

Innovate Reconciliation Action Plan



Acknowledgment of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land and we pay our respect to their Elders past, present and future.



Contact

Inclusion and Diversity

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Our vision for reconciliation

Our vision for reconciliation is an energy industry that recognises the Traditional Owners of the lands we operate on, and celebrates our connection to country. It is important that we recognise that our customers and infrastructure live on ancestral lands.

Our vision is that this recognition leads to industry wide support and understanding of the knowledge, stories, languages and experiences of Aboriginal and Torres Strait Islander peoples, as our way of paying respect, and contributing to, some of the oldest continuous cultures of the world.

Our vision for Ausgrid is to be a leader in reaching this industry vision. Our network and operations span the traditional country of 17 languages, tribal and nation groups in Sydney, the Central Coast and Hunter regions of New South Wales. We want to lead and foster a workforce, and approach to our operations, that embraces the learnings, voices, cultures and histories of these Traditional Owners into our own organisation.







Ausgrid

Ausgrid

WorkSafe Australia

Our business

Our assets connect communities and empower the lives of our customers, and have done so for over a century.

We are the largest distributor of electricity on Australia's east coast, providing power to 1.8 million homes and businesses - that's over four million Australians relying on us every day. Our assets stretch from the heavily populated Sydney CBD, north along the Central Coast to Newcastle and northwest along the Upper Hunter Valley. Our network supports 20% of our national Gross Domestic Product (GDP).

Our network is made up of substations, power lines, underground cables and power poles. It includes 48,695 kilometres of powerlines, 231 large electricity substations and 32,939 small distribution substations.

Our customers and the community are at the centre of everything we do. Our customers range from residential and rural properties, to small businesses and large multinational corporations in industries such as manufacturing, mining, shipping, engineering, tourism and agriculture. Our operations include infrastructure construction and maintenance, customer connections, street lighting and metering. Over the coming decades the energy grid will evolve rapidly. Renewable energy resources and other emerging energy technologies are transforming the electricity sector, and our historically centralised electricity system is becoming more decentralised, automated and interconnected. Customers have made it clear that they expect Ausgrid to provide active leadership in the transition to cleaner energy sources. If we are to deliver the best long-term outcome for customers, we must navigate the transition to the lowest cost decarbonised energy system. We believe our network has a critical role to play in leading and delivering this transition.

In FY21, 1.6% of our total workforce of 2,750 people identified as being Aboriginal and/or Torres Strait Islander people. Our Inclusion and Diversity Strategy has key goals that are aimed at fostering inclusion and diversity across five different diversity groups, including Aboriginal and Torres Strait Islander peoples. We are committed to embracing the differences in people's experiences, backgrounds and perspectives. As a result, Ausgrid is committed to improving employment access and participation for Aboriginal and Torres Strait Islander peoples through targeted programs and initiatives. As our operational footprint is far and wide, we also take great care to protect the environment and preserve Aboriginal cultural heritage through our Environmental Management System (EMS) accredited to ISO 140001 since 1996. We adopt procedures and approaches that assess risks and manage our works in a manner that prevents potential impacts to Aboriginal artefacts, objects and the land. Our aim is to continue these endeavours through closer partnership and collaboration with the Traditional Custodians of the lands we operate on.



A Message from our CEO



Richard Gross

Chief Executive Officer
Ausgrid

It gives me great pleasure to launch Ausgrid's second Innovate Reconciliation Action Plan (RAP) with Reconciliation Australia. This plan is a call to everyone involved with our organisation to play a role in, and continue to work towards, reconciliation.

An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging our people and stakeholders in reconciliation, as well as developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

I am proud of the work that has gone into developing our plan and I am pleased to see development on the strong foundations from previous initiatives. As Reconciliation Action Plan Champion, Inclusion & Diversity (I&D) Council Chair and Ausgrid's Chief Executive Officer, I will honour the actions we have set out in this plan to ensure that we will continue to acknowledge and respect the Traditional Owners and Elders of our lands, past, present and emerging.

We will continue to drive our commitment in advancing reconciliation, and building stronger relationships with Aboriginal and Torres Strait Islander peoples within Ausgrid and the communities we serve.

Further, we are committed to engaging our people so we can all recognise our individual opportunities to advance reconciliation within our personal and professional lives.

I look forward to working with our RAP Working Group, the I&D Council, and all of our Ausgrid people and partners as we continue our reconciliation journey.

Message from Reconciliation Australia

Karen Mundine

Chief Executive Officer
Reconciliation Australia

Reconciliation Australia commends Ausgrid 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 Ausgrid 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, Ausgrid 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Ausgrid is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Ausgrid'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 Ausgrid on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Our Reconciliation Action Plan

As part of this RAP, we will work on building momentum towards achieving our vision for reconciliation. Our immediate goal on the path to achieving this vision, is building internal awareness of the journey of reconciliation and the important role our RAP plays towards supporting an inclusive and diverse workforce.

We want to build, an understanding of the importance of reconciliation across our workforce, including the role we all play at an individual and organisational level. Through building a deeper understanding we want our workforce to forge a connection with the ancestral lands and cultures on which they work and live.

To establish competency in learning and acknowledging Traditional Owners, we have already overlaid our Network Supply area across the Aboriginal Language Map to raise awareness of the 13 diverse Aboriginal groups and nations we operate within. We have also placed a tool within our Geospatial Information System (GIS) where users can click on a work location to show the Traditional Owner group.

As part of continuing an Innovate RAP, we will work on learning, building momentum and working smarter towards achieving our vision of reconciliation.

Key learnings from our previous RAP were to commit to the RAP within our strategic business planning, increase ownership and establish supports to promote and sustain a broader reach of the RAP focus areas. We found that the RAP committee's "energy" used to design and create our previous RAP was not sustained through its delivery governance. This contributed to the formation of an Inclusion & Diversity (I&D) Council to oversee the development and delivery of future RAPs, in parallel with the other inclusion and diversity pillars.

As a result of our learning from our previous RAP, we are committed to ensuring support and ownership of actions across the organisation, to create a broader reach on the RAP focus areas. The RAP Working Group will be the initial internal champions supported by the RAP Champion – CEO Richard Gross. The Aboriginal and Torres Strait Islander Network and Ausgrid's I&D Council will inform and support our approach. As greater awareness and understanding of the RAP grows, we aim to generate more interest and engagement among our workforce to be part of reconciliation. We have wonderful individual reconciliation journey experiences and stories to share, to inspire our workforce to engage in our RAP.



"Warna Warka
Ambaka-
langwa umba
num-ambilya
ambak-langwa"

(Work Safe Live Safe- translated
from East Arnhem Land)

Aboriginal and Torres Strait Islander Network

The first I&D Council's pillar is an ongoing journey with meaningful learnings and a commitment to future efforts.

Ausgrid's reconciliation journey began in 2007, with three Aboriginal and Torres Strait Islander employees who sat down to meet and discuss what could be.

Around this meeting, it was identified there was an opportunity to increase our Aboriginal and Torres Strait Islander employee numbers through working with our close training partners TAFE NSW at the time. Together we co-designed and delivered an indigenous pre-apprentice program (a first for the electricity sector).

As the program expanded to both Sydney and Newcastle, our First Nations employee base also grew, reaching an Aboriginal and Torres Strait



Islander network of up to 80 staff at its peak. The program later became an award-winning and best practice model which is still utilised in other sectors.

With a growing and proud Aboriginal and Torres Strait Islander network, the mix changed. The business changed, and so did the network; yet the network did not disappear.

As some members of the network have left the business, the network has continued for both current and former employees as their careers have moved and grown. It is something that has continued, as not only a support network but as a friendship group.

The role of the Aboriginal and Torres Strait Islander network group has evolved and grown. It has also acted as an advisory group on internal and external projects and programs, including this RAP.



Ryan McAleer's personal journey

I joined Ausgrid in 2011 as an apprentice power line worker and was fortunate enough to share my four-year apprenticeship journey with three proud Aboriginal peoples.

Ausgrid embraces a policy of improving employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. My experience as an apprentice and as a person was enhanced, as the gap that sometimes exists between our cultures was broken down through the sharing of our different cultures, stories and journey.

The diversification of a work force is an important aspect of any organisation. With Ausgrid servicing a diverse range of communities, it is especially important that its workforce reflects the communities it supports. A diverse workforce is more likely to understand the different needs of our customers and adapt our operations to suit.



Our RAP Working Group

Our RAP is being led by a Working Group that represents our organisation, and who are passionate about driving our reconciliation goals. The RAP Working Group leverages and collaborates with the I&D Council, the Aboriginal and Torres Strait Islander Network, Ausgrid senior leaders and people leaders.

The RAP Working Group meets quarterly and provides regular reporting to the Inclusion and Diversity Council who are responsible for the delivery of initiatives outlined in this plan. The Group is also responsible for developing the Innovate RAP and proactively taking action to implement its initiatives, as well as providing status updates into the I&D Council who have overall accountability for its delivery.

While the Working Group leads the overall RAP, to ensure each deliverable in our second innovate RAP is met, the ownership of each action lies with an Executive General Manager (EGM). Each EGM has the responsibility to assign actions to team members as a part of their KPI's or project work. This creates an opportunity for someone who does not necessarily have exposure to the RAP in their everyday work responsibilities, maximising exposure across the different business units, and creating momentum and excitement around Ausgrid's reconciliation journey.

Three members of our RAP Working Group identify as Aboriginal and/ or Torres Strait Islander:

- **Benjamin Lange**, Milliwurra Niarrungi, from the Marra tribe south of the Roper River in the Northern Territory where Marra is the language. Ben lives and works on Worimi lands in Port Stephens (Gathang Language).
- **Michael Ryan**, a proud Dharawal man from LaPerouse. His family are from both LaPerouse and Coonabarabran where his mum is a respected Elder in the community teaching young children about Aboriginal history.
- **Robert Newman**, a proud MINGALETTA man from the Central coast NSW currently living in Denman NSW and part of the Wonnarua Aboriginal land council in Muswellbrook. Robert's mother was a Dangetti woman from the New England Area Of Walcha, who spent her last years working as a Project Officer with the State Records Centre. There she supported Aboriginal people trying to access records of the former Aboriginal Welfare Board.

The other members of the RAP Working Group include:

- **Jarrod Spears** – Manager Depots Accomodation & Strategy
- **Matthew Sweeting** – Head of Contract Delivery
- **Roberta Ingrosso** – Senior Commercial Manager, Plus ES
- **Craig Wilson** – Sustainability Manager, Customer & Strategy
- **Robyn Coombes** – Environmental Officer
- **Ryan McAleer** – Engineering Officer, Field Services
- **Anita Kucic** – Organisational Development Specialist
- **Cathy McEnearney** – Organisational Development Advisor
- **Sophie Tindle** – Capability Project Coordinator



Ausgrid

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Relationships



Our purpose is Connecting Communities, Empowering Lives. We continue to build and strengthen internal and external relationships with customers and partners in support of the creation of genuine and long-term connections with Aboriginal and Torres Strait Islander communities and other Australians.

In addition to our Aboriginal and Torres Strait Islander Network, Ausgrid engages with a range of groups including our Customer Consultative Committee, Culturally and Linguistically Diverse (CALD) communities as well as business and industry groups to understand the needs of the diverse communities we serve. Customers and Communities, and Inclusion and Diversity are two material sustainability issues for Ausgrid. More information is provided in our Sustainability Report.

Our organisation will continue to build and strengthen internal and external relationships with customers and partners in support of the creation of genuine and long-term connections with Aboriginal and Torres Strait Islander communities and other Australians. Ausgrid has aligned itself with five of the 17 UN Sustainable Development Goals that most fit our business. UN SDG 11 – Sustainable cities and communities, has a strong fit with Ausgrid and our links to our communities through the important service we provide. It is important to us to provide safe, reliable, affordable and sustainable electricity to our communities. Customers and communities are material sustainability issues for Ausgrid as is Inclusion and Diversity, and therefore we are very aware that our workforce must also reflect the communities we serve. Further information is provided in our [Sustainability Report](#).



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	– Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement as part of regulatory engagement work underway.	June 2022	Chief Customer Officer
	– Develop an engagement framework that maps the Aboriginal and Torres Strait Islander communities impacted by Ausgrid and the communities' priorities.	June 2022	Chief Customer Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	– Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2022, 2023	Executive General Manager (EGM) People
	– RAP Working Group members to participate in an external NRW event and to share their learnings with employees.	27 May- 3 June, 2022, 2023	Capability Project Coordinator with RAP Working Group
	– Build relationships with Aboriginal and Torres Strait Islander peoples and organisations in the communities we are working in by participating in external NRW events.	27 May- 3 June, 2022, 2023	RAP Champion with all Executive Leadership Team
	– Hold a depot NRW event each year and support teams to host a local event in their building to further promote reconciliation.	27 May- 3 June, 2022, 2023	Executive General Manager People
	– Register all our NRW events on Reconciliation Australia's NRW website and promote the events through the Ausgrid Intranet.	May 2022, 2023	Executive General Manager People
3. Promote reconciliation through our sphere of influence.	– Through the induction program, provide each new employee an introduction of the 5 pillars of diversity and access to Ausgrid's RAP electronically.	November 2022	Executive General Manager People
	– Communicate our commitment to reconciliation publicly via social media platforms as well as annual reports and external networks.	Dec 2022	Chief Customer Officer
	– Explore opportunities to positively influence reconciliation outcomes, and share these with key stakeholders.	August 2022, 2023	Chief Customer Officer
	– Collaborate with the RAP Network and other like-minded organisations to develop ways to advance reconciliation.	August 2022, 2023	Executive General Manager People
	– Implement strategies to engage our staff in reconciliation.	May 2023	Executive General Manager People
	– Host a round table discussion with other organisations in our sector to discuss achievements, key learnings, and explore industry wide collaborations.	October 2022, August 2023	RAP Champion
	– Consult with Traditional Owners to explore how we can realise our vision for reconciliation.	October 2022	Executive General Manager People
4. Promote positive race relations through anti-discrimination strategies.	– Conduct a review of all people policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	Executive General Manager People
	– Implement and communicate Ausgrid's anti-discrimination policy to all staff via our intranet.	July 2022	Executive General Manager People
	– Engage with Aboriginal and Torres Strait Islander employees to consult on our anti-discrimination policy.	June 2022	Executive General Manager People
	– Invite Aboriginal and Torres Strait Islander peoples to Ausgrid to educate leaders on the effects of racism.	August 2023	Executive General Manager People

Respect



At Ausgrid, we want to recognise and embrace Aboriginal and Torres Strait Islander cultures in the way we work. As the caretakers of traditional land, we acknowledge the sacred relationship between Aboriginal and Torres Strait Islander peoples and their land.

We recognise the significance of the land upon which we operate and the importance of preserving sites, objects and places we may encounter during the course of our work for the benefit of all Australians. Ausgrid's assets are extensive and are a part of every community within our footprint. This places additional responsibility on us that we manage through our Environmental Management System (EMS) to ensure we identify and keep Aboriginal and Torres Strait Islander places and Artefacts safe. The below actions will support us to do this. We are committed to championing awareness and provide learnings to our employees and partners about Aboriginal and Torres Strait Islander cultures and connection to country in the regions in which we operate.



Action	Deliverable	Timeline	Responsibility
5. 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.	November 2022	Executive General Manager People
	– Compile and analyse results of the review of cultural learning to inform the cultural learning strategy.	January 2023	Executive General Manager People
	– Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors, as well as the Inclusion and Diversity Council on the development and implementation of a cultural learning strategy.	January 2023	Executive General Manager People
	– Develop, implement, and communicate a cultural learning strategy for our employees.	June 2023	Executive General Manager People
	– Create an online cultural awareness module to be made available to all Ausgrid employees.	November 2023	Executive General Manager People
	– Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	November 2023	Executive General Manager People
6. Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	– Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2022	Executive General Manager People
	– Implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September 2022	Executive General Manager People
	– Annually review and re-communicate a cultural protocol document including Acknowledgement of Country and Welcome to Country protocols.	January 2023, 2024	Executive General Manager People
	– Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2022, 2023	Executive General Manager People
	– Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	September 2022	Executive General Manager People
7. Foster respect for the ingenuity of Aboriginal and Torres Strait Islander peoples by respectfully incorporating their knowledge and perspectives into our workplace processes.	– Investigate ways to incorporate Aboriginal and Torres Strait Islander peoples' knowledge and perspectives into our processes.	September 2022	EGM Network Delivery Services; EGM Asset Management
	– Seek consultancy from our Aboriginal and Torres Strait Islander stakeholders/employees about respectful approaches to incorporating Aboriginal and Torres Strait Islander peoples' knowledge into our processes.	October 2022	EGM Network Delivery Services; EGM Asset Management
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 2022, 2023	Capability Project Coordinator with RAP Working Group
	– Review People policies and procedures to remove barriers to employees participating in NAIDOC Week.	June 2022, June 2023	Executive General Manager People
	– Continue to promote and encourage Aboriginal and Torres Strait Islander employees to access NAIDOC week leave provisions to allow participation in NAIDOC week.	June 2022, June 2023	Executive General Manager People
	– Promote and encourage participation in internal and external NAIDOC events to all employees.	First week in July, 2022, 2023	Chief Customer Officer







Opportunities

We are committed to providing opportunities that help build capability and participation of Aboriginal and Torres Strait Islander peoples at all levels in our organisation. We acknowledge the benefits of meaningful employment for families and broader communities. Our current Aboriginal and Torres Strait Islander employees are vital to helping us develop improved employment and retention strategies.

Ausgrid acknowledges the significant business benefits that diversity brings, including greater innovation and creativity, more engaged employees and an increased understanding of our customer and stakeholders. We will be investigating supplier diversity to build the foundation for business opportunities for Aboriginal and Torres Strait Islander suppliers.

Internally, we can promote, develop and retain Aboriginal and Torres Strait Islander employees through mentoring, knowledge sharing and co-designing. We are in the unique position to generate opportunities through science, technology, engineering and mathematics (STEM) programs, engagements with schools and tertiary education facilities, vocational training, suppliers and contracted partners, as well as collaborations within the energy sector and with ecosystem organisations (e.g. our collaborations on initiatives such as Electrical Safety Week, etc).



Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	– Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	August 2023	Executive General Manager People
	– Engage with existing Aboriginal and Torres Strait Islander employees to review our employment and professional development strategies.	May 2023	Executive General Manager People
	– Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2023	Executive General Manager People
	– Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	February 2023	Executive General Manager People
	– Review recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2022	Executive General Manager People
	– Improve pathways for Aboriginal and Torres Strait Islander employees into senior leadership positions.	December 2023	Executive General Manager People
	– Explore opportunities to support Aboriginal and Torres Strait Islander students to pursue a career in the energy industry.	December 2022	Executive General Manager People
	– Investigate workforce mentors for Aboriginal and Torres Strait Islander employees.	April 2022	Executive General Manager People
	– Investigate a rotation work placement program within the Environmental Services team for Aboriginal and Torres Strait Islander employees (activities may include reviewing heritage procedures, preparing environmental impacts assessments and preparing Aboriginal heritage due diligence assessments).	February 2023	EGM Asset Management
10. Build employment pathways and learning opportunities for Aboriginal and Torres Strait Islander students into the energy services industry.	– Investigate opportunities to raise awareness of science, technology, engineering, and mathematics (STEM) amongst Aboriginal and Torres Strait Islander students.	April 2023	EGM Field Operations; EGM Asset Management
	– Explore opportunities to support Aboriginal and Torres Strait Islander students to pursue a career in the energy industry.	August 2023	EGM Field Operations; EGM Asset Management
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	– Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2022	Chief Financial Officer
	– Investigate new ways to support Aboriginal and Torres Strait Islander business owners (i.e. Supply Nation, Indigenous Business Network).	December 2023	Chief Financial Officer
	– Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	December 2022	Chief Financial Officer
	– Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2022	Chief Financial Officer
	– Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2022	EGM Network Delivery Services





Governance



Action	Deliverable	Timeline	Responsibility
12. 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.	February 2023	RAP Champion
	– Establish and apply a Terms of Reference for the RWG.	March 2022	General Counsel and Company Secretary
	– Meet at least four times per year to drive and monitor RAP implementation.	March, June, September October 2022, 2023	Executive General Manager People
13. Provide appropriate support for effective implementation of RAP commitments.	– Define resource needs for RAP implementation.	March 2022	Executive General Manager People
	– Engage our senior leaders in the delivery of RAP commitments to ensure support and ownership of actions across the organisation.	April 2022	Executive General Manager People
	– Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2022	Executive General Manager People
	– Maintain an internal RAP Champion from senior management.	February 2023	CEO
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	– Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	June 2022, 2023 and annually	Executive General Manager People
	– Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2022, 2023 and annually	Executive General Manager People
	– Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022, 2023 and annually	Executive General Manager People
	– Report RAP progress to senior leaders quarterly.	March, June, September, December 2022, 2023	Executive General Manager People
	– Publicly report our RAP achievements, challenges and learnings, annually.	December 2023	Chief Customer Officer
	– Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Executive General Manager People
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	– Register via Reconciliation Australia's website to begin developing our next RAP.	June 2024	Executive General Manager People
	– Invite other RAP organisations to share insights and learnings.	August 2024	Executive General Manager People



Baayangali

The artwork is a collaboration between designer Lucy Simpson and mural artist Meg Minkley inspired by the concept 'Baayangali'.

With her artwork, Yuwaalaraay designer Lucy Simpson has created a visual narrative that translated and brings together many elements, a story unique to Ausgrid that begins above and rests underfoot.

Three distinct elements in nature that represent POWER, ENERGY and LIFE are all interwoven and represented through the series which incorporates the transfer of energy, knowledge systems and our role in sustaining the balance.

And so the story continues

LIGHTNING

The graphics that flow through some of words are inspired by lightning. Lightning is a nature source of energy that brings rain and renewal of life to country. In an old story, lightning is often referred to as the conduit or pathway between opposites; sky to land, dry to wet, destruction and new life. Lightning also represents the transfer of energy from one realm/entity/source to another. When country is dry, lightning can also bring fire and with it renewal and sustenance.

SPARK

The graphics that flow through some of words are inspired by the concept 'spark'. First nations people across the country have long practiced the cultural tradition of firestick farming, a harnessing of elements in nature to both sustain balance and promote growth/continuity through care of country.

Throughout NSW, many large grassland were carefully and consistently maintained and cared for over many thousands of years through the use of fire, with cultural or 'cool burns' used as a way of clearing land, burning off excess fuel to reduce the risk of uncontrolled bushfire in the hotter months, and also to feed country, promote growth and sustain life. This is an old practice that continues today throughout many parts of the country.

RENEWAL

The graphics that flow through some of words are inspired by the concept 'renewal'. Regeneration of life is represented by wildflowers of the Banksia plant. Plant life in Australia has adapted over tens of thousands of years to survive and thrive in the extreme conditions of the land. Lightning storms play an important part of their survival and regeneration of plant species like the Banksia, which have adapted to rely on fire in order to open the seed pods and begin the next stage of growth for plants and life within that land. Through the harnessing of fire through that spark or strike, First Nations Australians have also played a large role in the continued care of country through the promotion of new growth through carefully considered firestick farming.

BAAYANGALI is a Yuwaalaraay word from the north-west of New South Wales referring to the concept in nature of 'the system by which things work and are interconnected, or the natural order of all living things'.

Lucy Simpson/ GAAWAA MIYAY



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