

**TasNetworks' Reflect
Reconciliation Action Plan**

June 2021 - June 2022



**RECONCILIATION
ACTION PLAN**



TasNetworks



The cover image shows the painting lutruwita, by Aboriginal artist Luana Towney.



Welcome to Country



pulingina to lutruwita, milaythina pakana-tu.

palawa, ningimpi nungampi takara
milaythina nika. waranta takila warruwa
takamuna rrala milaythina pakana-tu.
Muyini, palawa ningimpi / nungampi
muylatina withi wurangkili, minanya muka.
waranta pulingina nina takara milaythina
waranta.

Welcome to lutruwita Tasmania Aboriginal
land.

Our old people once walked this land. Their
heart and their spirit are with us. It is what
makes us strong as we stand on Aboriginal
land today. Since Muyini, our creator spirit
of palawa, our old people embraced the
stars and the moon in the sky, the rivers and
the ocean that abound us and the land. We
welcome you to walk our land with us.

Graeme Gardner

Aboriginal Community Engagement Advisor
TasNetworks

larapuna (Eddystone Point),
North East lutruwita (Tasmania).





Message from our CEO

I am proud to share in the creation of our first Reflect Reconciliation Action Plan (**RAP**).



In 2020, we created our new business Purpose – powering a bright future, and have reflected on what that future looks like for our customers and the communities we serve.

By keeping our Purpose at the heart of what we do, we are taking positive steps to build relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples. Our RAP vision is **'we all belong in this place and are connected to each other'**. This RAP vision matters because it frames our energy and optimism for the future, and our personal commitment to the vision.

We acknowledge that Aboriginal and Torres Strait Islander cultures are the oldest surviving cultures in the world, and as part of our RAP, we set out to build trust. Reconciliation is about understanding, respect and long term commitment. Since October 2019, we have provided cultural learning resources and educational opportunities to support our team members to gain a deeper understanding of Tasmanian Aboriginal history and culture.

Tasmania is renowned for its wild and unique beauty, diverse terrain and clean air. It is increasingly important that we understand Aboriginal cultural heritage, and respectfully consult with the Tasmanian Aboriginal community to protect and nurture the Country and its story.

This RAP builds on our work to date by creating a living plan that commits us to meaningful actions. As part of our plan, we will partner with Aboriginal and Torres Strait Islander peoples and organisations to deliver on our commitments and report on our progress. As TasNetworks' RAP



Preminghana (Mt Cameron West) West Coast lutruwita (Tasmania).



Champion, I am committed to continued leadership and advocacy in our business to support this process.

Reconciliation is an ongoing journey and we all have a role to play in acknowledging our history and championing a path forward. We are honoured to be taking steps to help shape a future of equality, respect and unity with Aboriginal and Torres Strait Islander peoples.

Ross Burridge
Acting Chief Executive Officer
TasNetworks



Message from Reconciliation Australia

Reconciliation Australia welcomes TasNetworks to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

TasNetworks 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, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards 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 across all sectors of Australian society.



Common Fringe Myrtle,
lutruwita (Tasmania).

This Reflect RAP enables TasNetworks 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 TasNetworks, 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

Our business

TasNetworks owns, operates and maintains the electricity transmission and distribution network in Tasmania.



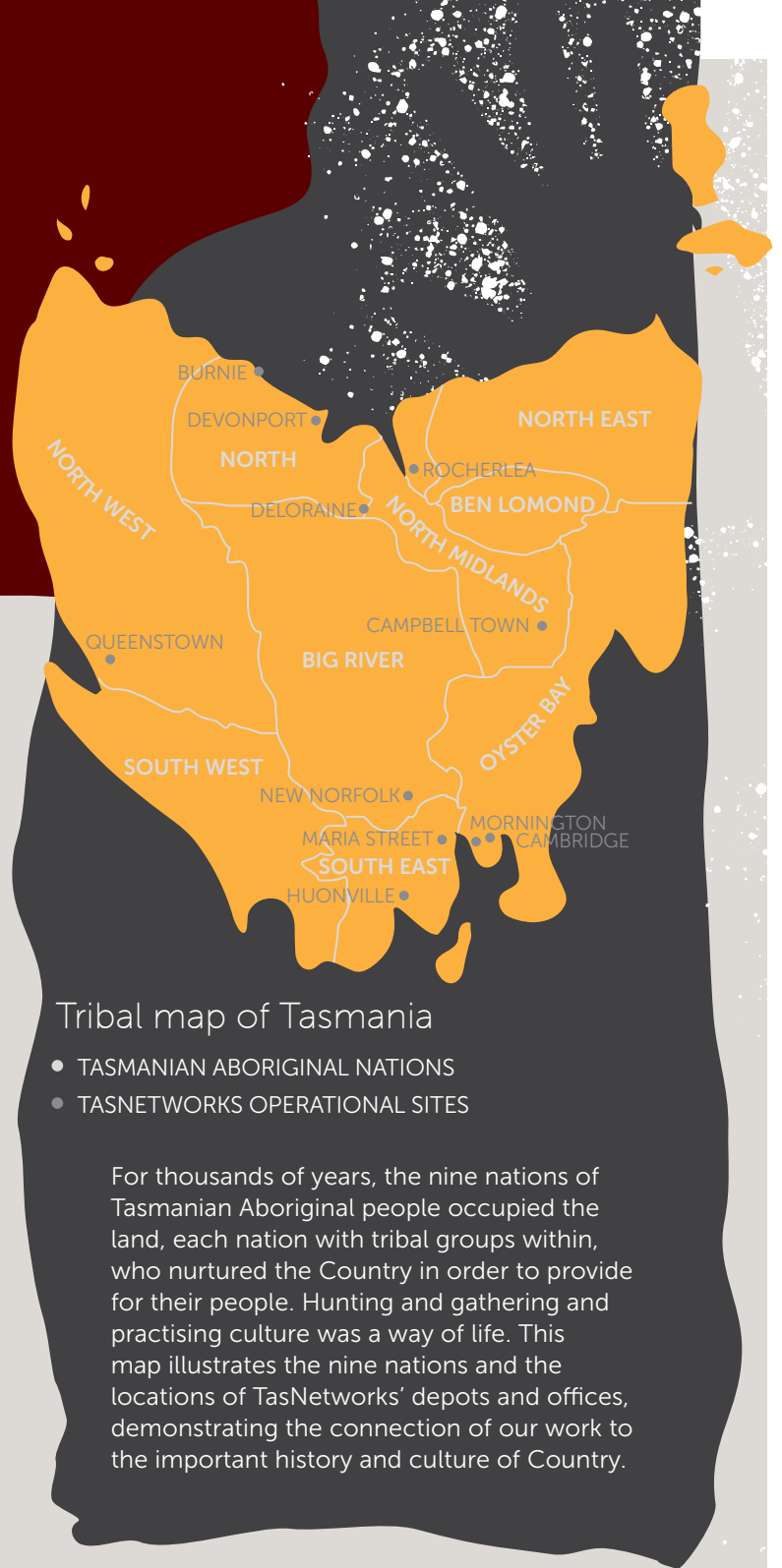
We deliver a safe, cost-effective and reliable electricity supply to more than 295,000 residential, commercial and industrial customers. We facilitate the transfer of electricity between Victoria and Tasmania via Basslink, the sub-sea electricity interconnector. We also provide telecommunications and technology services. We are owned by the State of Tasmania and operate as a commercial business with assets of \$3.5 billion.

Our sphere of influence in Tasmania is large. We employ around 1,200 people across Tasmania – our team members live and work in the communities they serve. This gives us a strong connection to why we are here – we all belong in this place.

We have two main offices: one in the Hobart suburb of Lenah Valley and the second in the Launceston suburb of Rocherlea. We also have major resource centres at Cambridge, Rocherlea, Devonport and Burnie; and at smaller regional depots known as response centres. Our Training Centre is located at Mornington, near Hobart.

Marinus Link is a proposed 1500 megawatt (MW) capacity undersea and underground electricity and telecommunications connection between Victoria and Tasmania to increase energy exchange throughout the National Energy Market, as Australia continues its transition to cleaner energy. Marinus Link will be supported by transmission developments on the North West Tasmanian electricity network. Collectively, these projects are known as Project Marinus.

We have our eye to the long term in building trust with the Tasmanian Aboriginal



Tribal map of Tasmania

- TASMANIAN ABORIGINAL NATIONS
- TASNETWORKS OPERATIONAL SITES

For thousands of years, the nine nations of Tasmanian Aboriginal people occupied the land, each nation with tribal groups within, who nurtured the Country in order to provide for their people. Hunting and gathering and practising culture was a way of life. This map illustrates the nine nations and the locations of TasNetworks' depots and offices, demonstrating the connection of our work to the important history and culture of Country.

community, the Palawa people, and the Aboriginal nations of the Gippsland region. Our commitments and actions align with our strategic business priorities and nominated Sustainable Development Goals.

The total number of Aboriginal and Torres Strait Islander peoples employed by TasNetworks is currently unknown. Through the development of the RAP, we commit to fostering a culturally safe environment, where Aboriginal and Torres Strait Islander team members feel they belong and choose to self-identify.





Aboriginal Community
Engagement Advisor
– Graeme Gardner



In 2020, we created and recruited for a new Aboriginal Community Engagement Advisor role and proudly welcomed Graeme Gardner to our business.

Graeme is a palawa man, descending from the trawlwoolway people of North East Tasmania (lutruwita). Graeme has a long held passion for working to address critical issues affecting the Aboriginal community, particularly in relation to Aboriginal health and wellbeing, social justice and the recognition of our cultural identity. As Manager of the Aboriginal Land Council of Tasmania for the last 19 years, Graeme has undertaken a wide range of land management and stakeholder engagement activities that have directly resulted in positive, long-term, outcomes for the Tasmanian Aboriginal community.

Graeme champions opportunities for Aboriginal youth, both through social contacts and the sporting fraternity. Graeme has a long term involvement with the Rocherlea Football Club and AFL Tasmania.




“Reconciliation is that of leadership, inclusion and acknowledgement. TasNetworks is on its journey towards Reconciliation.”

“waranta trunapri, waranta takara - Let’s learn from each other and walk this journey together.”

Graeme Gardner
Aboriginal Community
Engagement Advisor



Graeme is supporting TasNetworks to engage and build relationships with the Tasmanian Aboriginal community and increase cultural understanding in our business.



Our RAP

The Reflect RAP is our first step towards reconciliation with Aboriginal and Torres Strait Islander peoples.

We recognise that we have a role to play in acknowledging the truth of our history and working collaboratively, particularly within Tasmania and with Tasmanian Aboriginal people. At TasNetworks, we are in a unique position to connect to Tasmanians and we strive to make a positive difference to reconciliation.

Our RAP is a living plan that:

- commits us to meaningful actions
- includes strategies for acknowledging and celebrating strength and resilience
- improves our cultural awareness and understanding
- provides learning and opportunities.

Through the RAP, we hope to improve the cultural awareness of our workforce and foster a culturally safe environment for Aboriginal and Torres Strait Islander peoples working at TasNetworks, now and in the future.

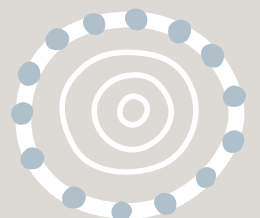
We recognise the importance of empowering Aboriginal and Torres Strait Islander peoples and have much to learn from their leadership and wisdom. Built around the three pillars of – trusted relationships, respect and opportunities - our RAP has been developed with our team members, Aboriginal and Torres Strait Islander peoples and key stakeholders.



timita kitina (Pygmy Possum), near wukalina (Mt William), East Coast lutruwita (Tasmania).

Our RAP Vision

We all belong in this place and we are connected to each other.

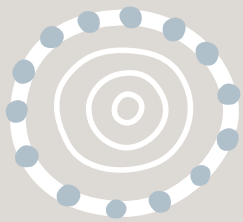


Our RAP Story

We are proud of the actions we have taken and we acknowledge we have a long pathway ahead.



Kirstan Wilding, Leader Corporate Social Responsibility TasNetworks (right), Bill Lawson, Co-Chair Reconciliation Tasmania (middle) and Karen Smart, Board Member Reconciliation Tasmania (left) at the 2020 Reconciliation Collective conference.



In 2019, we started taking steps towards reconciliation, working to build cultural awareness and respect in our workplace. We have committed to and taken the following actions:

- Established a RAP Working Group to lead the development and implementation of our Reflect RAP.
- Commenced fostering trusted relationships with the Tasmanian Aboriginal community.
- Engaged with our Customer Council on the RAP.
- Worked with Reconciliation Tasmania to support our RAP development.
- Collaborated with Tasmanian businesses through the Reconciliation Collective.
- Developed Welcome to Country and Acknowledgment of Country protocols and implemented at key events.
- Shared a Welcome to Country and protection of Aboriginal cultural heritage and story video to educate all our team members.
- Employed an Aboriginal Community Engagement Advisor.
- Shared learning and experiences with – Aboriginal organisations and Aboriginal owned businesses, the Reconciliation

Collective, the Tasmanian Government, other Tasmanian businesses and energy industry peers.

- Attended cultural awareness sessions with the Tasmanian Aboriginal Corporation to improve cultural awareness and understanding in our workplace, including sharing knowledge of caring for Country during NAIDOC week in 2020.
- Sponsored the Tasmanian Museum and Art Gallery's (TMAG) Black Box loan resource for primary school education and ningina tunapri live virtual tour.
- Held cultural learning sessions for our team members with Aboriginal Learning Facilitators at the ningina tunapri and parawa parawa exhibition at TMAG.
- Sponsored emerging Aboriginal leader Warena Burgess to undertake the I-Lead Program.
- Developed a Community Investment Framework with a focus on reducing inequalities and building resilient communities.

We will continue to work to monitor and understand our impact with the Tasmanian Aboriginal community.



Our partnerships and current activities

tipara waranta kani nina-tu

"What we want to talk to you about"

Building Cultural Safety for Tasmanian Aboriginal people

tipara waranta kani nina-tu is a cultural awareness initiative run by the Tasmanian Aboriginal Corporation (TAC) to improve cultural safety for Tasmanian Aboriginal people.

Since late 2019, TasNetworks team members have been attending tipara waranta kani nina-tu sessions, that are led by Tasmanian Aboriginal man Dewayne Everettsmith, a Tasmanian Aboriginal learning facilitator and singer songwriter.

tipara waranta kani nina-tu has helped team members to better understand the rights, culture and traditions of the Tasmanian Aboriginal people as well as their culture, history and deep connection to land, sea and sky. Importantly, the sessions explained the impacts of colonisation, the violence against and dispossession of Tasmanian Aboriginal people and the resulting disruption to families, communities and culture.

Our team members have found the sessions both emotive and enlightening. Many have expressed their desire to improve cultural safety for Tasmanian Aboriginal people, by sharing their learnings with others. One hundred and seven team members, particularly those in decision making roles, have now attended these sessions.



Dewayne Everettsmith shares stories on Country with TasNetworks team members.



"It's important for TasNetworks to grow understanding and lift their game in cultural awareness, to close the gap and build on reconciliation. It's not just what you are doing, it is the outcome - growing a stronger sense of community, a stronger sense of belonging and building on the trust that has been destroyed historically; with the destroying of our heritage and our cultural ways."

- words from Tasmanian Aboriginal learning facilitator,

Dewayne Everettsmith





tipara waranta kani nina-tu closes with a special walk on Country at piyura kitina (Risdon Cove), where Dewayne shares the history of the land and the story of his ancestors.

TasNetworks recommends tipara waranta kani nina-tu for anyone who employs, works alongside or engages with Tasmanian Aboriginal people and their families. We thank the Tasmanian Aboriginal Corporation and Dewayne for sharing Tasmanian Aboriginal wisdom, history and story with us.

Dewayne has also supported team members to build respect and understanding of Tasmanian Aboriginal people and culture, by sharing Welcome to Country through music and story at TasNetworks events and through a cultural awareness training video.

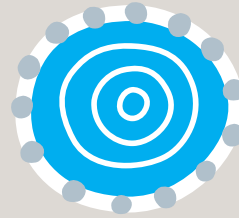
ningina tunapri

“to give knowledge and understanding”

Gaining knowledge with the Tasmanian Museum and Art Gallery

In 2020, TasNetworks proudly supported the Tasmanian Aboriginal Learning Facilitator program at TMAG. This program enables Tasmanian school children and the general public to experience the exhibits at TMAG in a virtual capacity.

This program brings Tasmanian Aboriginal culture to Tasmanian classrooms, and enables schools in rural, regional and remote areas to engage in this learning. The program combines two elements:



The Black Box, a Tasmanian Aboriginal cultural loan box, which features unique and powerful teaching objects and is available to borrow for guided use in the classroom; and a live virtual tour of ningina tunapri, TMAG's Tasmanian Aboriginal gallery.

Because of the importance of maintaining cultural authenticity and integrity, the loan box comes with a virtual tour conducted by Tasmanian Aboriginal community members who are TMAG educators.

The box contains a range of significant objects and stories chosen and made by Tasmanian Aboriginal people, including: a string basket, a kelp water carrier, a shell necklace, a model midden and stone tools, as well as culturally related objects such as a mutton bird chick specimen and mutton bird oil.

Guidance on cultural sensitivities, significance and themes, handling of the objects and how to make the most of having them in the classroom is provided by the virtual tours.

During 2020, online learning tools such as this were very welcomed by parents and teachers.

Team members also attended the ningina tunapri guided tours throughout 2020, building respect and understanding of Tasmanian Aboriginal culture and history.



Supporting development opportunities for Aboriginal Leaders

In June 2020 we sponsored Warena Burgess, an emerging Aboriginal leader, to participate and complete the Tasmanian Leaders' high impact Industry Leadership Enterprise and Development program (I-LEAD). I-LEAD is for developing and established leaders in small to medium private sector businesses in Tasmania.

Warena is currently completing an internship program at wukalina walk, an Aboriginal owned and operated tourism business based in Launceston. Warena said that I-LEAD has fostered her leadership skills and expanded her networks: "I have a better understanding of my strengths and weaknesses, especially in terms of leadership as this relates to both the business and my community." Warena said.

Warena grew up on truwana (Cape Barren Island) where she gained a deep understanding of her history, Country, and culture. "I travel back to the islands as often as I can to see family that still reside there, and to breathe in the fresh, salty island air," Warena said. "I also travel back each and every year to operate a commercial mutton birding shed, which I run with my Uncle, Aunty and sister. This is an essential part of my immersion in my community, and a definitive engagement with the people who have come before me."

Warena has a strong vision for the future of wukalina walk and the future of the palawa. "My vision is that wukalina walk will encourage more people, especially non-Aboriginal Tasmanians, to learn about, and appreciate, Tasmanian Aboriginal history through mutual and open dialogue that genuinely celebrates our culture and stories."



Warena Burgess, sponsorship recipient.

"The I-LEAD opportunity, mentoring, training and experience managing the business, while working alongside community Elders and Aboriginal guides; has enabled me to fast track my development in a new industry. This has also afforded me invaluable skills and a support network that I can take with me as I work toward the greater vision of the wukalina walk." Warena explained.

About our RAP artist

Our Reflect RAP features artworks by Aboriginal artist Luana Towney.



Aboriginal artist Luana Towney.

I am a proud palawa / wiradjuri woman living on the island of lutruwita. I regard myself as a 'muka nawnta' – a Salt Water Sista.

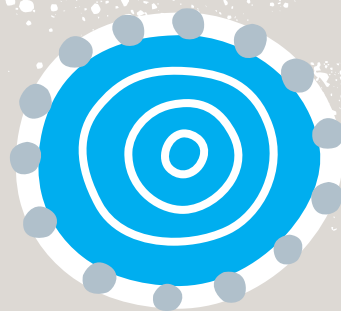
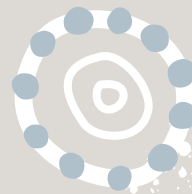
My cultural connection runs deep and strong. My ancestry goes back to Fanny Cochrane-Smith. Fanny was born on Flinders Island, a daughter of Tanganutura and Nicermenic.

My father's father is Jack Towney; he lived on the Bulgandramine Mission near Peak Hill. My Towney family were Knowledge Keepers, artists, singers and great sportspeople. I have another father too; he is Brian Mansell, a world champion cyclist and a proud Palawa man. Brian's family come from the Bass Strait islands and include activists, artists and great sportspeople.

From birth, my parents instilled the importance of being proud of who I am, to fight for our rights and to learn and pass on my culture. I am blessed to have a large family of my own, so my culture will continue far beyond my time on earth.

I am a basket weaver, a poet and painter, a jeweller and teacher. I love the earth, and my artwork reflects its circle of life. I have a deep respect for 'ningimpi withi' - Grandmother Moon.

Aboriginal artist Luana Towney



About our Reflect RAP Artwork

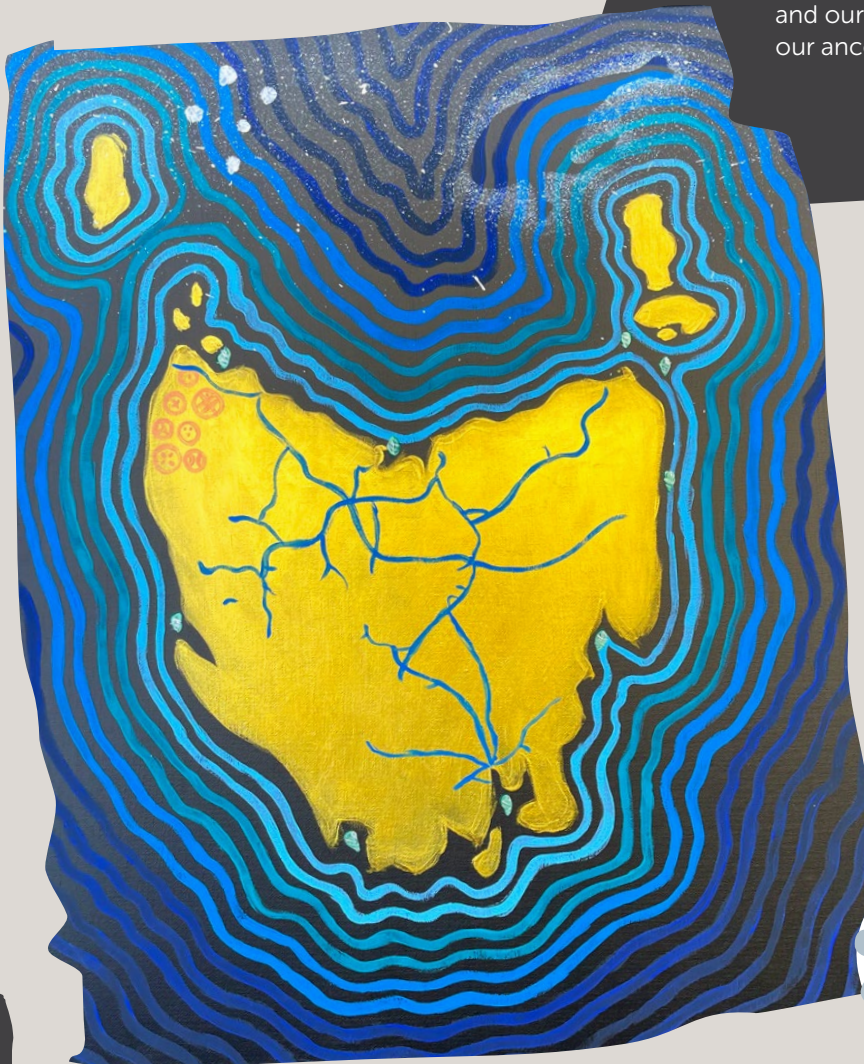
The Artworks

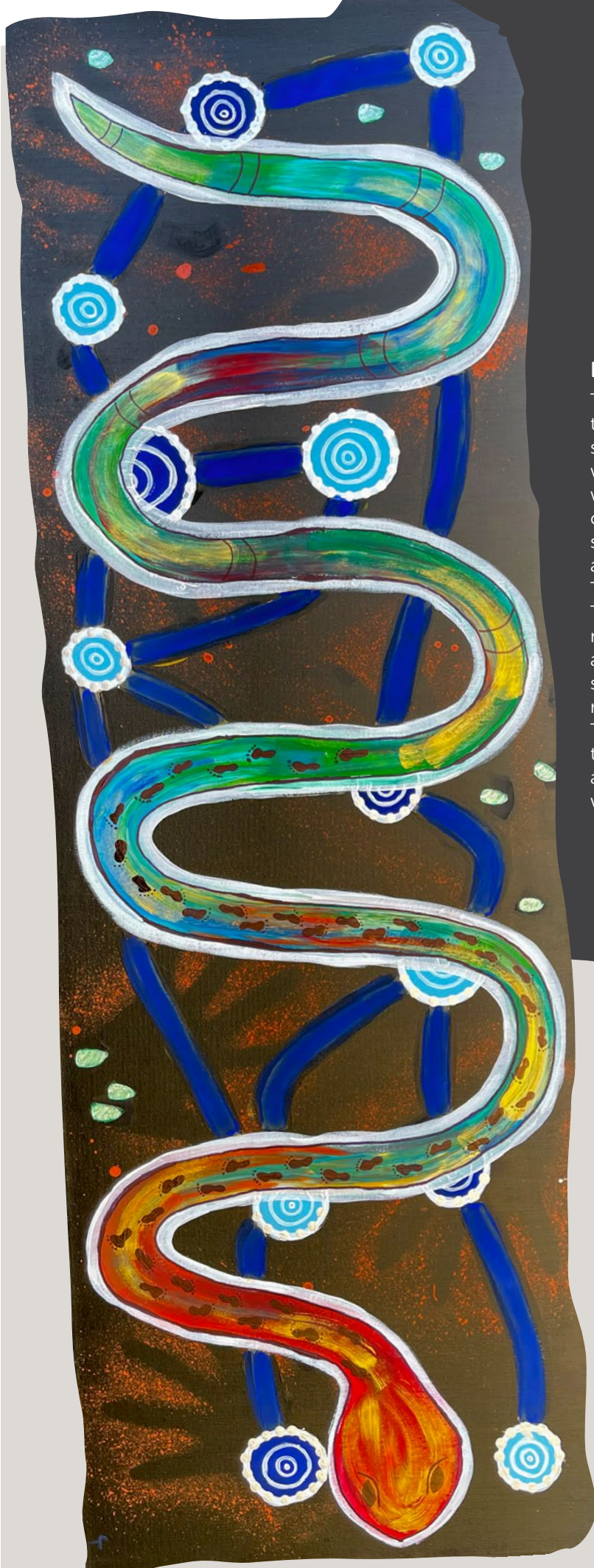
To develop the artworks, Aboriginal artist Luana Towney spoke with us to learn about our business, our RAP journey and commitments. Luana connected that knowledge to Aboriginal culture and storylines. These connections are embodied in the artworks.

lutruwita

This painting represents Aboriginal land, lutruwita, with the waters that surround her and also connect to mainland Australia. Our old people are remembered by the nine mariner shells that represent the nine nations from long ago, and they also represent our strong and proud continuing culture. The petroglyphs are part of this storyline. Our beautiful island home is surrounded by oceans with internal waterways. The dark blue lines represent that connection, like TasNetworks powerlines, which are seen on this map. The Southern Cross and luwaytina – emu in the sky (the Milky Way) watches over palawa Country and keeps us safe. They represent our sky Country and our connections to the dreaming and our ancestors gone before us.

Aboriginal artist Luana Towney

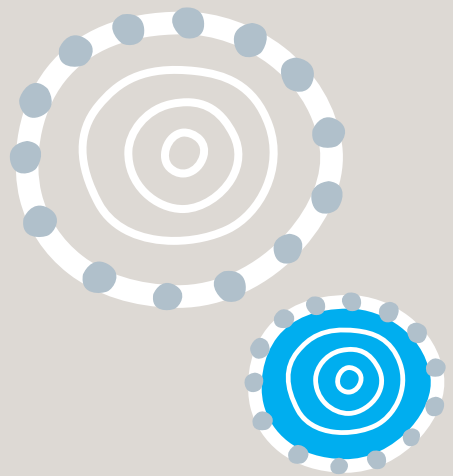




Rainbow Snake

This painting represents palawa connection to Country and TasNetworks. The hand stencils represent our old people, and we remember them, whose land on which we live, work and play. The blue circles represent lutruwita; being an island surrounded by waters, rivers, oceans, creeks and lakes; the dark blue lines connecting to TasNetworks assets that cover our Country. The nine mariner shells represent the nine nations of our old people from long ago and our strong continuing culture that is still here and is thriving. The rainbow snake represents our connection to Country and TasNetworks' logo. The footsteps forming the backbone of the snake show strength and resilience – always moving forward while remembering where we have been.

Aboriginal artist Luana Towney



Our commitments and actions plan



Relationships

- We commit to genuine and authentic relationships that make a meaningful difference in the community.
- We will embed new ways of thinking and opportunities for building trusted relationships that are genuine, caring, accepting and compassionate.

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2022	Aboriginal Community Engagement Advisor
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2022	Aboriginal Community Engagement Advisor
	• Investigate cultural festivals that team members can attend, to strengthen networks, relationships and understanding of Aboriginal and Torres Strait Islander histories and cultures.	April 2022	Aboriginal Community Engagement Advisor
	• Update the Stakeholder Engagement Plan to align protocols for respectful and appropriate communication with Aboriginal and Torres Strait Islander peoples and organisations.	June 2022	Team Leader Stakeholder Relations and Community Engagement
2. Build relationships through celebrating National Reconciliation Week (NRW)	• Circulate Reconciliation Australia's NRW events, communication and resources to our team members.	27 May - 3 June 2021 and 2022	Corporate Social Responsibility Specialist
	• RAP Working Group members to participate in an external NRW week event/s.	27 May - 3 June 2021 and 2022	Corporate Social Responsibility Specialist
	• Encourage and support team members and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2021 and 2022	Leader Corporate Social Responsibility
3. Promote reconciliation through our sphere of influence.	• Develop a communication strategy to promote the RAP commitments to our team members.	August 2021	Corporate Social Responsibility Specialist
	• Communicate our commitment to reconciliation to our team members on the intranet and internal communications and publish our RAP on the TasNetworks website.	July 2021	Corporate Social Responsibility Specialist
	• Identify RAP organisations and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2021	Leader Corporate Social Responsibility
4. Promote positive race relations through anti-discrimination strategies and a commitment to cultural safety.	• Research best practice and policies in areas of race relations and anti-discrimination.	June 2022	Leader People and Culture
	• Conduct a review of our policies, Code of Conduct and procedures to identify existing anti-discrimination provisions and review future needs.	June 2021	Leader People and Culture
	• Maintain unconscious bias and diversity and inclusion training to team members.	December 2021	Leader People and Culture



Respect

- We will celebrate and embrace cultural diversity and value different perspectives as we walk towards reconciliation.
- We commit to learning from the knowledge and wisdom of the Aboriginal and Torres Strait Islander peoples, who are the Traditional Owners and the Traditional Custodians of the lands where we live and work.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Continue to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation, through cultural awareness learning and development.	June 2022	Aboriginal Community Engagement Advisor
	• Display Tasmanian Aboriginal cultural objects and artworks in the workplace with Artist's name correctly identified.	January 2022	Aboriginal Community Engagement Advisor
	• Conduct a review of cultural learning needs within our organisation and identify actions to strengthen cultural competency.	June 2022	Leader Culture and Leadership
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop cultural understanding of the Traditional Owners and Traditional Custodians on the Country within our organisation's operational area.	January 2022	Aboriginal Community Engagement Advisor
	• Maintain and share the protocols for Welcome to Country and Acknowledgement of Country with team members.	January 2022	Aboriginal Community Engagement Advisor
	• Embed Acknowledgement of Country in publicly released documents – such as the Annual Report, consultation documents and submissions.	January 2022	Aboriginal Community Engagement Advisor
	• Increase understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country and protocols.	January 2022	Aboriginal Community Engagement Advisor
	• Develop a list of Elders and community members who are available to give a Welcome to Country.	January 2022	Aboriginal Community Engagement Advisor
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our team members about the meaning of NAIDOC Week.	June 2021	Aboriginal Community Engagement Advisor
	• RAP Working Group and senior leaders to participate in and promote a NAIDOC Week event.	First week of July 2021	Aboriginal Community Engagement Advisor
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2021	Corporate Social Responsibility Specialist
8. Demonstrate commitment to the protection of Aboriginal cultural heritage.	• Communicate and promote internally the updated Environment and Sustainability Policy that makes clear commitments to care and protect Aboriginal cultural heritage.	July 2021	Team Leader Environment and Sustainability
	• Promote the protection of Aboriginal cultural heritage learning activities.	December 2021	Team Leader Environment and Sustainability
	• Implement an Aboriginal cultural heritage training program for our team members.	June 2022	Team Leader Environment and Sustainability
	• Identify improvements and propose updates to our Aboriginal cultural heritage procedures.	June 2022	Team Leader Environment and Sustainability

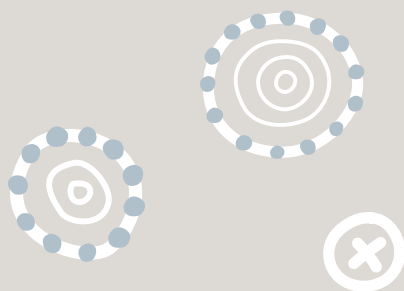




Opportunities

- We commit to building a diverse and inclusive workforce and ensuring Aboriginal and Torres Strait Islander peoples are given every opportunity to be supported, empowered and succeed.
- We commit to providing decent work and economic growth through meaningful employment to build inclusive and resilient communities.
- We value different perspectives and the benefit all voices bring to communities.

Action	Deliverable	Timeline	Responsibility
9. Empower Aboriginal and Torres Strait Islander peoples by strengthening recruitment, retention, professional development and partnership opportunities.	• Implement an Aboriginal and Torres Strait Islander Employment Strategy that identifies a culturally respectful employment process.	June 2022	Leader People and Culture
	• Review, report and implement learnings from targeted recruitment.	October 2021	Leader People and Culture
	• Build understanding of Aboriginal and Torres Strait Islander team members at TasNetworks to inform future employment and professional development opportunities.	March 2022	Leader People and Culture
	• As part of our Community Investment Framework, continue to support safe, inclusive and resilient communities by creating partnerships and providing sponsorships with Aboriginal and Torres Strait Islander peoples and organisations.	June 2022	Team Leader Stakeholder Relations and Community Engagement
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Review procurement policies and guidelines to explore opportunities to enhance our responsible procurement commitments.	December 2021	Leader Procurement
	• Investigate Supply Nation membership.	December 2021	Leader Procurement
	• Schedule a regular review and update of supplier information for Aboriginal and Torres Strait Islander owned suppliers.	December 2021	Leader Procurement
	• Support Tasmanian Aboriginal artists by procuring Aboriginal artwork for our RAP commitments and actions.	August 2021	Leader Corporate Social Responsibility

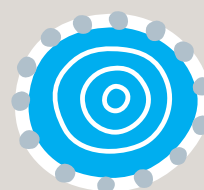




Governance

- We commit to being accountable and playing our role in creating a better tomorrow.

Action	Deliverable	Timeline	Responsibility
11. Maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	• Maintain a RAPWG to govern RAP implementation.	June 2022	Leader Corporate Social Responsibility
	• Review the Terms of Reference for the RAPWG.	December 2021	Corporate Social Responsibility Specialist
	• Maintain Aboriginal and Torres Strait Islander representation on the RAPWG.	June 2022	Leader Corporate Social Responsibility
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	March 2021	Leader Corporate Social Responsibility
	• Engage senior leaders in the delivery of RAP commitments.	June 2022	Leader Corporate Social Responsibility
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2021	Leader Corporate Social Responsibility
	• Implement a protocol that ensures that sharing of knowledge by Aboriginal and Torres Strait Islander peoples and organisations at all events are budgeted for appropriately.	February 2022	Team Leader Stakeholder Relations and Community Engagement
13. 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.	September 2021	Corporate Social Responsibility Specialist
	• Share internal and external stories to maintain commitment to transparency and accountability.	June 2022	Corporate Social Responsibility Specialist
	• Strengthen the RAP vision for the Innovate RAP.	June 2022	Corporate Social Responsibility Specialist
14. Continue our reconciliation journey by developing our next RAP.	• Maintain registration and collaboration with Reconciliation Australia to begin developing our next RAP.	January 2022	Corporate Social Responsibility Specialist



Our RAP Working Group

Our RAP Working Group is responsible for leading the development and implementation of TasNetworks' RAP around the three pillars of - trusted relationships, respect and opportunities in consultation with our people, the Tasmanian Aboriginal community and other key stakeholders.

The RAP Working Group will provide the governance for the RAP oversight, resolve issues and support implementation. The RAP Working Group will also implement reporting to ensure that deliverables are effective.

During our Reflect RAP development, RAP Working Group meetings were held once

every six weeks over a nine-month period to build meaningful RAP commitments. Our RAP working group included our team members and the voices and perspectives of Aboriginal people. Reconciliation Tasmania provided support to the RAP Working Group.

The group will continue to meet every six weeks during RAP implementation to support the delivery of RAP actions and address issues.

Our RAP Champion - General Manager of Finance, Strategy and Business Services Ross Burridge will be responsible for driving and championing internal engagement and awareness of our RAP. Leaders play an important role in shaping positive organisational culture and embodying our RAP through their actions, words, and behaviours.

Thank you to the RAP Working Group for their commitment to championing Aboriginal cultural awareness, respect and engagement across TasNetworks.

Name	Title	Role
Kirstan Wilding	Leader Corporate Social Responsibility, TasNetworks	Chair
Jacqui Collis	Corporate Social Responsibility Specialist, TasNetworks	Secretariat
Graeme Gardner	Aboriginal Community Engagement Advisor, TasNetworks	Member
Karen Smart	Reconciliation Collective and Board Member, Reconciliation Tasmania	Member
Fiona Hughes	Board Member, Reconciliation Tasmania	Member
Mark Redmond	Chief Executive, Reconciliation Tasmania	Member
Darryl Munro	Network Asset Strategy Team Leader, TasNetworks	Member
Anna Masters	Contract Support Officer, TasNetworks	Member
Chantal Hopwood	Leader Regulation, TasNetworks	Member
Rachel Wadsley	Leader Major Project Development, TasNetworks	Member
Varnika Bhasin	Test Analyst, TasNetworks	Member
Emily Norris	Community and Customer Engagement Ops Lead, Project Marinus	Member
Ben White	Leader Stakeholder and Environment Services, Project Marinus	Member
Rebecca Ritchie	Safety and Wellbeing Partner, TasNetworks	Member
Michael Chan	Leader Legal Services, TasNetworks	Member



Contact

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On advice from the Tasmanian Aboriginal Corporation and the Aboriginal Elders Council of Tasmania, this document refers to the Tasmanian Aboriginal people as one community and one people, which encompass the multiplicity of Tasmanian Aboriginal nations, regional histories and cultures that are united in this journey of reconciliation.

TasNetworks use of palawa kani in the RAP follows the protocols of the Tasmanian Aboriginal Corporation. TasNetworks will continue to work with Aboriginal organisations across the state to build our understanding about the appropriate and respectful use of language in formal documents.

