

RECONCILIATION ACTION PLAN

October 2018 - October 2019



RECONCILIATION
ACTION PLAN

REFLECT

Noetic acknowledges the Ngunnawal People as the Traditional Owners of the land on which we work and pay our respects to Elders past and present.



NOETIC GROUP PTY LIMITED

Reflect Reconciliation Action Plan October 2018 – October 2019

The Noetic Group Pty Limited (Noetic) is an Australian owned, international consultancy firm that provides professional services to the government, not-for-profit, national security and defence, emergency management, mining, and oil and gas sectors. We bring together great people to inject fresh ideas and provide drive and energy to deliver implementable solutions.

At Noetic we have over 15 years of experience in helping our clients with strategy, its implementation, reviews and evaluation, and capacity building. Our work includes fostering diversity and inclusion, building high performance teams, leadership mentoring and coaching, training analysis and design, workshop facilitation, implementing and evaluating cultural change, and providing strategic communication.

Noetic began with a vision of growing a professional services firm to rival the established strategic advisory firms within the market. We sought to bring together great people who would inject fresh ideas and provide drive and energy to client assignments. This formula has underpinned our success and has resulted in Noetic's enviable reputation as a recognised tier two professional services firm that stands out from the crowd.

Over the years Noetic has expanded both the services we offer and the industry sectors we work with. Our services are underpinned by strong, and in some cases unique, intellectual property that has been refined and documented through proven practical experience. We have built industry sector presence by recruiting talented people, including a number of subject matter experts who bring world class experience, knowledge and skills to our projects.

At 1 October 2018, Noetic employed 35 permanent staff covering a wide range of roles and responsibilities. In addition, we have an extensive pool of associates and subject matter experts that contribute to the Noetic workforce.

At 1 October 2018, Noetic did not have any staff who identify as Aboriginal or Torres Strait Islander. Noetic has previously employed consultants who identified as Aboriginal. Noetic does have an existing relationship with Miindalarray and Associates, an Indigenous owned company.

Noetic is nationally and globally focused, with offices in Australia (Canberra, Sydney, and Brisbane) and the US, and representation in Timor Leste and Papua New Guinea.

OUR RAP

Our RAP Noetic is developing a RAP to reflect our belief in, and desire to, actively support reconciliation in Australia. Our view is to engender a genuine and mutual understanding and respect for Aboriginal and Torres Strait Islander peoples, and the importance of a diverse and inclusive culture. Noetic is proud to have developed this RAP and has aligned our vision for reconciliation with our aspirations to continue our development and maintenance of a diverse and inclusive workforce.

We also acknowledge the efficacy of a RAP in helping to drive reconciliation through practical actions in the workplace, such as taking part in Reconciliation Week, developing awareness of the state of Reconciliation in Australia and working towards attracting and maintaining an inclusive and diverse workplace for all our staff.

Noetic firmly believes that our success as a company is based on the people we employ and we believe that our strength lies in the differences, not the similarities of our staff. Our Diversity and Inclusion Strategy (2016) provides a holistic approach to maintaining an inclusive and diverse workplace, which includes actions for attracting Aboriginal and Torres Strait Islander peoples to our workplace. We view the RAP as an extension of these actions.

Noetic's reconciliation journey has been ongoing since the establishment of the company in 2001. During this time, Noetic has worked with a range of Aboriginal and Torres Strait Islander organisations such as Malpa, an Indigenous health organisation to assist in developing an evaluation framework for its Young Doctors Program. We have also worked with four Aboriginal Land Councils and one Aboriginal Neighbourhood Centre as part of the Aboriginal Land Councils Capacity Building Program. As part of this project, Noetic in collaboration with stakeholders prepared key policy documents such as housing management policies, policy development programs, stakeholder management plans, asset management and risk plans.

Noetic has also worked collaboratively with the Nambucca Heads Local Aboriginal Land Council (LALC) and NSW Aboriginal Housing Office (AHO) to develop an Initial Assessment Tool to assess the Nambucca Heads LALC against the AHO priority ranking areas. As part of this project, Noetic developed the AHO Capacity Building Report Template that provides an overview of the identified capacity building needs. Noetic has also worked with Department of Families, Housing, Community Services and Indigenous Affairs to provide Strategic Business Planning Support. The company worked with the Torres Strait Regional Authority on developing its information technology strategy. The company has worked with the Gundjeihmi Aboriginal Corporation (GAC) in NT as part of our work for the NT government at Ranger Uranium Mine.

Noetic has recently established a partnering arrangement with Miindalarray and Associates (Indigenous owned and operated business) as a collaborative partner to deliver mainstream strategic business and leadership services to governance organisations. This sees Noetic subcontract work to Miindalarray and Associates and also subcontract to Miindalarray and Associates. This collaboration allows Noetic to develop as an employer with an engaged workforce in the reconciliation journey. Noetic also undertake projects in the not-for-profit sector such as Kulture Break, a Canberra based charity youth service provider with a community arts focus, on a pro-bono basis.



The Noetic champion for the RAP is the CEO, Andrew Balmaks. Andrew believes that for an organisation of Noetic's size the RAP must be championed by the organisation's leader. Andrew is a strong supporter of empowering people through engagement, education and participation in the workplace drawing on his own background as the son of migrant refugees and life experience.

The development of our RAP was initiated after holding a work forum on National Reconciliation Week. The RAP Working group is comprised of members of Noetic's Diversity and Inclusion Work Group (DIWG). The DIWG has voluntary membership and works to build diversity and inclusion across the company. It is Chaired by one of the company's co-founders.

OUR PARTNERSHIPS & CURRENT ACTIVITIES

Community partnerships

Noetic is a sponsor and supporter of The Malpa Project which provides a range of services and education to respond to the significant unmet needs of remote Indigenous communities afflicted by poor health in Australia. Peter Dunn (a Noetic Associate) has been the Chairman of The Malpa Project since 2012. Noetic has undertaken fundraising and provided pro-bono services to support its operations.

Internal activities/initiatives

Noetic demonstrates respect for Aboriginal and Torres Strait Islander cultures, histories and contemporary issues through recognition of/participation in (as applicable):

- + 1997 'Bringing Them Home' Stolen Generations Report
- + NAIDOC Week
- + National Apology
- + National Reconciliation Week
- + National Sorry Day
- + Close the Gap
- + Mabo Day
- + 1967 Referendum.

Other initiatives include:

- + Acknowledgement of Country in staff email signatures
- + Acknowledgement of Country when facilitating meetings and workshops
- + Job vacancies listed in the Koori Mail
- + Establishment of a Memorandum of Understanding, with local Indigenous firm, Miindalarray and Associates.



RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Establish a RAP Working Group	<ul style="list-style-type: none"> Form a RAP Working Group that is operational to support the implementation of our RAP, comprising decision-making staff and other staff from across our organisation. 	October 2018	Diversity and Inclusion Working Group (DIWG) Chair
2 Build internal and external relationships	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. Investigate opportunities to increase pro-bono activities. Strengthen our existing relationship with other Aboriginal and Torres Strait Islander organisations such as GAC. Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations. Raise external awareness of our RAP. Raise awareness of/explore opportunities to support the Uluru Statement from the Heart campaign. Support our territory-based reconciliation council. 	October 2018 to December 2019	CEO, DIWG and Marketing Manager
3 Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage our staff to attend a NRW event. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	Annually NRW takes place from 27 May to 3 June each year	Bid Manager
4 Raise internal awareness of our RAP	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. Engage our senior leaders in the delivery of RAP outcomes. 	October 2018 to December 2019	DIWG



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5 Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> • Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. • Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. • Conduct a review of cultural awareness training needs. • Investigate cultural immersion programs. • Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool to all staff. 	January to March 2019	CEO
6 Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. • Introduce our staff to NAIDOC Week by promoting community events in our local area. • Ensure our RAP Working Group participates in an external NAIDOC Week event. • Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance. 	June to July 2019	CEO and DIWG
7 Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> • Have staff explore who the Traditional Owners are of the lands and waters in our local area. • Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. • Develop and implement a plan to further raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	January to October 2019	DIWG



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8 Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none">• Develop a business plan for Aboriginal and Torres Strait Islander employment within our organisation.• Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).	June to October 2019	CEO
9 Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none">• Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	June to October 2019	CEO and Bid Manager



GOVERNANCE & TRACKING PROGRESS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 Build support for the RAP	<ul style="list-style-type: none">• Define resource needs for RAP development and implementation.• Define systems and capability needs to track, measure and report on RAP activities.• Complete the annual RAP Impact Measurement Questionnaire (by September 30 each year) and submit to Reconciliation Australia.	January to October 2019	CEO and DIWG
11 Review and Refresh RAP	<ul style="list-style-type: none">• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.• Submit draft RAP to Reconciliation Australia for review.• Submit draft RAP to Reconciliation Australia for formal endorsement.	July to October 2019	CEO and DIWG





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