



Gladstone Ports Corporation

Growth. Prosperity. Community.

GLADSTONE PORTS CORPORATION

RECONCILIATION ACTION PLAN

July 2019 – June 2022



RECONCILIATION
ACTION PLAN

STRETCH



Our Journey

COLLABORATION OF WORKS BY GLADSTONE PORTS CORPORATION
EMPLOYEES AND PATRICIA COLEMAN

Footprints are the journey we are taking towards reconciliation.

Green and blue fingerprints are the colours of the waters of our harbour.

Red ochre and yellow ochre fingerprints are the colours of the land Kardabai (Gladstone) and are also representative of the ochres found on Curtis Island where the Byeljee people had lived. The ochres were also found on many stone tools that were found near and around Mount Larcom (Pyeelee). The line within the circles represents being together.

Reconciliation

Action Plan July 2019 – June 2022

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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, Gurang and Taribelang Bunda 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 Reconciliation Australia CEO

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

As Australia's first port authority to develop a RAP, this Stretch RAP signifies GPC's capacity to build on its years of experience to create lasting pathways towards reconciliation in the region. The organisation's genuine interest in the community and environment it works alongside is self-evident and this Stretch RAP confirms that GPC's relationship with Aboriginal and Torres Strait Islander peoples is at the fore of its mission.

This Stretch RAP expands on the knowledge, skills and achievements GPC has developed in its previous RAPs. Particularly commendable is the continued advancement of the Talent Today, Talent Tomorrow program, which allocates crucial financial assistance to Aboriginal and Torres Strait Islander secondary and tertiary students. GPC is committed to achieving equity in opportunity throughout its organisation and this is evident in the exceeding of its Aboriginal and Torres Strait Islander employment target, which this RAP will again increase.

Expanding on these successes, this Stretch RAP sees GPC look to new potential in its capacity to drive reconciliation in its business, networks and community. The majority of GPC staff will undergo cultural awareness training, while relevant staff will be trained in contracting Indigenous-run businesses through Supply Nation, supporting Aboriginal and Torres Strait Islander governance and self-determination. GPC is continuing to support the leaders of tomorrow by running the Yallarm Indigenous Careers Expo for students in its community. In these ways, GPC commits to engaging sustainable and significant pathways toward reconciliation in its sphere of work.

GPC's second Stretch RAP signifies its accelerated commitment to reconciliation within its organisation and indeed across its community itself. On behalf of Reconciliation Australia, I commend GPC on its new RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

A message from the People, Community & Sustainability General Manager



Gladstone Ports Corporation (GPC) is pleased to present our third Reconciliation Action Plan (RAP), highlighting our commitment to improving relationships, understanding and opportunities for the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities in which GPC operates. Throughout our 100-year journey, GPC has become an integral part of the communities in which we operate, working alongside the Byellee (Bailai), Gooreng Gooreng, Gurang and Taribelang Bunda peoples.

GPC together with the Future Directions Community Liaison Group have worked together to achieve significant progress over the past three years, including:

- Increasing the number of GPC employees identifying as Aboriginal, Torres Strait Islander and Australian South Sea Islander to 4.15%
- Implementing a Certificate II in Cross Industry Operations
- Recruiting a Mentor Liaison Officer
- Establishing the Stay in Touch Network
- Developing partnerships with Nhulundu Health Service and Yallarm Advocacy and Advisory Committee

Other significant achievements outside our Reconciliation Action Plan is the establishment of a 35-year Indigenous Land Use Agreement (ILUA) between

the First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation (ICN 8650) and GPC. An Implementation Committee has been established for the ILUA, focussed on working respectfully together for the betterment of the community.

Looking forward, we are committed to the actions and deliverables in this, our third RAP for 2019 -2022. As with our second RAP, we have retained Stretch RAP status under the Reconciliation Australia Framework. Our reconciliation journey will be continued through the themes of strengthening relationships, fostering respect, increasing opportunities and ensuring accountability.

Delivering on our RAP is a high priority to GPC; we are 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. Thank you to our GPC staff, in particular our Indigenous Affairs team, and the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities who have contributed to the plan and committed to a reconciled Australia. We look forward to continued participation and support in monitoring progress on our 2019 -2022 RAP.

Rowen Winsor

Our Business

Throughout its 100-year journey, GPC has become an integral part of the communities in which it operates.

Gladstone Ports Corporation (GPC) is a Government Owned Corporation (GOC) responsible for supporting and facilitating the trade of Central Queensland and Wide Bay Burnett's major resource industries including coal, liquefied natural gas and aluminium product, as well as agriculture and bulk product. We manage and operate three port precincts – the Port of Gladstone, Port of Rockhampton and Port of Bundaberg – which together handled more than 120 million tonne during the 2017/18 financial year.

In addition to our port operations, we also provide financial assistance to local organisations through our Community Investment Program (CIP) and bursary and scholarship programs for students, in addition to pristine parklands connecting Gladstone city to the harbour and port operations. We look forward to continuing to make a positive contribution to the three communities in which we operate and contributing to the development and progress of our nation.



Our vision

To be Australia's premier multi-commodity port.



Our mission

Responsibly manage, develop and facilitate the prosperity of others through operating our Port facilities and services in an economically, environmentally and socially sustainable manner.

Our values



Growth

We are absolute in our resolve to make a difference. Better people and brighter prospects for future generations. We are not content to rest - encourage high performance. Challenge with respect and courage in our endeavour to maximise our Ports contribution. We will always find a way.



Prosperity

We are focussed on facilitating prosperity for others that trade through our Ports. Through our efforts, our customers, shareholders and ourselves will benefit. We will not take for granted what has been created, we will not let it slip, we are united in maximising the region's prosperity. We are proud people.



Community

We are family. We look out for each other. We are respectful neighbours and contribute to our region. We treat our visitors and customers like we do ourselves. We empower people and avoid harm. We demonstrate humility and strive for our communities' implicit trust. We acknowledge all communities.



Our guiding principles

We **sustain** our environments

We operate with **respect, humility, accountability** and **transparency**

We **support and enhance** our community

We **ensure the safety** of all employees, contractors and the community

We **empower** our workforce to **innovate** and **improve**

We ensure **efficient and effective port services** across our three port precincts

We **support** our customers and shareholders and meet their needs

We focus on the **future**



Our Journey

Since the time of dreaming, Koongo (Byellee word meaning 'place of water') and Yallarm (Gooreng Gooreng word meaning 'place of shells') and their environs, has been the traditional home of the Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda peoples.

GPC has a long and proud history, spanning more than 100 years, of working with and alongside these nations and is committed to our reconciliation journey. GPC acknowledges and values Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples' histories, cultures and achievements and their contributions to our organisation as employees, customers and community members.

We believe the Australian reconciliation journey is about spreading the message of building stronger, meaningful relationships through the understanding, difference, respect and acceptance of Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples, their cultures and their histories. It is about acknowledging those who have gone before us and made the sacrifices for us all to be here today. It is now up to us all to continue this journey for a united Australia for the generations to come.

Our Reconciliation Action Plan (RAP) journey started in 2012 when GPC identified the importance of formalising our commitment to our Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples. We started by appointing a dedicated Indigenous Affairs Advisor. The same year, GPC developed its first RAP in consultation with its Future Directions Community Liaison Group, demonstrating our commitment by turning good intentions into actions. The actions and outcomes achieved led to GPC developing its first Stretch RAP, three years later in 2015.

Over the past three years, GPC and its Future Directions Community Liaison Group have continued to work together to achieve significant progress. Our 2019-2022 Stretch RAP continues to build stronger relationships, foster respect, increase opportunities and ensure accountability.

We take great pride in ensuring that we continue to progress with projects and initiatives as a united group for the betterment of our communities.



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

Pictured: GPC's Indigenous Affairs Advisor, Lee-ann Dudley.



Our Vision

GPC's vision for reconciliation is to ensure equality, equity and unity, where culture and heritage is recognised, respected and celebrated as a part of our shared national identity. Our commitment is genuine as we strive to be a leader in building and fostering strong, respectful relationships with the Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples and their communities.

GPC has an Indigenous Affairs commitment which decisively embraces sustainability, equity and diversity and is underpinned by GPC's values and Code of Conduct policy.

Our Commitment

We aim to create and sustain positive and beneficial change by raising awareness, knowledge and understanding of the histories and cultures of the Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples and their communities.

We commit to a business model which empowers these peoples by creating a culturally safe and appropriate work environment and community where each individual can contribute, learn and grow.

We are culturally sensitive in our policies, procedures and our approach to demonstrating the reconciliation agenda by leading, embracing and role-modelling true respect to our First Nation's peoples.

Through the successful and ongoing implementation of the spirit and intention of our Indigenous Affairs Commitment, we seek to positively acknowledge the traditional rights, values and cultural heritage of the Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples in order to:

- Ensure the responsible and respectful management of the lands and sea on which we do business;
- Create and sustain a culturally safe and appropriate work environment;
- Deliver sustainable and mutual prosperity;
- Demonstrate cultural integrity through policy, practices and commitments; and
- Inspire and encourage all Australians towards a more equitable Australia.

In addition to GPC's RAP, an Indigenous Land Use Agreement (ILUA) has also been established with the First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation. This Agreement provides both parties with the opportunity to establish genuine and respectful partnerships aimed at building capacity across the Port Curtis Coral Coast People within our areas of operation.

Our Stretch RAP is underpinned by four key pillars to ensure we can deliver our commitment together: relationships, respect, opportunities and accountability.



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

by 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

by developing and implementing employment and education-focussed policies, programs and initiatives.



ENSURE ACCOUNTABILITY

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



‘OUR JOURNEY’

Collaboration of works by GPC employees and Patricia Coleman (Byellee people) for National Reconciliation Week 2016.

Footprints are the journey we are taking towards reconciliation. Green and blue fingerprints are the colours of the waters of our harbour. Red ochres and yellow ochre fingerprints are the colours of the land Kardabai (Byellee word meaning ‘Gladstone’) and are also representative of the ochres found on Curtis Island where the Byellee people had lived. The ochres were also found on many stone tools that were found near and around Pyeelee (Gooreng Gooreng word meaning ‘Mount Larcom’). The line within the circles represents being together.



Our Achievements

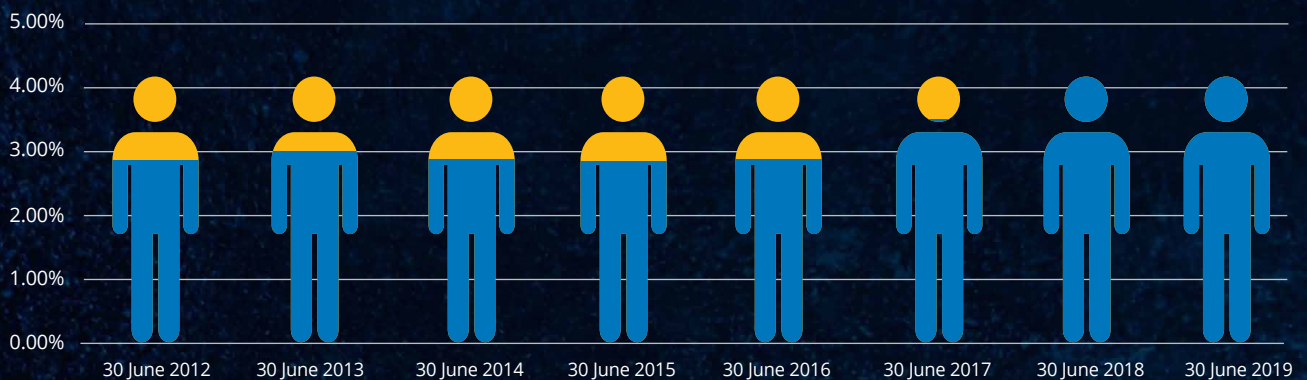
Key achievements from our 2015-2018 Stretch RAP include:

- Increasing the employment of Aboriginal, Torres Strait Islander and Australian South Sea Islander employees to 4.15% (target was 3.6% by 2018);
- Developing and implementing a 'Welcome to Country / Acknowledgment of Traditional Owners' protocols booklet;
- Developing and implementing a Certificate II in Cross Industry Operations (CIO) Program, with round one offered in August 2016 and round two offered in February 2018;
- Recruiting a Mentor and Liaison Officer, a new position dedicated to supporting the CIO Program and other Aboriginal, Torres Strait Islander and Australian South Sea Islander employees;
- Establishing the 'Stay In Touch' network/database;
- Developing the Aboriginal, Torres Strait Islander and Australian South Sea Islander Employment Specification;
- Partnering with a local Aboriginal health provider, Nhulundu Health Service, to raise awareness during National Aborigines and Islander Day Observance Committee (NAIDOC) Week and to foster respect with local Elders;
- Partnering with Yallarm Advocacy and Advisory Committee to run the Yallarm Indigenous Careers Expo for local senior students;
- Permanently employing **two** CIO Trainees following our inaugural CIO Program;
- Engaging with Aboriginal, Torres Strait Islander and Australian South Sea Islander businesses and local organisations to supply goods and services to GPC;
- Engaging with local Aboriginal and Torres Strait Islander artists to provide artwork for GPC precincts;
- Engaging with local Traditional Owner Groups (Bailai/Byellee, Gooreng Gooreng, Gurang and Taribelang Bunda) to provide significant language for the naming of meeting rooms and landmarks within GPC's precincts; and
- Reporting annually to GPC's Board and Reconciliation Australia on the progress against our 2015-2018 Stretch RAP actions.

GPC is committed to real outcomes and has almost tripled our Aboriginal, Torres Strait Islander and Australian South Sea Islander workforce over the past decade.

As of June 2019, of our 735 strong workforce, 30 employees (4.08%) self-identify as Aboriginal, Torres Strait Islander or Australian South Sea Islander peoples. Of these, 28 self-identify as Aboriginal, three as Torres Strait Islander and two as Australian South Sea Islander peoples, with one employee from local Traditional Owner group Byellee and one employee from local Traditional Owner group Gooreng Gooreng. We have also developed a dedicated Engagement and Employment Strategy, which guides the recruitment and retention of our employees.

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



Our Achievements



Two young women have successfully completed an Australian-first qualification in Cross Industry Operations at GPC.

The 18-month program was designed by GPC to support our future Aboriginal, Torres Strait Islander and Australian South Sea Islander leaders in their journey from education and training to employment and long-term career pathways. Breanna Beezley and Nicole Smith rotated through the business, gaining experience in Administration, Warehouse Operations, Building Services, Parks and Recreation and Marine Pilot Services. They also participated in cultural classes through involvement in National Reconciliation Week, as well as programs in association with Nhulundu Health Service in Gladstone and the Dreamtime Cultural Centre in Rockhampton. Breanna and Nicole excelled in their traineeships and gained full-time employment following the completion of their traineeships.



Nicole Smith (Accounts Payable Officer, Gladstone Ports Corporation)

"Being part of the very first group of Aboriginal, Torres Strait Islander and Australian South Sea Islander employees to gain the CIO qualification meant I was part of creating hope for the next generation entering the workforce. I applied for the traineeship to build a foundation for my career, but I completed it to ensure there was an opportunity for our younger Aboriginal, Torres Strait Islander and Australian South Sea Islander people to succeed as long as they wanted to. The traineeship was so varied, from loading trucks using a forklift to driving trucks, on the tools renovating a workshop, behind the screens in communication with vendors, maintaining parklands, working in the pilot boats alongside launch crews, and even a rare opportunity to fly out to a ship in a helicopter, all within a period of 18 months. I not only gained the qualifications I needed to kick start any job opportunities I wished to pursue, but also gained confidence and experience working in an industry environment."



Breanna Beezley (Services Officer, Gladstone Ports Corporation)

"Having the opportunity to be one of five Indigenous people for an Australian-first traineeship, Cross Industry Operations (CIO), was a huge privilege. To me, this meant I was part of a group that could lead by example to present and upcoming Aboriginal, Torres Strait Islander and Australian South Sea Islander peoples. It also allowed me to be a role model for anyone wanting to join the workforce and that drove me to do my absolute best in gaining my qualifications."

This traineeship was so diverse. I got to try my hand at manual handling, operating equipment and working with tools as well as computer based work and marine work - there is definitely something for everyone. I learnt many day to day life skills that I once took for granted such as changing the oil in vehicles or equipment and just the basics of communication.

Overall the CIO was a once in a lifetime experience where I gained a qualification, confidence and experience in an industry environment."

From trainee to mentor in Indigenous Affairs, Al Craigie has been empowered to achieve his goals.

Al commenced a two-year Certificate IV Workplace, Health and Safety traineeship with GPC in 2016. He was onboarded at the same time as the Cross Industry Operations (CIO) trainees, participating in the same cultural classes and programs as the cohort. During his traineeship, Al was based with the Safety Team and supported them in the delivery of a new values-based safety approach to the business.

Following the completion of his traineeship, Al was offered the opportunity to act in the Mentor and Liaison Officer as part of GPC's Indigenous Affairs team and is currently working with the CIO trainees. Al also uses his safety training to assist the Safety Team with noise monitoring.



Al Craigie (Mentor and Liaison Officer, Gladstone Ports Corporation)

"I am extremely thankful for the opportunities GPC has given me as I have learnt so much since starting my learning journey with them in 2016. I enjoy working at GPC because of the value it places on empowering its people to achieve their goals. The CIO Traineeship is an amazing chance for Aboriginal, Torres Strait Islander and Australian South Sea Islander people to learn new skills across different departments and also comes with an array of tickets, licences and certificates. I can now share my knowledge and experience with new Aboriginal, Torres Strait Islander and Australian South Sea Islander trainees, and I am very grateful for this."

Our Achievements



We recognise and support the talent of today, so they can emerge as the talent of tomorrow.

GPC developed its Talent Today, Talent Tomorrow scholarship and bursary program for Aboriginal, Torres Strait Islander and Australian South Sea Islander students in 2014 as part of our RAP commitment.

Since then, our scholarship and bursary program has provided more than \$91,000 in financial assistance to secondary and tertiary students to assist with costs associated with studies such as textbooks, uniforms, technology and stationery.

The bursary program acknowledges the achievements of secondary students and encourages participation, a positive attitude and attendance. 99 students across 10 schools in the Gladstone region have received Talent Today, Talent Tomorrow bursaries since the program's inception, with the initiative extending into the Bundaberg region from 2019.

A Recognition Award is also offered to students who are unsuccessful in obtaining a bursary, but show potential.

The scholarship program supports the learning journey beyond school and provides financial assistance of up to \$21,000 over a three-year period for tertiary students.

Since 2014, the scholarship has supported six students in achieving their goals, with two successfully completing a Bachelor of Midwifery and a Bachelor of Social Work. Our current recipients are studying a Bachelor of Social Work, a Bachelor of Law/Arts, and two students are studying a Bachelor of Education – Primary.



Alan Broome (Community Education Counsellor, Frenchville State School)

"It is a privilege to be a recipient of GPC's Talent Today, Talent Tomorrow scholarship. The funds provided ease the financial stress of study and allow me to focus solely on completing my studies, particularly when completing my practicum placements, and learning the tools and strategies I will need to use in my teaching career. The staff have been amazing throughout my time as a scholarship recipient as they not only provide financial assistance but also provide support and regular check ins. GPC is committed to supporting the community through many areas, including this scholarship program, and I encourage Aboriginal, Torres Strait Islander and Australian South Sea Islander students or those considering study to apply."

GPC is proud to continue the Talent Today, Talent Tomorrow program as part of its Stretch RAP 2019-2022.



Language helps foster deeper connections with community, culture, family, land, water and history.

GPC recognises the importance of traditional language and, in May 2017, named its newest pilot launch vessel, Takoko, which means Sea Hawk in the traditional language of the Gooreng Gooreng peoples, one of the Traditional Owners of our area.

Naming our assets with traditional language recognises our Traditional Owners and pays respect to the custodians of the land and sea on which we do business.

In keeping with shipping tradition, the Takoko was blessed by a local priest and Gooreng Gooreng Elder, Julie Ingra, before its maiden voyage, to ensure the safety and prosperity of the vessel and its crew.

Following the success of the Takoko, another pilot launch vessel, the Goonanga, was commissioned in 2018. Goonanga means Black Duck in the traditional language of the Byellee peoples, another Traditional Owner group of our area.

These vessels provide enhanced safety and faster transfer of Marine Pilots to ships at the entrance to our ports, prior to port entry and berthing.

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

The naming initiative was identified as an opportunity for GPC to help foster respect and strengthen relationships as part of our 2015-2018 Stretch RAP, with the commitment to continue this tradition moving forward.



Our RAP

As a port, we have navigated the way when it comes to reconciliation. In 2012, we were the first port authority in Australia to develop a RAP. In 2015, we became the first Australian port to develop a Stretch RAP and in 2018 we remain the only port authority in the nation to have a Reconciliation Australia endorsed RAP.

Our achievements over the past six years have been a result of a unified approach to reconciliation as well as a genuine commitment from the Board, Executive Management Team, our employees and the local Aboriginal, Torres Strait Islander and Australian South Sea Islander community to achieving outcomes, together.

Our RAP is championed by GPC's Board of Directors, Chief Executive Officer and our People, Community and Sustainability General Manager, and implemented by our Indigenous Affairs team.

A RAP working group has also been established, known as the Future Directions Community Liaison Group. This includes GPC representatives such as the People, Community and Sustainability General Manager, Indigenous Affairs Advisor, Employee Relations Manager, Corporate and Community Relations Superintendent and an Aboriginal, Torres Strait Islander and Australian South Sea Islander employee representative.

The Future Directions Community Liaison Group is Chaired by GPC's Indigenous Affairs Advisor and consists of GPC representatives and community members representative of the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities in Gladstone.

Our 2019-2022 Stretch RAP was developed in consultation with the Future Directions Community Liaison Group, GPC employees, management and Board. The Future Directions Community Liaison Group includes representation from local Traditional Owner groups, Torres Strait Islander and Australian South Sea Islander representatives and GPC Indigenous employees and has been instrumental in the development and implementation of our first and second RAP and we look forward to their continued support of our third RAP.

Our RAP will continue to be underpinned by our four key pillars of relationships, respect, opportunities and accountability. This will ensure we deliver on our commitment to our Aboriginal, Torres Strait Islander and Australia South Islander peoples.

Strengthen Relationships



Continuing to build 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
Mandatory actions and deliverables as per the Stretch RAP framework			
1.1 Continue to leverage and maintain mutually beneficial relationships with Aboriginal, Torres Strait Islander and Australian South Sea Islander stakeholders and organisations to support positive outcomes.	Meet with local Aboriginal, Torres Strait Islander and Australian South Sea Islander stakeholders and organisations to continuously improve guiding principles for engagement. Implement two (2) community forums per year.	July 2019, 2020, 2021, 2022 July 2019, 2020, 2021, 2022	BoD, EMT, PC&S GM, IAA, C&CRS
	Review, update and implement an Engagement Plan to work with Aboriginal, Torres Strait Islander and Australian South Sea Islander stakeholders and organisations.	July 2019, 2020, 2021, 2022	PC&S GM, IAA, C&CRS
	Establish and maintain formal two-way partnerships with Aboriginal, Torres Strait Islander and Australian South Sea Islander communities or organisations, including: <ul style="list-style-type: none"> First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation Port Curtis Coral Coast Aboriginal Peoples Charitable Trust Limited Gidarjil Cultural Heritage Corporation Gidarjil Development Corporation Bailai Aboriginal Corporation for Land & Culture Gehgre Aboriginal Corporation Tarilebang Aboriginal Corporation Gladstone Aboriginal & Islander Housing Cooperative Ltd Nhulundu Health Service Centre for Rural and Regional Indigenous Health 	July 2019, 2020, 2021, 2022	BoD, EMT, PC&S GM, IAA, C&CRS
	Organise and celebrate Australian South Sea Islander Recognition Day, incorporating representation by Elders or key representatives from the local Australian South Sea Islander communities, in at least one (1) organisation-wide event, each year.	25 August 2019, 2020, 2021, 2022	IAA, FDCLG
1.2 Continue to collaborate with the Future Directions Community Liaison Group to investigate and support a community facility for the benefit of the Aboriginal, Torres Strait Islander and Australian South Sea Islander communities and broader community in Gladstone.	Scope and develop a business plan.	November 2019	FDCLG, IAA
	Engage and consult with GPC's Property Team for their input with regards to community facility.	January 2020	FDCLG, IAA
	Engage with external and internal stakeholders for their input and endorsement.	February 2020	FDCLG, IAA
1.3 Build relationships through celebrating National Reconciliation Week(NRW)	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to all staff.	27 May- 3 June, 2019, 2020, 2021, 2022	IAA, C&CR
	FDCLG members and staff to participate in two (2) external National Reconciliation Week events.	27 May- 3 June, 2019, 2020, 2021, 2022	PC&S GM, IAA
	Encourage and support staff and senior leaders to participate in two (2) external events to recognise and celebrate NRW, including : <ul style="list-style-type: none"> Opening of Indigenous Community facility and/or Ceremonies of cultural significance (blessing of shipping fleet) 	27 May- 3 June, 2019, 2020, 2021, 2022	EMT, PC&S GM, IAA

ACTION	TARGET	TIMELINE	RESPONSIBILITY
1.3 Build relationships through celebrating National Reconciliation Week(NRW)	Organise three (3) internal National Reconciliation Week events, including at least one (1) organisation-wide National Reconciliation Week event, each year.	27 May- 3 June, 2019, 2020, 2021, 2022	IAA, FDCLG, C&CRS
	Register all GPC National Reconciliation Week events on Reconciliation Australia's NRW website.	27 May- 3 June, 2019, 2020, 2021, 2022	IAA
1.4 Promote reconciliation through our sphere of influence.	Implement strategies to engage all staff to drive reconciliation outcomes by continuing to maintain support for local cultural programs and events through the promotion of the Aboriginal, Torres Strait Islander and Australian South Sea Islander Significant Events/Dates calendar utilising our social media platforms and website.	March, June September and December in 2019, 2020, 2021, 2022	PC&S GM, IAA, C&CRS
	Communicate our commitment to reconciliation publically via GPC's social media platforms and publications – Corporate Website, Facebook Page, LinkedIn, Port Talk/ Port Life, Annual Report	March, June September and December in 2019, 2020, 2021, 2022	IAA, C&CRS
	Develop and review an Indigenous Affairs Intranet page incorporating our Reconciliation Action Plan details and progress.	December 2019, 2020, 2021, 2022	IAA, C&CRS
	Collaborate with two (2) RAP and other like-minded organisations to implement ways to advance reconciliation, including: <ul style="list-style-type: none"> Gladstone Regional Council Central Queensland University – Gladstone Campus 	July 2019, 2020, 2021, 2022	PC&S GM, IAA, C&CRS
1.5 Raise internal and external awareness of GPC's RAP to promote reconciliation across our business and stakeholder sector.	Encourage, support and partner with local schools and early learning services to create a Reconciliation Action Plan with the Narragunnawali: Reconciliation in Schools and Early Learning Platform.	August, October, December, February 2019, 2020, 2021, 2022	IAA, FDCLG
	Implement and review a strategy to communicate our RAP to all internal and external stakeholders. Promote reconciliation through ongoing active engagement with all stakeholders.		PC&S GM, IAA, C&CRS
	Include RAP updates into CEO's business forum sessions, reflecting on and sharing successes.	Quarterly – 2019, 2020, 2021, 2022	CEO, PC&S GM, CCR&S, IAA
1.6 Promote positive race relations through anti-discrimination strategies.	Continuously review and improve our Human Resources Equity, Diversity, Harassment and Discrimination Standard.	July every two (2) years 2019, 2021, 2023	PC&S GM, ERM, IAA, FDCLG
	Engage with Aboriginal, Torres Strait Islander and Australian South Sea Islander staff and Aboriginal, Torres Strait Islander and Australian South Sea Islander advisors to continuously improve our Equity, Diversity, Harassment and Discrimination Standard.	July 2019, 2020, 2021, 2022	PC&S GM, ERM, IAA, FDCLG
	Provide ongoing education opportunities for senior leaders and managers on the effects of racism through Cultural Awareness Training.	July 2020, 2021, 2022	PC&S GM, ERM, IAA, FDCLG
	Senior leaders to publically support anti-discrimination campaigns, initiatives or stances against racism.	December 2019, 2020, 2021, 2022	EMT, PC&S GM, ERM, IAA, FDCLG

Foster Respect



We continue to work together to strengthen cross cultural awareness opportunities to better engage Gladstone Ports Corporation 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
Mandatory actions and deliverables as per the Stretch RAP framework			
2.1 Increase understanding, value and recognition of Aboriginal, Torres Strait Islander and Australian South Sea Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	July 2019	ERM, IAA, L&DS
	Engage and consult with local Traditional Owners and/or Aboriginal, Torres Strait Islander and Australian South Sea Islander advisors on the development and implementation of a cultural awareness learning strategy.	October 2019	IAA, L&DS, FDCLG
	Develop, implement and communicate a cultural awareness learning strategy for all our staff.	October 2019	PC&S GM, ERM, IAA, C&CRS
	Commit all FDCLG members, BoD, EMT, Supervisors and all existing and new staff to undertake formal and structured cultural awareness learning.	December 2020	PC&S GM, ERM, IAA
	>80% of staff to undertake cultural awareness training through online e-learning modules.	December 2020	ERM, IAA, L&DS
	Deliver face to face specific cultural awareness workshop learning activities to >80% of staff across our Operational and Corporate groups.	December 2020	ERM, IAA, L&DS
	Investigate opportunities for staff to undertake cultural immersion training.	December 2020	PC&S GM, ERM, IAA
2.2 Support opportunities to promote local Aboriginal, Torres Strait Islander and Australian South Sea Islander culture to wider community.	Engage and collaborate with local Aboriginal, Torres Strait Islander and Australian South Sea Islander artists in making an Aboriginal, Torres Strait Islander and Australian South Sea Islander themed corporate shirt available to ALL staff as part of the corporate uniform. This supports the local Aboriginal, Torres Strait Islander and Australian South Sea Islander community through public demonstration of engagement with their cultural and art	December 2019	EMT, PC&S GM, C&CRT, IAA
2.3 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Invite an Elder or a representative from each of the local Traditional Owner Groups (Byelley, Gurang, Gooreng Gooreng, Taribelang Bunda) to provide a Welcome to Country or other appropriate cultural protocol (i.e. smoking ceremony) at five to ten (5 – 10) significant events each year, including: <ul style="list-style-type: none"> CIO Welcome Ceremony CIO On-boarding Program GPC Apprentice & Trainee Welcome Ceremony GPC Apprentice & Trainee Awards Night GPC's NAIDOC Elders' Luncheon Three (3) of Gladstone Ports Corporation's National Reconciliation Week internal events Opening of Indigenous community facility Ceremonies of cultural significance (blessing of shipping fleet) 	April, May, July, August, September, October, November 2019, 2020, 2021, 2022	BoD, EMT, PC&S GM, IAA
	BoD, EMT and Staff to provide Acknowledgement to Country at all GPC events.	April, May, July, August, September, October, July 2019, 2020, 2021, 2022	BoD, EMT, PC&S GM, IAA
	Communicate our existing 'Protocols for Acknowledgement of Traditional Owners and Welcome to Country' document to ensure it encompasses the whole organisation.	April, May, July, August, September, October, July 2019, 2020, 2021, 2022	PC&S GM, IAA, C&CRS
	Develop and review list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	July 2019, 2020, 2021, 2022	IAA

ACTION	TARGET	TIMELINE	RESPONSIBILITY
Mandatory actions and deliverables as per the Stretch RAP framework			
2.4 Fostering respect of Aboriginal, Torres Strait Islander and Australian South Sea Islander connection to country.	Installation of 'Acknowledgment of Country' plaques across Gladstone Ports Corporation's precincts entrances: <ul style="list-style-type: none"> • Marina Parklands • East Shores Parklands • Spinnaker Park • Kullaroo House • Operations Building • Port of Bundaberg • Port Alma 	July 2020	IAA C&CRS
	Commission artwork by local Aboriginal, Torres Strait Islander and Australian South Sea Islander artists to be displayed across GPC's three (3) precincts – Port Alma, Port of Bundaberg, Port of Gladstone.	July 2020, 2021, 2022	IAA C&CRS
	Continue to name meetings across GPC's three (3) precincts – Port Alma, Port of Bundaberg, Port of Gladstone in the language of the First Nations Peoples – Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda.	July 2020, 2021, 2022	IAA C&CRS
2.5 Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	FDCLG to participate in an external NAIDOC Week events.	July, 2019, 2020, 2021, 2022	IAA
	Our Human Resources Standards provide opportunity, support and encourage all staff to participate in two (2) NAIDOC Week events in our local area, including: <ul style="list-style-type: none"> • Bundaberg Flag Raising Ceremony • Gladstone Flag Raising Ceremony • Bundaberg NAIDOC Ball • Gladstone NAIDOC Ball • Gladstone NAIDOC Community Family Picnic Day • Gladstone NAIDOC March • Bundaberg NAIDOC March 	July, 2019, 2020, 2021, 2022	EMT, PC&S GM, IAA, M&LO
	In consultation with Aboriginal and Torres Strait Islander stakeholders, support two (2) external NAIDOC Week events each year, including: <ul style="list-style-type: none"> • Gladstone NAIDOC Elders Luncheon in collaboration with Nhulundu Health Service and Gladstone NAIDOC Committee. • Gladstone NAIDOC Youth Ball • Gladstone NAIDOC March • Bundaberg NAIDOC March 	July, 2019, 2020, 2021, 2022	IAA, M&LO, FDCLG

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
Mandatory actions and deliverables as per the Stretch RAP framework			
3.1 Improve employment outcomes by increasing Aboriginal, Torres Strait Islander and Australian South Sea Islander recruitment, retention and professional development.	Engage with Aboriginal, Torres Strait Islander and Australian South Sea Islander staff to consult on our recruitment, retention and professional development strategy.	<i>July, September, November, December 2019, 2020, 2021, 2022</i>	PC&S GM, IAA, ERM, ERS
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	<i>July 2019, 2020, 2021, 2022</i>	PC&S GM, ERM, ERS, IAA
	Advertise job vacancies to effectively reach Aboriginal, Torres Strait Islander and Australian South Sea Islander stakeholders through employment forums: <ul style="list-style-type: none"> • <i>Yallarm Careers Expo</i> • <i>EQIP Careers Expo</i> • <i>AIM Careers Expo</i> • <i>Interagency Youth Meeting</i> • <i>GRC Interagency Meeting</i> 	<i>July 2019, 2020, 2021, 2022</i>	IAT, RT, C&CRT
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal, Torres Strait Islander and Australian South Sea Islander participation in our workplace.	<i>July 2019, 2020, 2021, 2022</i>	PC&S GM, ERM, IAA
	Review and revise the Aboriginal, Torres Strait Islander and Australian South Sea Islander Employment Specification to ensure that GPC continues to provide opportunities and retention strategies for its current future employees.	<i>March 2020</i>	PC&S GM, ERM, IAA
	Aboriginal, Torres Strait Islander and Australian South Sea Islander employees to be supported to take on management and senior level positions.	<i>Yearly 2019, 2020, 2021, 2022</i>	PC&S GM, ERM, IAA
	Increase Aboriginal, Torres Strait Islander and Australian South Sea Islander employment to at least 5% by 2022.	<i>Yearly 2019, 2020, 2021, 2022</i>	PC&S GM, ERM, IAA
3.2 Continue to support Aboriginal, Torres Strait Islander and Australian South Sea Islander school and university students through the Talent Today, Talent Tomorrow Bursary and Scholarship Program	Provide up to \$15,000 in bursaries annually to Junior (Years 7, 8, 9) and Senior (Years 10, 11, 12) students across the Bundaberg and Gladstone region.	<i>October 2019, 2020, 2021, 2022</i>	PC&S GM, IAA
	Provide a three (3) year scholarship valued at up to \$7,000 per annum to support one (1) selected university student financially to obtain their university degree.	<i>October 2019, 2020, 2021, 2022</i>	PC&S GM, IAA
	Report on an annual basis the number and value of scholarships and bursaries awarded to Aboriginal, Torres Strait Islander and Australian South Sea Islander students to support the reporting requirements of Reconciliation Australia	<i>November 2019, 2020, 2021, 2022</i>	PC&S GM, IAA
3.3 Continue to support Aboriginal, Torres Strait Islander and Australian South Sea Islander school and university students through the Talent Today, Talent Tomorrow Bursary and Scholarship Program	Develop, implement and review a Peer Support Program within GPC which includes mentorship.	<i>December 2020</i>	PC&S GM, ERM, IAA

ACTION	TARGET	TIMELINE	RESPONSIBILITY
<i>Mandatory actions and deliverables as per the Stretch RAP framework</i>			
3.4 Inform students of employment opportunities and educational support available at GPC.	Develop a school engagement program for regional schools focusing on cultural awareness, the promotion of support initiatives and employment opportunities.	<i>December 2020</i>	IAA
3.5 Increase Aboriginal, Torres Strait Islander and Australian South Sea Islander supplier diversity to support improved economic and social outcomes.	Develop, implement and review an Aboriginal and Torres Strait Islander procurement strategy.	<i>July 2019, 2020, 2021, 2022</i>	PC&S GM, SSI, IAA
	Investigate Supply Nation membership.	<i>December 2019</i>	SSI, IAA
	Develop and communicate opportunities for procurement of goods and services from Aboriginal, Torres Strait Islander and Australian South Sea Islander businesses to staff.	<i>December 2019</i>	PC&S GM, SS, IAA
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal, Torres Strait Islander and Australian South Sea Islander businesses.	<i>December 2019, 2020, 2021, 2022</i>	SS, IAA
	Maintain commercial relationships with at least three (3) Aboriginal, Torres Strait Islander and Australian South Sea Islander businesses: <ul style="list-style-type: none"> • <i>First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation</i> • <i>Gidarjil Cultural Heritage Corporation</i> • <i>Bailai Aboriginal Corporation for Land and Culture</i> • <i>Gehgre Aboriginal Corporation</i> • <i>Taribelang Aboriginal Corporation</i> 	<i>July 2019, 2020, 2021, 2022</i>	EMT, PC&S GM, SSI, IAA
	Train all relevant staff in contracting Aboriginal, Torres Strait Islander and/or Australian South Sea Islander businesses through Supply Nation or an equivalent organisation.	<i>July 2019, 2020, 2021, 2022</i>	EMT, PC&S GM, SSI, IAA
	Develop and maintain a list of two (2) potential suppliers within GPC's three (3) areas of operations – Port Alma, Port of Bundaberg and Port of Gladstone which may be considered during procurement activities.	<i>February 2020</i>	SSI, IAA

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
Mandatory actions and deliverables as per the Stretch RAP framework			
4.1 Future Directions Community Liaison Group (FDCLG) to continue to effectively drive governance of the Reconciliation Action Plan.	Maintain Aboriginal, Torres Strait Islander and Australian South Sea Islander representation on the FDCLG.	July 2019, 2020, 2021, 2022	PC&S GM, IAA, FDCLG
	Review and update Terms of Reference which includes meeting schedule, protocols, roles and responsibilities.	July 2019, 2020, 2021, 2022	CEO, PC&S GM, IAA
	Continue quarterly meetings to drive and monitor RAP implementation.	February, April, June, August, October, December – 2019, 2020, 2021, 2022	PC&S GM, IAA, FDCLG
4.2 Continue to build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Public Release of 2019 – 2022 GPC Reconciliation Action Plan.	November 2019	PC&S GM, IAA, FDCLG, C&CRS
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia and GPC Board of Directors.	30 September 2019, 2020, 2021, 2022	PC&S GM, IAA
	Reporting of RAP progress to GPC Board.	Monthly - 2019, 2020, 2021, 2022	PC&S GM, IAA
	Reporting of RAP progress at EMT meetings.	Weekly 2019, 2020, 2021, 2022	PC&S GM, IAA
	Reporting of RAP progress to FDCLG members.	Quarterly – 2019, 2020, 2021, 2022	PC&S GM, IAA
	Annual reporting of RAP progress to GPC Board and relevant stakeholders.	November 2019, 2020, 2021, 2022	CEO, PC&S GM, IAA
	Publically report against our RAP commitments annually, outlining achievements, challenges and learnings.	November 2019, 2020, 2021, 2022	CEO, PC&S GM, IAA
	Investigate participating in the RAP barometer.	May 2020	PC&S GM, IAA, C&CRS
	Develop and implement systems and capability needs to track, measure and report on RAP activities.	30 September 2019, 2020, 2021, 2022	PC&S GM, IAA
	GPC's PC&S GM to champion the RAP progress and attend FDCLG meetings and RAP events where possible.	Monthly - 2019, 2020, 2021, 2022	PC&S GM, IAA
	GPC's Indigenous Affairs Advisor to implement RAP Actions in collaboration with the FDCLG within RAP budget and timelines and in consultation with our internal and external stakeholders under the guidance and approval of GPC's RAP Champion – PC&S GM and CEO.	2019, 2020, 2021, 2022	CEO, PC&S GM, FDCLG, IAA

ACTION	TARGET	TIMELINE	RESPONSIBILITY
<i>Mandatory actions and deliverables as per the Stretch RAP framework</i>			
4.3 Continue our reconciliation journey by developing our next RAP.	Review, refresh and update RAP based on learnings, challenges and achievements and provide final update to GPC Board of Directors, EMT, FDCLG , staff and Reconciliation Australia.	June 2022	PC&S GM, IAA, C&CRS
	Register via Reconciliation Australia's website to begin developing our next RAP prior to expiry date.	June 2022	PC&S GM, IAA, C&CRS



Significant dates

Aboriginal, Torres Strait Islander and Australian South Sea Islander significant dates:

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.

21 MARCH Harmony Day

Harmony Day celebrates the cohesive and inclusive nature of Australia and promotes a tolerant and culturally diverse society.

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 campaign to improve the health of Aboriginal and Torres Strait Islander people.

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.

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 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.

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.

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, landing at Erub Island on 1 July 1871.

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 Aboriginal, Torres Strait Islander and Australian South Sea Islander community, but also increasingly in government agencies, schools, local councils and workplaces.

25 AUGUST Australian South Sea Islander Recognition Day

In 1994, the Commonwealth Government officially recognised the Australian South Sea Islanders 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 Australian South Sea Islander people, and the significant contributions they had made to the economic, cultural and social development of Queensland.

Reconciliation Australia Timeline

This timeline looks at events that have made an impact on the recognition of Aboriginal and Torres Strait Islander peoples:

1770	Captain Cook enters Botany Bay on the Endeavour. The British Government does not recognise the rights of Aboriginal and Torres Strait Islander peoples and special connection to land. Instead, they claim the land for the British Crown and declare that Australia is terra nullius – land belonging to nobody.
1788	The First Fleet arrives and builds a settlement at Port Jackson in Sydney, New South Wales.
1901	The Commonwealth of Australia is formed.
1932	William Cooper establishes the Australian Aborigines' League. During the 1930s, Mr Cooper and other leaders of the Aborigines Progressive Association gathered 1,814 signatures on a petition calling on Prime Minister Joseph Lyons and King George VI to intervene "for the preservation of our race from extinction and to grant representation to our race in the Federal Parliament".
1938	The Aborigines Progressive Association and the Australian Aborigines' League declare 26 January a day of mourning for Aboriginal people.
1948	The Commonwealth Nationality and Citizenship Act gives the category of 'Australian Citizenship' to all Australians, including Aboriginal and Torres Strait Islander peoples, for the first time. However, at a state government level Aboriginal and Torres Strait Islander peoples still suffer legal discrimination.
1962	The Commonwealth Electoral Act is amended to give the vote to all Aboriginal and Torres Strait Islander peoples at Federal elections.
1963	Yolngu leaders present the Yirrkala bark petitions to the Australian Parliament, protesting against the seizure of more than 300 square kilometres of Aboriginal land in Arnhem Land for mining.
1965	University of Sydney students, including Charlie Perkins, launch the Freedom Rides, travelling around NSW by bus to draw attention to discrimination against Aboriginal people.
1967	On 27 May, more than 90 per cent of Australians vote 'yes' in a referendum to give the Australian Government the power to make laws for Aboriginal peoples and to include Aboriginal people in the Census.
1971	Neville Thomas Bonner becomes the first Aboriginal parliamentarian following his election as Senator for Queensland.
1972	January: The Aboriginal Tent Embassy is pitched outside Parliament House in Canberra, campaigning for the recognition of Aboriginal land rights. December: The Australian Government establishes the Department of 1975 Aboriginal Affairs.
1975	The Australian Parliament passes the Racial Discrimination Act to help ensure that Australians of all backgrounds are treated equally and receive the same opportunities.
1976	Patricia (Pat) O'Shane becomes Australia's first Aboriginal barrister.
1985	Australian Parliament passes the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth), leading to the establishment of Land Rights legislation in most Australian states in the 1970s and 1980s.
1988	Uluru is handed back to its Traditional Owners.

1991	The Barunga Statement, calling for self-management and land rights for Aboriginal and Torres Strait Islander peoples, is presented to Prime Minister Bob Hawke, who indicates his support for a treaty.
1992	<p>The High Court recognises native title in the landmark <i>Mabo v Queensland (No.2)</i> (1992), busting the myth of terra nullius.</p> <p>Prime Minister Paul Keating delivers the 'Redfern Speech' recognising the history of dispossession, violence and forced removal of Aboriginal children.</p> <p>The Aboriginal and Torres Strait Islander Social Justice Commissioner position is created, with Professor Mick Dodson AM appointed to the position.</p>
1993	<p>The United Nations declares 1993 the International Year of the World's Indigenous People.</p> <p>Australian Parliament passes the Native Title Act.</p> <p>The first National Week of Prayer for Reconciliation is supported by Australia's major faith communities.</p>
1995	The Australian Government officially recognises the Aboriginal and Torres Strait Islander flags.
1996	Following on from the National Week of Prayer for Reconciliation, the Council for Aboriginal Reconciliation launches Australia's first National Reconciliation Week.
1997	<p>The National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from their Families releases the 'Bringing them Home' report.</p> <p>The Australian Reconciliation Conference is held in Melbourne.</p>
1998	National Sorry Day is commemorated for the first time on 26 May.
2000	<p>The CAR delivers its final report to Prime Minister John Howard and the Australian Parliament at Corroboree 2000. Reconciliation Australia is set up as an independent, not-for-profit organisation.</p> <p>May: Approximately 300,000 people walk across Sydney Harbour Bridge as part of National Reconciliation Week, showing support for the reconciliation process.</p>
2004	The Commonwealth Government establishes a memorial to the Stolen Generations at Reconciliation Place in Canberra.
2005	National Reconciliation Planning Workshop is held; attended by the Prime Minister and the Leader of the Opposition.
2006	<p>The Close the Gap campaign for Indigenous health equality is developed following the release of the Social Justice Report 2005.</p> <p>Reconciliation Australia's Reconciliation Action Plan program begins.</p>
2007	<p>Australia celebrates the 40th anniversary of the 1967 referendum.</p> <p>June: The Australian Government, led by Prime Minister John Howard, begins the Northern Territory Emergency Response.</p>
2008	<p>Prime Minister Kevin Rudd formally apologises to the Stolen Generations on behalf of the Australian Parliament.</p> <p>COAG commits \$4.6 billion towards 'Closing the Gap on Indigenous Disadvantage' for projects in health, housing, early childhood development, economic participation and remote service delivery.</p>
2009	Australia supports the United Nations Declaration on the Rights of Indigenous People. Previously, Australia had been one of only four nations to oppose the Declaration.
2010	The National Congress of Australia's First Peoples is established.
2011	The Expert Panel on Constitutional Recognition of Aboriginal and Torres Strait Islander peoples leads wide-ranging public consultations and delivers its findings in January 2012.
2012	The campaign to recognise Aboriginal and Torres Strait Islander peoples in the Constitution begins.
2013	The Australian Parliament passes the Aboriginal and Torres Strait Islander Peoples Recognition Act 2013 to maintain momentum towards a referendum.
2015	The Referendum Council is established.
2016	Reconciliation Australia releases the State of Reconciliation in Australia report.

Courtesy of The State of Reconciliation in Australia Summary Report which can be found at:
https://www.reconciliation.org.au/wp-content/uploads/2017/11/State-of-Reconciliation-Report_SUMMARY.pdf



QUEENSLAND GOVERNMENT RECOGNITION STATEMENT

Australian South Sea Islander Community

The Queensland Government hereby formally recognises Australian South Sea Islanders as a distinct cultural group.

Australian South Sea Islanders are the Australian-born descendants of predominantly Melanesian people who were brought to Queensland between 1863 and 1904 from eighty Pacific Islands, but primarily Vanuatu and the Solomon Islands.

Australian South Sea Islanders are not indigenous to this country. South Sea Islanders were brought to Australia as a source of cheap labour for Queensland's primary industries. Many people were tricked into coming, others were kidnapped or "blackbirded". Men, women and children were forced to work long hours at exhausting manual work for low or no wages while living in very poor conditions. Many were treated like slaves. In the early 1880s, the death rate among South Sea Islanders was five times higher than the comparable European population.

Between 1906 and 1908 South Sea Islanders were deported under the White Australia Policy. South Sea Islanders protested and petitioned the Government against deportation. The descendants of those who remained in Australia are known today as Australian South Sea Islanders. The generation of South Sea Islanders who remained after deportation were subjected to ongoing racial discrimination and harsh treatment, including restrictions as a consequence of government legislation. Some trade unions also adopted exclusionary practices which disadvantaged the community. Many Australian South Sea Islanders are today still living in conditions well below the standard of living enjoyed by most other Australians.

The Australian South Sea Islander community has played a major role in the economic, cultural and regional development of Queensland. Australian South Sea Islanders provided labour to help build local economies

and key industries. They played a significant role in the sugar industry. They also contributed to the development of farming and grazing, as well as the maritime industry, pearling, mining, the railways, domestic services and childcare. Individual Australian South Sea Islanders have excelled in politics, government, religion, sports, art, business, health and education. They have also served the nation as members of the defence force in times of peace and war. While their work benefited the State as a whole, Australian South Sea Islanders remained in a state of poverty.

Australian South Sea Islanders' unique spirituality, identity and cultural heritage enrich Queensland's culturally diverse society. For more than a century their culture, history and contribution to Queensland have been ignored and denied. Even today there is little knowledge or understanding among the Australian community about Australian South Sea Islanders.

The Government acknowledges and regrets that Australian South Sea Islanders experienced unjust treatment and endured social and economic disadvantage, prejudice and racial discrimination. The Government also recognises that Australian South Sea Islanders continue to face significant disadvantages.

The Queensland Government is committed to ensuring that present and future generations of Australian South Sea Islanders have equality of opportunity to participate in and contribute to the economic, social, political and cultural life of the State.

The Queensland Government requires its departments and other agencies to act on this commitment through their policies, programs and services.

This was signed in the Queensland Parliament on 7 September 2000 by the Premier, the Leader of the Opposition, and the Speaker of the House.



Glossary

IA	Indigenous Affairs
IAA	Indigenous Affairs Advisor
BoD	Board of Directors
C&CR	Corporate and Community Relations
C&CRS	Corporate and Community Relations Specialist
CEO	Chief Executive Officer
CIO	Cross Industry Operations
CIP	Community Investment Program
EMT	Executive Management Team
ERM	Employee Relations Manager
ERS	Employee Relations Specialist
FDCLG	Future Directions Community Liaison Group
GOC	Government Owned Corporation
GPC	Gladstone Ports Corporation
ILUA	Indigenous Land Use Agreement
M&LO	Mentor and Liaison Officer
NAIDOC	National Aborigines and Islanders Day Observance Committee
NRW	National Reconciliation Week
PC&S GM	People Community and Sustainability General Manager
RAP	Reconciliation Action Plan
SS	Supply Superintendent



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Gladstone Ports Corporation
Growth. Prosperity. Community.



**RECONCILIATION
ACTION PLAN**

STRETCH