



Transport for NSW

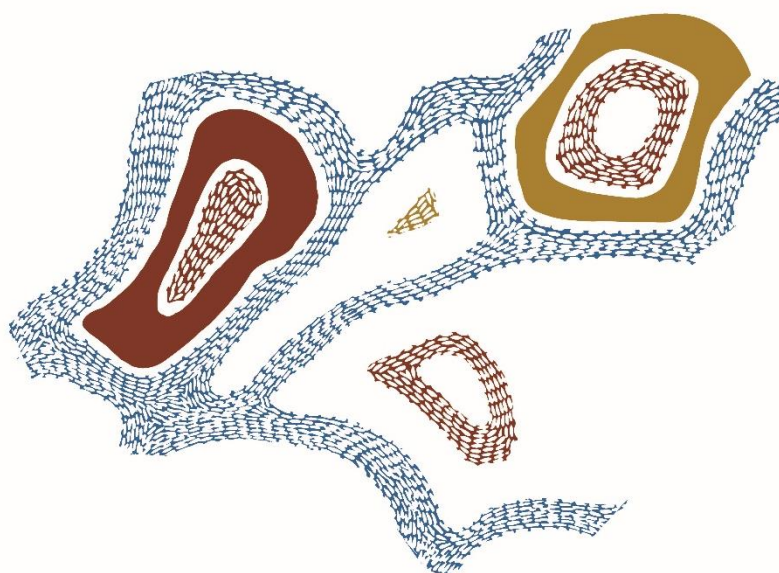
**Reconciliation Action Plan
Biannual Progress
Report Card 1**

July 2023



CONTENTS

Section	Page
1. Executive Summary	3
2. Starting our Stretch RAP journey	4
3. Actions achieved – November 2022 to June 2023	5
4. Actions planned – July 2023 to December 2023	8
5. Contact information	10



1. Executive Summary

Transport has made great progress towards our Stretch Reconciliation Action Plan (RAP) commitments as outlined in this first biannual Internal Report Card as at June 2023. With a total of 127 Stretch RAP deliverables across four pillars – relationships, respect, opportunities, and governance – across the life of our RAP, we will be reporting every six months as part of our commitment to transparency and accountability to drive progress toward reconciliation.

There are many areas where we have made significant advancements. There are, however, some areas that we are finding quite challenging. We are delivering on our commitments in relation to advocacy, engaging Transport leaders, employment & development opportunities, increasing supplier diversity, and cultural awareness, but we are progressing slower than hoped on cultural capability across the enterprise. In the coming 6 months, we will have delivered on critical actions in relation to cultural awareness to improve our organisational and individual capabilities.

Highlights include:

- **Launch of Transport's Stretch RAP**
Nine Aboriginal Community Roadshows were conducted from Wiradjuri country (Wagga Wagga) to Kamilaroi country (Tamworth) to launch the beginning of our Stretch Reconciliation Action Plan journey.
- **National Reconciliation Week event**
Over 1,400 people attended this event and heard from Thomas Kelly, proud Dunghutti man, who challenged all of us to be a voice for generations. Proud Dharawal woman, Rebecca Dean, spoke about how she sees the RAP being embedded at Sydney Trains, and Gumbaynggirr and Wiradjuri man, Ky Freeman-Robinson, shared his experience as a VET Cadet at Transport.
- **New Aboriginal Procurement Participation Strategy**
Transport now has clear goals to improve the involvement of Aboriginal people and businesses in our supply chains.
- **Building Supplier Diversity**
At Transport's inaugural 2023 "Building Supplier Diversity Workshop" employees provided practical advice on how to overcome common barriers to employment.
- **Our First Aboriginal Business Forum**
Sydney Metro successfully held its first Aboriginal Business Forum with over 100 Aboriginal businesses registered.
- **Aboriginal Employment & Career Development Programs**
Increasing Aboriginal representation at Transport and creating and developing meaningful and satisfying careers for our Aboriginal people, is central to us achieving a diverse and inclusive workforce.

2. Starting our Stretch RAP journey

The first in a series of Stretch RAP roadshow community forums kicked off on Wiradjuri Country in Wagga Wagga on 2 November 2022 and ended on Kamilaroi country in Tamworth on 16 February 2023.

Members of the public joined Transport representatives to learn about our Stretch RAP commitments, as well as the important programs of work being done in Transport Aboriginal Employment Strategy and Aboriginal Engagement Strategy.



RAP Launch on Wiradjuri country in Dubbo



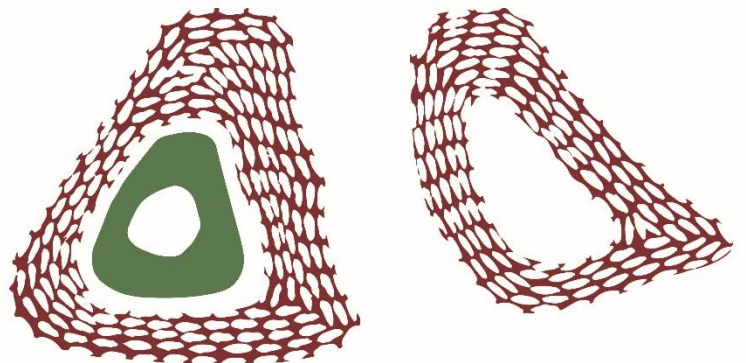
RAP Launch on Worimi country in Nelson Bay - Wanggaliyn Barrayga dance group



Uncle Neville Lilley & Wanggaliyn Barrayga dance group at the Nelson Bay roadshow



RAP Launch on Bundjalung country in Grafton



3. Actions achieved – November 2022 to June 2023

DELIVERABLES DUE THIS PERIOD	81
DELIVERABLES COMPLETED	53
DELIVERABLES IN PROGRESS	28
DELIVERABLES NOT STARTED	0

Over the last six months, we've made progress on:

Relationships

- Transport held a National Reconciliation Week enterprise-wide event for 1,400 employees at International Convention Centre, Darling Harbour in May 2023.
- Development of an external web portal to communicate our progress via the Future Transport [website](#).

Respect

- Transport celebrated NAIDOC Week 2023, with numerous divisional events and activities across NSW to encourage everyone to engage in Aboriginal and Torres Strait Islander cultures and histories.
- Transport's Aboriginal Cultural Protocols document is designed to strengthen our ability to engage with Aboriginal stakeholders and is currently be reviewed and updated as part of the Aboriginal Outcomes Framework workshops.
- A very special dedication to the memory of Kylie Stewart was made on Friday 14 July. The Transport Training Centre at Petersham was the site of the dedication to Kylie, Aboriginal Employment Manager, with a plaque unveiling in the reflection garden which was created in her honour.

Opportunities

- Four Aboriginal employees commenced the Emerging Indigenous Executive Leadership Program (EIELP) in May 2023
- Review and update Transport's Aboriginal Employment Strategy in conjunction with Aboriginal and Torres Strait Islander employees
- A number of Transport's Aboriginal and Torres Strait Islander employees completed the NSW Public Service Commission Leadership Academy Signature program as part of Transport for NSW Aboriginal Career Leadership Development Program [ACLDP] and graduated on 30 June 2023.
- On May 25, a combined graduation was held for a number of Aboriginal Employment & Career Development Programs. Hosted by the Aboriginal Employment Unit, there were 170 people in attendance, including some proud parents of the graduates from Transport's Aboriginal Career Development and Mentoring Program, VET Cadets and

Sydney Trains traineeships at Wareamah (Cockatoo Island), Sydney Harbour.

- The Aboriginal Engagement Team are developing a governing body to provide advice about Aboriginal and Torres Strait Islander art proposals in compliance with Transport's Aboriginal Art Strategy and its guiding principles.
- Support Aboriginal and Torres Strait Islander employees through tailored wellbeing services including EAP and digital and printed wellbeing services cards
- Sydney Metro successfully held its first Aboriginal Business Forum of the year on Wednesday 19 April, with over 100 Aboriginal businesses registered.
- Transport's Aboriginal Participation Strategy launched by Corporate Services division in May 2023.
- M1 Extension – Building supplier diversity with Aboriginal businesses on the M1 Extension Project and presenting a 'building supplier diversity' workshop with Aboriginal businesses at the NSW Indigenous Chamber of Commerce.

Governance

- Transport for NSW's eleven divisions developed RAP Divisional Implementation Plans which were endorsed in February 2023.
- Reconciliation Steering Committee Terms of Reference endorsed by RAP Executive Sponsors in February 2023.
- 2023 Aboriginal and Torres Strait Islander Career Development and Mentoring Program commenced in March 2023.
- Reconciliation Steering Committee quarterly meetings completed in February & May 2023



National Reconciliation Week 2023 at ICC



Aboriginal business supplier workshop



2023 Aboriginal Employment programme graduation on Wareamah (Cockatoo Island, Sydney Harbour)



L to R: Sydney Trains Chief Executive - Matt Longland, Transport Minister Jo Haylen, Customer Service Attendant - Michael Nichols, Acting Secretary - Howard Collins.

4. Actions planned – July 2023 to December 2023

DELIVERABLES DUE THIS PERIOD	77
DELIVERABLES COMPLETED	11
DELIVERABLES IN PROGRESS	63
DELIVERABLES NOT STARTED	3

For the next six months we are already ahead on our commitments and aiming to close out a large number of deliverables before the end of the calendar year.

Relationships

- Establish and maintain three formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations
- Map stakeholders Transport is currently working with, include listing organisations that we are yet to engage with and utilise a Client Management System (CMS) to update frequency and detail of engagements.
- Develop and promote a grants program for Transport to support community in their National Reconciliation Week celebrations.
- Develop, implement, and monitor a coordinated organisation-wide approach to engagement with Aboriginal organisations.
- Collaborate with other NSW Government agencies; be a pace setter and key contributor in the NSW Government RAP Community of Practice by sharing our experience to date in the development and implementation of Transport’s RAPs.

Respect

- Embed and review Transport’s Aboriginal Cultural Learning Framework to ensure all employees have access to cultural learning.
- Transport Reconciliation Awareness mandatory training module deployed in Equip as part of Transport Essentials by end of July 2023.
- “Everyone’s Business” cultural awareness non-mandatory training to be rolled out in Equip by end of September 2023.
- Promote Truth Telling across Transport and provide support to Aboriginal and Torres Strait Islander employees.
- Senior leaders to publicly support anti-discrimination campaigns, initiatives, or stances against racism.

Opportunities

- Hold Transport’s Annual Aboriginal Employee Forum at Homebush on 12 September 2023.

- Launch Transport’s Aboriginal Employment Strategy in conjunction with Aboriginal and Torres Strait Islander employees.
- Deliver Aboriginal HSC Scholarship Program annually for Aboriginal and Torres Strait Islander students in NSW.
- Develop and implement an Aboriginal Procurement training program to be rolled out across Transport for key procurement functions.
- Promote and distribute Aboriginal Art Strategy Technical Support Resource.

Governance

- Hold Transport Reconciliation Steering Committee Meetings in August and November 2023
- Submit annual Reconciliation Australia Impact Survey in September 2023.



Petersham Training Centre dedication ceremony and Aboriginal artwork installation

5. Contact

If you would like further information about our Reconciliation Action Plan, please visit the sites below or contact the Transport RAP team directly.

Future Transport (external): [Reconciliation at Transport for NSW](#)

A little more about who we are and where to find us...

The RAP team are responsible for developing the RAP in consultation with a range of internal and external stakeholders and for the ongoing governance and reporting on Transport's progress towards reconciliation.

The team are part of the Inclusion, Diversity and Wellbeing team within People Experience branch in People & Culture.

We can be contacted via our RAP mailbox RAPTeam@transport.nsw.gov.au and one of the team will be in touch to answer your query.

