



Transport for NSW

**Reconciliation Action Plan  
Annual Report Card**

December 2023



## Secretary's Message

At Transport for NSW, our people are at the heart of everything we do. That's why one of our key priorities is creating a culture where everyone feels they belong, one where we celebrate all backgrounds and values.

One of the most important parts of our culture is our connections with the Aboriginal and Torres Strait Islander community, and the way we can work together towards reconciliation.

When I first joined Transport, I was honoured to speak at the annual Transport Aboriginal Employee Forum. This was my earliest opportunity to meet our Aboriginal and Torres Strait Islander colleagues – looking back now, the warm welcome and genuine connections I experienced on the day showed the true power of community. Most importantly, this event reinforced that everyone in Transport has a role to play in bridging the gap between Aboriginal and non-Aboriginal people.

The Transport Aboriginal Employee Forum is just one of many commitments in our [Stretch Reconciliation Action Plan \(RAP\) 2022-2025](#) and builds on the foundations of our first [Reconciliation Action Plan 2019-2022](#). I'm pleased to share our two biannual report cards for the last 12 months, which outline the progress we've made including our achievements, challenges and learnings. Some highlights include:

### Relationships

- Launched our Stretch RAP journey with nine **Aboriginal Community Roadshows** conducted from Wiradjuri country (Wagga Wagga) to Kamilaroi country (Tamworth)
- Launched our **Aboriginal Employee Network and Reconciliation Employee Network** to provide a safe space for our Aboriginal and Torres Strait Islander colleagues and their allies to connect
- Held an in-person **Aboriginal Employee Forum** with 300 attendees to support connection with mob across our organisation

### Respect

- Brought our **Aboriginal Cultural Learning Framework** to life by building a culturally informed learning library for everyone at Transport to use
- Upskilled over 19,000 employees with a new e-learning **Stretch RAP awareness training** module

### Opportunities

- Increased recruitment and retention of Aboriginal employees through our new **Transport Aboriginal Employment Strategy**

- Launched a new **Aboriginal Procurement Participation Strategy** to establish clear goals to improve the involvement of Aboriginal people and businesses in our supply chains
- Held our first **Aboriginal Business Forum** in Sydney Metro with over 100 Aboriginal businesses registered

### Governance

- Refreshed our **RAP governance framework** to meet the needs of our current RAP, including our Steering Committee, Divisional Sponsors, and Implementation Leads to ensure responsibility and accountability for delivery on our commitments

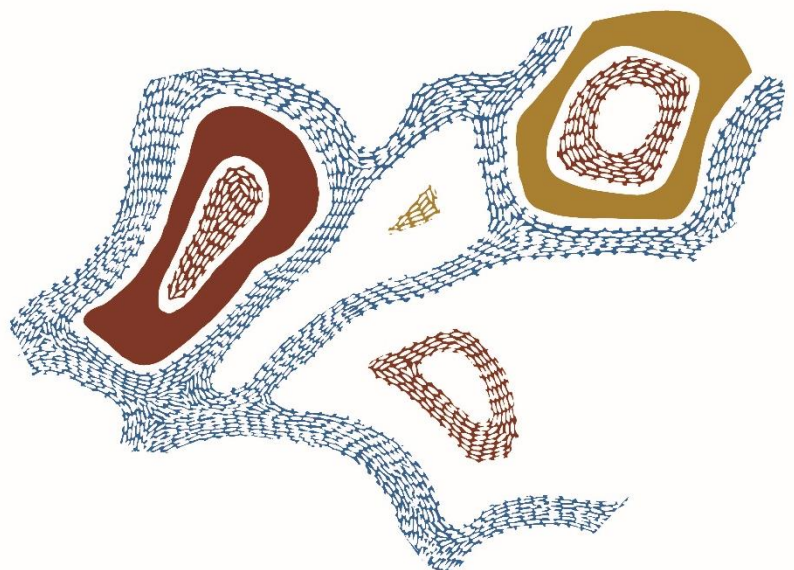
I'm proud of the progress we are making, and for every step forward, we learn more about how far we have to go. I'm confident we will continue to deliver on our Stretch RAP commitments and make great strides to create a more equal and respectful future for everyone.

**Josh Murray**

**Secretary  
Transport for NSW**

**More detailed information about our progress in the Transport Stretch RAP 2022-2025 can be found here:**

- Biannual report card 1: January to June 2023 [RAP Report Card 1](#)
- Biannual report card 2: July to December 2023 [RAP Report Card 2](#)



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