

Transport for NSW

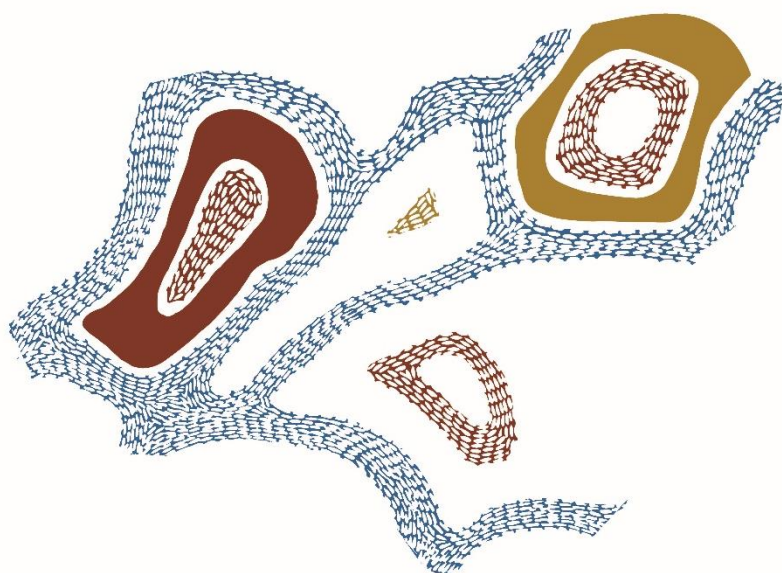
**Reconciliation Action Plan
Biannual Progress
Report Card 2**

December 2023



CONTENTS

Section	Page
1. Executive Summary	3
2. Progress of our Stretch RAP journey	4
3. Actions achieved – July 2023 to December 2023	5
4. Actions planned – January 2024 to June 2024	8
5. Contact information	10



1. Executive Summary

Following the unsuccessful Voice to Parliament referendum in late 2023, our work toward reconciliation is more important than ever.

Our RAP is our roadmap to delivering the actions that will drive positive change. In the last six months we've continued to progress as planned on the implementation of our RAP which has 127 deliverables over a three-year period.

Some of the key highlights between July and December 2023 include:

- **Aboriginal Cultural Learning Framework**
A workshop was held in October 2023 with attendees from Learning & Development, the RAP team, the Aboriginal Employment unit, the Aboriginal Engagement team, the Reconciliation Employee Network, and the RAP Implementation Leads. The outcome of the workshop was the development of a prioritised and themed list of learning topics, which are central to our Aboriginal Cultural Learning Library. Additional outcomes include preparatory work on bite-sized learning modules such as Allyship, and Acknowledgement to Country.
- **Stakeholder Relationship mapping project**
This important stakeholder mapping project was completed so Transport is able to identify external Aboriginal stakeholders that are currently or willing to engage with Transport for community engagement, procurement, employment & training opportunities.
- **Aboriginal Employee Network & Reconciliation Employee Network**
These two networks were launched at Transport's Aboriginal Employee Forum in September 2023. These networks provide a safe space for Transport's Aboriginal & Torres Strait Islander employees and their allies, to have a voice, and to become our champions of change.
- **Transport Aboriginal Employment Strategy 2022-2025**
Our Aboriginal Employment Strategy was launched in December 2023 and includes a range of critical initiatives for employment (Attraction, Employment, Engagement & Development) and is aligned with the NSW Public Service Commission Aboriginal Employment Strategy 2019-2025.
- **Transport Aboriginal Employee Forum 2023**
This year's forum theme was "Grow, connect, succeed" with a focus on storytelling and the importance of connection and community. Over 300 Aboriginal and Torres Strait Islander Transport employees attended this year's event in September 2023.
- **Stretch RAP Awareness Training**
A 20-minute E-learning Stretch RAP Awareness Training module was launched in July 2023 to build awareness about Transport's reconciliation commitments. By 31 December 2023, over 19,000 employees had completed the training.

2. Progress of our Stretch RAP journey

Our RAP is the backbone of our commitment to embedding reconciliation across Transport. It highlights our commitment to empowering our people, influencing our partners, and building a better future for NSW.

The way we measure and report on our progress is through our RAP governance framework.

The RAP is governed by our Reconciliation Steering Committee which is made up of Executive Sponsors, Divisional Implementation Leads and subject matter experts with lived experience.

The role of the steering committee is to drive accountability and responsibility across our organisation, and is supported by our dedicated RAP team.

We measure our progress through monthly reporting and project management tools to ensure we stay on track.

To read more about Transport’s RAP, click [here](#).



2023 Aboriginal Employee Forum at Accor Stadium, Sydney.



Aboriginal Art Trail “Driving the songlines” project from Woolgoolga to Ballina.



Sydney Metro names Gadigal Railway Station in Pitt Street, Sydney.



2023 NSW Koori Knockout supported by Transport for NSW Teams.

3. Actions achieved – July 2023 to December 2023

DELIVERABLES DUE THIS PERIOD	77
DELIVERABLES COMPLETED	52
DELIVERABLES IN PROGRESS	25
DELIVERABLES NOT STARTED	0

Over the last reporting period – July to December 2023, Transport has delivered the following:

Relationships

- Transport’s Aboriginal Outcomes Framework was endorsed by our Senior leaders in October.
- Transport’s Aboriginal Stakeholder Relationship Mapping Project was completed in November.
- A campaign to continue promoting Transport as a discrimination free workplace. This campaign has been supported by Senior leaders across Transport.
- Promoted reconciliation through our sphere of influence by creating divisional reconciliation awards and recognition opportunities for employees.
- Maintained formal partnerships with key Aboriginal stakeholders and peak bodies.

Respect

- Harnessed unanimous executive commitment to the “Uluru Statement from the Heart” from the Reconciliation Steering Committee RAP Executive Sponsors.
- Conducted an analysis of cultural learning, and developed reports on employee participation rates for Aboriginal cultural learning activities.
- Senior leaders and employees included Acknowledgement of Country & Welcome to Country protocols at the commencement of important meetings and public events.
- Promoting Truth Telling with communications and other Truth Telling activities to continue across 2024.

Opportunities

- Three Aboriginal employees completed the Emerging Indigenous Executive Leadership Program (EIELP) in November 2023.
- Transport’s Aboriginal Employment Strategy was updated and launched in December 2023.
- As part of the Transport for NSW Aboriginal Career Leadership Development Program (ACLDP), seven Transport Aboriginal and Torres Strait Islander employees

completed the 2023 program, and five employees have been approved to participate in the 2024 NSW Public Service Commission Leadership Academy Signature Program which commences in February 2024.

- The expression of interest applications for the 2024 Aboriginal and Torres Strait Islander Career Development and Mentoring Program (ACDMP) were completed in December 2023.
- 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.
- Supporting Aboriginal and Torres Strait Islander employees with tailored wellbeing services including EAP and wellbeing services cards
- Transport's procurement specialists attended the Yarpa Hub "Meet the buyer" annual event on 5th October to meet and engage with high quality Aboriginal businesses.
- Sydney Metro hosted its second Aboriginal Business Forum of the year on 18th October 2023. Over 100 Aboriginal businesses registered, with 13 delivery partners, four Industry partners and eight Transport delegates also attending the event.
- Transport's Aboriginal Engagement & Employment teams attended the 2023 NSW Koori Knockout at Terrigal NSW across the October long weekend to showcase Transport's safety programs, and to promote employment opportunities to Aboriginal & Torres Strait Islander people attending this major community event.

Governance

- Transport for NSW's eleven divisions provided quarterly divisional updates to the Reconciliation Steering Committee to report on implementation activities, highlight achievements and identify any issues or risks within their divisions.
- Transport's Biannual Internal Report Card was published on Transport's portal, in conjunction with an enterprise-wide communications article in July 2023.
- The Reconciliation Steering Committee quarterly meetings were conducted in August & November 2023



Yarpa Hub “Meet the buyer” 2023 event at CommBank Stadium, Parramatta, October 2023.



Sydney Metro Aboriginal Business Forum, October 2023.



Aboriginal community stakeholder partnerships workshop.



Transport In partnership with Mirrinj Outreach Program promoting STEM career pathways in remote community schools.



Woolgoolga to Ballina “Art Trail” project encompassing Gumbaynggirr, Bundjalung and Yaegl nations.

4. Actions planned – January 2024 to June 2024

DELIVERABLES DUE THIS PERIOD	43
DELIVERABLES COMPLETED	0
DELIVERABLES IN PROGRESS	41
DELIVERABLES NOT STARTED	2

In the next reporting period – Jan to June 2024 Transport will strive to complete the following deliverables.

Relationships

- Transport will hold an enterprise-wide National Reconciliation Week activity in May 2024 and all divisions will also hold at least one divisional event.
- Transport will develop and promote a grants program for Transport to support community in their National Reconciliation Week celebrations.
- Transport will develop, implement, and monitor a coordinated organisation-wide approach to engagement with Aboriginal organisations.
- Transport will continue to collaborate with other NSW Government agencies; as well as be a pace setter and key contributor to the NSW Government RAP Community of Practice.

Respect

- Transport will build awareness and understanding of the ‘Uluru Statement from the heart’ by circulating government resources across the organisation.
- Transport will embed and continue to review Transport’s Aboriginal Cultural Learning Framework to ensure all employees have access to ongoing cultural learning.
- Transport will develop online cultural learning modules and deploy them in Equip as part of Transport’s Aboriginal Cultural Learning library.
- Transport will promote Truth Telling across the organisation and provide support to Aboriginal and Torres Strait Islander employees.
- Senior Transport leaders will publicly support anti-discrimination campaigns, initiatives, or stances against racism.

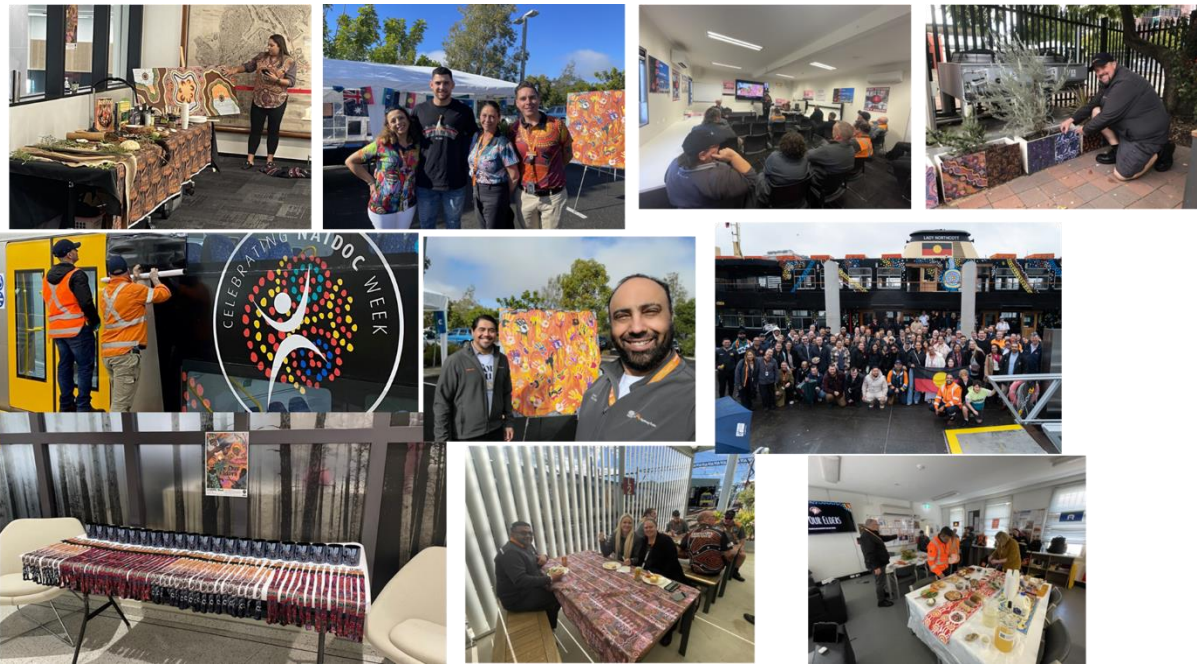
Opportunities

- Transport will award two placements for the Executive Masters of Public Administration Program delivered by the Australia and New Zealand School of Government (ANZSOG).

- Transport will deliver an Aboriginal HSC Scholarship Program annually for Aboriginal and Torres Strait Islander NSW school students.
- Transport will develop and implement an Aboriginal Procurement training program to be rolled out across Transport for key procurement functions.
- Transport will promote and distribute an Aboriginal Art Strategy Technical Support Resource.

Governance

- Transport will hold bi-monthly Individual & Group Divisional Implementation Lead meetings.
- Transport will hold Transport Reconciliation Steering Committee Meetings in February & May 2024.
- Transport’s Secretary will publish an annual external RAP progress report in January 2024.



Greater Sydney divisional & branch activities 2023



Transport Aboriginal virtual backgrounds 2023

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.

