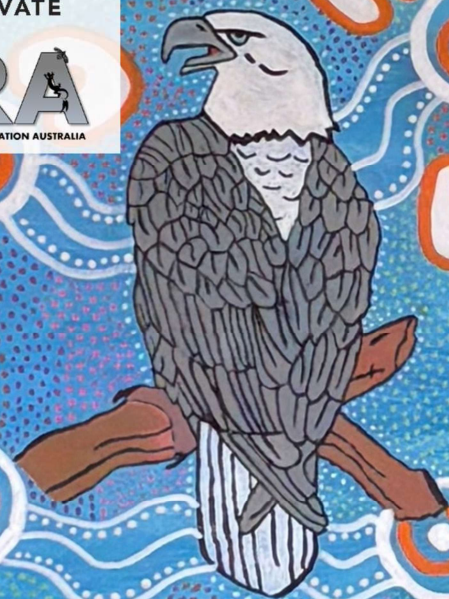




RECONCILIATION
ACTION PLAN

INNOVATE



**Ecology & Restoration Australia
Innovate Reconciliation Action Plan**

August 2026 – August 2028



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Acknowledgement of Country

Ecology and Restoration Australia acknowledges the Traditional Custodians of the lands and waters across Australia, and we pay our deepest respects to Elders past and present.

We recognise the enduring connection of First Nations peoples to Country, and honour their knowledge, culture, and custodianship that has cared for these ecosystems for tens of thousands of years.



A statement from CEO of Reconciliation Australia

Reconciliation Australia commends Ecology and Restoration Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP). Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. This Innovate RAP is both an opportunity and an invitation for Ecology and Restoration Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders. By investigating and understanding the integral role it plays across its sphere of influence, Ecology and Restoration Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well. With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Ecology and Restoration Australia is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Ecology and Restoration Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Ecology and Restoration Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer

Reconciliation Australia





A message from our Managing Director

Since Ecology and Restoration Australia (ERA) was founded in 2021, one of our primary aims has been to offer and encourage flexible work opportunities that support a diverse workforce, including people not traditionally well represented in the sciences. Providing opportunities for Aboriginal and Torres Strait Islander peoples is therefore pivotal to this aim, and ERA recognises their deep and continuous connection with, and ongoing care of, Country. We believe everyone benefits from the sharing of knowledge and from supporting First Nations peoples to get back on Country, working with native flora and fauna.

ERA has been fortunate to develop strong relationships with Aboriginal and Torres Strait Islander peoples, who currently make up 40% of our active workforce. We also regularly work and consult with First Nations peoples, communities and organisations through our day-to-day business interactions. As a company, we are excited to take this next step in embedding reconciliation actions formally across our business operations, and as ERA's Director, I am thrilled to introduce ERA's Innovate RAP. Our RAP has been developed in partnership with all current employees who identify as Aboriginal and Torres Strait Islander peoples, as well as the wider community who will contribute as part of our RAP Working Group.

Through our RAP, we will support and facilitate opportunities for ERA's staff and the wider community to increase cultural awareness and respect within our organisation and among those we interact with. We anticipate that implementing this two-year Innovate RAP will help advance reconciliation among our employees, clients, partners and other stakeholders.

ERA values diversity and inclusion, and I am privileged to be one of the champions of this RAP and honoured to oversee, along with the other members of our RAP Working Group, the implementation of this plan.



Alana Begg, Managing Director



About the artwork

Kai Lane is a proud Barapa Barapa and Yorta Yorta man, who grew up near Kerang. Kai is a trainee ecologist at Ecology & Restoration Australia and has been a permanent member of our core team since March 2023.

The artwork represents a bird's eye view of Lake Meran (northern Victoria) and reflects three key signs that the lake is thriving: the white bellied sea eagle, long neck turtle and river mussels. The painting shows campsites, communities and tracks all around the lake reflecting on the large number of people that use the lake for camping, fishing and swimming.

White bellied sea eagle - an eagle is an immediate sign of a healthy Country as they are highly vulnerable to habitat loss and only nest in areas with high abundance of food. There is a pair that has nested at Lake Meran for over a decade.

Long neck turtles - ecosystem protectors which create a balance within the lake as a predator to fish, tadpoles and water bugs and as lawnmowers keeping aquatic vegetation from growing abundant.

River mussels - ecosystem engineers as they play a pivotal role as a filter for the lake and were a staple food for Barapa Barapa peoples. River mussels have been found in middens all around Lake Meran, showing the lake's importance.

Artist Kai Lane playing the didgeridoo.
Photo credit: © ERA.



Our vision for reconciliation

ERA works in partnership with the First Peoples of Victoria and other First Nations peoples around Australia and supports them to take a leading role in caring for their Country.

Our vision for reconciliation is to continue to foster relationships between First Nations peoples and ERA which are built on respect, understanding and an acknowledgement of the past. We will also continue to create and offer meaningful positions for First Nations peoples, which allow them the opportunity to develop and run culturally appropriate workshops, which utilise and share important traditional knowledge. In this way, we aim to move forward together toward a shared vision to Care for Country, with a focus on native flora and fauna.

We aim to facilitate this through fostering productive partnerships which promote a deep understanding of First Nations cultures and a respect for contemporary shared interests and our shared national identity.

In the spirit of reconciliation, ERA will listen to and continue to work in partnership with Aboriginal and Torres Strait Islander peoples to ensure any decisions or actions that impact Aboriginal and Torres Strait Islander peoples' lives are decided upon through shared decision making, fairness, respect and trust.



Our business

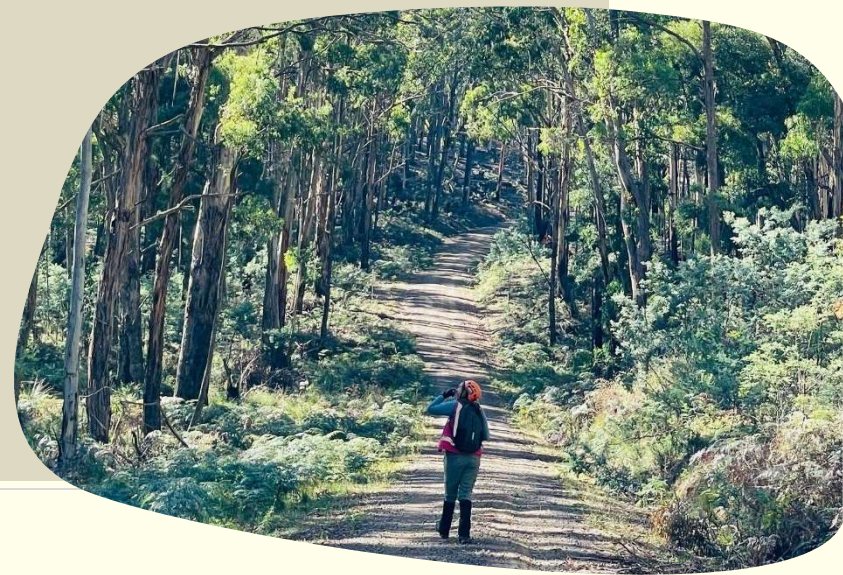
ERA is a female owned and operated business that was founded in 2021 with the aims of creating an ecological consultancy with a strong focus on science-based projects, conservation of native flora and fauna and forming meaningful and productive partnerships across the ecological sphere. ERA primarily operates across Victoria, although we also run projects in other states and territories and collaborate with partners worldwide.

ERA's core business is to deliver a variety of ecological services to a diverse array of clients, including offsite surveys of native and introduced flora and fauna and creation of artificial fauna habitat including tree hollows. We also undertake a variety of community-based projects including habitat restoration and cultural heritage sessions lead by staff member Kai Lane, a Barapa Barapa and Yorta Yorta man.

ERA currently has 47 permanent and casual employees, who are located on the Traditional Lands of the Wurundjeri, Bunurong, Wadawurrung, Barapa Barapa and Yorta Yorta peoples. We currently have one permanent staff member who identifies as an Aboriginal and/or Torres Strait Islander person and we employ a further 18 staff who identify as Aboriginal and/or Torres Strait Islander peoples on a casual basis, constituting 40% of our active workforce.

ERA provides flexible work opportunities and supports a diverse workforce, including those not traditionally well represented in the sciences. In line with this aim, we have one office located on Wurundjeri Country, in Avonsleigh, but our staff are supported to work from home, or work in the field in various locations. We are committed to supporting our team in their professional autonomy and growth, including providing opportunities to upskill through internal and external training, to attend and present at conferences and workshops and to maintain industry links and memberships.

ERA's sphere of influence is broad, and as such we are aware we are well positioned to create societal change. ERA works with a variety of clients, from government to not-for-profit and academia, and individuals including schools and other community groups.



Our reconciliation journey

While this is ERA's first endorsed Innovate RAP, our company has worked from the outset to provide a program of reconciliation actions which translate into real-world outcomes, including building respectful relationships with Aboriginal and Torres Strait Islander peoples, creating opportunities for economic and social change and fostering a culturally safe and inclusive workplace.

What we have achieved:

Opportunity Pillar

- Permanent employment opportunities for First Nations peoples of 25% of our permanent workforce and casual employment to 40% of our workforce in 2025.
- Supporting permanent Aboriginal and Torres Strait Islander peoples staff to speak with reporters from news and radio to promote their projects and present at conferences, including Ecological Society of Australia 2024 and 2025, Australian Citizen Science Association 2025 and many smaller meetings and events.

Respect Pillar

- Producing a cultural education program for schools and other groups through our Habitat Warriors - Living Classrooms programs, developed and run by members of staff who identify as Aboriginal and Torres Strait Islander peoples.
- Training Wurundjeri Woi-wurrung Narrap Rangers in conducting threatened native lizard and frog surveys.
- Liaising with Wamba Wemba peoples to develop a training program for their Rangers.

Relationship Pillar

- Liaising with various Registered Aboriginal Parties and groups, including Wurundjeri, Bunurong, Wadawurrung, Wamba Wemba, Dja Dja Wurrung, Barapa Barapa and Yorta Yorta to undertake surveys and utilise staff.



Our RAP working group

ERA is committed to continuing to provide employment opportunities for Aboriginal and Torres Strait Islander peoples and supporting our employees in developing their skills and knowledge. We are further committed to ensuring that we engage with local Aboriginal and Torres Strait Islander peoples and Registered Aboriginal Parties wherever possible regarding both employment opportunities, and with respect to actions that may impact those peoples and their country. ERA will provide a safe workplace that values Aboriginal and Torres Strait Islander people's knowledge and culture.

This Innovate RAP was developed with input from senior leadership in ERA, including our Director and Principal Ecologist, in addition to consultation with all staff members who identify as Aboriginal or Torres Strait Islander peoples and our RAP working group. We are excited to implement the plans involved in this Innovate RAP, which will help us to refine and guide our choices and decisions across our business, to affect positive change among all our staff, in addition to our clients, project partners, other stakeholders and the wider community, as we look to extend our reconciliation actions.

Our RAP will be implemented over a two-year period, between August 2026 and August 2028 and outlines how we will work in partnership with Aboriginal and Torres Strait Islander communities. The RAP will be overseen by senior leadership in ERA, in partnership with other external and internal members of our RAP Working Group. There are 10 Aboriginal and Torres Strait Islander peoples on our RAP working group.





Our RAP working group is as follows:

Name	Job Title in ERA	Role in Working Group	Other
Alana Begg	CEO/Founder	Champion	Key decision-maker
Jo Isaac	Principal Ecologist	Chair	Key decision-maker
Kai Lane	Trainee Ecologist/Cultural and Community Engagement	Champion/Aboriginal guidance	Key decision-maker/Aboriginal Representative – Kai is a proud Yorta Yorta / Barapa Barapa man, with connections to Dja Dja Wurrung and Wurundjeri. Kai is passionate about his culture and loves to teach and share his knowledge.
Fiona Deppeler	Ecologist/Community Engagement	Co-Chair	Administration
Taj Lane	First Nations Field Officer	Aboriginal guidance	Aboriginal Representative - Taj is a proud Yorta Yorta / Barapa Barapa man, with connections to Dja Dja Wurrung and Wurundjeri.
Uncle Ron Galway	Habitat Warriors program educator	Aboriginal guidance	Aboriginal Representative – Uncle Ron Galway is a Barapa Barapa Elder with over ten years experience working on and caring for Country.

Name	Job Title in ERA	Role in Working Group	Other
Uncle Ron Murray	Habitat Warriors program educator	Aboriginal guidance	Aboriginal Representative – Uncle Ron Murray is a highly respected Elder, well known throughout Victoria for his passion in keeping Aboriginal stories, art and culture alive.
Chardae Lane	First Nations Field Officer	Aboriginal guidance	Aboriginal Representative - Chardae is a proud Yorta Yorta / Barapa Barapa woman, with connections to Dja Dja Wurrung and Wurundjeri.
Deborah Pengally	First Nations Field Officer	Aboriginal guidance	Aboriginal Representative - Debbie is a proud Yorta Yorta woman with over four years experience working on Country.
Andrew Charles	First Nations Field Officer	Aboriginal guidance	Aboriginal Representative – Andrew is a Wamba Wemba man with over two years experience working on Country.
Laura Kirby	No longer employed with ERA	Aboriginal guidance	Aboriginal Representative – Laura is a proud Barapa Barapa woman who now holds a permanent position with North Central Catchment Management Authority.
Caleb Hall	Not employed by ERA	Aboriginal guidance	Aboriginal Representative – Caleb is a young Traditional Owner who is currently studying to become a Doctor at Deakin University.

Relationships

The core business of ERA is working to conserve and protect Australia's unique biodiversity, including its flora and fauna. Aboriginal and Torres Strait Islander peoples are the Traditional Custodians of this biodiversity, caring for it over millennia prior to European settlement. As such, building strong relationships between Aboriginal and Torres Strait Islander peoples and other non-Indigenous Australians is crucial to our activities as we share knowledge and experiences directly applicable to conservation of the natural world.

In addition, ERA is passionate about community engagement, focussing on both cultural and nature education, and ensuring that traditional knowledge and First Nations perspectives are embedded in all our community programs.





Focus area: Increasing employment and training opportunities for Aboriginal and Torres Islander Peoples.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	August 2026	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2026	Lead: Director Support: Principal Ecologist, Trainee Ecologist, First Nations Field Officers
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May (annually)	Lead: Director Support: Trainee Ecologist
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June (annually)	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June (annually)	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Organise at least one NRW event each year.	27 May – 3 June (annually)	Trainee Ecologist
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May – 3 June (annually)	Ecologist/Community Engagement

Focus area: Increasing employment and training opportunities for Aboriginal and Torres Islander Peoples.

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	November 2026	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Communicate our commitment to reconciliation publicly.	August 2026	Lead: Director Support: Ecologist/Community Engagement
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	August 2026	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	August 2026 - August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	August 2026	Lead: Director Support: Principal Ecologist, Ecologist/Community Engagement
	Develop, implement and communicate an anti-discrimination policy for our organisation.	August 2026	Lead: Director Support: Principal Ecologist, Trainee Ecologist First Nations Field Officers
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	August 2026	Lead: Director Support: Trainee Ecologist, , First Nations Field Officers
	Educate senior leaders on the effects of racism.	August 2026	Lead: Director Support: Principal

Focus area: Increasing employment and training opportunities for Aboriginal and Torres Islander Peoples.

Action	Deliverable	Timeline	Responsibility
5. Build stronger relationships with Traditional Owners through shared cultural learning.	Partner with Barapa Barapa and Yorta Yorta Elders, along with the Wurundjeri Narrap and Birrarung Rangers, to co-design and deliver an on-Country camp that shares ecological and cultural knowledge connected to our local plants and wildlife as well as different understandings of how cultural knowledge guides caring for Country.	March 2027	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Deliver at least one on-Country camp.	March 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Document learnings and embed them into ERA's restoration practices.	April 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist



Respect

Since ERA was founded in 2021, we have strived to develop respectful relationships with Aboriginal and Torres Strait Islander peoples in order to both share knowledge, learning and success, and work together toward a shared vision to Care for Country, including native flora and fauna.

ERA's core business activities, as an ecological consultancy, are inextricably tied to the cultures, histories and knowledge of Aboriginal and Torres Strait Islander peoples and as such we aim to facilitate productive partnerships which promote a deep understanding and respect of First Nations cultures and a respect for contemporary shared interests and our shared national identity.



Focus area: Review, develop and implement respectful strategies and protocols to support and maintain respectful relationships.			
Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	September 2026-March 2027	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September 2026-March 2027	Lead: Director Support: Principal Ecologist, Trainee Ecologist, First Nations Field Officers
	Develop, implement and communicate a cultural learning strategy document for our staff.	March 2027	Lead: Director Support: Principal Ecologist, Trainee Ecologist, First Nations Field Officers
	Provide opportunities for the RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	August 2026 - August 2028	Director
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2026	Trainee Ecologist
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2026	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events.	August 2026 2026-August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	August 2026-August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist

Focus area: Review, develop and implement respectful strategies and protocols to support and maintain respectful relationships.			
Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July (annually)	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	March 2027, March 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Promote and encourage participation in external NAIDOC events to all staff.	June (annually)	Lead: Director Support: Trainee Ecologist, Ecologist/Community Engagement



Opportunities

Since ERA was founded, we have been committed to providing opportunities to work with Aboriginal and Torres Strait Islander peoples, both through employment within ERA, and also by providing opportunities for participation, training and development through partnerships and relationships with local Aboriginal Corporations and other groups.

We provide multiple opportunities for our staff who identify as Aboriginal to access professional development opportunities, develop their own projects and contacts, and attend conferences, workshops and other events.

In addition to increasing the number of Aboriginal peoples in our employment every year, we are also dedicated to ensuring that, where possible, goods and services are procured from First Nations owned businesses.



Focus area: Identify new opportunities.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Continue to engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development opportunities.	August 2026-August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	May 2027 – June 2027	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2027	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	August 2026	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2027	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	March 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Investigate Supply Nation membership.	March 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist

Focus area: Identify new opportunities.

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support economic and social outcomes.	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	April 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	April 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	April 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist

Governance

Governance.			
Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	August, November 2026, February, May, August, November 2027, February, May, August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Establish and apply a Terms of Reference for the RWG.	August, November 2026, February, May, August, November 2027, February, May, August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Meet at least four times per year to drive and monitor RAP implementation.	August, November 2026, February, May, August, November 2027, February, May, August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January (annually)	Director
	Engage our senior leaders and other staff in the delivery of RAP commitments.	August 2026-August 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2026 - August 2028	Lead: Director Support: Principal Ecologist, Ecologist/Community Engagement
	Appoint and maintain an internal RAP Champion from senior management.	August 2026	Director

Governance.			
Action	Deliverable	Timeline	Responsibility
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	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.	August 2027, August 2028	Director
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September (annually)	Director
	Report RAP progress to all staff and senior leaders quarterly.	November 2026, February, May, August, November 2027, February, May, August 2028	Director
	Publicly report our RAP achievements, challenges and learnings, annually.	August 2027, August 2028	Lead: Director Support: Trainee Ecologist, Ecologist/Community Engagement
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2028	Lead: Director Support: Principal Ecologist, Trainee Ecologist
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	August 2028	Director
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	August 2028	Director

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