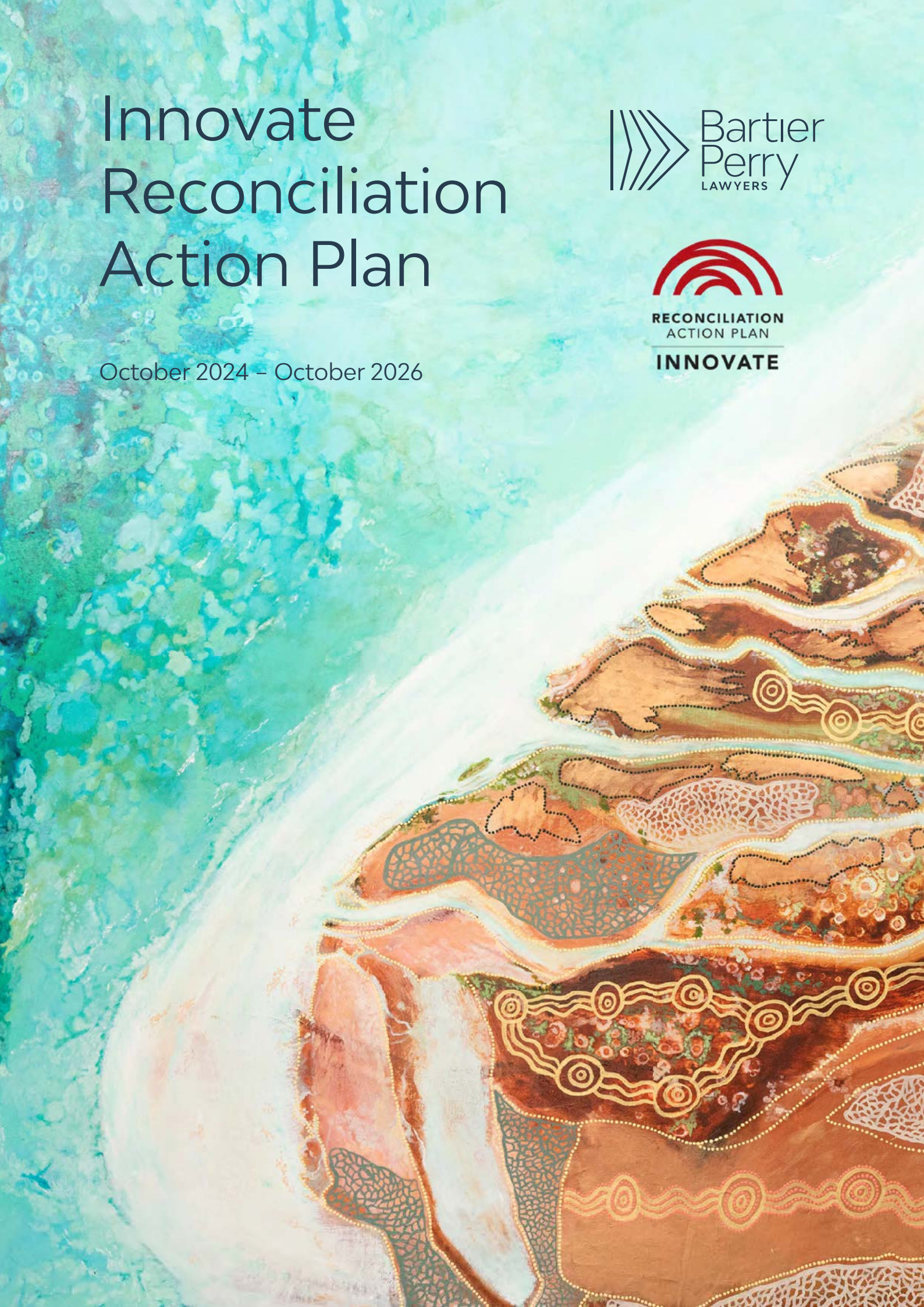


Innovate Reconciliation Action Plan

October 2024 – October 2026



Acknowledgement Of Country

Bartier Perry acknowledges the Traditional Custodians of the land on which we meet and work each day. We recognise the Gadigal people of the Eora Nation and their connections to land, sea and community. We pay our deep respects to their Elders, both past and present.



'*Turlku Kujarra Kujungkah - Two Songs*' artwork was proudly supported by Hon. Ben Franklin MLC, President of the Legislative Council at NSW Parliament House Fountain Court Gallery as a part of the '*Kujungka*' - *Together, In One.*, a Joint Exhibition of artists Desmond Taylor and Timothy Johnston.

This joint artwork '*Turlku Kujarra Kujungkah - Two Songs*' was a collaboration between First Nations artist Desmond Taylor, a Warnman man from the Martu Lands in the Great Sandy Desert of Western Australia and Timothy Johnston, a Sydney born ocean abstract artist whose artworks have been a centerpiece projection on the iconic 'Sails' of the Sydney Opera House in 2021.

Desmond is one of the last of the Warnman/Martu men born in the desert and is the last of the major First Nations group in Australia to leave their traditional desert life. Desmond was taught to draw first with the old people on the ochre sands of his home country. He paints his Dreamtime stories in

acrylics and chooses vibrant colours to reveal the powerful beauty of his country and its shifting seasonal patterns.

This artwork '*Two Songs*' depicts the beautiful Western Australian Desert and connects the viewer to the journey which is shown of Desmond's homeland in the Sandy Desert travelling out from the Karlamilyi River towards the turquoise ocean of the Western Kimberley coastline. The land and rivers sing of this rich heritage which has nurtured Desmond's ancestral lands as a melody to the sea and vice versa. It also echoes the two artist's connection to singing and humming whilst painting, hence the name '*Two Songs*'.

'Painting is about remembering Jukurra (Dreaming). In our culture when you paint with someone on the same canvas you are already one, already family. It was very easy to paint with Tim, I felt a deep bond with him as he also feels a deep spiritual connection to land and ocean. We painted together straight from our hearts and minds

to share a stronger message to care for country.'

– **Desmond Taylor**

As their exhibition name suggests '*Kujungka*', meaning '*Together, In one*' brought them together as artists to paint. They both discovered a harmonising style which united a strong and colourful painting style seen in '*Two Songs*'. A painting they are both proud of to share with other people to help elevate the human spirit to protect what is precious.

Bartier Perry chose '*Two Songs*' for our Innovate Reconciliation Action Plan (RAP) artwork, as for us, it demonstrates the continuation of our reconciliation journey, a celebration of acknowledging and celebrating our differences and bringing us closer, together, in one.

Our Message – Together, in One



“This plan is the culmination of a collaborative effort, thoughtful reflection and a deep desire to strengthen relationships between all Australians.”

I am proud to present our Innovate RAP which will set the framework for Bartier Perry to continue advancing reconciliation. This RAP represents our commitment to progressing towards a more inclusive and equitable future for all Australians, and reflects our core values of being down to earth, collaborative, diverse and inclusive.

This plan is the culmination of a collaborative effort, thoughtful reflection and a deep desire to strengthen relationships between all Australians. As such, we believe in positive and meaningful participation in the Aboriginal and Torres Strait Islander communities we serve, and closer to home we aim to ensure that our organisation is one where First Nations staff and the broader First Nations community can feel acknowledged, respected and as a result, flourish.

Since commencing our reconciliation journey in 2022, we are proud to have:

- Demonstrated our respect through our commitment to cultural awareness training for all staff, and acknowledged Traditional Owners at all our events.

- Created the Bartier Perry Indigenous Scholarship in conjunction with Western Sydney University.
- Attended many events celebrating National Reconciliation Week, NAIDOC Week and Aboriginal and Torres Strait Islander Cultures.
- Engaged a number of First Nations suppliers.

Our Innovate RAP is not just a document, but a living strategy. It is a demonstration of our journey to date and our continued commitment to reconciliation in Australia.

I want to express gratitude to our RAP working group, our First Nations staff, and everyone who has contributed to this important work.

Finally, I invite each of you to embrace this challenge with courage, respect, and a shared commitment to effect positive and sustainable change.

Riana Steyn
Chief Executive Officer

Our Vision for Reconciliation

Bartier Perry's vision for reconciliation is a country where everyone, no matter where they come from, can walk 'together, in one'. To achieve this, we need to acknowledge our history and continue to learn from it to ensure the future is one where each person and culture is respected.

It is an opportunity for each of us to work towards an Australia where Aboriginal and Torres Strait Islander peoples and the wider Australian community walk hand in hand. Where the differences and the journeys which once divided us, are celebrated. Where equality and dignity under the law is entrenched in our daily lives and in everything we do.

In the context of our organisation, Bartier Perry will continue its

journey in supporting its First Nations staff and developing respectful relationships with communities in Sydney and the surrounding areas. We will do this by continuing to educate ourselves, listening to First Nations peoples, sharing their experiences and having insightful conversations within our sphere of influence to effect positive and meaningful change.

I am honored to lead Bartier Perry on this Innovate RAP journey with the support of our CEO, Board of Directors, Shareholders and Management Team. Together we will work towards turning our vision into a reality.

Adam Cutri,
Partner and RAP Champion



Our Business

Bartier Perry provides highest quality legal services across a wide range of industries including property, construction, financial services, private clients, education, insurance, health and government.

Established in 1942 and incorporated in 2007, Bartier Perry is a privately-owned Australian commercial law firm operating out of our offices in Sydney. Supported by affiliations in all major Australian centres and internationally, Bartier Perry's 235 strong team includes 145 legal staff from partners to paralegals and 90 management and support staff.

We are pleased to have two First Nations staff members and have supported one paid First Nations designated internship. While this number remains an underrepresentation on a per capita basis, we are hopeful that through the implementation of our Innovate RAP, ongoing connection with community and our First Nations Program that this number will increase over time.

The success of our clients and the wellbeing of our people is underpinned by clearly articulated values of collaboration, performance, diversity and inclusion, being down to earth, innovation, quality, trust and respect. Focusing firmly on providing ethical, high-quality legal services delivered in a genuinely personalised manner, we place clients at the centre of all that we do, consistently communicating clearly and striving for the right outcomes for our clients.

We are committed to driving our firm strategy which includes remaining dedicated to our community and to our social responsibility. We operate at every level with the highest ethical practices and have developed and embedded a comprehensive environmental, social and governance (ESG) program which includes actively supporting reconciliation through our commitment to our overarching First Nations Program.

Bartier Perry's focus on First Nations peoples is not only from a social perspective, but also from a professional perspective noting their vast underrepresentation in Australian lawyers. We combat the social and professional disadvantage experienced by First Nations peoples by:

- **Increasing cultural awareness**

We believe that through increased understanding and awareness, we show respect and build better relationships within our community. Since commencing our RAP journey, we have increased cultural awareness through activities including comprehensive cultural awareness training, cultural art classes and senior leadership education.

- **Celebrating cultural diversity**

Diversity and inclusion is one of Bartier Perry's core values. We celebrate cultural diversity by recognising important cultural events including NAIDOC Week (development of bespoke email signature) and National Reconciliation Week (promotion of Reconciliation Australia's events).

- **Supporting cultural opportunity**

We support cultural opportunity wherever possible through community initiatives including promoting the Boomalli Aboriginal Artists exhibition opening night, supporting First Nations artists to obtain independence, volunteering at Indigenous Literacy Day fundraisers, attendance at the NAIDOC at National Centre of Indigenous Excellence (NCIE) Community Day.

- **Committing to recognition and permanent change**

Bartier Perry is committed to increasing the representation of First Nations lawyers in Australia and recognises the importance of First Nations procurement choices. We strive for positive and permanent change within our sphere of influence. Our actions include increasing First Nations-owned businesses in our supply chain, increasing the hours of pro bono legal services provided to First Nations peoples and organisations, and public support of a First Nations Voice to Parliament and the Uluru Statement from the Heart.

Our RAP

Reconciliation is important to our firm, our staff, our clients and the community in which we work and live in.

Since implementing our Reflect RAP, we have overcome a number of challenges that have provided valuable lessons. This has included navigating a competitive market for First Nations lawyers, sourcing First Nations-owned business suppliers, supporting our people and their wellbeing during the 2023 Voice to Parliament Referendum, and identifying and partnering with organisations to provide pro bono legal services where they are most needed. Through navigating these challenges, our team remained steadfast in our goals and although progress was at times slow, we believe we consistently moved forward, as we achieved each of the deliverables in our Reflect RAP.

Each challenge was a learning curve, strengthening our commitment to reconciliation and the empowerment of First Nations communities.

Key achievements since we began our RAP journey include:

- Donating to Aboriginal community-controlled health organisation Maari Ma to provide aid and assist in NSW regional towns.
- Providing scholarships for First Nations students at Western Sydney University.
- Providing paid internship opportunities for First Nations students.

- A commitment to increasing the number of First Nations peoples we employ each year. Through our Indigenous Scholarship program, we work to bolster the number of First Nations students entering the legal profession. We promote job opportunities to our scholarship recipients and look for other opportunities to engage with them during their studies.
- An increase in pro bono legal services provided to First Nations businesses. We achieved our internal target of providing 330 hours of pro bono legal services to First Nations businesses in FY24.
- Incorporating First Nations procurement through our supply chain and communicating these organisations as preferred suppliers to all staff.
- Partnering with clients to assist Aboriginal and Torres Strait Islander causes.
- Cultural education through social events facilitated by Dharawal born visual and graphic design artist.
- Partnered with organisers of *Kujungka – together, in one* art exhibition opening night.
- Mandatory firm-wide cultural competency awareness training with the Nahri Institute.

In our Reflect RAP, we set about declaring and acknowledging our commitment to First Nations peoples.

Through our RAP activities, we created an internal community of knowledge, respect and celebration. Our RAP working group ensured that the wider firm were kept informed about all deliverables and involved in navigating challenges and celebrating achievements. A dedicated space on the firm's Intranet was established where information and upcoming events could be shared. During NAIDOC Week, all staff were given the opportunity to attend NCIE community day and we received immensely positive feedback from a First Nations staff member who attended.

Our Innovate RAP will continue the journey we started in our Reflect RAP. We will continue to build on our relationships with CareerTrackers and Western Sydney University to provide opportunities to First Nations peoples. We will utilise our knowledge and commitment to reconciliation to create new policies and procedures internally and will use those policies and procedures to educate and guide our clients on their own reconciliation journey.

In addition, our Innovate RAP will allow us to collaborate with our peers and to create meaningful partnerships with organisations in our sphere of influence to build a stronger connection to Aboriginal and Torres Strait Islander cultures.



Our RAP Working Group

Our RAP working group (RWG) is diverse in its makeup. It includes individuals of varying seniority from each of the different areas of the firm, as well as a First Nations representative. Our RWG includes the following key personnel:

Riana Steyn
Chief Executive Officer

Adam Cutri
Partner, RAP Champion and RAP Relationships subcommittee leader

Clementine Scahill
Chief Marketing Officer and Head of First Nations Program

Shawn Skyring
Partner and RAP Respect subcommittee leader

Sylvia Papadios
Business Development Advisor and RAP Opportunities subcommittee leader

Nadine Turner
Finance Controller and RAP Relationships subcommittee member

Gary Forster
Partner

Irene Higgins
Law Graduate
RAP Respect subcommittee members

Eric Kwan
Special Counsel

Stephanie Flegg
Senior Associate

RAP Opportunities subcommittee members

Collaboration with industry

We will continue to actively collaborate with both First Nations businesses and businesses who are focused on building a diverse and inclusive Australia.

Bartier Perry's First Nations Program demonstrates our commitment to contributing to the economic empowerment, social development, and cultural wellbeing of Aboriginal and Torres Strait Islander peoples. This overarching program brings together First Nations initiatives across the firm. The program oversees all activities undertaken by our firm. As part of the program, we set and measure progressive targets in relation to our pro bono services and First Nations procurement and participation. The program relies on contributions from everyone in the firm to achieve our goals.

We will continue to actively collaborate with both First Nations businesses and businesses who are focused on building a diverse and inclusive Australia.

In our discussions with both industry and the community, we understand financial and nonfinancial assistance is required to accelerate change. We are proud to have targeted the service procurement of catering, photography, graphic design and promotional products from First Nations-owned businesses.



RELATIONSHIPS

As a commercial law firm, relationships are at the heart of everything we do. They allow us to process information and implement strategies. They allow us to achieve outcomes with our peers and within our sphere of influence. Relationships remain the key to Bartier Perry fostering and enhancing our understanding of First Nations peoples.

They allow us to actively listen to their stories, learn from their history and understand their aspirations for change. It is through these relationships that Bartier Perry can walk together with First Nations peoples on this journey.

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.	February 2025	RAP Relationships Leader
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2025	RAP Opportunities Leader
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2025 and April 2026	RAP Champion
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025 and 2026	Reconciliation Committee Secretary
	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 and 2026	RAP Champion
	Organise at least one NRW event each year.	27 May - 3 June, 2025 and 2026	RAP Relationships Leader
3. Promote reconciliation through our sphere of influence.	Register all our NRW events on Reconciliation Australia's NRW website .	May 2025 and 2026	Reconciliation Committee Secretary
	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2025	Head of People & Culture Strategy
	Communicate our commitment to reconciliation publicly.	October 2024	CEO
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2024	RAP Champion
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	September 2025	RAP Champion
4. Promote positive race relations through anti-discrimination strategies.	Celebrate and promote Indigenous Round for NRL/AFL by undertaking internal celebrations and external attendance at games.	May 2025 and 2026	Reconciliation Committee Secretary
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2025	Head of People & Culture Operations
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2025	Head of People & Culture Operations
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2025	Head of People & Culture Operations
	Educate senior leaders on the effects of racism and racial discrimination.	May 2025	Head of Workplace Law and Culture
	Review annually the Freedom from Bullying, Discrimination and Harassment Policy.	September 2025 and 2026	Head of People & Culture Operations



RESPECT

Building respect and an understanding of the cultures, histories, knowledge, stories and rights of First Nations peoples enables us to ensure that any inequalities can be identified and addressed. It allows us to protect First Nations peoples and to walk together with them, advocating for change where needed.

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.	June 2025	Head of People & Culture Strategy
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	November 2024	RAP Champion
	Develop, implement, and communicate a cultural learning strategy document for our staff.	July 2025	Head of People & Culture Strategy
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	October 2024	CEO
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2025	CEO
	Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	October 2024	CEO
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	November 2024 and 2025	RAP Champion
	Contact local Elders regarding a Welcome to Country Presentation at our staff end of year party.	October 2024	Social Committee Chair
	Prepare recommendation to CEO regarding implementation of "Sorry Business" into the Leave Policy.	January 2025	RAP Champion
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	October 2024	Head of First Nations Program
7. 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, 2025 and 2026	Reconciliation Committee Secretary
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	February 2025	Head of People & Culture Operations
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2025 and 2026	RAP Respect subcommittee leader
	Run a training session for all staff with a focus on the NAIDOC Week theme, the history and cultural achievements of First Nations peoples.	April 2025 and 2026	RAP Champion



OPPORTUNITIES

Intention without action lacks meaning. At Bartier Perry we want to provide opportunities to First Nations peoples, whether that be through employment, procurement, pro-bono legal services or through professional development. It is only by providing these types of opportunities that we can minimise the social and legal divide with First Nations peoples and truly walk 'together, in one'.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2025	RAP Champion
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	January 2025	Head of People & Culture Strategy
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	June 2025	Head of People & Culture Strategy
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	January 2025	Head of People & Culture Operations
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	January 2025 and 2026	Head of People & Culture Operations
	Obtain approval to take affirmative action to grow First Nations graduate roles within business (not limited to legal roles).	June 2025	Head of Workplace Law and Culture
	Encourage job applications from First Nations employees (legal and non-legal) by engaging with First Nations employment websites.	January 2025	Head of People & Culture Operations
	Continue to work with Career Trackers to provide further First Nations internships.	December 2024	Head of People & Culture Operations
	Collaborate with consultants and likeminded organisations to develop a strategy to increase the number of First Nations staff employed in our workforce.	February 2025	Head of First Nations Program
	Engage with Aboriginal and Torres Strait Islander stakeholders to provide work experience and mentoring relationships of First Nations university students interested in a career in law.	February 2025	Head of First Nations Program
Continue with Western Sydney University First Nations Scholarship.	Semester 1, 2025 and 2026	Head of People & Culture Strategy	



OPPORTUNITIES continued

Action	Deliverable	Timeline	Responsibility
9. 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.	February 2025	Operations and Administration Manager
	Investigate Supply Nation membership.	October 2024	Operations and Administration Manager
	Investigate suppliers and networking events through the Indigenous Chamber of Commerce.	October 2024	Head of First Nations Program
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	January 2025	Operations and Administration Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	March 2025	Operations and Administration Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	October 2024	Operations and Administration Manager
10. Increase provision of pro bono legal services to Aboriginal and Torres Strait Islander peoples and organisations.	Develop a Procurement Policy which includes addressing engagement of Aboriginal and Torres Strait Islander suppliers.	June 2025	Operations and Administration Manager
	Engage with Law Society of New South Wales, Local Land Council's and local Elders to identify opportunities to increase our pro bono legal services to First Nations peoples and organisations.	December 2024	Pro Bono Committee Chair
11. Engage and support First Nations peoples, communities and organisations in relation to charitable support and legal volunteering opportunities.	Engage with identified legal centres and other organisations that assist Aboriginal and Torres Strait Islander peoples including The Mununjali Health Service to increase our pro bono services provided to First Nations communities.	October 2024	Pro Bono Committee Chair
	Consult with First Nations representatives to identify best opportunities to support First Nations peoples and communities through charitable support and legal volunteering.	February 2025	RAP Opportunities subcommittee leader
	Investigate staff volunteering opportunities with First Nations communities and organisations.	April 2025	CSR Committee Chair
	Investigate new opportunities with charities that support First Nations peoples in NSW communities.	April 2025	CSR Committee Chair
	Consider budget relief for fee earners when volunteering	July 2025	CSR Committee Chair
Investigate budget relief for fee earners when volunteering.	July 2025	CSR Committee Chair	



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.	October 2024	RAP Champion
	Establish and apply a Terms of Reference for the RWG.	October 2024	CEO
	Meet at least four times per year to drive and monitor RAP implementation.	February, April, June, August, October in 2024, 2025 and 2026	Reconciliation Committee Secretary
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2024 and 2025	CEO
	Engage our senior leaders and other staff in the delivery of RAP commitments.	February 2025	RAP Champion
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	October 2024 and 2025	Head of First Nations Program
	Appoint and maintain an internal RAP Champion from senior management.	October 2024	CEO
14. 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.	June annually	RAP Champion
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	RAP Champion
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Champion
	Report RAP progress to all staff and senior leaders quarterly.	February, April, June, August, October in 2024, 2025 and 2026	RAP Champion
	Publicly report our RAP achievements, challenges and learnings, annually.	30 September, annually	CEO
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	CEO
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2026	Reconciliation Committee Secretary
	15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2026

Statement from CEO of Reconciliation Australia – Inaugural Innovate RAP



“This Reflect RAP enables Bartier Perry to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions”.

Reconciliation Australia commends Bartier Perry 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 Bartier Perry 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, Bartier Perry 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. Bartier Perry is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Bartier Perry’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 Bartier Perry on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

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