

RECONCILIATION ACTION PLAN

July 2020 – June 2021



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.



GANDANCARA COUNTRY

NOETIC GROUP PTY LIMITED

Reflect Reconciliation Action Plan July 2020 – June 2021

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 19 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 leading mid-tier 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.

As of 31 July 2020, Noetic employed 56 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.

As of 31 July 2020, Noetic did not have any staff who identify as Aboriginal or Torres Strait Islander. Noetic has previously employed consultants who identified as Aboriginal or Torres Strait Islander.

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

Noetic has developed this 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 Implementation Plan (2020-2023) 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 the 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.



An aerial photograph of a vast, dense forest, likely a tropical rainforest, with a winding river and a dirt road visible. The image is overlaid with a semi-transparent orange filter. The text is positioned in the upper left quadrant of the image.

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 his life experience.

OUR PARTNERSHIPS & CURRENT ACTIVITIES

Community partnerships

Noetic is a 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



RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Maintain a RAP Working Group	<ul style="list-style-type: none"> Maintain 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. 	Ongoing	COO
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. 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. 	July 2020–June 2021	COO, RAP Working Group & 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.	RAP Working Group
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. 	July 2020–June 2021	RAP Working Group



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5 Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. Measure and evaluate 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. 	July 2020–June 2021	COO, HR Manager and RAP Working Group
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. 	November 2020 and 4 July 2021–13 July 2021	COO and RAP Working Group
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. Raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). Encourage our staff to attend Uluru Statement from the Heart unveiling event. Raise awareness of customs and protocols through delivery of cultural training. 	July 2020–June 2021	COO and RAP Working Group



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). 	July 2020–June 2021	COO and HR Manager
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. 	July 2020–June 2021	COO, 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. 	July 2020–June 2021	COO & RAP Working Group
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. 	June 2021	COO & RAP Working Group





For more information contact

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