

RACING QUEENSLAND REFLECT RECONCILIATION ACTION PLAN



SEPTEMBER 2020 – SEPTEMBER 2021



Charlie Chambers (Jr) with Stephanie Belmonte at the artwork unveiling ceremony.

COVER ARTWORK

In March 2020, Racing Queensland commissioned an Aboriginal artist to create a bespoke piece of art to be used in all RAP collateral. Artist: Charlie Chambers (Jr).

ARTIST

Charlie Chambers (Jr) is an Aboriginal Artist and Emu Egg Carver from Cherbourg which is north-west of Brisbane. His tribe is Jarowair from the Toowoomba, Dalby and Bunya Mountain region.

THE GATHERING

This painting is about people attending the race track from bush, country town and city communities to witness with friends and family, whether it is greyhounds, trots or thoroughbred races.



Horse detail from Charlie Chambers' 'The Gathering'.

ACKNOWLEDGEMENT OF COUNTRY

Racing Queensland (RQ) acknowledges the Traditional Custodians of the land on which we operate and conduct our business across Queensland. We pay our respects to Aboriginal and Torres Strait Islander peoples and to Elders, past, present and emerging.

CULTURAL WARNING

Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images or names of people who have since passed away.

ARTWORK LAUNCH

The RAP artwork was officially launched on 7 July 2020. RQ submitted its very first Reconciliation Action Plan (RAP) to Reconciliation Australia on 18 May 2020.

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of all Australians. The Reflect RAP is RQ's formal statement of commitment to reconciliation, setting out the steps to be taken over the next 12 months to prepare the organisation for reconciliation initiatives in successive RAPs.

Artist Charlie Chambers Jr was invited as our special guest to present his artwork for our RAP and talk about the meaning and story of the painting, which he has called "The Gathering".

A Welcome to Country was also performed by Maroochy Barambah, Elder Songwoman and Law-woman of the Turrbal People.





MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

As a sport, racing has long understood the power it possesses to unite communities and engender hope across Queensland.

In addition to being one of Queensland's largest employers – providing more than 11,500 full-time jobs – our racing clubs and racecourses serve as important social hubs from Cooktown to Stanthorpe and everywhere in between.

And as we continue to operate, we are constantly striving to create respectful relationships and to provide enhanced opportunities for Aboriginal and Torres Strait Islander peoples and Aboriginal and Torres Strait Islander businesses to become involved in the Queensland racing industry.

As an initiative of Reconciliation Australia, the Reconciliation Action Plan (RAP) program provides an important framework for organisations to support the national reconciliation movement.

A RAP contributes to reconciliation by supporting organisations to develop respectful relationships and to create meaningful opportunities in Queensland and across Australia.

In developing RQ's first RAP, it outlines our own path towards reflecting and formally embarking on the journey of reconciliation. We see our RAP as a mechanism to advance reconciliation within our own sphere of influence across the three codes of racing in Queensland.

RQ's RAP aligns with its purpose and values and includes both internal and external goals to be implemented over the next 12 months that will contribute to reconciliation.

This provides the foundation for RQ to build trust and strengthen relationships, both internally and externally; deepen our understanding and respect for our First People's rich histories, cultures and achievements; and promote sustainable partnerships and opportunities with our local communities.

It also underpins RQ's aspiration to improve the cultural diversity of our organisation, which is reflective of the communities in which we operate and live.

At RQ, we believe a diverse and inclusive workplace means we can truly be our best.

We are also developing an awareness within our leaders and our employees, which stresses that we are collectively responsible for providing services to people with differing backgrounds and from different cultures to create a sense of belonging in our workplaces by engaging with our racing clubs and local communities to enrich our knowledge of Aboriginal and Torres Strait Islander peoples cultures.

The success of our RAP program focuses on developing trusting, collaborative and supportive partnerships with Aboriginal and Torres Strait Islander peoples, organisations and communities.

RQ's key feature is based on the respect of recognised First People's sacred sites and special places.

We acknowledge and respect Aboriginal and Torres Strait Islander peoples as the First Nations' Peoples of Australia the Traditional Owners and Custodians of this land.

Brendan Parnell
Chief Executive Officer, Racing Queensland.

OUR RAP WORKING GROUP



Michelle McConachy
Executive General Manager People and Business Services
(RAP Executive Sponsor)



Stephanee Belmonte
People and Performance Manager



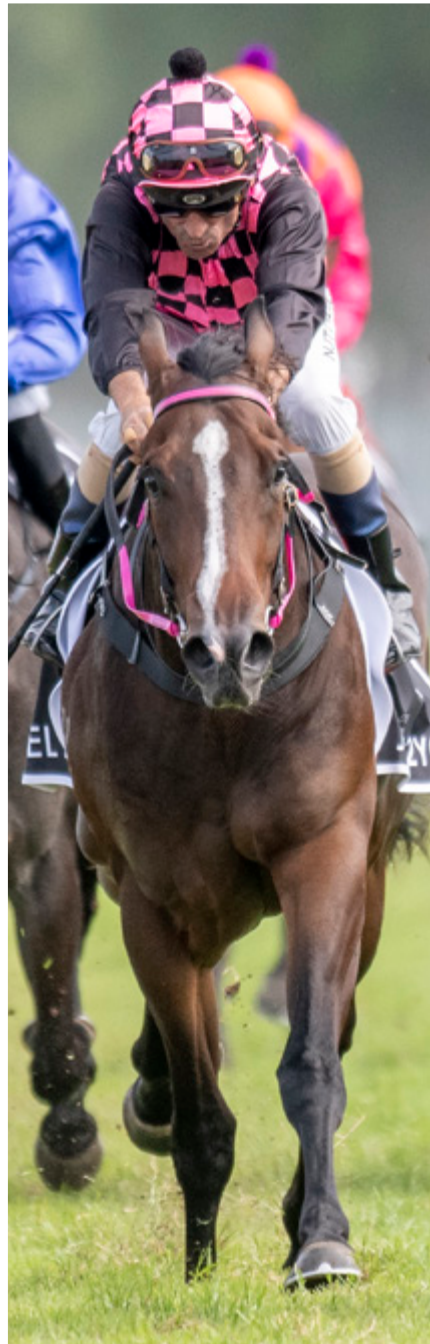
Toni Fenwick
Executive Administration Team Leader



Tiarna Regitz
Administration Assistant - Legal



Kiaarn Holland
RTO Industry Educator



MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Racing Queensland to the Reconciliation Action Plan program with the formal endorsement of its inaugural Reflect RAP.



Karen Mundine

Through this plan, Racing Queensland joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, the RAP program has provided a framework for organisations to support the national reconciliation movement.

The four RAP types: Reflect, Innovate, Stretch and Elevate, allow organisations to continuously develop their reconciliation commitments in new ways.

This Reflect RAP lays the foundations, preparing the workplace for future RAPs and reconciliation initiatives.

RAPs drive change across the nation by leveraging organisational structures and their diverse spheres of influence, and provide real opportunities for staff to contribute to, and benefit from, advancing reconciliation.

Over 2.3 million people now work or study in an organisation with a RAP. The RAP program's potential for impact is greater than ever.

The RAP program's strength is its framework – relationships, respect and opportunities – which allow an organisation to set out its own reconciliation objectives and actions, in line with its own business objectives.

RAPs provide organisations with a blueprint to contribute toward the five dimensions of reconciliation: race relations; equality and equity, institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories,

knowledge, and leadership within and across all sectors of Australian society.

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

Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Racing Queensland, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer,
Reconciliation Australia



**RECONCILIATION
ACTION PLAN**

REFLECT

ABOUT RACING QUEENSLAND

OUR BUSINESS

Racing Queensland is the state governing body across the three racing codes in Queensland. Our primary purpose is to promote, enhance and provide a service to the racing industry across the three codes of racing: Thoroughbred, Greyhound and Harness.

Employing approximately 90 people at our head office located at Deagon and other satellite offices at Albion Park and Rockhampton, the number of Aboriginal and Torres Strait Islander peoples employed at RQ are not currently known, however, we have four apprentices who have self-identified as Aboriginal and/or Torres Strait Islander peoples, and are featured in this RAP under Education.

RQ has strong affiliations with 128 active racing clubs across the length and breadth of the state. RQ supports almost 40,000 industry participants in a range of vocations from horse and greyhound trainers to stewards, administrators, jockeys, apprentices and trainees, along with many other industry specialists unique to our sport throughout Queensland.

We are committed to realising the diversity of the organisation and creating an environment where openness to other cultures and a diverse range of opinions,

knowledge and experience is respected, encouraged and valued.

Annual Report:

<https://www.racingqueensland.com.au/Corporate/About-Racing-Queensland/Annual-Report>

Strategic Plan:

<https://www.racingqueensland.com.au/corporate/our-plan>

OUR VISION, PURPOSE AND VALUES

OUR VISION

To become the #1 sporting industry in the Sunshine State.

OUR PURPOSE

To champion great racing and events which connect Queensland communities.

OUR TIMELESS VALUES

- Making a Difference
- Achieving Excellence
- Earning and Showing Respect
- Doing What We Say
- Valuing Team Above Self
- Demonstrating Great Leadership



OUR HISTORY

RQ has a proud history of diversity across the three codes of racing. As an industry, we have encouraged and established relationships with Aboriginal and Torres Strait Islander peoples, particularly in the thoroughbred racing code. Many aboriginal jockeys have become champions of the sport and their legacies still live and breathe within the sporting arena of thoroughbred horse racing.

Richard Lawrence ‘Darby’ McCarthy was born in Cunnamulla, western Queensland, and became one of Australia’s best jockeys in the 1950’s and 60’s.

He frequently rode in Brisbane where his record includes three Stradbroke Handicaps, the Brisbane Cup and the Doomben 10,000.

The Queensland racing industry recently mourned the loss of Hall of Fame jockey Darby McCarthy who passed away in May 2020.

It is with Darby’s family’s blessing, that we are able to celebrate him as a trailblazing hoop, who achieved widespread acclaim during the 1950s and 1960s and rode more than 1000 winners during a highly decorated career.

In Sydney, Darby won the 1969 AJC Derby on Divide And Rule and the Epsom with

Broker’s Tip on the same day before leaving Australia to ride across Europe in Paris and at Royal Ascot.

A proud descendant of the Mithika peoples, Darby was one of 13 children who was born in the sandhills outside of Cunnamulla in western Queensland.

Having left school at the age of nine to work on a station, Darby’s passion for horses developed and his natural skills were recognised before enrolling in Queensland’s jockey school at eleven.

Darby would go on to be crowned the champion of the Queensland apprentice jockey school in 1960 and 1961.

Darby McCarthy won his first race at a Flying Doctors race meeting in Thargomindah – by six lengths – before steering Mullala (1963), Cele’s Image (1964) and Castanea (1966) to victories in the Stradbroke.

In 2004, Darby became just the fourth jockey to be inducted into the Queensland Hall of Fame, following in the footsteps of Mick Dittman, George Moore and Neville Sellwood, before being awarded a Medal of the Order of Australia for his services to racing and his work with indigenous youth in 2016.



‘Darby’ McCarthy



Frank Reys

Darby McCarthy spent his final years on the Darling Downs and continued to serve as a role model, particularly for Aboriginal and Torres Strait Islander communities, and was inducted in the Aboriginal and Islander Sports Hall of Fame.

In early 2020, the Toowoomba Turf Club hosted the inaugural ‘Darby McCarthy Raceday’ and used the meeting to raise funds to provide leadership guidance to Indigenous communities in south west Queensland through sport.

Frank Reys career as a jockey began in Northern Queensland and in 1948 at the age of 16 years old he had his first winning ride. Throughout the duration of his career, he had 1,330 winning rides, and was the first Aboriginal Jockey to ride a winner at the 1973 Melbourne Cup.

Leigh-Ann Goodwin was a trailblazer in her own right as she became the first female Aboriginal jockey to ride a winner at a metropolitan track. After piloting more than 100 winners, Leigh-Ann was tragically involved in a race fall at Roma in 1998 and died as a result of the injuries she sustained.

EDUCATION AT RACING QUEENSLAND

Racing has long understood the power that it possesses to be able to unite communities and engender employment opportunities across Queensland.

Metropolitan hubs and regional areas experience the positive impact of community partnerships, training programs and welfare initiatives facilitated by three codes of racing.



Kiaarn Holland - RTO Industry Educator

Racing Queensland offers a variety of education and training courses that underpin those within the industry seeking further professional or tertiary development and assist those looking for opportunities to enter the racing industry.

Racing Queensland is a Registered Training Organisation, based at Deagon, that provides approved education and training to Trainees in metropolitan and regional Queensland.

The training is nationally recognised through established traineeship and apprenticeship qualifications for stable hands (including advanced courses), track work riders/jockeys and stable forepersons.

These opportunities provide access to competency-based training in practical skills and theoretical knowledge relevant to roles associated with the professional sport of racing in Queensland.

Racing Queensland's Registered Training Organisation delivers qualifications from the Racing and Breeding Training Package.



Kiaarn Holland - RTO Industry Educator

The qualifications are delivered, primarily, as traineeships and apprenticeships and are offered on a school-based, part-time or full-time basis

RQ accepts enrolments into the following courses:

- RGR10118 - Certificate I in Racing (Stablehand)
- RGR20218 - Certificate II in Racing Industry
- RGR30218 - Certificate III in Racing (Stablehand)
- RGR30518 - Certificate III in Racing (Trackwork Rider)
- RGR40218 - Certificate IV in Racing (Jockey)

Eligibility criteria includes; minimum 15 years of age seeking employment in the racing industry in Queensland as a Stablehand, Trackrider or Jockey. No previous experience with horses is necessary.



RTO
Provider
31452

BENEFITS OF WORKING IN THE RACING INDUSTRY

There are many benefits associated with pursuing a career in the racing industry in Queensland:

A unique opportunity to embark on an exciting, challenging and rewarding new career;

Racing is a local, national and international industry with employment opportunities available worldwide, which provides opportunities to potentially travel;

Former graduates have been employed throughout Australia, as well as in Ireland, America, Dubai, Singapore, New Zealand and Japan; and

Demand is high for qualified and skilled workers.

RACING QUEENSLAND IS PROUD OF THE FOLLOWING INDIGENOUS TRAINEES AND GRADUATES:

Shae Nielson – recently commenced the Certificate III Trackwork Rider. At the completion of her certificate, Shae will likely progress to the 4-year Certificate IV jockey apprenticeship.

Dakota Graham – completed the Certificate III Trackwork Rider and is now

approximately 12 months from completing the Certificate IV Jockey apprenticeship.

Sarah Daley – completed the Certificate III Trackwork Rider and commenced the Certificate IV Jockey apprenticeship in November 2019.

Isabella Teh – completed the certificate III Trackwork Rider and is also approximately 12 months from completing the Certificate IV Jockey apprenticeship.

ISABELLA TEH

Isabella Teh is a 24-year-old apprentice jockey to Pat Duff (Trainer) in Deagon and is a proud Bundjalung woman.

Isabella commenced her racing career with Arabian Racing. Whilst attending high school, Isabella found time to study her Certificate III in Trackwork Rider before following a career path as an apprentice jockey. Isabella is currently studying her Certificate IV in Jockey with Racing Queensland's Education Department.

Isabella is proud the Bundjalung Tribe is more of a Nation as it covers a vast area of Australia from the north east of New South Wales to the south east of Queensland.

Isabella shared the story of her Grandmother who was one of nine children growing up on a small property called Rivertree; still hunting and gathering in the traditional ways of her Elders.

Isabella explains that some of the family history had been lost or not spoken about as her Great Grandmother along with many other relatives were part of the Stolen Generation.

Isabella understands that some parts of her family's history were not passed down due to the hurt surrounding those circumstances.

Over the years Isabella's family has discovered new family and their tribal history has been revived so they can now celebrate together as one mob which doesn't have to be only immediate family.

Isabella is a young Bundjalung girl whose sights are set on being one of the first Indigenous women to win a variety of Group 1 races and repeat her success abroad.



BENEFITS OF WORKING IN THE RACING INDUSTRY CONTINUED

SARAH DALEY

Sarah Daley is a 22-year-old proud Bundjalung woman based in Rockhampton. Sarah began her career with thoroughbreds as a stable hand after having a lifelong desire to work with horses.

Sarah is currently pursuing a career as an apprentice jockey with Racing Queensland. Sarah enjoys all aspects of the training and enjoys applying the new skills and knowledge gained through study. Sarah is yet have her first race ride and harbours ambitions of winning premierships and expanding on her studies in other areas once reaching the rank of senior jockey.

Sarah is the Great Granddaughter of William Leslie “Tracker” Robinson, a renowned horse trainer, boxer, police tracker and artist. William was a Bundjalung man who began developing horsemanship skills around the age of ten and at the age of fifteen started boxing with Jack Ross’s Traveling show.

William had a lengthy career with the New South Wales Police Force after being scouted at the Grafton annual cup carnival for showing fearlessness and great skill when dealing with horses. He was promoted to Sergeant in 1945 and was well known for his exceptional horsemanship and tracking skills.

Whilst undertaking his career with the NSW Police Force, he pursued boxing and

was renowned for taking on any opponent of any class; successfully defeating opponents with a 19kg weight advantage thanks to his level of skill and agility.

William was also a self-taught artist in high demand who painted for most of his life.

To Sarah, the word ‘reconciliation’ means everyone coming together and finding better and new ways after problems have been rectified.

Sarah proudly compares many of her Great Grandfather’s traits of motivation, goal setting, horsemanship and determination to her own.



PROUD INDIGENOUS WOMAN TRAINS HER FIRST WINNER

Not many Indigenous women train standardbreds, let alone nail their first winner at just their fourth attempt, but Danielle Fitzgerald achieved that – and some – at Recliffe Paceway in early 2020.

When Artistic fella mare, Bambole Nere and Paul Diebert won the NR45-49 third race by 4.7 metres, Fitzgerald also claimed a \$10,000 bonus on top of the winning stake of \$2,815 – all from a horse that was gifted to her for free.

“It was a great thrill and an unbelievable feeling. Not many Indigenous women train and own a harness racing winner – and I’m very proud of both that and my culture. It still hasn’t really sunk in. Paul Diebert said he was going to be the one to get me my first winner and sure enough!

“The QBRED Bonus just topped it all off. It is a fantastic initiative because it keeps horses and trainers like me in the game. It’s an incentive that just makes all the training worthwhile. I’m hoping she can go on with it and win the \$7,500 next season. She’s still only five and got plenty of time,” Tarampa-based,” Fitzgerald said.

It was Bambole Nere’s third win in 34 career starts since her debut fifth at Albion Park on December 1, 2017. She’s also placed three times for \$11,009 in stakes.

Diebert settled the brown mare in fourth position early from gate two, and then had her in the one-one ready to pounce. That she did, pacing the 2,040m mobile in 2;32.2, which equated to a 2:00 flat mile rate.

“If it wasn’t for well-known Queensland breeder, Steve Clements, none of this would have happened. He gifted the horse to me, so a big thankyou to him.”

“She has had three trainers before me – the last being David Rodger (Jr) who trained her for two wins. She’s had two fifths and an eighth for me since late January.”

Fitzgerald only has one horse in work.

“I will be commencing veterinary science in 2021 at James Cook university but until then I’m going to immerse myself in as much harness racing as I can. My next goal is to have a race drive. For me life has definitely begun at 40.

“I got my licence last year in August but haven’t had the opportunity to train until now.

“I left Kenny Belford’s stable last year to go work for Grant and Trista Dixon. I left there to work and live at Richard Hutchinson’s. Richard has been the biggest influence on my style of training to date. He’s taught me so much and I admire him a lot,” Fitzgerald said.

And speaking of admiration there was no-one prouder than Fitzgerald’s mother, Quandamooka woman Cynthia Stone.

“She was so proud. My Mum is very happy to see me carrying on our mob’s involvement in the horse racing industry. Her Uncle Colin ‘Mulberry’ Anderson was a jockey and he won the Ipswich Cup.

“My Mum also owns part of a galloper called Whistling Arrow, who is a race winner.

“Family is very important to me, and these past few weeks have been painful after losing my sister-in-law recently – so this win was a nice pick-me-up for all of us,” Fitzgerald said.

In fact Fitzgerald said she was not the only family member to record a winner last Thursday.

“My cousin, Carlin Anderson, who plays for the Townsville Blackhawks, and is signed to North Queensland Cowboys, had a winner on the same day as me in the gallops.

“His horse is called Ephesian. How cool is that!” Fitzgerald exclaimed.

Family means so much to her that her lilac silks are a tribute to her 22-year-old daughter Lucy because it is her favourite colour.



OUR RECONCILIATION ACTION PLAN

Racing Queensland is committed to developing its inaugural Reflect RAP, which aligns with its diversity and inclusion framework and corporate strategic plan.

In addition, and due to RQ being a Queensland Government Statutory Authority, the RAP further aligns with the Queensland Government's RAP (2018 – 2021) and commitment to ensure equality, equity, recognition and advancement of Aboriginal and Torres Strait Islander peoples across all aspects of society and in everyday life.

In May 2020 RQ formed its very first RAP working group. The Executive Sponsor for the RAP is the Executive General Manager of People and Business Services. The RAP working group is led by the People and Performance Manager who is the RAP Champion for RQ.

The RAP working group will implement the RAP, and consists of three other employees across the organisation who expressed an interest in reconciliation, diversity and inclusion.

The purpose of RQ's Reflect RAP is to:

- formally commit to reconciliation;

- lay the foundation and prepare its workplaces for reconciliation initiatives and further RAPs;
- describe the reconciliation actions to be taken in the first year;
- build relationships and engagement with local Aboriginal and Torres Strait Islander communities throughout Queensland;
- improve participation levels of Aboriginal and Torres Strait Islander peoples in the racing industry;
- partner with organisations that share similar values and commitments to Aboriginal and Torres Strait Islander communities;
- develop a diverse, inclusive and collaborative workplace culture that advocates for Aboriginal and Torres Strait Islander programs, initiatives and opportunities; and
- engage employees and external stakeholders in reconciliation through targeted actions.

RQ aims to create a culture where all team members, irrespective of background or

attributes, are treated with respect and honesty while contributing to the team. This type of culture readily supports the principles of equal employment opportunity across gender, ability, race, ethnicity and social-economic background, as well as other differences including work styles, education, family, sporting or study responsibilities.

RQ's timeless values and behaviours are the responsibility of every employee when interacting with current and potential team members and external stakeholders.

By implementing a Reflect RAP, RQ aims to build and strengthen relationships, and create opportunities to work together with Aboriginal and Torres Strait Islander peoples and further develop a workplace culture that understands, values and respects the history, diversity, and contributions of Aboriginal and Torres Strait Islander peoples.

RQ is committed to developing cultural awareness and benefitting from the tangible outcomes from improved employment opportunities and support for local Indigenous businesses.



RELATIONSHIPS



RQ is committed to building trusted and credible relationships with Aboriginal and Torres Strait Islander peoples, businesses and community representatives as part of the journey to reconciliation.

As a responsible corporate citizen, RQ is committed to making a difference in the community by working with local Aboriginal and/or Torres Strait Islander groups to help guide our actions toward reconciliation and further demonstrate inclusivity, understanding and appreciation of Aboriginal and Torres Strait Islander cultures

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within local area or sphere of influence to connect with on reconciliation journey..	People and Performance Manager	September 2020
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Executive Administration Team Leader	September 2020
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to employees.	People and Performance Manager	May 2021
	RAP working Group members to participate in an external NRW event.	RAP Working Group (RWG)	27 May to 3 June 2021
	Encourage and support employees and senior managers to participate in at least one external event to recognise and celebrate NRW.	Executive General Manager People and Business Services	May 2021
3. Promote reconciliation through sphere of influence	Communicate RQ's commitment to reconciliation to employees.	People and Performance Manager	October 2020
	Identify external stakeholders that RQ can engage with on our reconciliation journey.	RTO Industry Educator	October 2020
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Executive Administration Team Leader	November 2020
4. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination.	Administration Assistant - Legal	November 2020
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	People and Performance Manager	November 2020

RESPECT

RQ is committed to building awareness among employees about Aboriginal and Torres Strait Islander cultures, history and achievements.



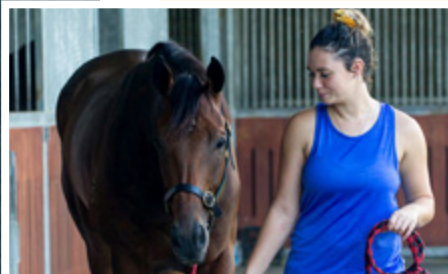
ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop a business case for increasing, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.	Executive General Manager People and Business Services	December 2020
	Conduct a review of cultural learning needs within RQ.	People and Performance Manager	December 2020
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within RQ's operational area.	Executive Administration Team Leader	September 2020
	Increase our employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	People and Performance Manager	September 2020
	Invite a Traditional Owner to provide a Welcome to Country at significant RQ events.	People and Performance Manager	September 2020
	Organise a smoking ceremony and /or performance at the launch of the new RAP.	People and Performance Manager	September 2020
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC week	Raise awareness and share information with employees about the meaning of NAIDOC Week, which includes information about local Aboriginal and Torres Strait Islander peoples and communities.	RTO Industry Educator	November 2020 and July 2021
	Introduce our employees to NAIDOC Week by promoting community events in local areas.	Administration Assistant - Legal	October 2020, July 2021
	RAP working group members to participate in an external NAIDOC Week event.	RWG	November 2020, July 2021

OPPORTUNITIES

RQ will explore opportunities to raise awareness across employment, education and enterprise opportunities for Aboriginal and Torres Strait Islander peoples.

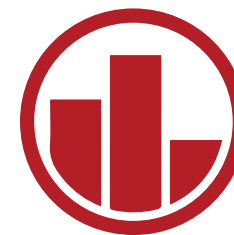


ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, education and professional development	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	People and Performance Manager	December 2020
	Develop a business case for Aboriginal and Torres Strait Islander future employment and professional development.	Executive General Manager People and Business Services and People and Performance Manager	December 2020
	During recruitment application process, add ability to optionally identify as Aboriginal and/or Torres Strait Islander people.	People and Performance Manager	January 2021
	Engage with, and advertise all vacancies with, Aboriginal and Torres Strait Islander employment agencies and groups in Brisbane (e.g. Aboriginal Employment Strategies)	People and Performance Manager	January 2021
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in RQ's workforce.	People and Performance Manager	January 2021
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses.	Administration Assistant – Legal with Procurement Manager	February 2021
	Develop and communicate a list of Aboriginal and/or Torres Strait Islander businesses that can be used to procure goods and services.	Procurement Manager	March 2021
	Investigate Supply Nation membership.	Procurement Manager	March 2021



GOVERNANCE & TRACKING

RQ is committed to good governance, tracking and transparent reporting on progress of Reflect RAP initiatives and acknowledges the importance of continuous learning to assist in shaping future RAPs.



ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Form a RWG to govern RAP implementation	People and Performance Manager	September 2020
	Draft a Terms of Reference/Charter for the RWG.	People and Performance Manager	September 2020
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	People and Performance Manager	September 2020
11. Provide appropriate support for effective implementation of RAP commitments	Define resource requirements for RAP implementation	People and Performance Manager	September 2020
	Engage senior leaders in the delivery of RAP commitments.	Executive General Manager People and Business Services	September 2020
	Define appropriate systems and capability to track, measure and report on RAP commitments	People and Performance Manager	October 2020
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	People and Performance Manager	30 September, 2021
	Register via Reconciliation Australia's website to begin developing RQ's next RAP.	People and Performance Manager	May 2021

NAIDOC WEEK 2020



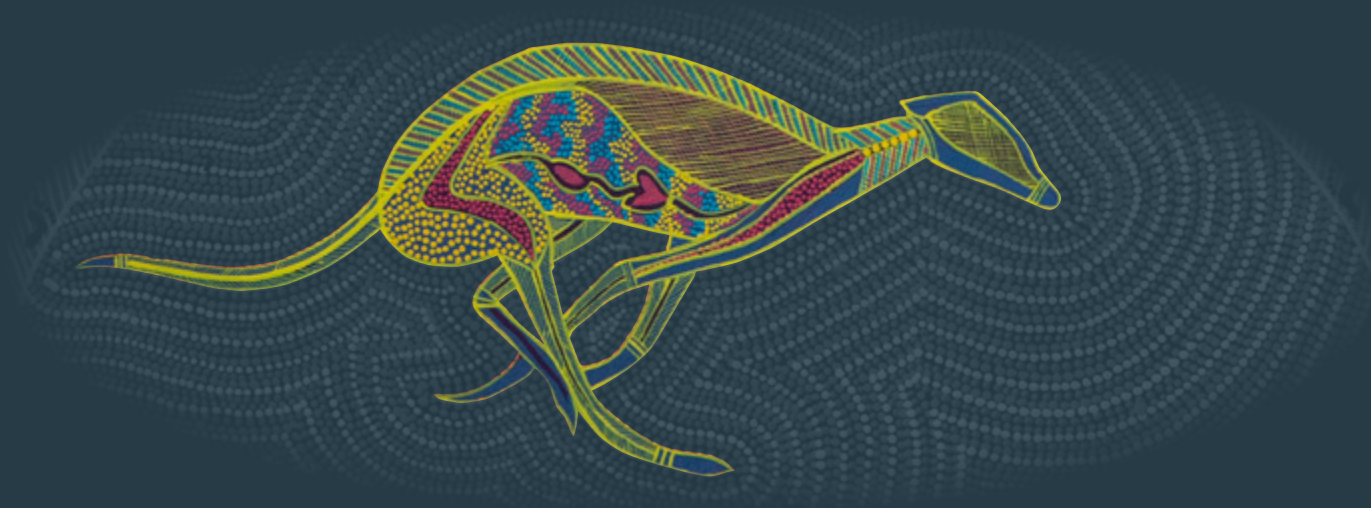
RQ NAIDOC CELEBRATION RACE DOOMBEN



RQ NAIDOC CELEBRATION CHASE IPSWICH



RQ NAIDOC CELEBRATION PACE ALBION PARK



Greyhound detail from Charlie Chambers' The Gathering.



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