

# Reconciliation Action Plan 2015 – 2018





# Reconciliation Action Plan 2015–2018

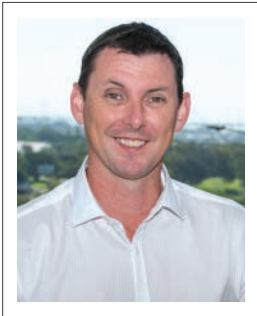
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## Koongo

### **Byellee Word - Meaning “Place of water”**

Gladstone Ports Corporation would like to acknowledge and pay respect to the Traditional Owners of the Gladstone region, the Byellee, Gooreng Gooreng, and Gurang people, whose land we live, work and walk. We also acknowledge and pay respects to Elders past, present and future who hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander Australians. Original artwork by Patricia Coleman (Byellee people).

# A message from the Gladstone Port Corporation CEO



In 2012 Gladstone Ports Corporation (GPC) presented its first Reconciliation Action Plan (RAP), a three year plan that reinforced our commitment to improving relationships, understanding and opportunities for the

Aboriginal, Torres Strait Islander and Australian South Sea Islander communities in which GPC operates. It is my pleasure to now present GPC's second Reconciliation Action Plan for the period 2015-2018; a strategic plan that GPC believes will aim to provide real and lasting opportunities and builds on the achievements we have made together for the benefit of the local and Australian community.

We are proud to advance to the Stretch RAP status, celebrating our achievements and contribution to Reconciliation. We recognise that together we can continue to improve on our past achievements and work towards closing the gap.

The identification of areas in which our efforts make the most impact was a major focus over the past three years, and we continue to concentrate on these into the future. Four themes form the basis of our RAP:-

1. Strengthening Relationships
2. Foster Respect
3. Increase Opportunities
4. Ensure Accountability

A highlight not included in our 2012-2015 RAP, was the establishment of an Indigenous Land Use Agreement (ILUA) between GPC and the Port Curtis Coral Coast (PCCC) Native Title Claim Group. This voluntary partnership has

been established to ensure the responsible and respectful management of the lands and sea on which we do business, and to deliver sustainable and mutual prosperity. An Implementation Committee has been established for the ILUA, consisting of PCCC and GPC representatives, who are focused on working respectfully together for the betterment of the community. This committee consists of the following members:

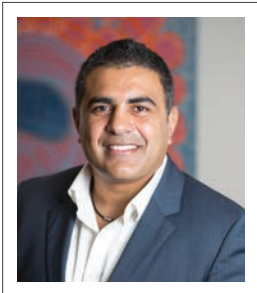
- Chairperson, rotated annually between GPC and PCCC representatives
- One member from each of the representative parties of the PCCC peoples, the Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda Nations
- Representatives from GPC

Delivering our RAP is a high priority for GPC and we are, and will continue to be committed to closing the employment, education and economic gap between Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples and the broader Australian community. We will do this by focussing on key themes outlined in our RAP and working hard on forming stronger sustainable relationships, greater mutual respect and creative opportunities. I thank our team and the Aboriginal, Torres Strait Islander and Australian South Sea Islander community who have contributed to the plan and are committed to working towards a reconciled Australia.

A handwritten signature in black ink that reads "Craig Doyle". The signature is fluid and cursive, with the first name "Craig" being larger and more prominent than the last name "Doyle".

Craig Doyle  
Chief Executive Officer

# A message from the Reconciliation Australia CEO



On behalf of Reconciliation Australia, I congratulate Gladstone Ports Corporation (GPC) on the implementation of its second Reconciliation Action Plan (RAP)—a Stretch RAP.

In opting for a Stretch RAP, the Gladstone Ports Corporation has built on the learnings of its first RAP, reinforcing and reinvigorating its commitment to provide sustainable employment and business opportunities for Aboriginal and Torres Strait Islander peoples.

I am impressed by GPC's new actions and targets and its determination to help bring about positive change for Aboriginal and Torres Strait Islander peoples. As one of 600 plus RAP organisations around Australia, GPC is effectively using its unique capabilities and sphere of influence to make a real difference.

Reconciliation Australia's RAP program is integral in effecting social change in workplaces around the country. By enabling organisations to formulate their own blueprint for action, the program lays the foundation for real respect and understanding between Aboriginal and Torres Strait Islander staff and their colleagues.

I commend GPC's staff, community members and customers for their dedication and goodwill over recent years. Their desire to turn good intentions into positive action is clearly evident and GPC's Stretch RAP takes that commitment to a new level.

I wish Gladstone Ports Corporation well as it embarks on the next step of its reconciliation journey.

A handwritten signature in black ink, appearing to read 'Justin Mohamed'. The signature is stylized with a large 'J' and 'M'.

Justin Mohamed  
CEO, Reconciliation Australia

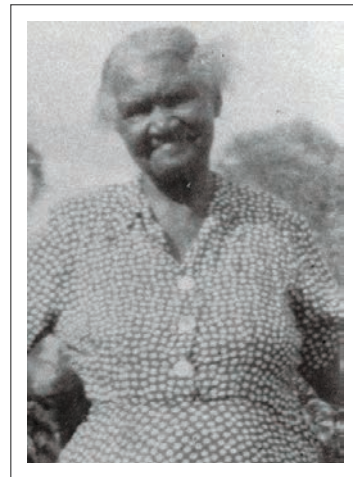
# Our Journey

**We believe the Australian reconciliation journey is about building stronger relationships, increased respect, a willingness to learn, and creating a better understanding. It's about bringing together Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples and the broader Australia community and moving forward together.**

Since the time of dreaming, Koongo – place of water, Yallarm – place of shells and its environs, has been the traditional home of the Byellee, Gooreng Gooreng and Gurang nations. GPC has a long and proud history, spanning over 100 years, of working with and alongside these nations and is committed to the reconciliation journey. GPC acknowledges and values Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples' histories, cultures and achievements and the contributions to our organisation as employees, customers and community members.

GPC identified the importance of formalising the commitment to the Aboriginal, Torres Strait Islander and Australian South Sea Islander community, documenting a Reconciliation Action Plan which was endorsed by Reconciliation Australia in 2012. GPC's Reconciliation Action Plan is an intrinsic part of the way we operate and a reflection of our values; sustainability, excellence, customers, respect, empowerment and teamwork. Our Reconciliation Action Plan 2012 -2015 was developed with the assistance and contribution from GPC's Future Directions Community Liaison Group, which consists of members of the local Aboriginal, Torres Strait Islander and Australian South Sea Islander community.

**GPC is proud to support the oldest continuous culture on the planet.**



Elder Bessie Yow-Yeh (Byellee)



Hector, Valda and Jacqueline Johnson,  
Photo courtesy of the Johnson family.  
(Gooreng Gooreng)





GPC CEO CRAIG DOYLE WITH PCCC APPLICANT AND CEO OF QUEENSLAND ABORIGINAL AND ISLANDER HEALTH COUNCIL, MATTHEW COOKE CELEBRATE NATIONAL RECONCILIATION WEEK 2014.



# Our Business

GPC is a Government Owned Corporation that manages and operates three port precincts - Port of Gladstone, Port Alma Shipping Terminal and Port of Bundaberg. These ports handle the export of Central Queensland resources, the import of raw materials and the export of finished products from local industries. From a port whose first annual export tonnage was just over 7,000 tonnes (t), the Port of Gladstone is now Queensland's premier multi-cargo port with a throughput tonnage of over 100 million tonnes per annum (Mtpa).

Throughout its 100 year journey GPC has become an integral part of the Gladstone community, providing financial assistance to local organisations and quality social infrastructure for the community of Gladstone. GPC looks forward to continuing to make a positive contribution to the community, and contributing to the development and progress of our nation.

Our vision is to be the most respected Ports Corporation in the Nation.

Our mission is to responsibly manage, develop, and operate port facilities and services for the sustainable economic growth and social prosperity of our region, Queensland and Australia.

As at December 2015, of its 710 strong workforce, 21 employees are Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples. This Reconciliation Action Plan endeavours to provide guidance for GPC and the community to strengthen opportunities, build mutual awareness and enhance relationships.



# Our commitment

**Our commitment to reconciliation focuses on developing and maintaining respectful, enduring and mutually beneficial relationships between all Australians.**

Reconciliation is promoted by developing an understanding of how history has shaped the life experiences of the Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples and the broader Australian community. By raising awareness and knowledge of Aboriginal, Torres Strait Islander and Australian South Sea Islander communities histories and cultures, we aim to create positive change.

GPC is committed to inspiring and encouraging all Australians to contribute to reconciliation and closing the employment, education, health and economic gap between Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples and other Australians, creating a more equitable Australia.

GPC aims to empower Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples by creating a culturally safe and appropriate work environment and community where each individual can contribute, learn and grow.



## **STRENGTHEN RELATIONSHIPS**

by keeping each other informed and facilitating opportunities to work cooperatively and in consultation with Aboriginal, Torres Strait Islander and Australian South Sea Islander communities.



## **FOSTER RESPECT**

through developing and implementing cultural protocols, acknowledging Connection to Country and promoting Aboriginal, Torres Strait Islander and Australian South Sea Islander cultural awareness and education.



## **INCREASE OPPORTUNITIES**

through the development and leadership of employment and education focussed programs, initiatives and policies.



## **ENSURE ACCOUNTABILITY**

by reviewing, evaluating and reporting regularly with all key stakeholders.

## **Aboriginal and Torres Strait Islander and Australian South Sea Islander Employment Rate**





# Our Story

In 2012 GPC developed a Reconciliation Action Plan in association with its Future Directions Community Liaison Group, demonstrating its commitment and taking the opportunity to turn good intentions into actions. Over the past three years, GPC together with the community have delivered significant achievements in the four action areas. We take great pride in ensuring that we continue to progress with projects and initiatives as a united group for the betterment of the community.

## Our commitment to real outcomes

GPC is focused on ensuring that our Reconciliation Action Plan provides genuine commitment, development and opportunity for the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities in which we operate.

GPC'S CEO CRAIG DOYLE AND COMMUNITY RELATIONS OFFICER-INDIGENOUS AFFAIRS LEE-ANN DUDLEY WITH THE 2014 RECIPIENTS OF THE TALENT TODAY, TALENT TOMORROW BURSARY.

Our strategic focus areas include the following:

#### **CORPORATE COMMITMENT:**

##### **Policies:**

- Aboriginal, Torres Strait Islander and Australian South Sea Islander Employment Specification and Diversity Standard

##### **Formal Commitments:**

- GPC Reconciliation Action Plan
- GPC & PCCC Indigenous Land Use Agreement

##### **Financial:**

- Create positions for Aboriginal, Torres Strait Islander and Australian South Sea Islander employees (Target 3.6% by 2018)

##### **Reporting:**

- Annual Review of GPC's Reconciliation Action Plan.
- Monthly reporting on employment and actions undertaken in the Reconciliation Action Plan to GPC Board.

##### **Corporate Support:**

- Community Relations Officer – Indigenous Affairs.  
This role is instrumental in establishing and maintaining relationships with the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities and relevant groups within our operational areas.
- Future Directions Community Liaison Group.  
A consultative group providing a vital link between community and GPC.

#### **EDUCATION:**

##### **Recognising talent:**

- Talent Today, Talent Tomorrow Bursary Program.  
This program recognises the efforts of school students in Year 8 and Year 10, and provides encouragement and support to complete high school.

##### **Supporting higher learning:**

- Talent Today, Talent Tomorrow Scholarship Program.  
This program supports Aboriginal, Torres Strait Islander and Australian South Sea Islander tertiary students through a scholarship program, providing financial assistance of up to \$21,000 over a three year period.

##### **Early Learning Opportunities:**

- Funding cultural awareness and learning opportunities in early learning centres through an interactive program engaging Traditional Owners to share their experiences and knowledge with younger generations.

##### **School Engagement Program:**

- Engaging primary and high school students in conversations with GPC to increase cultural awareness, promote support initiatives and future employment opportunities.

##### **Promotion of Cultural Awareness:**

- Engaging Traditional Owners in our operational areas to deliver cultural awareness and heritage training to our employees.

#### **EMPLOYMENT:**

##### **Apprenticeship Program:**

- Each year, GPC recruit three Aboriginal, Torres Strait Islander and Australian South Sea Islander people, through two apprenticeships and one trainee.

##### **Employment Targets:**

- An Aboriginal, Torres Strait Islander and Australian South Sea Islander total employment rate of 3.6% of our workforce by 2018.

##### **Recruitment:**

- An Aboriginal, Torres Strait Islander & Australian South Sea Islander Employment Specification is in place, with a current review being undertaken by mid-2016.

##### **Retention:**

- Peer Support Program  
GPC offers full support to Aboriginal, Torres Strait Islander and Australian South Sea Islander employees through our dedicated Peer Support Program, and informal mentoring program.

#### **COMMUNITY CAPACITY BUILDING:**

##### **GPC & PCCC ILUA:**

- AN ILUA has been established between the PCCC Native Title Claim Group and GPC in accordance with Native Title Act  
This voluntary partnership has been established to ensure the responsible and respectful management of the lands and sea on which we do business to deliver sustainable and mutual prosperity.  
Through the ILUA, we are working together to strengthen the capacity of Aboriginal communities in our operational areas, by funding initiatives that deliver positive outcomes in the areas of environment, social, cultural, economic, education, training, welfare, cultural awareness and empowerment.

##### **Community Facilities:**

- GPC and the wider community are investigating options for a GPC funded community facility.

##### **Milestone & Awareness Events:**

- GPC supports both financially and physically, the significant milestone dates relevant to Aboriginal, Torres Strait Islander and Australian South Sea Islander communities, including , National Reconciliation Week, NAIDOC Week, and Australian South Sea Islander Recognition Day.





RESOURCE PROCESSING TRAINEE COEN HORAN AND  
SUPERVISOR LINDSAY ROBSON





## OUR ACHIEVEMENTS

# Employment

**GPC Resource Processing Trainee Coen Horan is one of GPC's newest Aboriginal, Torres Strait Islander and Australian South Sea Islander employees, beginning his traineeship in January 2015 alongside 16 other apprentices and trainees.**

After three years working in retail Coen decided he was ready to broaden his learnings and challenge himself.

"I have had an interest in machinery since I was little, and after some encouragement from family members, I decided I would apply for the Resource Processing traineeship," Coen said.

"When I learnt my application for the Resource Processing traineeship was successful I was really excited."

GPC's Apprentice and Trainee program has a strong focus on knowledge transfer with the new starters working closely with experienced mentors to ensure the development and success of our apprentices and trainees.

Coen looks forward to working closely with those employees and gaining valuable knowledge.

"There is so much to learn from each and every employee here at GPC," he said.

"I look forward to taking in everything and grasping each opportunity given to me."

Coen is among the 21 Aboriginal, Torres Strait Islander and Australian South Sea Islander employees at GPC, as at November 2015.



INDIGENOUS MIDWIFERY STUDENT ARAS MORAN WAS AWARDED THE 2014 TALENT TODAY, TALENT TOMORROW SCHOLARSHIP.



## OUR ACHIEVEMENTS

# Education and training

**Midwifery student, Aras Moran was awarded GPC's inaugural Talent Today, Talent Tomorrow scholarship for local Aboriginal, Torres Strait Islander and Australian South Sea Islander university students in 2014.**

Now in her fourth year of her Bachelor of Midwifery at the Australian Catholic University (ACU), Aras said she was overwhelmed when she learnt that she had been appointed as the recipient of the scholarship.

"I am truly thankful for this opportunity. As my degree has progressed, I have had to stop working full-time in order to have sufficient time to study, which has put extra financial pressure on my family," Aras said.

"GPC's Talent Today, Talent Tomorrow scholarship will assist in paying my tuition fees as well as allowing me to purchase the textbooks, medical uniforms and items for my nurses kit that I require for my studies and practical work."

During 2014 Aras was selected as one of three students from the ACU to attend the Congress of Aboriginal, Torres Strait Islander and Australian South Sea Islander Nurses and Midwives conference in Perth, where she delivered a presentation on resilience and identity, based on her personal experiences as a student midwife.

Aras' drive to bridge the gap between cultures and to educate and empower her fellow Aboriginal and Torres Strait Islander peoples is at the core of what the scholarship program is all about, and led to her successful application.

The scholarship, which forms part of GPC's Reconciliation Action Plan, will provide Aras with financial support during her tertiary study for up to three years.

The intent of this scholarship is to facilitate increased opportunities for members of the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities in the Gladstone region.





# KHOODGHN GUPARL

GOORENG GOORENG WORD - MEANING "SALTWATER BUSH"

ORIGINAL ARTWORK BY JANA JOHNSON (GOORENG GOORENG PEOPLE)

ACKNOWLEDGING CONNECTIONS TO COUNTRY



Gladstone Ports

*Growth. Prosperity.*

ARTIST JANA JOHNSON, JACQUELINE JOHNSON AND GPC'S COMMUNITY  
RELATIONS OFFICER-INDIGENOUS AFFAIRS LEE-ANN DUDLEY





## OUR ACHIEVEMENTS

# Connection to Country

**GPC has recently completed installation of Connection to Country signage throughout the Gladstone Marina Parklands and Spinnaker Park in recognition of the Traditional Owners and to pay respect to the custodians of the land on which we walk.**

Several areas throughout GPC's community parklands have been renamed in the language of our Traditional Owners:

**Khoodghn Guparl** - Gooreng Gooreng word meaning saltwater bush

**Milbee Way** - Gooreng Gooreng word meaning turtle

**Dargin Point** - Byellee word meaning stone

**Koongo** - Byellee word meaning place of water

**Yarrandjee** - Gooreng Gooreng word meaning gumtree

**Wondoo** - Byellee word meaning baby

**Nyarla** - Gooreng Gooreng word meaning owl

GPC commissioned local Indigenous artists Jana Johnson (Gooreng Gooreng) and Patricia Coleman (Byellee) to create artworks that have been incorporated into the new signage.

The signs recognise the importance of acknowledging Connection to Country and help foster respect for the cultural heritage of the Traditional Owners of the land.

Meeting Rooms across the Port of Gladstone precinct have been given Aboriginal, Torres Strait Islander and Australian South Sea Islander language names.

The initiative was identified as an opportunity for GPC to help foster respect across the Gladstone community, as outlined in the Reconciliation Action Plan.

GPC will continue to acknowledge Connection to Country through a long-term plan to update existing and future signage throughout other locations.



ARTIST PATRICIA COLEMAN TEACHING KOOKABURRA CREEK KINDERGARTEN STUDENTS ABOUT INDIGENOUS TOTEMS AND DOT PAINTING



## OUR ACHIEVEMENTS

# Strengthening relationships

**Supporting the communities in which we operate is a key priority for GPC and as such we are proud to have entered into a partnership with Kookaburra Creek Kindergarten to deliver their Indigenous Engagement and Cultural Project, through our Community Investment Program.**

GPC provided the kindergarten with funding to facilitate the program designed to broaden the children's knowledge of the custodians and Elders of our land.

During the course of the six week program, local Aboriginal and Torres Strait Islander and Australian South Sea Islander artist and educator, Patricia Coleman taught the students the meaning behind the Aboriginal and Torres Strait Islander flags, how to use clap sticks, some Byellee language as well as the art of dot painting.

Kookaburra Creek Co-Director, Sue Horn said the children were very excited to participate in the educational program.

"The children were very enthusiastic and seemed to really enjoy the activities and learning about our Indigenous heritage," Ms Horn said.

**"This project has really strengthened the Indigenous component of our curriculum."**

Following the commencement of the six week program Kookaburra Creek engaged Patricia Coleman to further facilitate the Indigenous Engagement and Cultural Project.

# Reconciliation Action Plan 2015-2018

**Over the past three years, Gladstone Ports Corporation has implemented its first Reconciliation Action Plan, a framework that has reinforced our commitment to improving relationships, understanding and opportunities for the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities in which GPC operates.**

GPC and its RAP Working Group has developed a strategic plan for the next three years that will aim to provide real and lasting opportunities and builds on the achievements that we have made together for the benefit of the local and Australian community.

The Reconciliation Action Plan is championed by the Board of Directors, Chief Executive Officer and the General Manager of People and Community. It is driven and implemented by the Corporate and Community Relations Manager and Community Relations Officer - Indigenous Affairs.

The RAP Working Group consists of representatives from GPC, including the General Manager People and Community, HR Manager, Corporate and Community Relations Manager, Community Relations Officer - Indigenous Affairs, with guidance from the GPC Future Directions Community Liaison Group.

The Future Directions Community Liaison Group consists of GPC representatives, Elders from local Traditional Owner groups and community members representative of the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities in Gladstone.

The identification of areas in which our efforts make the most impact was a major focus over the past three years, and we continue to concentrate on these into the future. Four themes form the basis of our RAP:-

1. Strengthening Relationships
2. Foster Respect
3. Increase Opportunities
4. Ensure Accountability

In addition to GPC Reconciliation Action Plan, an Indigenous Land Use Agreement has also been established with the Port Curtis Coral Coast Native Title Claim Group. This Agreement provides both parties with the opportunity to establish genuine and respectful partnerships aimed at building capacity in Aboriginal, Torres Strait Islander and Australian South Sea Islander organisations and communities within GPC's areas of operation.

## CONTACT

**Lee-ann Dudley, Community Relations Officer - Indigenous Affairs or  
Kylie Lee, Corporate & Community Relations Manager, [communityrelations@gpcl.com.au](mailto:communityrelations@gpcl.com.au) or 07 4976 1625**





## STRENGTHEN RELATIONSHIPS

Building genuine and mutually beneficial relationships between our organisation and the community is integral to our operations, and an important pillar in our business. We aim to strengthen our existing partnerships, and build new relationships through respect, understanding, working and learning together.

|     | ACTION  | TARGET  | TIMELINE   | RESPONSIBILITY   |
|-----|---|---|--|--|
| 1.1 | The Future Directions Community Liaison Group, (RAP Working Group) will continue to facilitate two-way communication and engagement between GPC and the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities and actively monitor RAP development and implementation. | 1. RAP working group to meet quarterly to track, measure and implement the RAP.   | February, May, July, September and November 2016, 2017, 2018   | Community Relations Officer – Indigenous Affairs   |
| 1.2 | Investigate and support a community facility operated by the Future Directions Community Liaison Group for the benefit of the Aboriginal, Torres Strait Islander, Australian South Sea Islander communities and broader community in Gladstone.   | 1. Scope and develop a business plan.<br>2. Present plan to the community and GPC for their input and endorsement.  | June 2016<br>September 2016  | Community Relations Officer – Indigenous Affairs   |
| 1.3 | Raise internal and external awareness of GPC's RAP to promote reconciliation across our business and sector.  | 1. Implement and review strategy to communicate GPC RAP to all internal and external stakeholders<br>2. Deliver a presentation to the Port Curtis Coral Coast Native Title Claim Group Applicants and Trust Board members to discuss financial year results for the ILUA.<br>3. Provide an update on GPC's Reconciliation Action Plan to all staff members through a number of communication mediums including Port Life Newsletter, emails and noticeboards.<br>4. Hold a community forum to share information regarding GPC's operations, our progress in delivering the actions in our Reconciliation Action Plan, provide an update on the ILUA, and gain feedback. | December 2015<br><br>September 2016, 2017, 2018.<br><br>September 2016, 2017, 2018.<br><br>November 2016, 2017, 2018 | Chief Executive Officer, Corporate & Community Relations Manager, Community Relations Officer – Indigenous Affairs |
| 1.4 | Provide opportunities for Aboriginal, Torres Strait Islander and Australian South Sea Islander employees and other employees to build relationships with the local community through celebrating National Reconciliation Week (NRW).  | 1. Organise three (3) National Reconciliation Week events across GPC's business areas incorporating representation by Elders of Gladstone's Traditional Owners, Byellee, Gooreng Gooreng and Gurang, GPC team members and community members.<br>2. All staff to participate in at least one event during National Reconciliation Week.<br>3. Register our NRW events on the Reconciliation Australia website.   | 27 May and 3 June 2016, 2017, 2018   | Community Relations Officer – Indigenous Affairs   |
| 1.5 | Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander and Australian South Sea Islander peoples, communities and organisations to support positive outcomes.   | 1. Implement and review an engagement plan to work with Aboriginal and Torres Strait Islander and Australian South Sea Islander stakeholders.<br>2. Meet with two (2) local Aboriginal, Torres Strait Islander and Australian South Sea Islander organisations to develop guiding principles for future engagement.<br>3. Commit to establishing four (4) formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander and Australian South Sea Islander organisations and/or communities relevant to our sphere of influence.  | July 2016<br><br>September 2016<br><br>June 2018   | Corporate & Community Relations Manager<br>Community Relations Officer – Indigenous Affairs                        |



## FOSTER RESPECT

We continue to work together to strengthen cross cultural awareness opportunities to better engage GPC employees in our Reconciliation Action Plan initiatives, and to develop champions for these activities across our business. We grow our awareness of Aboriginal, Torres Strait Islander and Australian South Sea Islander values and heritage, and recognise and respect the cultural significance and connection of the land on which we do business.

|     | ACTION  | TARGET   | TIMELINE  | RESPONSIBILITY  |
|-----|---|--|---|---|
| 2.1 | Engage employees in cultural learning to increase understanding and appreciation of Aboriginal, Torres Strait Islander and Australian South Sea Islander cultures, histories and achievements | <ol style="list-style-type: none"> <li>Engage Traditional Owners and community leaders to collaboratively develop and deliver face to face Cultural Awareness and Cultural Heritage training for our business.</li> <li>600 employees will participate in cultural awareness training.</li> <li>All RAP Working Group members undertake cultural learning activities.</li> <li>All senior executives undertake cultural learning activities.</li> <li>Cultural Awareness Training to be embedded in Mandatory Training program and delivered to employees on an annual basis.</li> <li>Engage Traditional Owners and community leaders to develop an online training package for employees and contractors.</li> </ol> | June 2016<br>December 2016<br>December 2016<br>June 2017<br>June 2017<br>December 2018  | Community Relations Officer – Indigenous Affairs and Corporate & Community Relations Manager. |
| 2.2 | Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.                  | <ol style="list-style-type: none"> <li>Develop and introduce cultural recognition protocols for GPC including Welcome to Country and Acknowledgement of Country for appropriate events.</li> <li>Conduct Acknowledgement of Country at all community events.</li> <li>Arrange a Traditional Owner to give a Welcome to Country address at four (4) community events.</li> <li>Develop a list of key contacts for organising a Welcome to Country protocol.</li> <li>Ensure the protocol encourages senior leaders to personally reply to a Welcome to Country.</li> </ol>  | January 2016<br>April, May, July, November 2016, 2017, 2018, and where invited to attend and speak.<br>July 2015<br>July 2015 | Community Relations Officer – Indigenous Affairs and Corporate & Community Relations Manager  |
| 2.3 | Fostering respect of Aboriginal, Torres Strait Islander and Australian South Sea Islander connection to country.  | <ol style="list-style-type: none"> <li>Purchase commissioned artwork by local Aboriginal, Torres Strait Islander and Australian South Sea Islander artists displayed in GPC operational areas – Barney Point Office, Port of Bundaberg Office and Port Alma Office.</li> <li>Name five (5) meeting rooms across our organisation in the language of the Traditional Owners of Gladstone, the Byellee, Gooreng Gooreng and Gurang nations.</li> </ol>   | June 2016<br>December 2016  | Community Relations Officer – Indigenous Affairs  |
| 2.4 | Celebrate and participate in NAIDOC Week.   | <ol style="list-style-type: none"> <li>Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.</li> <li>Our HR Standards provide opportunities for all Aboriginal, Torres Strait Islander and Australian South Sea Islander staff to participate in local NAIDOC Week events.</li> <li>Support all staff to participate in at least one (1) NAIDOC Week event, in particular the NAIDOC Week March held at the end of the week's celebrations.</li> <li>Hold an internal or public NAIDOC Week event.</li> </ol>  | June 2016<br>July 2016, 2017, 2018<br>July 2016, 2017, 2018<br>July 2016, 2017, 2018  | Community Relations Officer – Indigenous Affairs and Corporate & Community Relations Manager  |



## INCREASE OPPORTUNITIES

GPC has been an integral part of the community and economic landscape in Gladstone for the past 100 years. Its diverse operations contribute to employment opportunities for Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples. We are committed to identifying and fostering youth and supporting them to achieve their full potential through mentoring and financial support. We work together to provide enduring opportunities that build confidence, skill and that contribute to the connectivity of the community in which we operate.

|     | ACTION  | TARGET  | TIMELINE   | RESPONSIBILITY   |
|-----|---|---|--|--|
| 3.1 | Continue to support Aboriginal, Torres Strait Islander and Australian South Sea Islander school and university students through the Talent Today, Talent Tomorrow Scholarship Program | <ol style="list-style-type: none"> <li>1. Provide up to \$10,000 in bursaries annually to Year 8 and Year 10 students across the Gladstone region</li> <li>2. Provide a 3 year scholarship valued at up to \$7,000 per annum to support one selected university student financially to obtain their university degree.</li> <li>3. Report on an annual basis the number and value of scholarships and bursaries awarded to Aboriginal and Torres Strait Islanders to support the reporting requirements of Reconciliation Australia.</li> </ol>   | <p>April 2016, 2017, 2018</p> <p>November 2016, 2017, 2018</p>                   | Community Relations Officer - Indigenous Affairs   |
| 3.2 | Increase Aboriginal, Torres Strait Islander and Australian South Sea Islander recruitment and retention within GPC  | <ol style="list-style-type: none"> <li>1. Increase Aboriginal, Torres Strait Islander and Australian South Sea Islander employment to 3.6% or approximately 26 employees by 2018.</li> <li>2. Review and revise the Aboriginal, Torres Strait Islander &amp; Australian South Sea Islander Employment Specification to ensure that GPC continues to provide opportunities and retention strategies for its current and future employees.</li> <li>3. Engage with existing Aboriginal, Torres Strait Islander and Australian South Sea Islander staff to consult on employment strategies, including professional development.</li> <li>4. Continue to advertise all job vacancies in Aboriginal, Torres Strait Islander and Australian South Sea Islander media.</li> <li>5. Report on an annual basis recruitment and retention information for Aboriginal and Torres Strait Islanders to support the reporting requirements of Reconciliation Australia.</li> </ol> | <p>December 2015</p> <p>September 2016</p> <p>June 2017</p> <p>December 2018</p> | Community Relations Officer - Indigenous Affairs, Corporate & Community Relations Manager, Human Resources Manager |
| 3.3 | Investigate opportunities to support Aboriginal, Torres Strait Islander and Australian South Sea Islander employees within GPC  | <ol style="list-style-type: none"> <li>1. Develop and implement a Peer Support Program within GPC which includes mentorship</li> </ol>  | September 2016   | Human Resource Manager   |
| 3.4 | Investigate opportunities to increase supplier diversity within GPC   | <ol style="list-style-type: none"> <li>1. Implement, review and update an Aboriginal, Torres Strait Islander and Australian South Sea Islander procurement strategy</li> <li>2. Set procurement targets for goods and services from Aboriginal, Torres Strait Islander and Australian South Sea Islander businesses.</li> <li>3. Develop at least (5) commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> <li>4. Report on an annual basis the number of commercial relationships formed with Aboriginal and Torres Strait Islander businesses to contribute to the reporting requirements of Reconciliation Australia.</li> </ol>  | <p>June 2017</p> <p>December 2018</p> <p>December 2018</p>                       | Corporate & Community Relations Manager, and Supply Superintendent   |
| 3.5 | Inform students of employment opportunities and educational support available at GPC  | <ol style="list-style-type: none"> <li>1. Develop a school engagement program for regional schools focusing on cultural awareness, the promotion of support initiatives and employment opportunities.</li> </ol>  | December 2016  | Community Relations Officer - Indigenous   |



## ENSURE ACCOUNTABILITY

Regular monitoring and reporting is integral to the success of the implementation of GPC's Reconciliation Action Plan, and in achieving the desired outcome of closing the employment, education and economic gap between Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples and the broader community. We are accountable for delivering the targets outlined in our Reconciliation Action Plan, and will continue to work hard on forming stronger sustainable relationships, greater mutual respect and opportunities for all.

|     | ACTION   | TARGET  | TIMELINE  | RESPONSIBILITY   |
|-----|--|---|---|--|
| 4.1 | Report RAP achievements, challenges and learnings internally and externally  | <ol style="list-style-type: none"> <li>1. Public release of the 2015-2018 GPC Reconciliation Action Plan</li> <li>2. Monthly report of Reconciliation Action Plan progress to the GPC Board</li> <li>3. Bi-monthly reporting of Reconciliation Action Plan progress to the Future Directions Community Liaison Group</li> <li>4. Annual reporting of Reconciliation Action Plan progress to Board and relevant stakeholders.</li> </ol> | <p>January 2016</p> <p>2016, 2017, 2018</p> <p>2016, 2017, 2018</p> <p>2016, 2017, 2018</p> | Corporate & Community Relations Manager and Community Relations Officer - Indigenous Affairs |
| 4.2 | Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report | <ol style="list-style-type: none"> <li>1. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia</li> <li>2. Investigate participating in the RAP Barometer</li> <li>3. Develop and implement systems and capability needs to track, measure and report on RAP activities</li> </ol>  | 30 September 2016, 2017, 2018   | Corporate & Community Relations Manager and Community Relations Officer - Indigenous Affairs |
| 4.3 | Review, refresh and update GPC RAP   | <ol style="list-style-type: none"> <li>1. Review, refresh and update RAP based on learnings, challenges and achievements</li> <li>2. Send draft RAP to Reconciliation Australia for formal feedback and endorsement</li> </ol>  | June 2018   | Corporate & Community Relations Manager and Community Relations Officer - Indigenous Affairs |



# Appendix A

## Aboriginal, Torres Strait Islander and Australian South Sea Islander significant dates calendar

### **26 JANUARY** Australia Day – Invasion Day or Survival Day

Celebrates the survival of a people and culture expected to die out since British invasion in 1788. Indigenous Affairs Officer to promote the historical significance of this date to Aboriginal and Torres Strait Islander peoples.

### **21 MARCH** Harmony Day

Harmony Day celebrates the cohesive and inclusive nature of Australia and promotes a tolerant and culturally diverse society. Indigenous Affairs Officer to promote Australia's diversity and the message that everyone belongs.

### **24 MARCH** National Close the Gap Day

Aboriginal and Torres Strait Islander Peoples are still dying 10-17 years younger than other Australians. For that reason, more than 40 national organisations came together in 2006 to form Close the Gap - Australia's largest ever campaign to improve the health of Aboriginal and Torres Strait Islander people.

Indigenous Affairs Officer to promote the importance of managing health. Port Life to promote the programs and initiatives GPC offer staff and facts and figures regarding the health of the Aboriginal and Torres Strait Islander and Australian South Sea Islander peoples. Port Talk to highlight the role we can all play in closing the gap with the inclusion of facts and figures around the health of Aboriginal and Torres Strait Islander and Australia South Sea Islander peoples.

### **26 MAY** National Sorry Day

National Sorry Day offers the community the opportunity to acknowledge the impact of the policies spanning more than 150 years of forcible removal of Aboriginal and Torres Strait Islander children from their families. The first National Sorry Day was held on 26 May 1998. CEO message to employees detailing the history surrounding National Sorry Day, what it means for the future and the activities planned to acknowledge this milestone.

### **27 MAY – 3 JUNE** National Reconciliation Week

National Reconciliation Week was initiated in 1996 to provide a special focus for nationwide activities. This week is a time to reflect on achievements so far and the things which must still be done to achieve reconciliation. The Week is timed to coincide with two significant dates in Australia's history, which provide strong symbols of our hopes and aims for reconciliation: 27 May and 3 June.

CEO message to GPC employees explaining reconciliation and highlighting the significant dates which fall within National Reconciliation Week, the 1967 Referendum on May 27 and Mabo Day on June 3. Internal activities planned throughout the week to engage employees and generate recognition. Port Life to promote events held internally to recognise National Reconciliation week and GPC's Reconciliation Action Plan. Port Talk acknowledge National Reconciliation Week and the commitments GPC has made to reconciliation through the Reconciliation Action Plan.

### **27 MAY** 1967 Referendum

In 1967 over 90% of Australians voted in a Referendum to remove clauses from the Australian Constitution which discriminated against Aboriginal and Torres Strait Islander Australians. The Referendum also gave the Commonwealth Government the power to make laws on behalf of Aboriginals and Torres Strait Islander people. Significance of date communicated through CEO message.

### **3 JUNE** Mabo Day

Mabo Day marks the anniversary of the High court of Australia's judgement in 1992 in the Mabo case. The decision overturned a legal fiction that Australia was terra nullius (a land belonging to no one) at the time of British colonisation. This is a day of particular significance for Torres Strait Islander Australians. Significance of date communicated through CEO message.

### **1 JULY** Coming of the Light

This is a particular day of significance for Torres Strait Islander Australians. It marks the day the London Missionary Society first arrived in the Torres Strait. The missionaries landed in Erub Island on 1 July 1871.

Indigenous Affairs Officer to promote the importance of the Coming of the Light for the Torres Strait Islander people.

### **4-11 JULY** National NAIDOC Week

NAIDOC Week is observed from the first Sunday in July to the second Sunday in July each year. NAIDOC celebrations are held around Australia to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander people. The week is celebrated not just in the Indigenous community, but also increasingly in government agencies, schools, local councils and workplaces.

CEO message to GPC employees promoting the significance of NAIDOC week. Sponsorship of the NAIDOC Week Elders morning tea. Internal activities planned throughout the week to engage employees and generate recognition. Port Life to promote events held internally to recognise NAIDOC week. Port Talk acknowledge NAIDOC week and its importance.

### **25 AUGUST** Australian South Sea Islander Recognition Day

In 1994, the Commonwealth Government officially recognised the Australian South Sea Islanders (ASSI) as a distinct cultural group. This was followed by a formal Recognition Statement by the Queensland Government in September 2000, which also acknowledged the past injustices suffered by the ASSI, and the significant contributions they had made to the economic, cultural and social development of QLD.

This date celebrates this recognition. Indigenous Affairs Officer to recognise the Australia South Sea Islander people.

# Appendix B

## Traditional language of the Byellee and Gooreng Gooreng nations

| English Word Lists | Byellee (Ballai, Bye) | English Word Lists | Byellee (Ballai, Bye) |
|--------------------|-----------------------|--------------------|-----------------------|
| A baby             | Wondoo                | Moon               | Elam                  |
| A black woman      | Wooroo                | Mosquito           | Boowan                |
| A blackfella       | Kingkel               | Mother             | Yaya                  |
| A white man        | Koowin                | Mouth              | Tonka                 |
| A young man        | Wondool               | Native companion   | Goolonga              |
| An old man         | Darl                  | No                 | Wondo                 |
| An old woman       | Barbooran             | Nose               | Piree                 |
| Bark               | Kooka                 | One                | Webben                |
| Beard              | Yan                   | Opussum            | Koommonka             |
| Black duck         | Goonanga              | Pelican            | Parangool             |
| Blood              | Koomi                 | Rain               | Bonoo                 |
| Boomerang          | Darga                 | Shield             | Koomar                |
| Breasts            | Doolgool              | Sister-elder       | Darwar                |
| Brother-elder      | Marm                  | Sister-younger     | Koondoolan            |
| Brother-younger    | Weegool               | Skin               | Korral                |
| Camp               | Koonim                | Sleep              | Yeengan               |
| Crayfish           | Didbee                | Snake              | Darm                  |
| Crow               | Toonwell              | Stone              | Dargin                |
| Ear                | Bidna                 | Sun                | Kine                  |
| Egg                | Booroom               | Teeth              | Puta                  |
| Emu                | Nurin                 | The Blacks         | Booma                 |
| Excrement          | Koodna                | Thigh              | Karl                  |
| Eye                | Mill                  | Three              | Koorel                |
| Father             | Koolkin               | Thunder            | Broomgi               |
| Father             | Meegan                | Tomahawk           | Mareway               |
| Fire               | Boowi                 | Tongue             | Dalmin                |
| Fish               | Goodna                | Track of a foot    | Eli                   |
| Fly                | Moolum                | Two                | Booli                 |
| Foot               | Didna                 | War-spear          | Kiam                  |
| Grass              | Bowan                 | Water              | Koongo                |
| Hand               | Mooloom               | White cockatoo     | Keegoom               |
| Head               | Karun                 | Wild dog           | Meeree                |
| Hill               | Biapa                 | Wind               | Beeyan                |
| Hungry             | Toolorin              | Wood duck          | Goochang              |
| Kangaroo           | My                    | Yes                | Koal                  |
| Laughing Jackass   | Toonee                |                    |                       |

# Appendix B

## Traditional language of the Byellee and Gooreng Gooreng nations

| English Word Lists  | Gooreng Gooreng   | English Word Lists  | Gooreng Gooreng   |
|---------------------|-------------------|---------------------|-------------------|
| Axe / stone         | Dukkeel           | Koala               | Ghoolar           |
| Beach               | Balarm            | Kookaburra          | Ghukoonghn        |
| Blossom             | Yarra             | Leaf                | Gillair           |
| Boat / canoe        | Goondool          | Lightning           | Deil              |
| Boomerang           | Bugarn            | Lizard / gecko      | Ghyarnhl          |
| Boy                 | Dubarl            | Magpie              | Ghooloo           |
| Bream / boney       | Goonyill          | Meat                | Guthoo / Jarm     |
| Brown hawk          | Kalloom           | Milk                | Marm              |
| Butterfly           | Yulehlah          | Money               | Dukkeel           |
| Campsite / home     | Waybear           | Moon                | Narnooloom        |
| Catfish             | Gineegooral       | Mountain            | Woondoo           |
| Cave                | Dukkeelwaybere    | Mt Larcom           | Pyelee            |
| Children            | Duppeel           | Mud                 | Dareraregair      |
| Cloud / rain        | Boonoo            | Mullet              | Goorool           |
| Corroboree / dance  | Nureegoo          | Mussel              | Mumoy             |
| Crab                | Ghukn             | Night               | Nyoolmin          |
| Crane               | Gurkinyooloom     | Noon                | Ghinmineburye     |
| Creator / God       | Barrabee          | North               | Dhurye            |
| Creek               | Durargoan         | Owl                 | Nyarla            |
| Crocodile           | Garrabee          | Oyster              | Deewah            |
| Crow                | Wongwong          | Parrot              | Goothouthah       |
| Day                 | Ngheeree          | Pebble              | Wellair           |
| Dingo               | Mirree Gurrum     | Pelican             | Gooloolagum       |
| Dove                | Wonarlum          | Pigeon              | Wonarlum          |
| Duck                | Nurar             | Place of shells     | Yallarm           |
| Dust                | Boonim            | Platypus            | Dunbye            |
| Eaglehawk           | Goolyair          | Plumtree            | Noosgoom          |
| Earth / soil / dirt | Thdou             | Possum              | Dillarl           |
| East                | Goondoo           | Prawn               | Ghukn             |
| Eel                 | Yinbol            | Pretty face wallaby | Kooraweena        |
| Egg                 | Dile              | River               | Kooroon           |
| Emu                 | Morben            | Salmon              | Chillbine         |
| Figtree             | Boolarbee         | Sand                | Balarm            |
| Figtree             | Bularbi           | Scrub               | Guparl            |
| Fire                | Ngorn / nyorn     | Sea hawk            | Takoko            |
| Fish hawk           | Gillan            | Sea Oak             | Yurimblah         |
| Fish / general      | Gooral            | Sea                 | Whoolghn          |
| Fishing net         | Boonjilli         | Silver jewfish      | Bunda             |
| Flame               | Boree             | Smoke               | Boolim            |
| Flying fox          | Barung / Bulgwoyn | Snake               | Wungye            |
| Forest / bush       | Guparl            | South               | Yingore           |
| Frog                | Ghunghunbil       | Stars               | Toongoongool      |
| Galah               | Toolah            | Stone               | Dukkeel           |
| Grass               | Baan              | Stormbird           | Darlaren          |
| Gumtree             | Yarrandjee        | Sun                 | Ghinmine          |
| Honey               | Kubbye            | Sunrise             | Ghinmine wobarn   |
| Horse               | Yarraman          | Sunset              | Ghinmine ghunmarn |
| Ice / frost         | Nghitoun          | Thunder             | Booroomgar        |
| Ironbark            | Jhoongee          | Turkey              | Wuggoon           |
| Island              | Dhoogoon          | Turtle              | Millbee           |
| Kangaroo rat        | Bye               | Wind                | Baarne            |
| Kangaroo            | Booroo            |                     |                   |



**Gladstone Ports Corporation**

*Growth, Prosperity, Community.*



**Reconciliation**  
ACTION PLAN  

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STRETCH RAP