

# ABC Stretch Reconciliation Action Plan 2016–18



Reconciliation is everyone's  
business at the ABC



ABC  
Indigenous



**Reconciliation**  
**ACTION PLAN**  
STRETCH RAP

## Foreword

Reconciliation Australia congratulates the Australian Broadcasting Corporation (ABC) on the release of its 2016–18 Stretch Reconciliation Action Plan (RAP).

This is the third RAP for the ABC. Throughout its RAP journey, the national broadcaster has shown a strong commitment to advancing reconciliation in four key areas—cultural understanding and respect, employment opportunities, content, and community links.

In opting for a Stretch RAP for 2016–18, the ABC has stepped up to an advanced level of commitment in creating social change in its workplaces around Australia. By committing in this RAP to strengthen Indigenous programs and services; increase Aboriginal and Torres Strait Islander employment and retention; and promote reconciliation across the Corporation and broadcasting sector, the ABC sets a fine example to the industry.

I commend the ABC on the targets set in this new RAP, which reflect the organisation's commitment to promoting understanding of the histories and cultures of Australia's First People, and the contribution First Australians make to our nation. It is particularly pleasing to see that the ABC will promote opportunities for Aboriginal and Torres Strait Islander media professionals in the wider sector through its program commissioning and its participation in the Media Reconciliation Industry Network Group (RING).

Once again, I congratulate everyone at the ABC. On behalf of Reconciliation Australia, I wish you well as you embark on the next stage of your RAP journey.

Justin Mohamed  
Chief Executive Officer  
Reconciliation Australia



*Panel discussion on cultural issues surrounding the reporting of Indigenous stories, NAIDOC Week 2015.*

## Chairman and Managing Director's Message

The ABC's strategic vision is to be the home of Australian stories, culture and conversations. Fulfilling this ambition would be impossible without a commitment to reflect the stories and talents of Australia's oldest cultures and First Peoples.

The ABC's first Reconciliation Action Plan, launched in October 2009, represented an important commitment by the national broadcaster to acknowledging and valuing Aboriginal and Torres Strait Islander peoples and cultures in its content and activities, to increasing employment opportunities and supporting the nation's journey towards reconciliation. The Corporation's second Plan, which commenced in January 2013, carried the ABC further along this vital path, continuing and extending successful initiatives and bringing new approaches to areas where targets were missed. As a result of these Plans, we have witnessed numerous positive changes in the organisation. In particular, in 2014, the ABC met and surpassed its long-standing target of more than 2% of its workforce being Aboriginal and/or Torres Strait Islander Australians, and further increased that proportion in 2015.

The ABC's third Reconciliation Action Plan, which will operate from 2016 through 2018, is a Stretch RAP. It commits the Corporation to reaching targets and extending itself in a range of areas. These include: progressively increasing Indigenous employment to 3% by 2018; increasing the number of Aboriginal and Torres Strait Islander employees in content-making, editorial decision-making and management roles, particularly at a senior level; increasing

procurement contracts; and completing the installation of plaques in all ABC offices that recognise the traditional owners of the land on which those offices sit.

The Plan acknowledges and values Aboriginal and Torres Strait Islander history, people and culture as integral to Australia's history and heritage. As with previous ABC Reconciliation Action Plans, it commits the Corporation to improving opportunities for Aboriginal and Torres Strait Islander people in four key areas: relationships between Aboriginal and Torres Strait Islander people and the broader Australian community, cultural understanding and respect, employment and supplier diversity, and content.

Throughout the life of the Plan, the ABC's Indigenous advisory group, the Bonner Committee will monitor progress against the Corporation's commitments and provide advice. This will allow the ABC to revisit and renew its targets, and adjust its approaches to achieving them to ensure success.

We strongly support and welcome the 2016–18 Reconciliation Action Plan as a means of improving the recognition and engagement of Aboriginal and Torres Strait Islander people in the work of the ABC.

In creating a better future for our Aboriginal and Torres Strait Islander colleagues, we will create a better ABC.

James Spigelman  
Chairman

Mark Scott  
Managing Director

# ABC Stretch Reconciliation Action Plan 2016–18

## Our vision for reconciliation

The ABC aims to be the independent home of Australian conversations, stories and cultures. Its vision for reconciliation is that the diversity and distinctiveness of Aboriginal and Torres Strait Islander peoples, cultures and perspectives are fairly represented in those conversations, stories and cultures.

## Our business

The ABC is an independent national broadcaster operating under its own Act of Parliament and Charter. It informs, educates and entertains Australians through innovative and comprehensive television, radio, online and mobile services, including local services in all capital cities and throughout regional Australia. Through its programs and services, the Corporation contributes to a sense of national identity, encourages creativity and the arts and reflects the cultural diversity of the Australian community.

The ABC delivers its services across: four national radio services; local radio services from 56 locations around the country; five digital radio services, as well as an occasional special-events channel, which are broadcast in the mainland state capitals; online streaming of all of its national and digital radio services and a growing number of local services; five television services across four channels and the online television service iview; the website abc.net.au, which carries more than five million pages of content; and a range of apps for smartphones

and tablets. The Corporation also operates the converged television, radio and online service, Australia Plus, which reflects Australia to audiences across Asia and the Pacific. It provides high-quality, independent news and current affairs to Australian and international audiences.

At 30 June 2015, the ABC had 4,349 staff (excluding casuals), of whom 99 (2.29%) were Aboriginal and/or Torres Strait Islander persons.

The ABC's programs and services provide images and stories that reflect and define the nation. The Corporation fosters the national conversation through coverage of contemporary issues and debates. As an active participant in Australian cultural life, the ABC is able to make important contributions to the wider recognition of Indigenous Australians and cultures and to the process of reconciliation.

## Our RAP

The ABC's third Reconciliation Action Plan (RAP) spans the period from 1 January 2016 to 31 December 2018. It has been developed as a Stretch RAP under Reconciliation Australia's RISE (Reflect, Innovate, Stretch, Elevate) framework and through it the Corporation is challenging itself to build on the successes of its first and second RAPs (November 2009 to December 2012 and January 2013 to December 2015).

The development of this RAP was overseen by the Bonner Committee, the ABC's primary

internal advisory and representative body on matters relating to Aboriginal and Torres Strait Islander staff, content and communities. The Committee is named as a mark of respect for the late Neville Bonner AO, who was Australia's first Aboriginal Senator and the ABC's only Aboriginal Board Director to date. Neville Bonner was an inaugural ABC Board Director and served on the Board from 1983 to 1991.

The Bonner Committee was refreshed and relaunched in 2012 to clarify its role with a clarified and expanded remit, including direct responsibility for monitoring progress against the ABC RAP. The Committee comprises a mix of Indigenous and non-Indigenous staff of different levels from across the Corporation. In accordance with the wishes of the Bonner family, its membership is geographically diverse. The Chair of the Bonner Committee directly advises the Managing Director on issues of relevance to Aboriginal and Torres Strait Islander staff and relationships with Indigenous communities; the Chair is also the RAP champion within the Corporation.

In developing the RAP, the Committee consulted widely, including with Aboriginal and Torres Strait Islander ABC staff, ABC Divisions and their Indigenous Reference Groups, ABC State and Territory branches, policy managers and interested individuals within the Corporation.

As part of the implementation of the RAP, the Bonner Committee will monitor and report on the Corporation's progress against the Plan.

## Our progress

In October 2009, the ABC launched its first RAP, committing the Corporation to a long-term course of action to improve opportunities for Aboriginal and Torres Strait Islander people in the four key areas of cultural understanding and respect, employment opportunities, content and community links. This commitment to the RAP process, and the actions that flowed from it, have had positive effects within the organisation.

As a trusted media organisation with national reach, the ABC recognised that it had a particular and important role to play in supporting the place of Aboriginal and Torres Strait Islander issues and voices in the national conversation. This was reflected in its delivery of distinctive, high-quality Indigenous content across all of its media platforms.

As described above, the Corporation reconstituted its internal Indigenous advisory body, the Bonner Committee, to clarify its role. The Committee has particular responsibility for monitoring the ABC's progress against its RAP targets. The Corporation also established Indigenous Reference Groups (IRGs) to oversee activity to promote RAP activities within its divisions and Indigenous Working Groups (IWGs) to coordinate RAP activities in each State and Territory branch.

# ABC Stretch Reconciliation Action Plan 2016–18

The Corporation introduced guidelines for the use of appropriate cultural protocols at ABC events, built relationships with Aboriginal and Torres Strait Islander communities and held richer NAIDOC celebrations on air and in its branches around the country.

However, while the Corporation achieved almost all of its objectives in relation to respect, relationships and content, it was less successful in relation to several of its employment-related objectives. Indigenous employment levels did not rise over the life of the RAP, largely as the result of a lack of coordination.

The ABC's second RAP, which came into effect on 1 January 2013, absorbed these lessons and took a refocused and strategic approach to Indigenous employment. The Corporation engaged a new Head of Indigenous Employment and Diversity to coordinate an ABC-wide Indigenous Employment Strategy that made all divisions of the ABC responsible for contributing to the collective task of increasing employment opportunities for Aboriginal and Torres Strait Islander people. The Corporation committed not only to reaching its decade-old target of 2% Indigenous employees within the life of the second RAP, but to surpassing it in the final year.

The RAP 2013–15 maintained the ABC's existing commitments to quality Indigenous content, respect for Aboriginal and Torres Strait Islander cultures and community relationships. It also committed the ABC to progressively installing plaques recognising Traditional

Owners in ABC offices across the country, adopting Indigenous cultural protocols for content makers and developing opportunities for Indigenous suppliers.

Overall, the ABC succeeded in meeting all of the targets in the RAP 2013–15. In particular, the Corporation steadily increased Aboriginal and Torres Strait Islander staff numbers and, in 2014, met and passed the long-standing 2% Indigenous employment target. In June 2015, Indigenous staff represented 2.28% of the ABC's workforce at a time when staffing levels across the Corporation were contracting as a result of savings measures announced in response to budget cuts in late 2014. This achievement reflected coordinated work across ABC divisions and initiatives to develop and retain Indigenous staff, including a mentoring program for Indigenous staff, employer awareness training for all managers of Indigenous staff and tools to assist staff develop long-term career paths.

Throughout the life of the second RAP, the ABC continued to deliver outstanding Indigenous content on television, radio and online. It commissioned and broadcast a range of high-profile television programs by Indigenous content-makers, as well as a wide array of programs by non-Indigenous content-makers. Significant programs included: the second series of Australia's first prime-time Indigenous drama, *Redfern Now*, and the drama series *Gods of Wheat Street* and *8MMM*; the documentaries *First Footprints*, *Big Name No Blanket*, *Yagan*, *Buckskin*, *88*, *Outside Chance*

and *Blown Away*; and the sketch-comedy series *Black Comedy*.

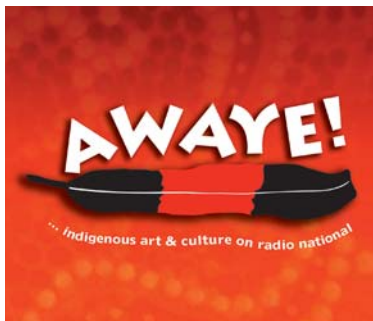
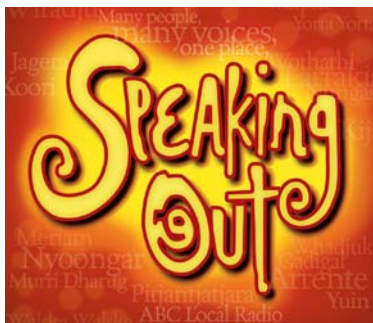
On radio, the ABC continued to broadcast its two dedicated Indigenous radio programs, *Speaking Out* and *Away!*, as well as a wide array of programming about Indigenous individuals, peoples and matters across its radio networks. In August 2013, *Away!* celebrated 21 years on air with a month of special broadcasts, including a series of lectures, music specials and highlights packages from the program played across RN and ABC Radio.

In 2013, the ABC unveiled plaques in all capital-city offices and in Launceston that acknowledge the Traditional Owners of the land on which ABC premises are located. The plaques were commissioned from Indigenous artists and the Corporation's State and Territory Directors consulted with local communities on appropriate wording and designs. In subsequent years, the ABC installed additional recognition plaques in eight regional offices: Albany (WA); Alice Springs and Katherine (NT); Mildura-Swan Hill, Shepparton and Wodonga (Victoria); Tamworth (NSW); and Toowoomba (Queensland).

The Corporation promoted opportunities for Aboriginal and Torres Strait Islander people in media by working with Indigenous creative people and commissioning television programs from Indigenous production companies. It trialled delivering ABC News in the Yolngu Matha and Warlpiri languages in the Northern Territory.

During the period, the ABC also developed an Editorial Policies Guidance Note on Indigenous Content, which provides advice and information for content makers on working with Aboriginal and Torres Strait Islander peoples, cultures and heritage. The Guidance Note covers significant cultural practices that apply most frequently to the ABC's Indigenous content and points to further information and detail that may be relevant to individual projects, providing a range of suitable contacts for that purpose.

The ABC remains committed to these programs and they are continued or extended in the RAP 2016–18.



## Relationships

Respectful relationships between Aboriginal and Torres Strait Islander people and the broader Australian community are important to the ABC as the national broadcaster, as we aim to support reconciliation and engender a better understanding of our shared history.

	Action	Action Leader	Action Team
1.1	Continue to support the Bonner Committee, the ABC's Indigenous advisory group, which monitors and coordinates the ABC's Reconciliation Action Plan.	Managing Director	Director Corporate Affairs, Director ABC People, ABC Executive
1.2	Maintain formal groups at the divisional and state/territory branch level with responsibility for advancing reconciliation and relationships with Indigenous communities.	Divisional Directors, State/Territory Executives	
1.3	Create further opportunities to build strategic partnerships and projects with Indigenous communities, peak bodies and other relevant external organisations, with a focus on regional opportunities.	State/Territory Executives, Bonner Committee Chair, Divisional Directors	IWGs IRGs/DGs
1.4	Provide opportunities for ABC staff to participate in National Reconciliation Week each year.	State/Territory Executives, Divisional Directors	IWGs IRGs/DGs
1.5	Raise internal and external awareness of the ABC RAP to promote reconciliation across the Corporation and sector.	Bonner Committee Chair, Director Corporate Affairs	
1.6	Highlight ABC Indigenous achievement and activity within the ABC.	Director Corporate Affairs, Divisional Directors	



Timeframe	Deliverables
February, May, August and November of 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>The Bonner Committee will meet at least four times each year, including two face-to-face meetings.</li> </ul>
February, May, August and November of 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>The Chair of the Bonner Committee will meet regularly with the Managing Director, including to discuss RAP implementation.</li> </ul>
June 2017	<ul style="list-style-type: none"> <li>Review the Bonner Committee biennially to ensure its effectiveness at providing wide representation, Indigenous networking and feedback to the Corporation.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>Ensure Divisional Indigenous Reference Groups (IRGs)/Diversity Groups (DGs) continue to meet and monitor progress towards divisional Indigenous employment strategies.</li> <li>Ensure State and Territory Indigenous Working Groups (IWGs) continue to operate.</li> </ul>
January 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>Identify and develop a list of Aboriginal and Torres Strait Islander communities and organisations that ABC could build strategic partnerships with.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>Establish an additional two partnerships with Aboriginal and Torres Strait Islander communities and/or external organisations.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>Meet with an additional five Aboriginal and Torres Strait Islander communities, peak bodies and/or other related external organisations to explore potential future relationships.</li> </ul>
27 May – 3 June each year	<ul style="list-style-type: none"> <li>Host eight or more Reconciliation Week activities—at least one in each division and or state/territory office.</li> <li>Register Reconciliation Week events on Reconciliation Australia's web site.</li> <li>Deliver Reconciliation Week programming on ABC content platforms.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>Promote reconciliation through ongoing active engagement with stakeholders.</li> </ul>
June 2016	<ul style="list-style-type: none"> <li>Communicate the ABC's RAP to internal and external stakeholders.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>Develop internal and external communications to improve awareness of Indigenous achievement and activity in the ABC.</li> </ul>

Respect for Aboriginal and Torres Strait Islander people, cultures, land and history is important to the ABC because the ABC acknowledges the uniqueness and distinctiveness of Aboriginal and Torres Strait Islander cultures, and their rights to cultural expression.

	Action	Action Leader	Action Team
2.1	Provide staff with ongoing access to training that enhances their knowledge and awareness of Australia's Indigenous peoples, cultures and history.	Head of Indigenous Employment and Diversity	ABC People
2.2	Use appropriate cultural protocols, including Acknowledgement of and/or Welcome to Country, at ABC events.	Director Corporate Affairs	All Staff
2.3	Apply Indigenous Content editorial principles in content making.	Content Directors	Ed Pols Group, Bonner Committee
2.4	Recognise and participate in NAIDOC Week each year.	Content Directors, Director Marketing, Bonner Committee Chair, State/Territory Executives, Divisional Directors	ABC People (coordination), IWGs, IRGs/DGs
2.5	Maintain the Indigenous site on the ABC Intranet to provide a unified source of information in relation to Aboriginal and Torres Strait Islander staff and issues	Director Corporate Affairs	Bonner Committee, ABC People, IRGs/DGs, All Divisions
2.6	Install signage and other physical recognition of the traditional owners of land and the contribution of Indigenous ABC staff in the public foyers and reception areas of ABC regional offices.	State/Territory Executives, Director Regional	Facilities Managers

Timeframe	Deliverables
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure all ABC employees have opportunities to participate in cultural training.</li> </ul>
January 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure 30% of staff complete the ABC's Cultural Awareness workshop each year.</li> </ul>
January 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure 30% of managers complete the ABC's Cultural Awareness workshop each year.</li> </ul>
January 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure all managers of Indigenous staff have completed the ABC's Cultural Awareness tool and Employer Awareness workshop.</li> </ul>
December 2016	<ul style="list-style-type: none"> <li>• Evaluate the effectiveness of the Cultural Awareness program through staff surveys and refine as required.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure the Indigenous protocols set out in the ABC's policy on Indigenous Cultural Protocols at ABC Events are observed at all significant ABC events.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Continue to invite a Traditional Owner to provide a Welcome to Country at significant ABC events.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Continue to include an Acknowledgement of Country in the commencement of all public ABC events.</li> </ul>
December 2016	<ul style="list-style-type: none"> <li>• Develop a list of key contacts for organising a Welcome to Country for all states in which the ABC operates.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure the principles set out in the Editorial Policies Guidance Note on Indigenous Content are included in editorial training in all content divisions.</li> </ul>
June and first week in July 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Deliver and promote coordinated NAIDOC Week programming across ABC content platforms.</li> </ul>
First week in July 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Provide opportunities for staff to participate in ABC NAIDOC activities, including flag raisings, across the country.</li> <li>• Organise at least one internal NAIDOC Week event in each state/territory office.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Regularly publish new articles and other content on the Indigenous site on the ABC Intranet.</li> <li>• Review existing content on the site regularly to ensure its continued currency and accuracy.</li> </ul>
December 2018	<ul style="list-style-type: none"> <li>• Install Recognition of Country plaques in all ABC regional offices.</li> </ul>

## Opportunities–Employment and Supplier Diversity

Respect for Aboriginal and Torres Strait Islander people, cultures, land and history is important to the ABC because the ABC acknowledges the uniqueness and distinctiveness of Aboriginal and Torres Strait Islander cultures, and their rights to cultural expression.

	Action	Action Leader	Action Team
3.1	Implement the ABC Indigenous Employment Strategy 2016–18.	Head of Indigenous Employment and Diversity	Divisional Directors, All ABC Managers, Bonner Committee
3.2	Progressively increase the number of Aboriginal and Torres Strait Islander employees at the ABC.	Divisional Directors, Hiring line managers	IRGs/DGs, Bonner Committee, Indigenous Employment and Diversity Team
3.3	Undertake activities to increase the number of Indigenous employees in content-making, editorial decision-making and management roles, particularly at a senior level.	Divisional Directors, Hiring line managers	IRGs/DGs, Bonner Committee, Indigenous Employment and Diversity Team
3.4	Encourage awareness of potential careers at the ABC and in the wider media sector among Indigenous secondary and tertiary students.	State/Territory Executives, Head of Indigenous Employment and Diversity	IRGs/DGs
3.5	Provide career development planning support and opportunities for Indigenous employees.	Head of Indigenous Employment and Diversity, Divisional Directors	ABC People Learning Advisers, Divisional line managers, Bonner Committee



*Reanne Common, ABC HR Adviser, at ABC Ultimo.*

Timeframe	Deliverables
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Report regularly to the ABC Executive on progress against the Indigenous Employment Strategy.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Review the Indigenous Employment Strategy each year to ensure its effectiveness.</li> </ul>
December 2018	<ul style="list-style-type: none"> <li>• Renew the Indigenous Employment Strategy alongside the RAP.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Increase the proportion of Indigenous employees in the ABC workforce to: <ul style="list-style-type: none"> <li>- at least 2.5% by the end of 2016</li> <li>- at least 2.7% by the end of 2017</li> <li>- at least 3% by the end of 2018.</li> </ul> </li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Increase the number of Indigenous employees in content-making, editorial decision-making and management roles.</li> <li>• Increase the number of Indigenous employees in such roles at a senior level.</li> <li>• Support those employees, including providing leadership training and mentoring.</li> </ul>
December 2018	<ul style="list-style-type: none"> <li>• Increase the number of “pipeline” activities undertaken (e.g. work experience placements, representation at Indigenous careers expos and active strategic partnerships with schools, tertiary institutions and other relevant organisations).</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Provide all Indigenous staff with the opportunity to create a professional development plan upon commencement at the ABC.</li> </ul>
December 2018	<ul style="list-style-type: none"> <li>• Ensure at least 70% of Indigenous staff have a professional development plan.</li> </ul>
December 2018	<ul style="list-style-type: none"> <li>• Develop succession plans in line with job and training plans for all Indigenous staff in senior content-making, editorial decision-making and management roles.</li> </ul>



2016 ABC Indigenous Scholarship winners Dux Newton (L) and Margy Ross (R) with ABC People Director Sam Liston.

## Opportunities–Employment and Supplier Diversity

3.6	Maximise retention of Indigenous employees.	Divisional Directors, Hiring line managers	Indigenous Employment and Diversity Team, IRGs/DGs
3.7	Contribute to the growth of Indigenous employment opportunities in the wider media industry.	Content Directors Head of Indigenous Employment and Diversity	
3.8	Increase opportunities for Indigenous suppliers to work with the ABC.	Chief Operating Officer, Director Business Services, Head of Indigenous Employment and Diversity	All Divisions



*Bonner Committee Chair Charlie King interviewing Aunty Rosalie Kunoth-Monks at the 2015 Indigenous Staff Conference.*

December 2016 December 2018	<ul style="list-style-type: none"> <li>• Review Indigenous staff retention framework and refine as required.</li> <li>• Ensure at least 30% of Indigenous staff participating in a formal mentoring program.</li> </ul>
December 2016, 2017 and 2018 December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure all pending staff exits referred to Divisional Directors and Managing Director.</li> <li>• Ensure all exiting Indigenous staff offered exit interviews; results discussed with Directors, Managing Director and, where necessary, the Executive.</li> </ul>
December 2016, 2017 and 2018 December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Report on the number of Aboriginal and Torres Strait Islander persons engaged externally as a result of ABC-funded television and other content productions.</li> <li>• Report on the number of Indigenous staff leaving the Corporation for media-sector jobs that draw on their ABC experience.</li> </ul>
December 2016 December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Review and revise the ABC's policy on the use of Indigenous suppliers.</li> <li>• Benchmark and increase number of procurement contracts with Indigenous suppliers with an objective of achieving 3% procurement from Indigenous suppliers by 2020 (excepting major technical and broadcast contracts).</li> </ul>



*Reconciliation Week, ABC Ultimo.*

Opportunities for Aboriginal and Torres Strait Islander individuals, organisations and communities are important to the ABC as we strive to comprehensively and fairly reflect the cultural diversity and national identity of Australia.

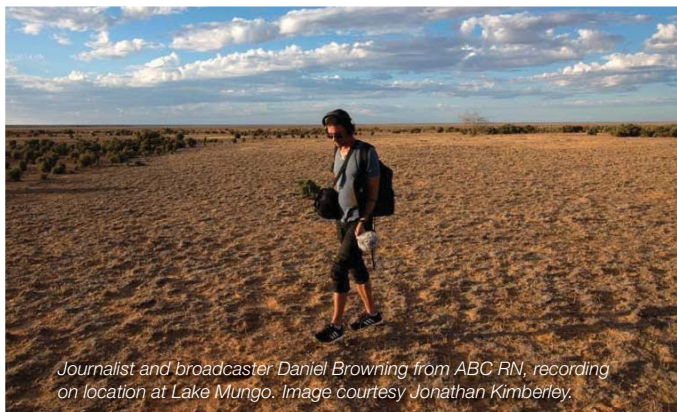
	Action	Action Leader	Action Team
4.1	Demonstrate a stronger Aboriginal and Torres Strait Islander presence in ABC content, including regional content, and in subsequent scheduling.	Content Directors, Director ABC Commercial	
4.2	Maximise audiences for Indigenous content and other initiatives through effective promotion.	Director Marketing, Content Directors	
4.3	Increase the number of Indigenous on-air presenters across all platforms.	Divisional Directors, Hiring line managers	IRGs/DGs, Bonner Committee, Indigenous Employment and Diversity Team
4.4	Support the Indigenous community media sector.	Divisional Directors	Indigenous Employment and Diversity Team



*Charmaine Ingram ABC Open Producer Alice Springs and kids from Santa Teresa in "The bush mob project".*



Timeframe	Deliverables
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Deliver television programs featuring Aboriginal and Torres Strait Islander people, perspectives or issues.</li> <li>• Deliver radio content projects and/or activities featuring Aboriginal and Torres Strait Islander people, perspectives or issues.</li> <li>• Deliver online and mobile content featuring Aboriginal and Torres Strait Islander people, perspectives or issues.</li> <li>• Ensure 3% of Australian music on relevant radio networks is by Indigenous musicians.</li> <li>• Deliver content on international media services that features Aboriginal and Torres Strait Islander people, perspectives or issues.</li> <li>• Deliver commercial products that feature Aboriginal and Torres Strait Islander people, perspectives or issues.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Promote Indigenous content output, including through social media, and measure audiences.</li> <li>• Forward-promote Indigenous programming, including National Reconciliation Week and NAIDOC Week, across program schedules, including in prime time.</li> <li>• Include Indigenous people, perspectives and issues in major content events (e.g. Mental As).</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Increase Indigenous representation in on-air roles (20 regular presenters at 30 June 2015).</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Ensure development plans are in place for all Indigenous on-air roles.</li> </ul>
December 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Provide in-kind support, advice and, where appropriate, training to organisations in the Indigenous community media sector.</li> </ul>

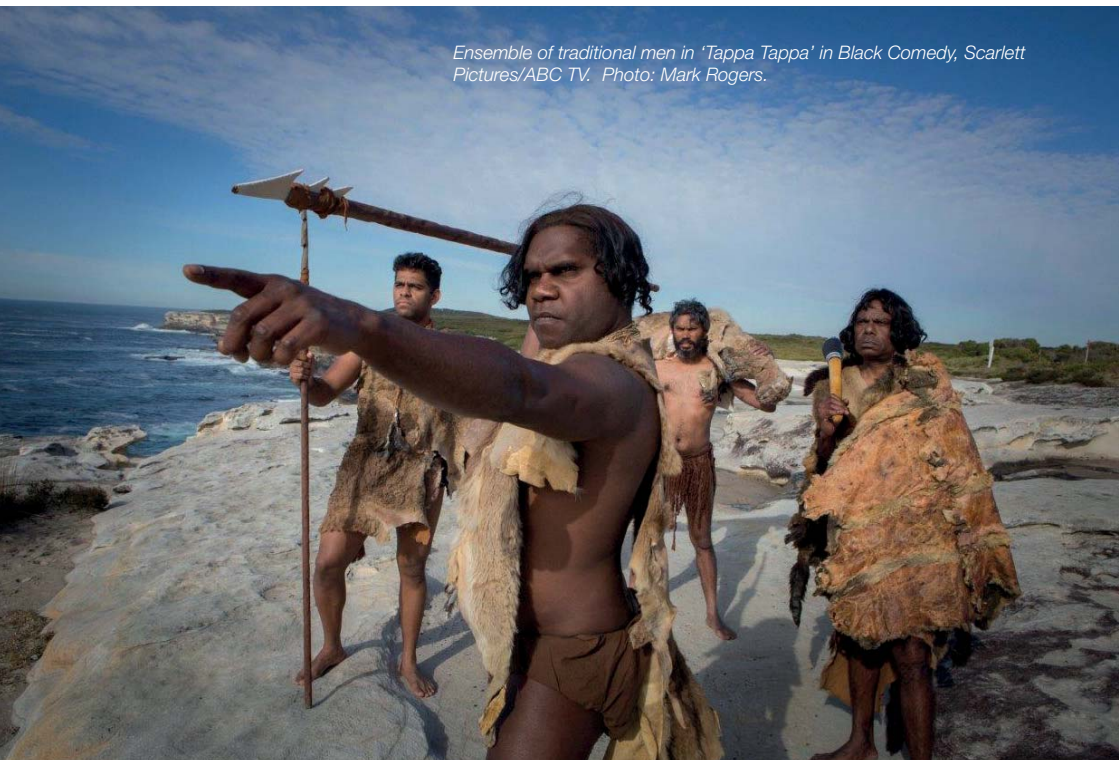


*Journalist and broadcaster Daniel Browning from ABC RN, recording on location at Lake Mungo. Image courtesy Jonathan Kimberley.*

## Tracking Progress and Reporting

	Action	Action Leader	Action Team
5.1	Monitor and report on progress against RAP commitments.	Bonner Committee Chair	Bonner Committee
5.2	Provide data to Reconciliation Australia on RAP progress.	Bonner Committee Chair	Bonner Committee
5.3	Refresh and update the ABC RAP.	Bonner Committee Chair	Bonner Committee

*Ensemble of traditional men in 'Tappa Tappa' in Black Comedy, Scarlett Pictures/ABC TV. Photo: Mark Rogers.*



Timeframe	Deliverables
February and July 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Report to the ABC Executive on progress against RAP targets biannually.</li> </ul>
March and October 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Publish external report on progress against RAP targets annually, including in the Equity and Diversity Report and Annual Report.</li> </ul>
September 2016, 2017 and 2018	<ul style="list-style-type: none"> <li>• Provide RAP Impact Measurement Questionnaire responses to Reconciliation Australia.</li> </ul>
May 2018	<ul style="list-style-type: none"> <li>• Liaise with Reconciliation Australia on the preparation of the new RAP.</li> </ul>
December 2018	<ul style="list-style-type: none"> <li>• RAP renewed.</li> </ul>



*Hunter Page-Lochard as Koen in Cleverman, Goalpost Pictures/Pukeko Pictures/ABC TV. Photo: Lisa Tomasetti.*

# ABC Stretch Reconciliation Action Plan 2016–18

## Contact Information

For all inquiries about the ABC RAP, please contact the Chair of the Bonner Committee at [bonner.committee@abc.net.au](mailto:bonner.committee@abc.net.au).



*Cover Image: Participants at the ABC Indigenous staff conference Coolangatta 2015.*