange building during NRW and NAIDOC Week ○ Sharing messages on AGD's Twitter account to coincide with significant dates for First Nations people ○ Displaying AGD's reconciliation commitment in prominent locations across all AGD work sites, particularly in customer service areas. | June, annually | Manager, Strategic Communications |
| <p>Positively influence our external stakeholders to drive reconciliation outcomes by:</p> <ul style="list-style-type: none"> ○ Requiring funding recipients and other partners to report on service delivery to First Nations people ○ Encouraging funding recipients and other partners to develop their own RAP and to celebrate key First Nations dates ○ Inviting funding recipients and other partners to attend our reconciliation events as appropriate. | June, annually | Director, Justice Policy and Analytics |

| | | |
|---|----------------|--|
| Engage with boards and committees in the Attorney-General's Department to encourage them to develop their own RAP, to increase their First Nations engagement or representation, or to further their reconciliation efforts in other ways. | June, annually | Executive Director, Policy and Community |
| Collaborate with other SA Government departments to implement ways to advance reconciliation, including by participating in the whole of government Reconciliation Network. | June, annually | Executive Director, Policy and Community |
| Create a calendar of key First Nations days and weeks and circulate information to ensure they are appropriately acknowledged, including: <ul style="list-style-type: none"> ○ National Sorry Day ○ National Apology Day ○ NAIDOC Week ○ NRW ○ National Close the Gap Day ○ United Nations International Day for the Elimination of Racial Discrimination (also known as 'Harmony Day') ○ Anniversary of the 1967 referendum ○ Mabo Day ○ International Day of Indigenous peoples. | June, annually | Manager, Strategic Communications |
| Review and update reconciliation content on the department intranet to ensure it promotes the Attorney-General's Department's commitment to reconciliation and hosts relevant information and helpful resources for staff. | June, annually | Manager, Strategic Communications |



Action 4: Promote positive race relations through anti-discrimination strategies

| Deliverable | Timeline | Responsibility |
|--|----------------|--|
| Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | June, annually | Director, Human Resources |
| Publicly support anti-discrimination initiatives or stances against racism. | June, annually | Executive Director, Policy and Community |
| Ensure all staff complete training on their obligations under the SA Code of Ethics, which is based on the values of diversity and respecting all people regardless of nationality, gender, cultural or social background. | June, annually | Director, Human Resources |
| Support, implement and communicate the SA Government anti-racism strategy and action plan within the AGD context. | December 2025 | Director, Human Resources |
| Engage with First Nation staff to receive ongoing feedback on the performance of AGD in implementing anti-racism and anti-discrimination policies. | December 2025 | Executive Director, Policy and Community |
| Educate senior leaders on the effects of racism. | December 2025 | Executive Director, Policy and Community |

Action 5: Provide opportunities for engagement between First Nations peoples and staff and non-First Nations staff

| Deliverable | Timeline | Responsibility |
|--|----------------|--|
| Schedule events for First Nations staff to share information and experiences with non-First Nations staff. This will be guided by First Nations staff to ensure it is done in a culturally safe way. | June, annually | Executive Director, Policy and Community, Aboriginal Engagement Consultant |
| Promote and support one secondment candidate of ASO6 or above to participate in the Jawun secondment program. | June, annually | Director, Human Resources |

Respect

We recognise respecting the values, cultures and traditions of First Nations peoples is essential to building trust and achieving positive outcomes for First Nations peoples living in SA. We acknowledge past injustices and are working to deliver justice systems that are fair and equitable. Cultural awareness training is promoted to all our staff and we support programs to prevent racism and discrimination against our staff and in the community. Our RAP aims to embed reconciliation into our core business and to ensure our services are inclusive and culturally appropriate.

Action 6: Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning

| Deliverable | Timeline | Responsibility |
|--|---------------|---|
| Conduct a review of our cultural learning needs. | June 2024 | Director, Human Resources |
| Consult First Nations staff, advisors and stakeholders on the development of a cultural learning strategy. | June 2024 | Director, Human Resources, Aboriginal Engagement Consultant |
| Communicate and implement the cultural learning strategy. | December 2025 | Director, Human Resources |
| Engage a First Nations provider to deliver face to face cultural learning to 100 staff members including executives and key service providers. | December 2025 | Director, Human Resources |
| Executive Management Group, RAP Working Group and HR Managers participate in formal and structured face to face cultural learning. | December 2025 | Director, Human Resources |
| All new staff participate in online cultural learning as part of their induction. | June annually | Director, Human Resources |



Jamie Goldsmith performing with the Yidaki (Didgeridoo) during Reconciliation Week 2023.

Action 7: Demonstrate respect to First Nations peoples by observing cultural protocols

| Deliverable | Timeline | Responsibility |
|--|----------------|--|
| Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country, by providing information on the intranet and via email, and in meeting rooms. | June, annually | Manager, Strategic Communications |
| Communicate and implement a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. | June, annually | Manager, Strategic Communications |
| Maintain a list of key contacts for organising a Welcome to Country in the locations we work in. | June, annually | Executive Director, Policy and Community |
| Engage a Traditional Owner to provide a Welcome to Country at significant events. | June, annually | Executive Director, Policy and Community |
| Provide an Acknowledgement of Country at the commencement of relevant and important meetings and events. | June, annually | Executive Director, Policy and Community |
| Meeting agenda templates to include an Acknowledgement of Country. | June, annually | Manager, Strategic Communications |
| Display Acknowledgment of Country signs in all meeting rooms. | June, annually | Manager, Strategic Communications |

Action 8: Engage with First Nations cultures and histories by celebrating NAIDOC Week

| Deliverable | Timeline | Responsibility |
|--|----------------|--|
| RAP Working Group to participate in an external NAIDOC Week event. | July, annually | Executive Director, Policy and Community |
| Encourage and support all staff to participate in NAIDOC Week events each year. | July, annually | Manager, Strategic Communications |
| In consultation with First Nations staff, organise two NAIDOC Week events each year. | July, annually | Executive Director, Policy and Community |
| Promote NAIDOC Week events on a calendar of events on our intranet. | July, annually | Manager, Strategic Communications |
| Contribute to the whole of government NAIDOC Week calendar of events. | July, annually | Executive Director, Policy and Community |
| Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week and remind First Nations staff about options to access leave entitlements to participate in cultural events during NAIDOC Week. | May, annually | Director, Human Resources |
| Nominate a First Nations staff member or stakeholder for the annual Premier's NAIDOC Award in recognition of their service to the SA justice sector. | May, annually | Executive Director, Policy and Community |



Premier's NAIDOC Award in 2023.
 Pictured: Professor Simone Ulalka Tur, Dean Walker, Eunice Aston, Frank Lampard (OAM), Danielle Smith

Action 9: Preserve and provide access to First Nations records

| Deliverable | Timeline | Responsibility |
|--|----------------|------------------------------|
| Ensure significant records relating to First Nations peoples, their cultures and their traditions are not destroyed as part of determinations considered by the State Records Council by ensuring agency determinations are developed in accordance with the SA Government Appraisal Standard, and engagement occurs with First Nations stakeholders as part of the development process. | June, annually | Chair, State Records Council |
| Ensure State Records Council determinations consider the perspective of First Nations communities, their cultures and their traditions by respecting and valuing the contribution of the First Nations member on the Council. | June, annually | Chair, State Records Council |
| Work with the Narungga community to identify records in the State Archive relevant to the Narungga community and if possible, provide copies of any records not already held by the community. | June, annually | Director, State Records SA |

Action 10: Investigate opportunities to Implement the Healing Foundation Principles into our work

| Deliverable | Timeline | Responsibility |
|--|----------------|----------------------------|
| Make training in trauma-aware and healing-informed access to records a requirement for all managers and staff involved in Aboriginal Access services and review training annually (Principle 3 – Trauma-aware and healing-informed access and release) | June, annually | Director, State Records SA |
| Investigate incorporating welcoming and culturally appropriate spaces into future facilities designs (Principle 3 – Trauma-aware and healing-informed access and release) | June 2025 | Director, State Records SA |

Opportunities

We are committed to providing positive economic and justice outcomes for First Nations peoples. We aim to increase our First Nations employment to 4% of the total workforce, and to invest in our employees to ensure they are well supported and provided with opportunities for training and development, including leadership training to progress their career into more senior roles. Our First Nations procurement strategy supports First Nations businesses, and we fund programs to enable First Nations peoples to access specific services.

Action 11: Improve employment outcomes by increasing First Nations recruitment, retention and professional development

| Deliverable | Timeline | Responsibility |
|--|----------------|-----------------------------------|
| Maintain a 3% employment target of First Nations staff employed within AGD, with a stretch target of 4%. | December 2025 | Director, Human Resources |
| Offer Selection Panel training to all First Nations employees. | June, annually | Director, Human Resources |
| Review, update and implement an AGD First Nations recruitment, retention and professional development strategy in consultation with First Nation staff. | December 2024 | Director, Human Resources |
| Fill all traineeships with First Nations peoples where possible. | December 2025 | Director, Human Resources |
| Implement the First Nations cadetship program within the Crown Solicitor's Office. | June, annually | The Crown Solicitor |
| Run the First Nations Work Experience program annually. | June, annually | Aboriginal Engagement Consultant |
| Support First Nations employees to take on more senior level positions by: <ul style="list-style-type: none"> o promoting training and development opportunities through AGD's First Nations employee network o allocate funding annually for at least one First Nations employee to participate in the Aboriginal Frontline Leadership Program o Run Applications and Interview Training for Aboriginal staff. | June, annually | Director, Human Resources |
| Provide opportunities for all First Nations employees to job-shadow or complete a job exchange for professional development, to be promoted via email and the AGD First Nations employees Microsoft Teams group. | June, annually | Aboriginal Engagement Officer |
| Advertise designated Aboriginal positions in First Nations media such as the Aboriginal Way, the Koori Mail and the Turkindi network. | June, annually | Manager, Strategic Communications |

| | | |
|--|----------------|----------------------------------|
| Actively promote the department as an employer of choice to First Nations peoples at the Aboriginal Power Cup employment expo and any other community events and training expos scheduled throughout the year. | May, annually | Aboriginal Engagement Consultant |
| Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. | June, annually | Director, Human Resources |

Action 12: Increase First Nations supplier diversity to support improved economic and social outcomes

| Deliverable | Timeline | Responsibility |
|--|----------------|--|
| Implement the outcomes of the whole of government expenditure review of funded services to identify opportunities to redirect funding to Aboriginal businesses (in line with the National Agreement on Closing the Gap). | December 2025 | Director, Justice Policy and Analytics |
| Support, promote and implement the whole of government “Aboriginal Economic Participation Through Procurement” strategy. | December 2025 | Manager, Performance and Business Services |
| Promote the SA Aboriginal business register for suitable First Nations businesses for all procurement opportunities valued up to \$220,000. | June, annually | Manager, Performance and Business Services |
| Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | December 2025 | Manager, Performance and Business Services |
| Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. | June, annually | Manager, Performance and Business Services |
| Investigate Supply Nation membership. | December 2025 | Manager, Performance and Business Services |

Action 13: Increase the accessibility and cultural appropriateness of programs, services and by-laws for Aboriginal and Torres Strait Islander people

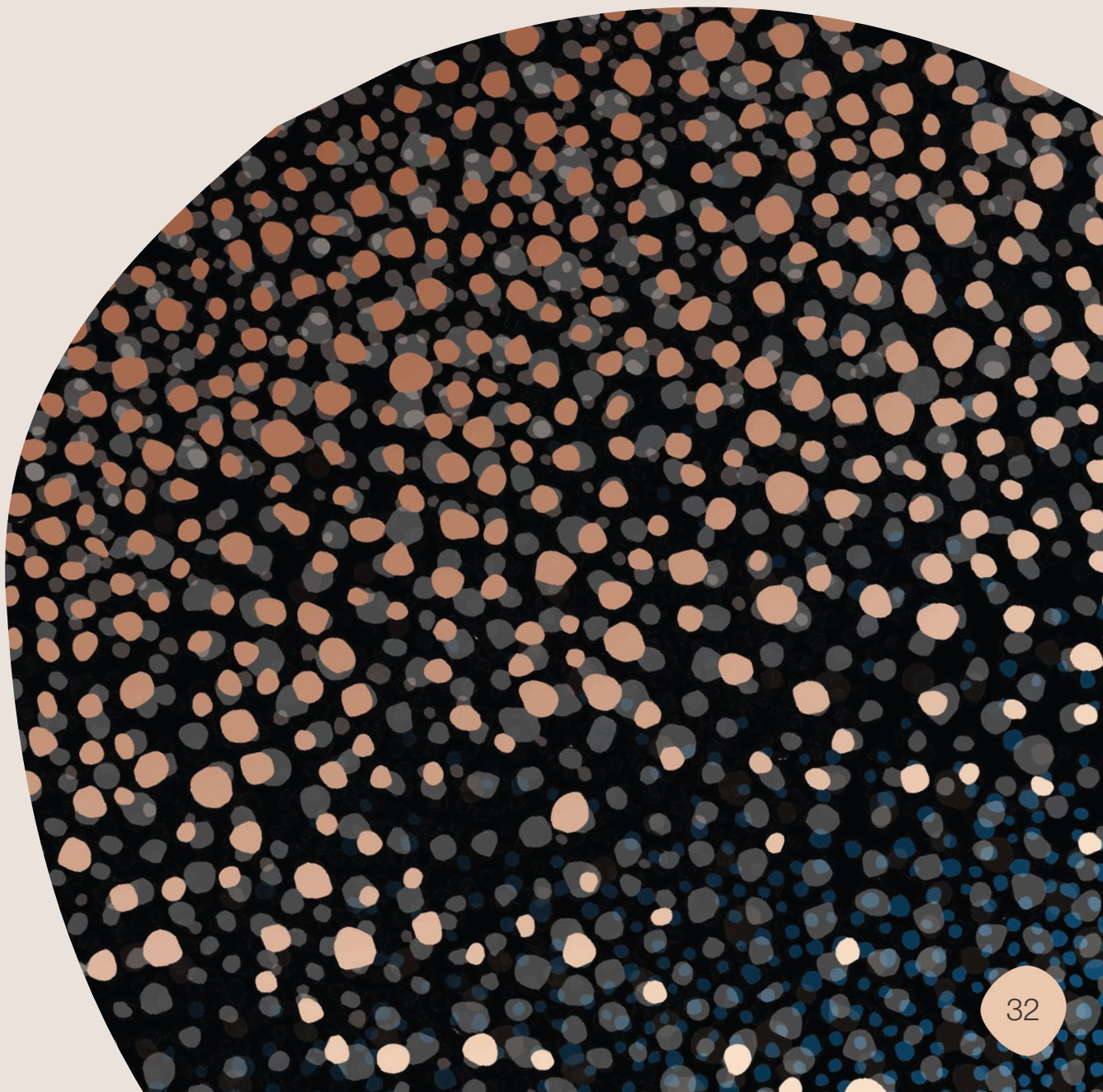
| Deliverable | Timeline | Responsibility |
|--|----------------|--------------------------------|
| Provide free copying to Nunkuwarrin Yunti as part of the Link-Up SA Program to support members of the Stolen Generations' access to records in the State Archive. | June, annually | Director, State Records SA |
| Develop culturally appropriate ways to enable supported decision making for First Nations clients who are under the guardianship of the Public Advocate. | December 2025 | The Public Advocate |
| Work with representatives of the Anangu Pitjantjatjara Yankunytjatjara Lands Council, Maralinga Tjarutja and Aboriginal Lands Trust Executive Boards to draft by-laws and other statutory instruments, and consolidate and publish the relevant by-laws on the SA Legislation website. | December 2025 | Manager, Parliamentary Counsel |

Action 14: Increase First Nations engagement and representation on boards and committees

| Deliverable | Timeline | Responsibility |
|---|----------------|------------------------------|
| Engage a First Nations member on the State Records Council in accordance with the requirements of the <i>State Records Act 1997</i> . | June, annually | Chair, State Records Council |

Governance

The RAP Working Group, with oversight from the Executive Champion, will monitor progress against the RAP. The Aboriginal Engagement Consultant will report internally to the Executive Management Group and ensure there is public reporting on the achievements, challenges and learnings in delivering on the objectives of this RAP.



Action 15: Establish and maintain an effective RAP Working group to drive governance of the RAP

| Deliverable | Timeline | Responsibility |
|---|---|--|
| Review and maintain the Terms of Reference for the RAP Working Group. | June 2024 | Executive Director, Policy and Community |
| Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group. | June, annually | Executive Director, Policy and Community |
| RAP Working Group to meet at least four times per year to drive and monitor RAP implementation. | January, April, July, October, annually | Executive Director, Policy and Community |

Action 16: Provide appropriate support for effective implementation of RAP commitments

| Deliverable | Timeline | Responsibility |
|---|----------------|--|
| Have a dedicated budget line for RAP implementation. | January 2024 | Executive Director, Policy and Community |
| Embed key RAP actions in performance expectations of senior management. | June, annually | Executive Director, Policy and Community |
| Embed appropriate systems and capability to track, measure and report on RAP commitments. | December 2024 | Executive Director, Policy and Community |
| Maintain a RAP Champion from the Executive Management Group. | January 2024 | Executive Director, Policy and Community |

Action 17: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally

| Deliverable | Timeline | Responsibility |
|---|--|--|
| Contact Reconciliation Australia to verify that AGD's primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. | June, annually | Executive Director, Policy and Community |
| Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. | August annually | Executive Director, Policy and Community |
| Complete and submit the annual RAP Impact Survey to Reconciliation Australia. | September, annually | Executive Director, Policy and Community |
| Report RAP progress to all staff and senior leaders quarterly. | January, April, July, October annually | Executive Director, Policy and Community |
| Publicly report our RAP achievements, challenges and learnings, annually. | December, annually | Manager, Strategic Communications |
| Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. | May 2024 | Executive Director, Policy and Community |
| Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. | December 2025 | Executive Director, Policy and Community |

Action 18: Continue our reconciliation journey by developing our next RAP

| Deliverable | Timeline | Responsibility |
|---|--------------|--|
| Register via Reconciliation Australia's website to begin developing our next RAP. | January 2026 | Executive Director, Policy and Community |

Contact details

Position: Executive Director,
Policy and Community

Phone: 8207 1771

