



# TasNetworks' Innovate Reconciliation Action Plan

March 2024 - March 2026





## Acknowledgement of Country

TasNetworks acknowledges the palawa (Tasmanian Aboriginal community) as the Traditional Owners and Custodians of lutruwita (Tasmania). TasNetworks, acknowledges the palawa have maintained their spiritual and cultural connection to the land and water. We pay respect to Elders past and present and all Aboriginal and Torres Strait Islander peoples.

## Message from our CEO

After some years of listening, reflecting and building relationships under our **Reflect Reconciliation Action Plan (RAP)**, we're proud to be launching our **Innovate RAP** on our journey towards reconciliation.

Our Innovate RAP includes more than a dozen actions to protect Aboriginal heritage, uplift cultural awareness and improve the lives of Tasmanian Aboriginal people.

As Tasmania's electricity network provider, we own and manage Tasmanian land, bringing us into contact with sacred Aboriginal cultural sites and heritage. This RAP will ensure all of our field crew are trained in cultural awareness to embed meaning into practical processes and procedures, and ensure we work together with the Tasmanian Aboriginal community to respect and value Aboriginal heritage. It will also help build a culturally safe work environment *within* TasNetworks. Our potential to use traditional fire burning practices is another example of better cultural interaction – specifically explored in the Innovate RAP.

We can still do better at recruiting and retaining Tasmanian Aboriginal people in our business. We know that's built on better cultural awareness, inclusiveness and sensitivity. The Innovate RAP will see us continuing our engagement with Tasmanian Aboriginal experts to help us maximise opportunity and inclusiveness in our employment practices. A number of trained 'Cultural Champions' in our business will help to support that work.

We want to maximise opportunities for Tasmanian Aboriginal people. Our current procurement policies carry weighting

towards Aboriginal and Torres Strait Islander businesses, but more work is needed to ensure it's effective. The Innovate RAP will include an Aboriginal and Torres Strait Islander Procurement Strategy to help firm-up our procurement goals in relation to Aboriginal suppliers – not least by helping educate our leaders in the importance of social procurement.

We're entering a significant period in the process of Aboriginal and Torres Strait Islander reconciliation, especially given the results of *The Voice* referendum in October 2023. It's vitally important that our workforce, and all Australians, participate and think deeply about these issues and possibilities if we're to continue meaningful progress towards reconciliation.

I have a strong personal commitment to reconciliation and commend TasNetworks' new Innovate Reconciliation Action Plan.

I look forward to working with our people towards our vision of an organisation that respects Aboriginal cultural heritage, provides equal opportunities, is diverse, culturally safe and proud.

**Seán Mc Goldrick**  
Chief Executive Officer  
TasNetworks





## Message from Reconciliation Australia

Reconciliation Australia commends TasNetworks on the formal endorsement of its inaugural Innovate Reconciliation Action Plan.

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for TasNetworks to expand its understanding of its core strengths and deepen its relationship with its community, employees and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, TasNetworks will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling employees to contribute to this process as well.



With close to three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. TasNetworks is part of a strong network of more than 2,200 corporate, government and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals TasNetworks' readiness to develop and strengthen relationships, engage employees and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

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

Congratulations TasNetworks on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## Our vision for reconciliation

Our vision for reconciliation is an Australia that embraces the proud heritage of Aboriginal and Torres Strait Islander peoples; the oldest living cultures in the world.

An empowering and equitable future underpinned by a respect for the knowledge, understanding and experiences of a culture that dates back over 60,000 years.

In the context of our organisation, this represents our recognition and respect for Aboriginal heritage, equal employment outcomes for Aboriginal and Torres Strait Islander peoples, and an inclusive and diverse workplace that is culturally safe and proud.



## Our RAP journey

In June 2021, we proudly launched our first **Reflect** Reconciliation Action Plan at the Aboriginal Elders Council in Launceston, committing us to meaningful actions to build respect, relationships and opportunities with Aboriginal and Torres Strait Islander peoples.

Our RAP launch coincided with National Reconciliation Week, a time for all Australians to learn about our shared histories, cultures and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.

Since the launch of our Reflect RAP, we have achieved positive momentum with Aboriginal engagement and reconciliation. We have achieved the following:

- **Implemented a Responsible Procurement Standard** that aims to create opportunities for Aboriginal and Torres Strait Islander owned businesses. We will continue to build on this standard and learnings to date, to inform the development of an Aboriginal and Torres Strait Islander Procurement Strategy, which will further encourage Aboriginal and Torres Strait Islander employment through our supply chain.
- **Built relationships with utilities to enhance First Nations engagement**, an Energy Charter initiative. The toolkit was the culmination of months of work and leadership from a dedicated group of First Nations people from across the energy and water sectors. This resource will help to inform the development of TasNetworks' Aboriginal and Torres Strait Islander Engagement guideline, as part of our Innovate RAP.
- **Implemented Welcome to Country / Acknowledgement of Country Protocols** to demonstrate respect and build understanding. We now share an Acknowledgement or Welcome at significant or large (internal and

external) meetings, and have built Acknowledgements into our presentation and document templates.

- **Developed community partnerships with Tasmanian Aboriginal organisations** including walantanaliny palingina and the Aboriginal Land Council (outlined on page 8). In our Innovate RAP, we will continue to foster these relationships, and seek opportunities to partner and collaborate with other Aboriginal organisations in Tasmania, in line with our Community Investment Framework.
- **Employed our first Aboriginal and Torres Strait Islander Graduate** through an open 'Expression of Interest'. This recruitment approach was informed by Tasmanian Aboriginal Community members. We will continue to strengthen our Aboriginal and Torres Strait Islander employment, onboarding and retention processes, with the support of our Tasmanian Aboriginal experts.
- **Implemented improvements to Aboriginal Heritage procedures.** This included a Work Practice that outlines the procedure for undertaking pre-work checks and approvals for Aboriginal Heritage. TasNetworks is strengthening cultural heritage protection in the Innovate RAP, through development of an Aboriginal Engagement Guideline and providing cultural awareness training to our field team members (page 12).
- **Provided cultural awareness training to our people** through the Tasmanian Aboriginal Corporation, to support our team members to gain a deeper understanding of Tasmanian Aboriginal history and culture. Since 2021, over 125 team members have undertaken the training. This fosters a culturally safety environment for Aboriginal and Torres Strait Islander peoples working at TasNetworks, and will be expanded upon in our Innovate RAP (page 12).

Since implementing our Reflect RAP, I have witnessed a change in both team members and leaders at TasNetworks. We are talking more meaningfully about reconciliation, our history, our achievements and our challenges. I encourage everyone to keep sharing their voice to contribute to a just, equitable and reconciled Australia.

**Ross Burrige AM**  
TasNetworks Executive Operations  
and RAP Champion

## Our business

TasNetworks delivers a safe, reliable and affordable electricity supply to more than 295,000 residential, commercial and industrial customers.

TasNetworks owns, operates and maintains the electricity transmission and distribution networks in Tasmania. We also provide telecommunications and technology services. We are owned by the State of Tasmania and operate as a commercial business with assets of over \$3.5 billion.

Our responsibilities include:

- Keeping our people and our customers safe;
- Tasmanian jurisdictional planner in the National Electricity Market;
- Maintaining and replacing network infrastructure to ensure a safe, reliable service for our customers;
- Connecting new customers to the network (including small and large-scale generators);
- Investing in the network to support capacity growth;
- Operating the network on a day-to-day basis, including all power outage restoration;
- Renewable Energy Zone planner and developer;
- Maintaining the public lighting system;
- Recording and providing regulated meter data to retailers;
- Providing telecommunications, data centre and information technology services to customers, including those in the Tasmanian electricity supply industry.

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 provides an opportunity to spread

positive race relations and build respect for Aboriginal and Torres Strait Islander peoples and cultures.

TasNetworks' electricity network of towers, poles and wires span across the state. We work to protect natural and Aboriginal cultural heritage in the way we build, operate and maintain our network.

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.

We are working to build trust with the Tasmanian Aboriginal community, the palawa people. Our commitments and actions align with our strategic business priorities and nominated Sustainable Development Goals.





## Our partnerships

### **taypani milaythina-tu:** **Return to Country exhibition**

TasNetworks acknowledges that Aboriginal and Torres Strait Islander cultures are the oldest surviving cultures in the world. To make a positive difference to reconciliation, we must continue listening and learning. That's why TasNetworks partnered with the Tasmanian Museum and Art Gallery (TMAG) to support *taypani milaythina-tu: Return to Country*, which was open to the public between 1 October 2022 and 7 May 2023.

The exhibition followed decades-long research by the Tasmanian Aboriginal community to relocate long-missing objects of culture that left the island in the 18th and 19th centuries. It included a combination of these Tasmanian Aboriginal cultural objects sourced from collections around the world, combined with artistic and cultural responses from current Tasmanian Aboriginal people.

The project was led by TMAG's First Peoples Art and Culture team, who said historical cultural objects had been sought for extended loans from various institutions in the UK, France and the United States.

"Long-missing shell necklaces, twined baskets, wooden, stone and bone tools, domestic objects and artworks have returned to lutruwita / Tasmania from the Victoria and Albert Museum in London, the National Museum of Scotland, the University of Cambridge Museum of Archaeology and Anthropology in Cambridge, the World Museum in Liverpool, and the Derbyshire Record Office in Matlock", said Julie Gough, a curator from the First Peoples Art and Culture team.

"The cultural material returned on loan for this exhibition is a small example of our globally dispersed cultural heritage, and there is much work still to be done."

Twenty Tasmanian Aboriginal artists and cultural makers also shared their creative responses to the stories of Ancestors and their cultural objects. The cultural objects and artworks encompassed a variety of media including painting, sculpture, video and audio installations.

The contemporary artists who contributed works for the exhibition included: Andrew Gall, Bianca Templar, Bonnie Starick, Cheryl Mundy tremanya, Colleen Mundy, Cheryl Rose, Dave mangenner Gough, Janice Ross, Jeanette James, Jillian Mundy, Lillian Wheatley, Lola Greeno, Louise Daniels, maikutena Vicki-Laine Green, Rex Greeno, Takira Simon-Brown, Teresa Green, Theresa Sainty, Vicki West and Zoe Rimmer.

TasNetworks was honoured to support the exhibition to help facilitate Aboriginal reconnection, bringing back together people, Country and Ancestral objects that left lutruwita. Many TasNetworks team members attended guided tours of the exhibition, which was a great opportunity to continue to build business knowledge and understanding of Tasmanian Aboriginal culture and history.

*taypani milaythina-tu: Return to Country* was also supported by Detached, the Australia Council for the Arts, the Tasmanian Community Fund, Emirates, Hydro Tasmania, the University of Tasmania, Pennicott Foundation, Jetty Foundation, The Royal Society of Tasmania, Avalon Coastal Retreat and Spring Bay Distillery.







### Supporting 'Yanalangami lutruwita: Strong Women, Strong Communities'

TasNetworks supported the walantalaniny palingina (WAPA) to present its pilot program called *Yanalangami lutruwita: Strong Women, Strong Communities* at the Spring Bay Mill in Triabunna in September 2022. Through culturally safe methods and holistic approaches to healing, the program offered support to Aboriginal women to build their toolkits and activate their change-making potential.

The five main aims of the Yanalangami lutruwita program is to:

- Grow Aboriginal women's skills, confidence and networks across Tasmania;
- Enhance community wellbeing by promoting cultural strength and self-care;
- Empower women by strengthening women's networks of support within Tasmania, enabling them to share resources, knowledge and healing;
- Reduce social isolation, violence and mental health challenges by connecting community and investing in cultural leadership practices;
- Showcase Aboriginal community leaders from Tasmania to the mainland, enhancing collaboration, innovation and networks of strength.

Local Tasmanian Aboriginal women, Tarni Matson and Michelle Maynard identified that a bespoke program would have more impact; and one of the key insights that emerged was that face-to-face delivery was essential.

"We know our communities thrive when our women have the opportunity to pursue their dreams and their goals, and to connect, create and inspire others. When we can create systems of support for this to happen, we contribute to community wellbeing, cultural strength and sustainability", Michelle said.

"Our community has a complex history. Devastating dispossession, dispersal of our peoples and a long denial of our existence have embedded deep wounds and disconnect for our people. The trauma, both lived experience and intergenerational, profoundly impacts the lives, health and wellbeing of our people. Our women can slip through the cracks", she said.

The program brings Aboriginal women together and offers connection to self, culture and each other.

"It supports the rebuilding, the reconnecting of kinship systems and identity. When Aboriginal women are empowered and offered tools of self-care, they are better equipped for their own healing, and for managing the leadership and multiple roles women play in their community", she said.



We know our communities thrive when our women have the opportunity to pursue their dreams and their goals.







### Bridging the digital divide

TasNetworks has donated 70 laptop computers to help empower the Tasmanian Aboriginal community.

The retired laptops were cleared and repurposed by the social enterprise, WorkVentures and delivered to the Aboriginal Land Council of Tasmania for distribution.

They come with essential software, and several have video conferencing cameras to help connect remote community areas. TasNetworks' volunteers will help train recipients who aren't familiar with their new devices.

TasNetworks CEO, Seán Mc Goldrick said the computers will help support education, online literacy, community connection and careers.

"Tasmanians need electricity that's safe, clean, reliable and affordable", Seán said.

"They also need and expect the businesses they own to make a difference, and play a positive role in their lives.

We're building a strong ongoing relationship with the Tasmanian Aboriginal community, and we're delighted to be providing a much-needed resource.

These days, access to a computer can make the difference between getting an empowering education or missing out; between seizing life and career opportunities, or never knowing they existed; between staying connected with distant loved ones, or drifting apart.

This is one of many contributions we'll be making to help support and empower the Tasmanian Aboriginal community in coming years", he said.

These days, access to a computer can make the difference between getting an empowering education or missing out ...

TasNetworks also donated 90 laptops to Neighbourhood Houses Tasmania (via WorkVentures) in November 2022.

While the situation is improving, the 2021 Australian Digital Inclusion Index suggests many Tasmanians still can't afford, access or effectively use computers, which makes it harder to access learning and employment opportunities.





## Strengthening cultural awareness within our business



### Protecting Aboriginal cultural heritage

TasNetworks acknowledges Aboriginal people have lived on the lands we work for more than 60,000 years. Aboriginal heritage sites may be in the vicinity of our network, easements and access tracks. A range of steps are in place to protect these heritage sites, and we continue to seek ways to improve.

That's why an Innovate RAP commitment will see approximately 300 of our Field Operations team members undertake mandatory cultural awareness training, over the two year RAP implementation period.

This will ensure our field crews understand not only 'how' to protect Aboriginal cultural heritage, but also 'why' it is so important.

The training, held at the Tasmanian Aboriginal Centre, will cover knowledge of the palawa (Tasmanian Aboriginal people), history and continuing culture. The second component focuses on educating team members on the reason it is critical to protect cultural heritage, as well as the Tasmanian Aboriginal sites and places that are culturally meaningful and connected to identity and Country.

Head of Field Operations, Mitch Wyper says that building cultural awareness and respect within our Field Operations team is pertinent to successfully embedding cultural heritage protection at TasNetworks.

"I have already had the privilege of undertaking the cultural awareness training, which was truly unforgettable", Mitch said.

"The palawa people have maintained a deep connection to lutruwita despite colonisation, and it made me realise how much we still have to learn about our role in the community to help mend this damage.

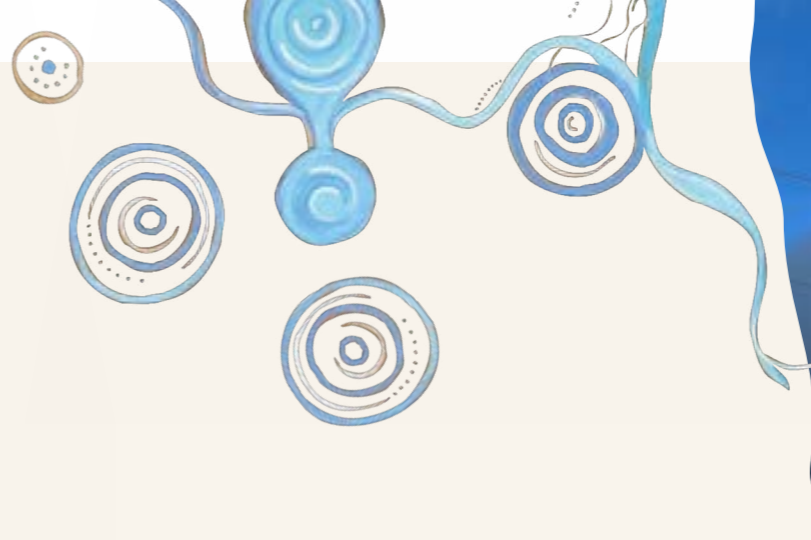
I look forward to seeing our people deepen their understanding, and bring greater significance to our Aboriginal Cultural Heritage practices and procedures", Mitch said.

Another way TasNetworks is strengthening cultural heritage protection is the development of an Aboriginal Engagement Guideline. This practical guideline will be co-designed with Tasmanian Aboriginal Community members to inform TasNetworks' employees and contractors on when, how and why to engage in different contexts.

It will cover the intersection between both the mandatory requirements (e.g., heritage) and other engagement activities required to enhance social and economic outcomes (e.g., benefits sharing). The guideline will also define the ongoing steps we will take to build and maintain trusted relationships with Aboriginal and Torres Strait Islander peoples.

We will embed this guideline into the business and the way we work to support business-as-usual operations and development projects.

The protection and preservation of the environment is a vital part of our corporate responsibility. We are committed to operating in a way that retains environmental and cultural heritage values.



### Raising the flag for National Reconciliation Week

On Wednesday 31 May 2023, TasNetworks marked National Reconciliation Week by holding an inaugural flag raising of the Australian, Tasmanian, Aboriginal and Torres Strait Islander flags at our Lenah Valley site in Southern Tasmania.

TasNetworks' RAP Champion, Ross Burridge AM said the installation of the flags was part of reconciliation action.

"Flying the Aboriginal and Torres Strait Islander flags alongside the Australian and Tasmanian state flags is one way to recognise First Nation peoples - promoting a sense of pride, community and a commitment toward reconciliation", Ross said.

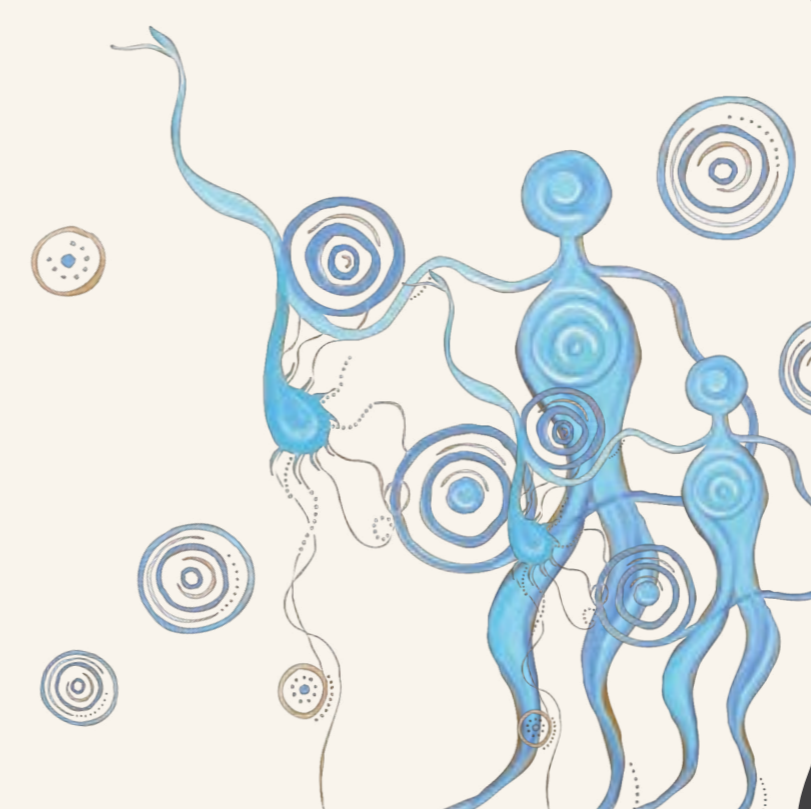
"When you see the flags raised, I encourage you to reflect on what Reconciliation in Australia means to you, and the journey we have in front of us", he said.



In a further demonstration of our commitment to reconciliation, we now fly the Aboriginal and Torres Strait Islander flags alongside the Australian and Tasmanian flags at our Maria Street offices.



Some projects require TasNetworks to engage archaeologists and Aboriginal Heritage Officers to undertake Aboriginal heritage assessments. These assessments provide information on potential impacts of a development on cultural heritage, including desktop reviews and field surveys. Assessments also outline recommendations and mitigation measures to reduce or avoid the impact. Ensuring that cultural heritage sites are identified early in project planning enables TasNetworks to design and construct the network in a manner that minimises our impact on cultural heritage.







## Our RAP artist

Karen Smart is a proud Trawlwoolway woman with strong links to Flinders Island, Cape Barren Island and the East Coast of Tasmania.

Karen lives on the North West coast of Tasmania with her family, and has been creating works of art since she was young.

With an early focus on drawing, Karen has developed a love for pastels, print and paint in recent times.

## Our RAP artwork

The painting, 'Continuing Connectivity' represents a full circle around Tasmania. The twenty-four black dots around the map of Tasmania shows the flow and connection to time. The nine white dots represent the nine tribes of Tasmania.

The spirit people in each of the quarters represent the elements of earth, air, wind, fire and water. The connection of plant and fire is for the cold burns explored in the Innovate Reconciliation Action Plan.

"The idea of painting for me is working with respect to nature to achieve better outcomes and connectivity for Tasmanians, while also remembering our old people and people of today."

**Karen Smart**





## 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.

RAP sub-groups have been formed to support and drive specific RAP activities.

The RAP Working Group provides the governance for the RAP, working to resolve issues and support its successful implementation. Our RAP Champion – Executive of Operations, Ross Burrige AM will be responsible for continuing to drive and champion internal engagement and

awareness of our Innovate 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. Our thanks extends to our former RAP Working Group members for their significant contributions in developing this RAP: Chris Warr, Darryl Munro, Stephanie Manning, Katie Lawrence, Nigel Bailey, Erica Robinson, Mahalia White-McColl, Elangovan Devendran and Jarryd Todorovic.

### RAP Working Group Members

Name	Title	Role
Ross Burrige AM	Executive Operations	RAP Champion
Jacqui Collis	Sustainability Specialist	Secretariat
Emma Blake	Sustainability Specialist	Secretariat
Graeme Gardner	Aboriginal Community Engagement Advisor	Member
Sarah McDonald	Leader, Corporate Affairs	Member
Mark Egan	Health and Safety Partner	Member
Rebecca Ritchie	Health and Safety Partner	Member
Emily Norris	Major Projects Engagement Partner	Member
Kylie Bennett	Customer Resolution Specialist	Member
Jesse Hilder	Telecommunications Technical Specialist	Member
Ed Parker	Team Leader, Environment and Sustainability	Member
Melanie Conomikes	Environment and Sustainability Specialist	Member
William May	Payroll Specialist	Member



RAP Working Group members, Jesse Hilder and Rebecca Ritchie.



# Our commitments and actions

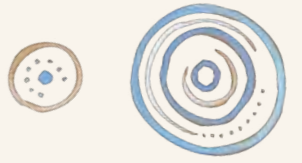


## Relationships

The following principles are the bedrock of strong, enduring two-way relationships that can affect social change. We aspire to lead other Tasmanian organisations in setting a standard for practical reconciliation and harmony.

- We commit to strong and meaningful relations with the Tasmanian Aboriginal community.
- We will honour and protect Aboriginal cultural heritage and traditions in our work practices, so that Tasmanian Aboriginal people know their history and heritage is valued and respected.
- We will listen openly to the priorities and concerns of the Tasmanian Aboriginal community, take those concerns seriously, and look to adopt them into our planning wherever practical to do so. This is crucial for giving Aboriginal Tasmanians a sense of relevance and influence that has so often been denied in the past.
- We will deal honestly and honourably with Aboriginal communities, including when outcomes and solutions may be difficult to agree upon.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	September 2024	Leader, Strategic Engagement
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2024	Leader, Strategic Engagement
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	27 May - 3 June 2024 and 2025	Sustainability Specialist
	2.2 RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024 and 2025	Aboriginal Community Engagement Advisor
	2.3 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 2024 and 2025	Aboriginal Community Engagement Advisor
	2.4 Organise at least one NRW event each year.	27 May - 3 June 2024 and 2025	Aboriginal Community Engagement Advisor
	2.5 Register all of our NRW events on Reconciliation Australia's NRW website.	May 2024 and May 2025	Sustainability Specialist
3. Promote reconciliation through our sphere of influence.	3.1 Develop and implement an employee engagement strategy to raise awareness of reconciliation across our workforce.	May 2024	Leader, Organisational Development
	3.2 Communicate our commitment to reconciliation publicly.	March 2024	Aboriginal Community Engagement Advisor
	3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Review in July 2024 and July 2025	Aboriginal Community Engagement Advisor
	3.4 Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Review in July 2024 and July 2025	Aboriginal Community Engagement Advisor
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	Leader, Organisational Development
	4.2 Develop, implement and communicate anti-discrimination provisions within TasNetworks' policy framework.	January 2025	Leader, Organisational Development
	4.3 Engage with Aboriginal and Torres Strait Islander employees and / or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy provisions.	January 2025	Leader, Organisational Development
	4.4 Educate senior leaders on the effects of racism, to effectively facilitate consultation on our anti-discrimination policy provisions.	January 2025	Leader, Organisational Development



## Respect

By learning from the knowledge and wisdom of Aboriginal and Torres Strait Islander peoples, we can advance that learning and recognition through large parts of Tasmanian society. This is an important part of building progress and dedication towards reconciliation generally.

- We will celebrate and embrace cultural diversity and value different perspectives as we walk towards reconciliation.
- We will fly the Aboriginal flag at our headquarters as an important symbol of welcome, equality and respect.
- We will educate our employees to respect Aboriginal tradition and culture, so that Tasmanian Aboriginal people can have confidence that working at TasNetworks will be an experience free of prejudice and discrimination. This is crucial for making TasNetworks a place of income, opportunity and achievement for Aboriginal and Torres Strait Islander peoples, with all the dignity and advancement that brings.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Conduct a review of cultural learning needs within our organisation.	March 2024 - December 2024	Leader, Organisational Development
	5.2 Consult local Traditional Owners and / or Aboriginal and Torres Strait Islander advisors to inform our cultural learning plan.	March 2024 - December 2024	Leader, Organisational Development
	5.3 Develop, implement and communicate a cultural learning plan for our employees.	March 2024 - December 2024	Leader, Organisational Development
	5.4 Provide opportunities for RAP Working Group members and key leadership employees to participate in formal and structured cultural learning.	Review in April 2024 and April 2025	Leader, Organisational Development
	5.5 Work with the Tasmanian Aboriginal community and suitably qualified service providers to assess whether cultural burning could be utilised on land owned by TasNetworks and / or easements where land owners and other stakeholders are supportive.	March 2024 - October 2025	Environment and Sustainability Specialist
	5.6 Ethically procure and display Aboriginal artwork at TasNetworks to build cultural awareness by showing Aboriginal and Torres Strait Islander expressions of identity, culture, spirituality and relationships to Country.	June 2024 and June 2025	Sustainability Specialist
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Increase employee understanding of the purpose and significance behind cultural protocols, including <i>Acknowledgement of Country</i> and <i>Welcome to Country</i> protocols.	May 2024 and May 2025	Aboriginal Community Engagement Advisor
	6.2 Communicate and educate the business on our cultural protocol document, including protocols for <i>Welcome to Country</i> and <i>Acknowledgement of Country</i> .	May 2024 and May 2025	Aboriginal Community Engagement Advisor
	6.3 Invite a local Traditional Owner or Custodian to provide a <i>Welcome to Country</i> or other appropriate cultural protocol at significant events each year.	Review in April 2024 and April 2025	Aboriginal Community Engagement Advisor
	6.4 Include an <i>Acknowledgement of Country</i> or other appropriate protocols at the commencement of important meetings.	Review in July 2024 and July 2025	Aboriginal Community Engagement Advisor
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024 and July 2025	Aboriginal Community Engagement Advisor
	7.2 Review policies and procedures to remove barriers to employees participating in NAIDOC Week.	December 2024	Leader, Organisational Development
	7.3 Promote and encourage participation in external NAIDOC events to all employees.	First week in July 2024 and July 2025	Aboriginal Community Engagement Advisor
8. Protect Aboriginal cultural heritage through systems, training and awareness activities.	8.1 300 Field Operations team members to complete the Aboriginal heritage awareness online training.	March 2025	Leader, Organisational Development
	8.2 300 Field Operations team members to complete cultural awareness training.	July 2024 - October 2025	Leader, Organisational Development





### 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. Improve employment outcomes for Aboriginal and Torres Strait Islander people through effective recruitment, retention and professional development.	9.1 Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	January 2025	Head of People Experience
	9.2 Engage with Aboriginal and Torres Strait Islander team members to consult on our employment related policy provisions.	January 2025	Leader, Talent and Early Careers
	9.3 Develop and implement an Aboriginal and Torres Strait Islander employment strategy.	January 2025	Leader, Talent and Early Careers
	9.4 Review the effectiveness of advertising approaches to ensure they are reaching Aboriginal and Torres Strait Islander people.	Review in June 2024 and June 2025	Leader, Talent and Early Careers
	9.5 Review procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	January 2025	Leader, Talent and Early Careers
10. Improve the lives of Aboriginal and Torres Strait Islander peoples and build community resilience as part of our Community Investment Framework.	10.1 Identify community strengths and needs by consulting with Tasmanian Aboriginal Peoples and community.	Review in July 2024 and July 2025	Leader, Strategic Engagement
	10.2 Establish partnerships with organisations that create opportunity, build resilience and address the needs of Tasmanian Aboriginal Peoples.	Review in July 2024 and July 2025	Leader, Strategic Engagement
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1 Develop and implement a procurement strategy that proactively targets Aboriginal and Torres Strait Islander owned and / or operated businesses.	April 2024 - October 2025	Head of Supply Chain
	11.2 Investigate Supply Nation membership.	June 2024 - October 2024	Head of Supply Chain
	11.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	March 2024 - March 2026	Leader, Corporate Affairs
	11.4 Identify and proactively reach out to Aboriginal and Torres Strait Islander businesses offering relevant goods and services, and invite them to participate in assessment for inclusion on TasNetworks' supplier register. Maintain register through semi-annual environmental scans for emerging and growing Aboriginal and Torres Strait Islander businesses.	January 2025 - March 2026	Head of Supply Chain



### Governance

TasNetworks recognizes that good governance is critical to successfully delivering on its RAP actions and commitments. Our RAP Working Group is committed to driving accountability and tangible outcomes through transparent tracking and reporting, whilst continuing to evolve its approach and practices to provide greater value for the Aboriginal and Torres Strait Islander communities.

Action	Deliverable	Timeline	Responsibility
12. Strengthen and evolve the practices of the RAP Working Group (RAP WG) to effectively drive the governance of the RAP.	12.1 Maintain Aboriginal and Torres Strait Islander representation on the RAP WG.	Review in October 2024 and October 2025	Leader, Strategic Engagement
	12.2 Review, update and apply the Terms of Reference for the RAP WG.	Review in March 2024 and March 2025	Sustainability Specialist
	12.3 Meet at least four times per year to drive and monitor RAP implementation.	Set quarterly schedule in March 2024 and March 2025	Sustainability Specialist
13. Provide appropriate support for effective implementation of RAP commitments.	13.1 Define resource needs for RAP implementation.	April 2024	Sustainability Specialist
	13.2 Engage our senior leaders and team members in the delivery of RAP commitments.	March, June, September and December - 2024 and 2025	Aboriginal Community Engagement Advisor
	13.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2024	Sustainability Specialist
	13.4 Appoint and maintain an internal RAP Champion from senior management.	Review in April 2024 and April 2025	Aboriginal Community Engagement Advisor
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings, both internally and externally.	14.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Sustainability Specialist
	14.2 Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	1 August annually	Sustainability Specialist
	14.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Sustainability Specialist
	14.4 Report RAP progress to all team members and senior leaders quarterly.	March, June, September and December - 2024 and 2025	Sustainability Specialist
	14.5 Publicly report our RAP achievements, challenges and learnings annually.	March 2025 and March 2026	Aboriginal Community Engagement Advisor
	14.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Review in August 2024 and August 2025	Sustainability Specialist
	14.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	April 2026	Sustainability Specialist
15. Continue our reconciliation journey by developing our next RAP.	15.1 Register via Reconciliation Australia's website to begin developing TasNetworks' next Reconciliation Action Plan.	June 2025	Sustainability Specialist





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