



RAP

STRATEGIC PLAN

11/03/2021

Powered by

OUR PLAN

Vision

Springmount Services will focus on building good relations between all our employees and we are committed to promoting and supporting indigenous people within our organisation

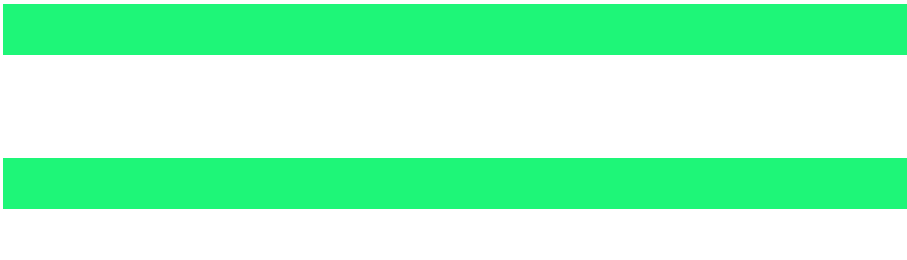
Values

We respect the unique contributions of Aboriginal and Torres Strait Islander peoples in Australia

We believe in being an equitable and considerate employer

We will connect to our wider Indigenous community

Line of Action	Organizational Goal	Timeline											
		March	April	May	June	July	August	September	October	November	December		
Relationships	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations by 31st Dec 2021	[Green bar]											
	Participate in and celebrate National Reconciliation Week (NRW) by 31st Dec 2021	[Green bar]											
	Promote positive race relations through anti-discrimination strategies by 31st Dec 2021	[Green bar]											
	Promote reconciliation through our sphere of influence by 21st Apr 2021	[Yellow bar]			[Green bar]								
Respect	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols by 31st Dec 2021	[Green bar]											
	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning by 31st Dec 2021	[Green bar]											
	Participate in and celebrate NAIDOC Week by 31st Dec 2021	[Green bar]											

<p>Opportunities</p>	<p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development by 31st Dec 2021</p> <p>Investigate Aboriginal and Torres Strait Islander supplier diversity by 31st Dec 2021</p>	
<p>Governance and Tracking</p>	<p>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally by 31st Dec 2021</p> <p>Build support for the RAP by 31st Dec 2021</p> <p>Continue our reconciliation journey by developing our next RAP by 31st Dec 2021</p> <p>Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP by 31st Dec 2021</p>	