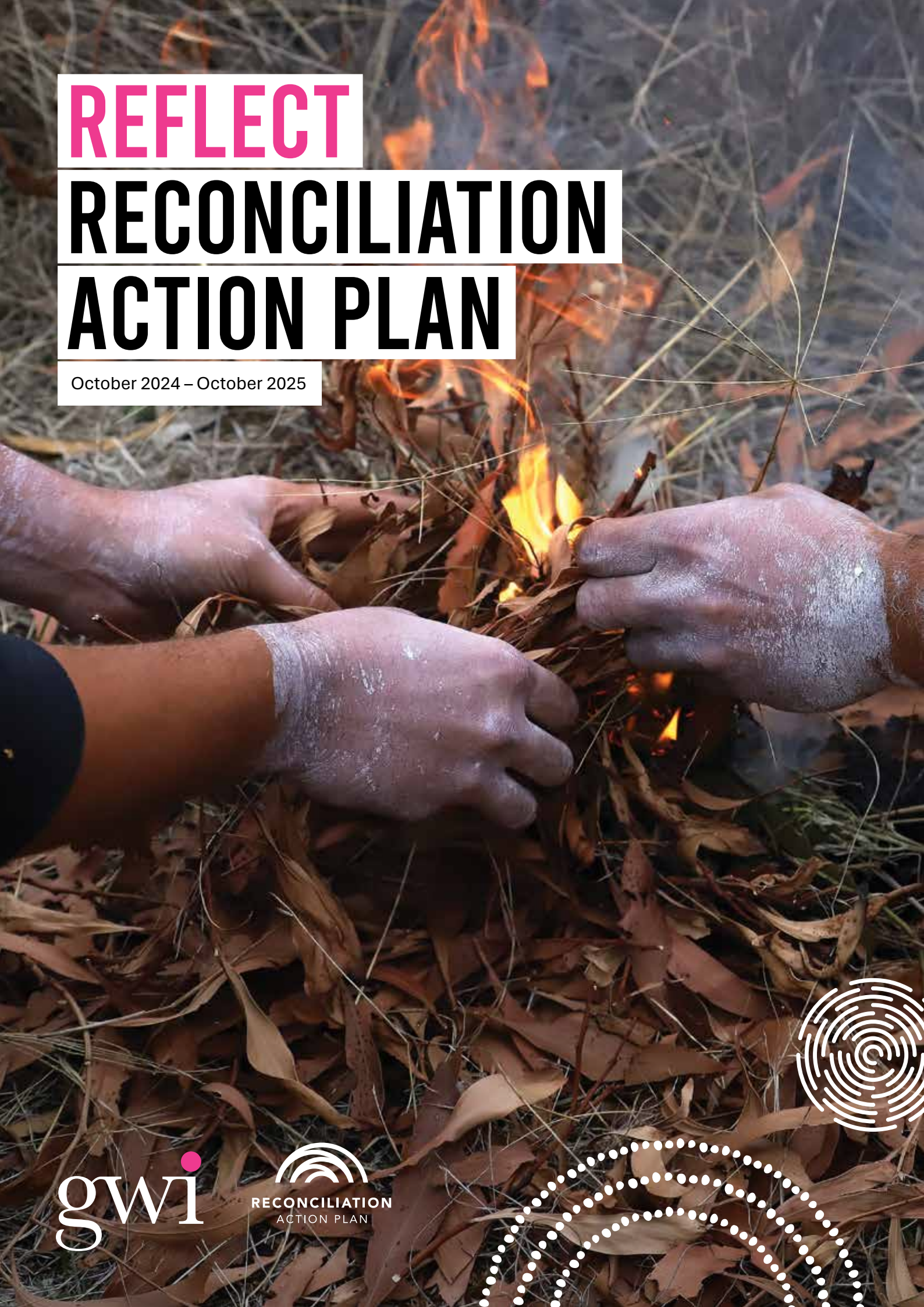


**REFLECT**

**RECONCILIATION**

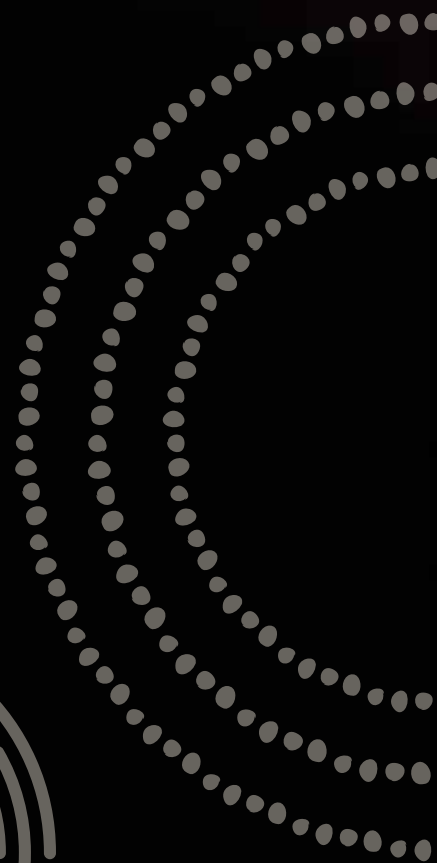
**ACTION PLAN**

October 2024 – October 2025



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# STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA



Congratulations GWI, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

## **Reconciliation Australia welcomes GWI to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.**

GWI joins a network of more than 3,000 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 will lay the foundations, priming 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 increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables GWI 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 first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# STATEMENT FROM CEO OF GWI



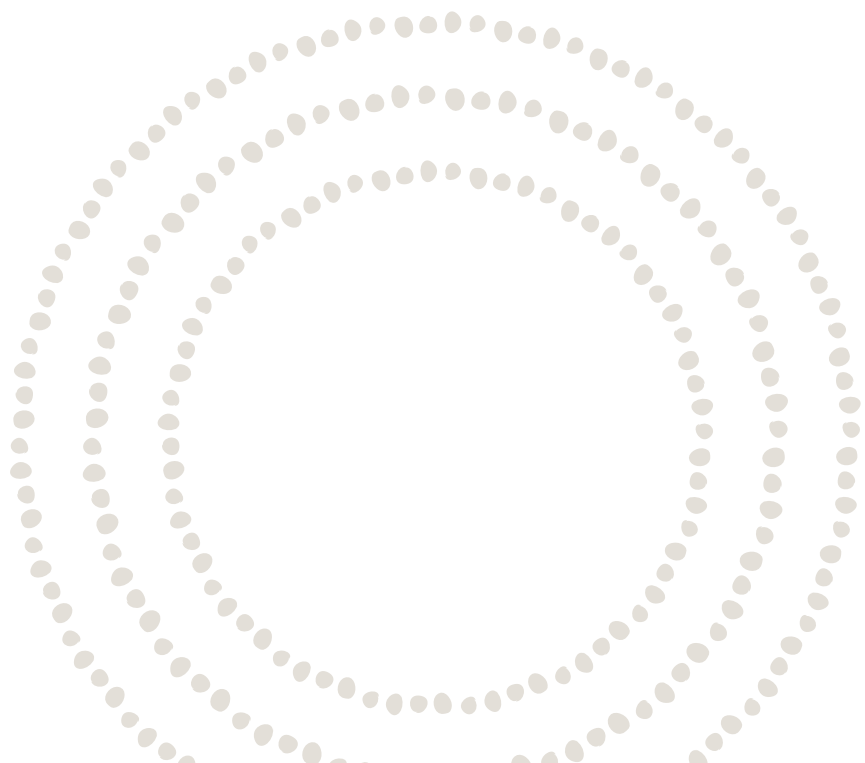
GWI exists to create a positive impact in the world – for our customers, for our extraordinary team, and for the communities in which we are privileged to live.

Staying true to our values, we aim to be proactive in the world around us, meeting the expectations of our stakeholders and addressing what is truly important in our community.

It is with great pride that we publish our first Reconciliation Action Plan, connecting GWI to a network of organisations committed to reconciliation through the RAP program. At GWI, integrity is at the heart of everything we do. We speak the truth, act with conviction, and honour our commitments.

We recognise that truly living by our value of integrity means fully embracing the commitments outlined in this document. As we embark on this Reflect RAP journey, we commit to an ongoing process of deepening our understanding and broadening our commitment to reconciliation. The thirteen actions we've committed to are just the beginning – foundational steps upon which we will continue to build.

**Neil Makepeace**  
CEO GWI



**GWI is a national management consultancy dedicated to doing work for impact – impact for our customers, our communities and each other. We are headquartered in Brisbane, with offices in Sydney and Melbourne.**

Specialising in data and information and digital advisory, our vision is to create lasting differences for our customers. Our expertise continues to be recognised for making a real difference across multiple industry sectors, nationwide. We provide specialist consulting services in disciplines including data management and governance, data literacy, data ethics, security, privacy and protection, data sharing, and data architecture.

Powered by a team of more than 40 passionate consultants, we are trusted advisors to government, not-for-profit, and public and private sector businesses. We are currently aware of one staff member who identifies as Aboriginal. GWI has recently amended its human resources processes to empower a person to self-identify as Aboriginal and/or Torres Strait Islander.

Our diverse team of consultants are leaders in their respective fields and are deeply valued for their independent, evidence-based approach.

We proudly lead with evidence and integrity to tap into the potential of data, information and technology.

### **IMPACTFUL**

We work for impact.

### **RESPONSIVE**

We are responsive to our customers and focused on what they value.

### **INTEGRITY**

We always act with integrity.

We live our values in everything we do

### **UNBIASED**

We deliver unbiased advice that is data-driven and evidence-based.

### **SUPPORTIVE**

We care about and rally around each other and our customers, because we know we're better together.

### **RELENTLESS**

We are relentless in our pursuit of customers' outcomes.

# **OUR**

# **BUSINESS**

# OUR RAP

GWl celebrates the stories, cultures and traditions of First Nations peoples.

## **It is our moral imperative to acknowledge the historical injustices faced by First Nations peoples and the ongoing impacts of colonisation.**

Developing a RAP is a proactive step that GWl is taking towards maintaining a workplace culture that values diversity and inclusion. In implementing a RAP, we are committed to being guided by the voices and perspectives of Elders, community leaders and Aboriginal and Torres Strait Islander employees through genuine consultation.

We have established a RAP Working Group (RWG) to govern our RAP implementation with representation across the business, including a Partner, a Director, an Associate Director, a Senior Manager, a Marketing Manager, a Corporate Services Manager, a Design Lead, two Senior Consultants and two Consultants. One of the Senior Consultants on the RWG identifies as Aboriginal. Our RAP Champion, Mainaaz Oakley, is a Senior Manager within the company who has led diversity and inclusion activities for several years. This person is responsible for driving and championing internal engagement and awareness of the RAP.

OUR RECONCILIATION GOALS ARE SUPPORTED BY A COMPREHENSIVE ACTION PLAN AND MECHANISMS FOR ONGOING MONITORING, EVALUATION AND REPORTING TO TRACK PROGRESS, WITH BUILT-IN ACCOUNTABILITY MEASURES.

## **OUR PARTNERSHIPS / CURRENT ACTIVITIES**

A RAP will build upon our existing efforts to partner with Aboriginal and Torres Strait Islander organisations and create employment pathways for First Nations peoples. GWl has sought partnerships with Aboriginal and Torres Strait Islander organisations and has contacted several organisations via Supply Nation and Black Business Finder. We will leverage the insights and learnings from these experiences to inform the implementation of our RAP.

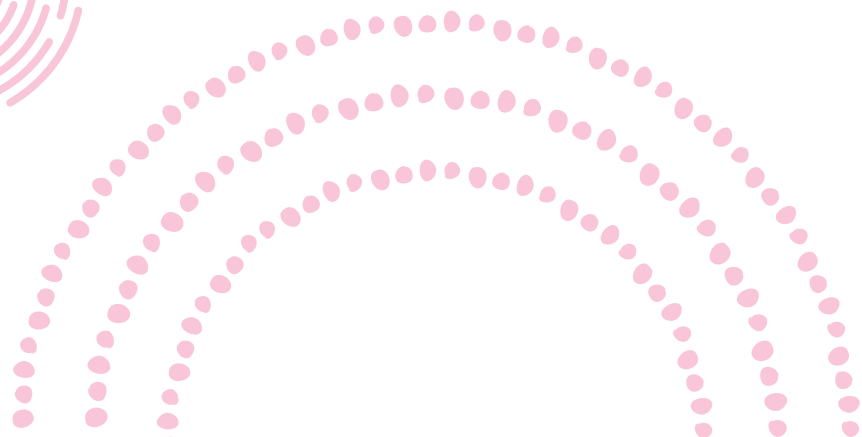
# RELATIONSHIPS



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December, 2024	Associate Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March, 2025	Associate Director
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2025	Design Lead
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025	Design Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025	Design Lead
<b>3. Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all staff.	October, 2024	Design Lead
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March, 2025	Director
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March, 2025	Director
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	November, 2024	Consultant
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March, 2025	Corporate Services Manager
	Raise awareness of your company expectations on what constitutes appropriate behaviour in the workplace, including the negative impact of discriminatory and racist behaviours.	February, 2025	Corporate Services Manager



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February, 2025	Consultant
	Conduct a review of cultural learning needs within our organisation.	December, 2024	Consultant
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October, 2024	Senior Consultant
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October, 2024	Senior Consultant
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June, 2025	Marketing Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2025	Marketing Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in June, 2025	Marketing Manager





# OPPORTUNITIES

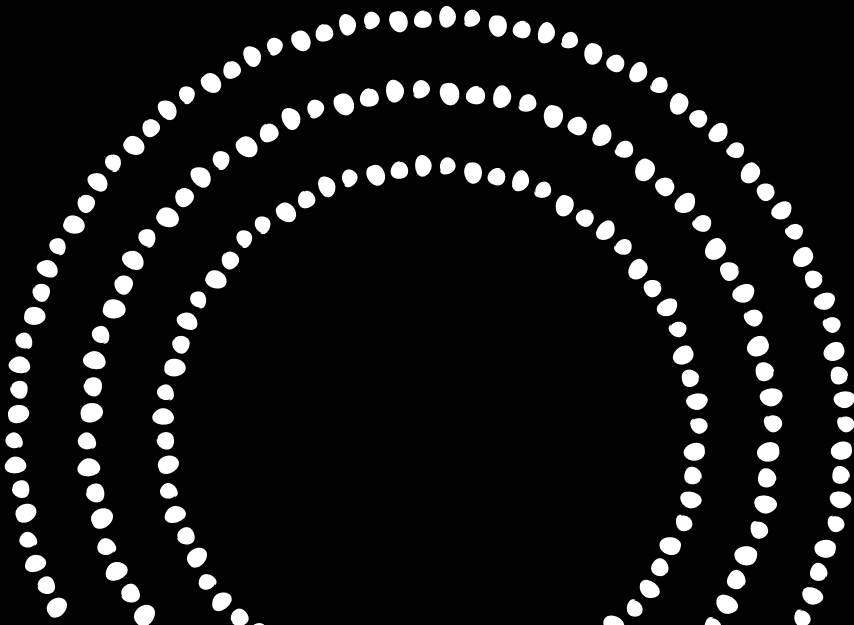


ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April, 2025	Partner
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April, 2025	Corporate Services Manager
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement of subcontracted services from Aboriginal and Torres Strait Islander owned businesses.	April, 2025	Partner
	Investigate Supply Nation membership.	January, 2025	Consultant





ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	Maintain a RWG to govern RAP implementation.	1 March 2025	Senior Manager
	Draft a Terms of Reference for the RWG.	October, 2024	Senior Consultant
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	1 March 2025	Senior Manager
<b>11. Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	October, 2024	Senior Manager
	Engage senior leaders in the delivery of RAP commitments.	October, 2024	Partner
	Appoint a senior leader to champion our RAP internally.	October, 2024	Senior Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November, 2024	Senior Manager
<b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	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	Senior Consultant
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Senior Consultant
	Complete and submit the annual RAP Impact Survey Reconciliation Australia.	30 September, annually	Senior Consultant
<b>13. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	31 July, 2025	Senior Consultant



# CONTACT

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