



Australian Government

IP Australia

Innovate Reconciliation Action Plan

Dec 2021 - Dec 2023



RECONCILIATION
ACTION PLAN

INNOVATE





Acknowledgement of Country

IP Australia acknowledges Aboriginal and Torres Strait Islander peoples of Australia. We acknowledge the Traditional Custodians of the lands on which our agency is located and where we conduct our business.

We pay our respects to ancestors and Elders, past, present and emerging. IP Australia acknowledges Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

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

Revision history

Date	Amendments
13/12/2021	New document

Cover artwork: Dalmarri Pty LTD, image ©



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Our Vision for Reconciliation



To reconcile is to restore or resolve. IP Australia acknowledges the past and recognises the rich contributions to innovation that Aboriginal and Torres Strait Islander people have made to Australia throughout 60,000 years of continuing lore and history as the nation's first innovators.

IP Australia seeks to make the IP system more accessible to the needs of Aboriginal and Torres Strait Islander peoples. We commit to progressing reconciliation with real actions. Walking together, building stronger relationships with Indigenous communities, gaining a deeper cultural understanding to build an inclusive organisation, where Aboriginal and Torres Strait Islander peoples are fully considered within the IP system and the broader community to build a more inclusive, united, and prosperous Australia.



Dalmarri artists Jason Douglas, a proud member of the Kubi-Kubi people, and Trevor Eastwood, a proud member of the Ngamba People, developed the above painting following a creative briefing with IP Australia's Reconciliation Action Plan (RAP) working group.

Painting: "Yuliyin Marradhul Yandhul" meaning Past, Present and Future.

'The two concentric circles represent IP Australia in a never-ending cycle of learning and sharing ideas. The colours are of each department and how they intertwine and work with each other. The traditional surrounding tools, crops and weapons are a tribute to the First Nations People of our rich Country's past. First Nations people are recognised as the first tool makers, farmers, astrologers, diplomats and explorers, inspired by learning from their Elders and ancestors.'

The ochre lines across the painting represent the barriers and challenges that we still need to overcome as a nation and to bring us closer to one mob. The crosshatch lines in ochre represent the wall that needs to be broken down through acceptance by all of us.

The vibrant colours on the outer edges of the piece recognises the different regions of Australia. The blues of the coastal towns, greens of the bush, red and ochres of the vast desert countryside. The symbols shapes in each region are the many communities that IP Australia connect with in protecting and sharing ideas from the past and future.' - Dalmarri

Message from Director General Michael Schwager



It is with great pride that I introduce our new Innovate Reconciliation Action Plan 21-23 (RAP). This plan marks an important shift in our journey towards reconciliation and provides a clear path to further advance reconciliation internally and with the businesses, stakeholders and communities we serve.

We are committed to being a modern, inclusive and responsive Agency that is representative of the public that we serve, and one that harnesses the strength found in diversity for the benefit of all our stakeholders.

We are committing to real actions. The implementation of respect protocols, cultural awareness initiatives, enhanced consultation with Aboriginal and Torres Strait Islander peoples and creating opportunities for Indigenous Australians are at the heart of our RAP. We are also exploring improvements to Australia's IP system so that it can help support the cultural integrity and economic potential of Indigenous Knowledge held by Aboriginal and Torres Strait Islander people.

This is an ambitious but achievable plan that will require considerable effort to make reconciliation part of who we are as an Agency both now and in

the future. The key word is action. We are seeking staff at all levels to change the way we think about reconciliation, to take action and to be part of this plan not as a peripheral activity but part of our core day to day business.

IP Australia has created its RAP in step with Reconciliation Australia's framework and through it we progress the key dimensions of reconciliation – race relations, historical acceptance, unity, equality and equity, and institutional integrity.

I would like to thank everyone who has contributed to developing this plan especially our Indigenous Champion, Edel Kairouz, Joshua Roberts our RAP Convenor, and the RAP Working Group for their tremendous energy and drive.

I commend the RAP to all staff and encourage everyone to embrace its spirit and take steps to implement its actions.

Michael Schwager
Director General
IP Australia
December 2021

Message from IP Australia's Indigenous Champion



We have much to learn from Aboriginal and Torres Strait Islander peoples – the First Australians and First Innovators in history. Understanding the perspectives of Aboriginal and Torres Strait Islander peoples in the communities we are a part of or work with, broadens our understanding and is an important step on the journey to reconciliation.

At its heart, reconciliation is about strengthening relationships and respect between Indigenous and non-Indigenous peoples for the benefit of all Australians. It's about acknowledging the past, addressing inequalities and moving forward together.

The actions in this plan have been shaped by a working group made up of staff from IP Australia's diverse business groups with representation from our Indigenous Employee Network, to help ensure we are headed in the right direction and engaging all staff along the way.

Our plan is achievable, realistic and has firm commitments. We will allocate responsibility for our actions, track our set timeframes to both monitor and measure our progress on RAP deliverables.

Through the RAP we will also continue our engagement with the Jawun program and engage in Garma and other like Indigenous cultural events. We will expand our knowledge and appreciation of Aboriginal and Torres Strait Islander cultures and forge deeper relationships with Indigenous businesses and communities.

My sincere thanks to our RAP Working Group and all IP Australia staff for developing this plan. Now, we commit to actioning these initiatives over the next two years.

Edel Kairouz
IP Australia – Indigenous Champion
December 2021



Message from Reconciliation Australia



Reconciliation Australia commends IP Australia on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. IP Australia continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that IP Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to IP Australia using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for IP Australia to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, IP Australia will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of IP Australia's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations IP Australia on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Business

IP Australia is responsible for administering Australia's IP rights system, specifically patents, trade marks, designs and plant breeder's rights. Our vision is to deliver world leading IP services that are modern, effective and efficient to ensure all Australians benefit from great ideas.

We achieve this through the administration and registration of patents, trade marks, designs and plant breeder's rights; the professional registration of patent and trade marks attorneys; educating our customers on the role of IP in their business and providing advice to the Australian Government to better shape the IP rights system both domestically and internationally.

IP Australia delivers IP rights administration, education and professional registration services to increase awareness of IP and shape the domestic and international IP systems to help Australian innovation and business. We are committed to building the capability of our people and our organisation to support the work we do. We deliver on our responsibilities by focusing on our three strategic objectives of Operational Excellence, Service Excellence and Value Add.

Delivery of these elements enables us to provide an effective framework for protection of innovative products and brands. This creates a secure environment for investment in innovation, enables firms to build brand value and business reputation, and encourages the disclosure of inventions and the transfer of knowledge and technology. The key strategic outcome of the Value Add objective encapsulates the protection of Indigenous Knowledge to:

- Improve Australia's IP system to promote the cultural integrity and economic potential of Indigenous Knowledge.
- Better support Aboriginal and Torres Strait Islander people so they benefit from and protect their Indigenous Knowledge.
- Increase awareness and understanding about the use and misappropriation of Indigenous Knowledge.
- Review our IP guides for Indigenous businesses.
- Explore potential changes to how IP Australia examines IP applications that involve Indigenous Knowledge.

Whilst our head office is in Canberra, we also have an office located in the city of Melbourne. Many of our staff also work away from these office locations in a variety of areas around Australia. We have around 1100 employees from a diverse range of cultures, of which 0.7% identify as Aboriginal and/or Torres Strait Islander. We are a STEM organisation and have one of the highest proportions of tertiary qualified staff in the Australian Public Service. Approximately 75 percent of our workforce hold tertiary qualifications.



Our Reconciliation Action Plan Working Group

IP Australia's RAP Working Group (RAP WG) first commenced with the nomination of the RAP Convenor, Joshua Roberts, a proud Barkindji-Wiradjuri man.



The RAP WG is made up of our Indigenous Champion and nominated staff representatives from eight of our business groups including members of our Indigenous Employee Network. Terms of reference were established to develop a new Innovate RAP for our Agency and the RAP WG welcomed, consulted, and encouraged input from all IP Australia staff along the way.

On Friday 23 April 2021, the RAP WG participated in a walk of Mount Taylor in the Woden Valley, ACT. This was an immersive cultural experience guided by Adam Shipp, owner of the business Yurbay. Adam educated the RAP WG on the different plants and seeds in the area and their respective properties as Indigenous food and medicine. The word Yurbay (You-ra-bi) is the Wiradjuri word for 'seed'.

Staff representatives on the RAP WG include our Director General, Assistant General Manager Business Services Office, Director HR Projects, Assistant Director Recruitment, Director Strategic Communication/ Public Education and Awareness, Director Pre Examination and Information Services, Senior Project Officer Indigenous Education, Director Workforce Experience, Assistant Director Workforce Experience, Assistant Director Policy & International Affairs, Policy Officer Policy & International Affairs, Senior Trade Mark Examiner, Assistant General Manager Patents, Assistant Director Electrical, Patents Examiners Mechanical, General Manager Patents Oppositions, Business Improvement, & PBR Group, Senior Legal Counsel, Assistant Director Change & Communication, Chair and Co-Chair of IP Australia's Indigenous Employee Network.



'I have been bush walking my whole life, but never understood the rich uses and practical applications of Australia's native plants and trees. Indigenous knowledge of bush foods and medicines has changed the way I think about nature. It has opened up a whole new level of appreciation of our own backyard.'

Doug Pereira - General Manager,
Finance and People Services Group.

IP Australia's Indigenous Employee Network

IP Australia has its own Indigenous Employee Network (IEN). The IEN is comprised of Indigenous staff from a variety of areas within IP Australia.



The network provides support for members to grow relationships with other Indigenous and non-Indigenous staff, obtain mentoring and guidance on working in the public sector as well as expanding networks into the various business groups of IP Australia. The IEN provide a valuable cultural lens on different issues to support IP Australia's reconciliation agenda and is also a key source of specialist advice for a wide range of Indigenous IP issues and policy work.

IEN members (left to right)
Corey Dodd, Tremaine Richardson, Alex Hollis, Eva Kirby, Joshua Roberts and Sarah Paton



Not Pictured: Alison Tait, Paul Warren, Matthew James

'The establishment of an Indigenous Network is an important step in building a more culturally safe and inclusive workplace. It's about creating a safe environment to provide support to other members of the network while also enabling Aboriginal and Torres Strait Islander staff the opportunity to voice opinions and ideas. Additionally, it has streamlined the consultation process between the Agency and its Indigenous staff. I look forward to seeing the network both in size and in our involvement throughout the Agency.'

Tremaine Richardson - Trade Mark Examiner and descendent of the Kuku Yalanji, Djabugay, Mununjali, Butchulla people and the Meriam people of eastern Torres Strait Islands.

Our RAP

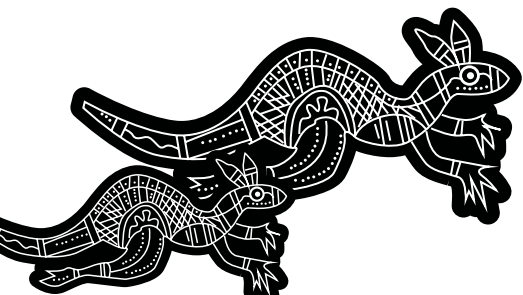
Our RAP 2021-2023 seeks to build on the successes we have achieved under our previous RAP to increase staff awareness of Aboriginal and Torres Strait Islander cultures, and to create a culturally safe workplace for all. It also seeks to address areas to further improve on as an Agency.

In this RAP we seek to:

- Increase staff awareness of cultural respect and Indigenous customs.
- Deepen our relationships with Traditional Owners and Aboriginal and Torres Strait Islander communities where we do business.
- Improve engagement and consultation with Aboriginal and Torres Strait Islander community on the administration, awareness, and policy of IP to ensure that their concerns and interests are fully considered.
- Strengthen our position and be an employer of choice for Aboriginal and Torres Strait Islander peoples and to increase Aboriginal and Torres Strait Islander employment opportunities in IP Australia.
- Boost our procurement of goods and services provided by Indigenous owned businesses.
- Eliminate barriers to IP Rights access for Aboriginal and Torres Strait Islander peoples.
- Ensure our staff are culturally competent and equipped to communicate effectively and work with Aboriginal and Torres Strait Islander peoples.
- Ensure our IP system is accessible and sought after by Aboriginal and Torres Strait Islander peoples and communities.
- Create a clear and robust governance framework within our Agency to support implementation, tracking and reporting of all RAP initiatives.



Our Reconciliation Journey



Since the formulation of our last RAP in 2015, we have made progress in several areas:

- Implemented affirmative measures to some positions to increase Indigenous representation in the workforce.
- Increased procurement and contracts with Indigenous businesses.
- Our staff have undertaken the ExcELerate Indigenous Career Development program.
- Participated in the APS Indigenous Graduate Pathway Program and the Indigenous Australian Government Development Program (IAGDP).
- Implemented Aboriginal and Torres Strait Islander cultural development training programs to lift cultural awareness.
- Participated in the Jawun Indigenous Community APS Secondment Program.
- Recognised and celebrated days of cultural significance for Aboriginal and Torres Strait Islander peoples including National Reconciliation Week and NAIDOC with key staff events.
- Committed to attending the Garma Festival and other significant cultural events.
- Committed to the Indigenous Knowledge Work Plan 20-21, focussing on how Australia's IP system can help support the cultural integrity and economic potential of Indigenous Knowledge held by Aboriginal and Torres Strait Islander people, which includes Traditional Knowledge (TK) – know-how, practices, techniques and skills; and Traditional Cultural Expressions (TCEs) – visual imagery, performance, design, words and names.
- On the international level, IP Australia staff influenced the direction of discussions on traditional knowledge/cultural expressions in the World Intellectual Property Organization (WIPO) towards Australia's interest in a meaningful and balanced international instrument.

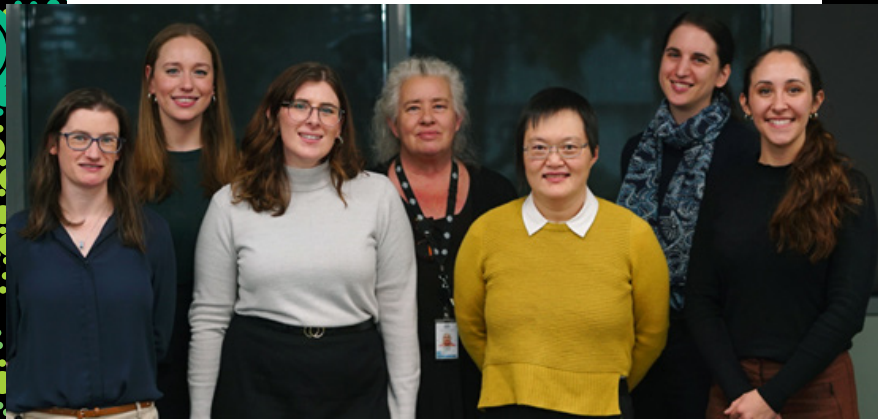


Key lessons learned from our previous RAP:

- Leadership and staff engagement must be demonstrated at all levels in our Agency to achieve our vision for reconciliation. This is critical as the culture of an organisation is set by those in leadership positions to drive open discussions about the value of inclusivity and strength of diversity in the workplace.
- Indigenous cultural awareness and learning is an ongoing process that must continue as our Agency changes and develops over time.
- Reconciliation is everyone's responsibility in IP Australia, all staff need to be advocates not just those charged with developing the RAP.
- The effectiveness of a RAP is substantively enhanced where RAP organisations work together in partnership sharing experiences on progressing reconciliation. We have worked closely with multiple organisations including the Department of Industry, Science, Energy and Resources and the Australian Institute of Aboriginal and Torres Strait Islanders Studies.
- Building relationships with Aboriginal and Torres Strait Islander communities is critical for reconciliation. RAP actions need to be developed in close consultation with Indigenous people both internally and externally.
- RAP actions need to be measurable with clear accountability to ensure progressive improvements over the life of the RAP and into the future.

Case Study: Indigenous Knowledge Work Plan

IP Australia's Indigenous Knowledge (IK) project is exploring how the IP system can support Aboriginal and Torres Strait Islander people to benefit from and protect their IK. This policy work has been guided by Indigenous voices and perspectives, heard through extensive consultation.



IP Australia's policy team working on the Indigenous Knowledge Workplan from left to right: Alma Lacken, Lara Keogh, Emily Gleeson, Edwina Lewis, Amanda Lim, Thea Seferovic and Alicia Boardman.

The topic of IK is vast and multifaceted, and after widespread discussions the Agency published its intended steps in the 13-point Indigenous Knowledge Work Plan 2020-21. In the first half of 2021, IP Australia sought feedback on a number of proposed policy and legislative changes through online surveys, webinars, one-on-one conversations with stakeholders and focus groups across the country.

Four themes that we have consistently heard in our conversations about IK so far are the importance of ensuring control, protection, recognition and respect, all of which reflect the core pillars of Reconciliation.

IP Australia established an Indigenous Expert Reference Group to share views and shape our approach, guaranteeing that these themes are guiding our work and that Aboriginal and Torres Strait Islander perspectives are always at the centre.

Simultaneously, an Indigenous Knowledge Working Group made up of members from many different Government departments and agencies meet regularly to explore options for stand-alone legislation, because the topic of IK is one that extends beyond IP Australia.

Over the next two years, as IP Australia implements this RAP, the policy team is dedicated to continuing to work with Aboriginal and Torres Strait Islander peoples to address IK issues. This will result in IP Australia building new processes, including possible legislative changes, to support best practice around how IK is used in the IP system.

View the Indigenous Knowledge Work Plan:
<https://www.ipaustralia.gov.au/sites/default/files/ip-australia-indigenous-knowledge-work-plan-2020-2021.pdf>



Case Study: Kakadu Plum and Smart Trade Mark Technology

IP Australia has recently concluded a pilot project with the Indigenous Land and Sea Corporation (ILSC), the Northern Australia Aboriginal Kakadu Plum Alliance (NAAKPA) and the Australian Nuclear Science and Technology Organisation (ANSTO).

NAAKPA
NORTHERN AUSTRALIA ABORIGINAL KAKADU PLUM ALLIANCE



*Kakadu Plum harvested on Bardi Country,
Lombadina, Western Australia.
Photo courtesy of NAAKPA.*



The aim of the project was to develop a system of traceability and verification, helping to ensure purchased Kakadu Plum products benefits Indigenous communities and enterprises. The system leveraged modern technologies and scientific analysis such as isotopic and elemental testing (ANSTO) to help with authenticity of indigenously harvested bush food.

IP Australia supported the project by developing a 'source of origin' application that integrates with the Smart Trade Mark product helping identify and correctly label Indigenous bush foods within consumer products. Field trials have been conducted with farms, aggregators and manufacturers participating in the project. The project findings will assist the ILSC and NAAKPA with future business development from value streams identified in the pilot.

Our RAP Actions

Over the course of many months the RAP WG discussed our commitment to an Innovate RAP and consulted deeply with all IP Australia staff, focusing on the following pillars of reconciliation.



RAP WG and Senior Leadership members on conclusion of a local Ngunawal language workshop with Ngunawal Traditional Owner Tyrone Bell.



- **RELATIONSHIPS:**

Building beneficial relationships with Aboriginal and Torres Strait Islander businesses and communities.



- **RESPECT:**

Building a culturally supportive organisational environment and one that demonstrates efforts towards paying respect to Aboriginal and Torres Strait Islander peoples, history and cultures.



- **OPPORTUNITY:**

Making changes to create the right environment for Aboriginal and Torres Strait Islander people to participate equally across education, employment and health opportunities.



- **GOVERNANCE and MONITORING:**

Ensuring progress is transparent and measurable and accountability is clear and applied.



Relationships



We seek positive and enduring relationships with Aboriginal and Torres Strait Islander peoples and will use our position and sphere of influence to advocate for stronger recognition and respect for culture, community, and equal opportunity.

IP Australia aims to build relationships with Aboriginal and Torres Strait Islander peoples on IP issues to ensure their concerns regarding intellectual property matters are considered in IP Australia's policy development and implementation.

Building strong relationships with Aboriginal and Torres Strait Islander peoples is essential to our work and the outcomes we seek. This helps us to deliver better outcomes for the Australian community and strengthens our approach to facilitating jobs and growth. Robust and effective relationships with Aboriginal and Torres Strait Islander staff builds a diverse, inclusive and supportive workplace culture.

Action

Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Responsibility

Timeline

- | Action | Responsibility | Timeline |
|--|--|--|
| 1.0 Invite Aboriginal and Torres Strait Islander individuals and organisations to visit IP Australia offices to speak at lunchtime sessions about issues affecting Aboriginal and Torres Strait Islander peoples. (Twice per year) | Director - Recruitment and Diversity and Inclusion | Mar-22
Jul-22

Mar-23
Jul-23 |
| 1.1 Work with First Nations Stakeholders to establish an Indigenous Voice to IP Australia with an understanding of Indigenous Knowledge protocols to advise on issues and policy relating to Indigenous Knowledge. (IK Project 2) | Director - Policy and International Affairs | Dec-23 |
| 1.2 Engage with Aboriginal and Torres Strait Islander people to develop guiding principles for future engagement. | Director - Policy and International Affairs | Jun-22 |
| 1.3 Develop and implement an IP Australia engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. | Director - Policy and International Affairs | Aug-23 |
| 1.4 Attend international forums to establish relationships with other indigenous people worldwide in relation to IP, including the WIPO Inter Governmental Committee (IGC) on Intellectual Property and Genetic Resources, Traditional Knowledge and Folklore and for IP Australia to consult with Indigenous people before and after WIPO IGC meetings. (IK Project 4) | Director - Policy and International Affairs | Dec-23 |
| 1.5 Commit to supporting two Jawun placements annually. Participants to undertake presentations and program of disseminating lessons learned from the experience to all staff and be future champions to promote the program. | Director - People and Organisational Development | Feb-22
Aug-22 |
| 1.6 IP Australia staff to attend major Aboriginal and Torres Strait Islander cultural festivals or events annually to build relationships with Indigenous communities and to raise awareness of the benefits of IP right protection. | Indigenous Champion | Jun-22 |

Action	Responsibility	Timeline
Build relationships through celebrating National Reconciliation Week (NRW).		
2.0 Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.	Director - Recruitment and Diversity and Inclusion	May-22
2.1 Identify, support and promote at least one external NRW event to all staff and encourage attendance.	Director - Recruitment and Diversity and Inclusion	May-22 May-23
2.2 RAP WG members to participate in an external NRW event.	Indigenous Champion	Jun-22 Jun-23
2.3 Deliver a program of staff events each year educating and celebrating the significance of NRW. Promote these through internal Agency communications.	Director - Recruitment and Diversity and Inclusion	May-22 May-23
2.4 Register IP Australia's NRW event(s) on Reconciliation Australia's website each year.	Director - Recruitment and Diversity and Inclusion	May-22 May-23
Action	Responsibility	Timeline
Promote reconciliation through our sphere of influence.		
3.0 Develop a new Agency RAP Communication Strategy to promote the RAP and to deliver key messages to staff to raise awareness and engage in reconciliation actions.	Director - Portfolio Management Director - Recruitment and Diversity and Inclusion	Dec-21
3.1 Communicate our commitment to reconciliation publicly on our website and in corporate documents such as our Corporate Plan.	Director - Portfolio Management	Dec-21
3.2 Publish case studies of success in Aboriginal and Torres Strait Islander businesses protecting their IP.	Director - Strategic Communications/ Public Education and Awareness	Jun-22
3.3 Engage the Attorney Profession to explore ways of promoting reconciliation (eg. Secondment opportunities for Indigenous Examiners or further collaboration on relevant issues).	Director - Policy and International Affairs	Jun-22
3.4 IP Australia will collaborate with other agencies to share information on RAP achievements, challenges and best practices to advance reconciliation.	Director - Recruitment and Diversity and Inclusion	Jun-22
3.5 Recognise and acknowledge staff in IP Australia who have contributed to improved outcomes for Aboriginal and/or Torres Strait Islander peoples including those who have led and promoted Reconciliation actions within IP Australia.	Director - Payroll Services and Employment Relations	Jul-22



Action	Responsibility	Timeline
Promote positive race relations through anti-discrimination strategies.		
4.0 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions , and future needs.	Director - People Support	Oct-22
4.1 Empower employees to prevent and respond to incidents that occur in IP Australia through mechanisms such as Workplace Contact Officers or Employee Assistance Program.	Director - People Support	Jun-22
4.2 Develop new requirements to source specialised Employee Assistance Program support for Indigenous staff .	Director - People Support	Jun-22
4.3 Provide all IP Australia staff with the tools and resources to be able to identify unacceptable behaviour in the workplace through education and awareness such as bias and cultural training.	Director - People and Organisational Development	Jun-22
4.4 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy .	Director - People Support	Jun-22
4.5 Implement new training solutions for staff at all levels including executive and senior executive leaders to open more dialogue on the effects of racism and strategies to address racism in the workplace .	Director - People and Organisational Development	Jun-22
4.6 Continue to regularly review and communicate the anti-discrimination policy for our organisation.	Director - Recruitment and Diversity and Inclusion	Jun-22 Jun-23

Case Study: Indigenous Knowledge Subject Matter Expert



IP Australia's Indigenous Knowledge Subject Matter Expert (IK SME) Group provides a centralised area of skills and expertise in relation to Indigenous Knowledge matters.

IP Australia's Indigenous Knowledge Subject Matter Expert Group, from left to right: Joshua Roberts, Tremaine Richardson, Amelia Irvine, Sarah Paton and Alex Hollis.

The Trade Marks and Designs IK SME provide skills and expertise in the examination of trade marks and designs applications containing Indigenous material.

Established in 2020, the IK SME group ensures that IP Australia makes sound and consistent decisions under the Trade Marks Act 1995 and Designs Act 2003, taking into account language, traditional knowledge, traditional cultural expressions and cultural sensitivities. Made up of specialist examiners, the majority of whom are Aboriginal and/or Torres Strait Islander, the IK SME group are well-placed to provide exceptional customer service and support to Indigenous business.

In addition to examination responsibilities, the IK SME group draw on their experience and backgrounds to take an active role in enhancing cultural awareness across IP Australia. They build an understanding of the value of IP for Indigenous customers; train and educate examination staff and assist in delivering policy objectives around Indigenous Knowledge.

The group works as an adjunct to the IK Project and will support IP Australia's longer term vision for legislative and practice reform on Indigenous IP issues.

Jawun Participant, Hrishikesh Desai



Hrishikesh on site as part of his Jawun experience, back row second from the right.

Jawun is a not-for-profit organisation, supported by IP Australia, which places high-performing APS6 and Executive Level staff into Indigenous organisations across Australia. As an Agency we participate in the Jawun Secondment Program to provide staff with a significant professional development opportunity that cultivates cultural competence and an understanding of Indigenous culture.

Hrishikesh worked at Eastern Gujaga Aboriginal Corporation on Dharawal Country (La Perouse) for a period of six weeks as part of the Jawun Secondment Program. Hrishikesh's secondment was focused on supporting Gujaga to develop a project plan and a financial forecast model to become a Registered Training Organisation.

'I can describe my Jawun secondment but one has to live it to truly appreciate how rich an experience it is. I would wake up early to go to the National Centre of Indigenous Excellence at Redfern to participate in group exercise with Indigenous youth. Mentors like Uncle Shane Phillips and His Excellency General the Honourable David Hurley, then the Governor of New South Wales and now the Governor of Australia, would be there to support and encourage us all. I would then drive to work in the most beautiful part of Dharawal Country, La Perouse.

On a typical day, I would learn about bush foods and traditional medicine from Aunty Fran and then have lunch with fellow Jawun secondees on the beach watching the waves crash at Botany Bay. Uncle Ray would tell us the story of 'The Whale and the Star Fish' under a massive Moreton Bay fig tree and then we would go on the bush tucker trail. Uncle Ray even took us diving in the frozen waters of Botany Bay to see lobsters march in when the yellow wattle bloomed. Then there was Koojay Corroboree, a tour of The Block with elders and Tribal Warrior Aboriginal cultural tour of the Sydney Harbour. Jawun helped me immerse myself in a community that provided me unlimited access to rich cultural knowledge. Jawun provides a great professional development opportunity but more importantly, it provides an immersive experience that creates long-lasting connections to the Country, the Mob and culture. A Deadly Experience!'

- Hrishikesh Desai

Respect



IP Australia will focus on promoting deeper cultural awareness through new investment in cultural learning and development initiatives to facilitate an increased understanding of Aboriginal and Torres Strait Islander cultures, histories and reconciliation.



IP Australia acknowledges Aboriginal and Torres Strait Islander peoples as Australia's First Peoples and respects their cultures, lands, waters, histories, and rights to live in a society free of economic, social, and cultural oppression. We continue our commitment to promoting and encouraging a culturally safe workplace that respects, recognises, and celebrates Aboriginal and Torres Strait Islander histories and cultures.

The adoption of relevant protocols, Aboriginal and Torres Strait Islander cultural awareness training and the enhanced participation of Aboriginal and Torres Strait Islander Australians in IP Australia is a focus for our RAP.

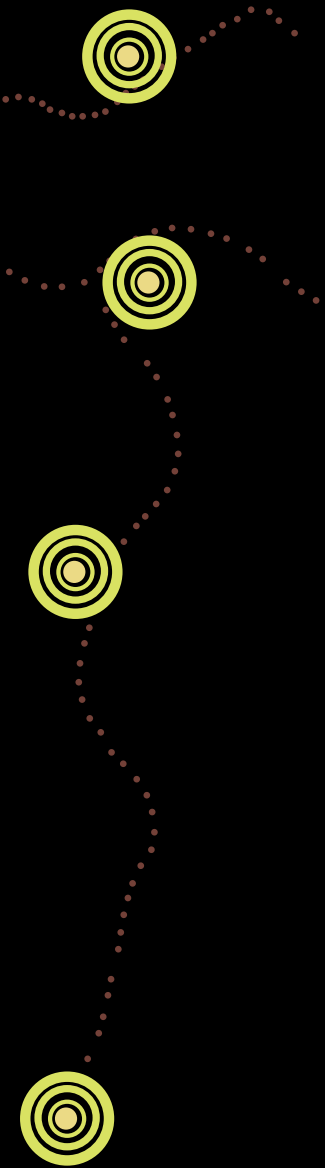
Action

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

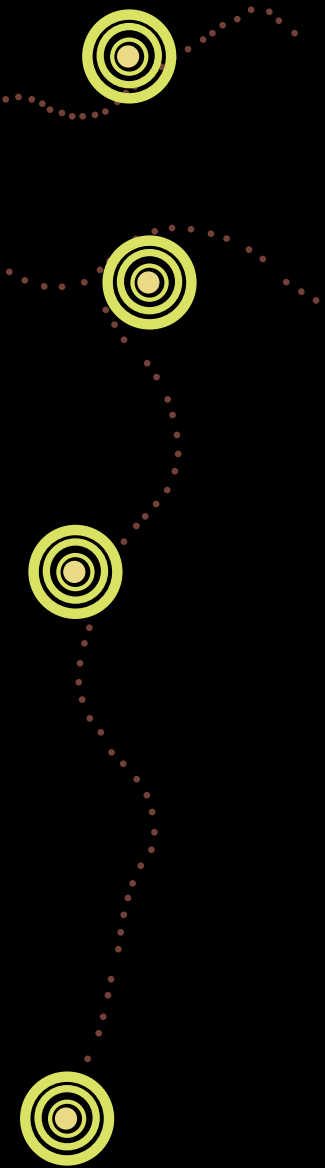
Responsibility

Timeline

5.0	All employees to undertake the CORE e-learning program . This will involve tracking progress of implementation through LearnHub to report to the RAP WG.	Director - People and Organisational Development	May-22
5.1	Promote Reconciliation Australia's " Share Our Pride " online tool to all staff including new employees upon commencement.	Director - People and Organisational Development	Mar-22
5.2	Conduct a review of Indigenous cultural learning needs in respect of Aboriginal and Torres Strait Islander culture.	Director - People and Organisational Development	Aug-22
5.3	Engage Aboriginal and Torres Strait Islander advisors or consultants on the development and implementation of a cultural learning strategy .	Director - People and Organisational Development	Aug-22
5.4	Consult Supply Nation on relevant providers for cultural capability training .	Director - People and Organisational Development	Jun-22
5.5	Develop, implement and communicate an Indigenous cultural learning strategy for all staff .	Director - People and Organisational Development	Oct-22
5.6	Evaluate impact of any new cultural awareness training .	Director - People and Organisational Development	Mar-23
5.7	RAP WG to participate in at least 2 immersive Indigenous cultural experiences annually .	Indigenous Champion	Jul-22 Jul-23
5.8	Recognise and celebrate Aboriginal and Torres Strait Islander days of significance by developing an annual events calendar.	Director - Recruitment and Diversity and Inclusion	Mar-22 Mar-23



Action	Responsibility	Timeline
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.		
6.0 Name IPA meeting rooms with references that are significant and meaningful to Aboriginal and/ or Torres Strait Islander culture.	Director - Property and Services	Mar-22
6.1 Review and update Indigenous cultural protocols document relating to Acknowledgement of Country and Welcome to Country. Publish on Intranet and promote.	Director - Recruitment and Diversity and Inclusion	Mar-22
6.2 Implement Acknowledgement of Country to front page of internet and public facing archives.	DDG - Customer Services Group Director - Business Engagement	Jun-22
6.3 Develop an IP Australia Notice of Acknowledgement for previous entries or registrations on IP Australia public journals which may cause offense to Aboriginal and/or Torres Strait Islander peoples.	DDG - Customer Services Group Director - Business Engagement	May-22
6.4 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year .	Director - Recruitment and Diversity and Inclusion	Apr-22 Apr-23
6.5 Maintain a list of key Indigenous contacts for organising above and maintaining respectful relationships.	Director - Recruitment and Diversity and Inclusion	Mar-22
6.6 SES to attend formal workshop with Traditional Owners . Learning Acknowledgement of Country in the local language.	RAP Convenor Indigenous Champion	Mar-22
6.7 Updated Acknowledgement of Country cards to be given to all Managers. Available to all staff.	RAP Convenor	Dec-21
6.8 All Staff issued new signature blocks updated to include Acknowledgement of Country .	RAP Convenor	Dec-21
6.9 Stocktake of all Indigenous Artwork on all IP Australia premises and identify and display artist details.	Director - Property and Services	Dec-21
6.10 Explore the option of IP Australia leasing Indigenous art through Artbank and displaying in prominent building locations.	Director - Property and Services	Jul-22
6.11 Identify suitable building locations for displaying new Indigenous artwork .	Director - Property and Services	Jul-22



Action	Responsibility	Timeline
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.		
6.12 Develop a library suite of resources for IP Australia staff to increase historical and cultural knowledge of Aboriginal and Torres Strait Islander peoples.	Director - Pre Examination	Jun-22
6.13 Explore the inclusion of traditional land names on all IP Australia postal correspondence and/or Acknowledgement of Country to be applied to outgoing correspondence.	Director - Digital Services	Jun-23
6.14 Consider measures to prevent registration of Trade Marks or Designs using Indigenous Knowledge offensively or without appropriate consent. (IK Project 3)	Director - Policy and International Affairs	Dec-23
6.15 Consider measures to support Indigenous communities to benefit from use of their Indigenous Knowledge through Patents and Plant Breeders Rights (PBR) systems. (IK Project 7)	Director - Policy and International Affairs	Dec-23

Action	Responsibility	Timeline
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.		
7.0 RAP Working Group to participate in an external NAIDOC Week event.	Director - Recruitment and Diversity and Inclusion	First week in Jul-22 Jul-23
7.1 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Director - Recruitment and Diversity and Inclusion	May-22 May-23
7.2 IP Australia to observe a program of events during NAIDOC week.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	Jul-22 Jul-23
7.3 IP Australia to support staff attendance at the annual ACT NAIDOC ball.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	Jul-22 Jul-23
7.4 Support Aboriginal and Torres Strait Islander employees to attend Cultural/ Ceremonial/ NAIDOC activities. Promote and support Indigenous staff to access cultural leave where appropriate.	Director - Recruitment and Diversity and Inclusion	Jul-22 Jul-23
7.5 Ensure all staff messages encourage and promote NAIDOC events.	Director - Recruitment and Diversity and Inclusion	Jun-22 Jun-23

Case Study: Collaboration with the Darwin Aboriginal Arts Fair

In 2020, IP Australia commenced a collaboration between Aboriginal Arts Fair (DAAF), Indigenous Fashion Projects and The Arts Law Centre to provide education on IP to Aboriginal and Torres Strait Islander people, communities, businesses and groups, as well as people who currently work with, or intend to engage with them.



Country to Couture Runway show finale 2021.



This collaboration led to a project to map the art and design processes, develop a framework identifying educational needs, create an education program and provide tools, workshops and resources for these emerging Aboriginal and Torres Strait Islander businesses.

Utilising the already established and trusted channels including DAAF, Indigenous Fashion Projects and Arts Law, IP Australia has been able to speak directly to relevant stakeholders in communities to understand their needs when it comes to effective education and the key areas of intellectual property that relate to them.

IP Australia has provided an opportunity for one of our Indigenous staff members to be involved through a 6-month opportunity, working with DAAF and Arts Law to deliver this project. Part of this involvement includes attending events including the National Indigenous Fashion Awards and Country to Couture which bring designers, artists, brand owners and investors together to showcase the commercial potential of Indigenous knowledge.



National Indigenous Fashion Awards 2021, Community Collaboration Award presented to Anindilyakwa Arts collaboration with Dr Aly de Groot and Anna Reynolds accepted by Annabell Amagula and Macie Lalara.

Celebrating Culture



Deputy Director General
Margaret Tregurtha opening
National Reconciliation Week.



At the National Reconciliation Week opening, staff were joined by parents and their children of Gowrie childcare centre, which share the building facilities of Discovery House, IP Australia's head office.

Presentation from Reconciliation Australia



Amy Smith senior reconciliation officer was invited to present on reconciliation and provided a global perspective of reconciliation with Indigenous people both in Australia and other Nations.



MABO DAY Cultural Trivia



Our quiz master Euan Bowen kicking off Mabo Day Cultural Trivia. The event was a huge success in deepening awareness of the significance of National Reconciliation Week. The event was also made available online to all IP Australia staff.



On 3 June IP Australia staff attended a Mabo Day Cultural Trivia, an event organised to deepen staff awareness and understanding of National Reconciliation Week and showcase the history and culture of Aboriginal and Torres Strait Islander people. The event included sample tasting from Indigenous business Ribanas with authentic bush food including, emu sliders, crocodile tenderloin and kangaroo sausages.



The winners of the Mabo Day Cultural Trivia from left to right Laura Russo, Jean Cottier, Tegan Van Nispen, Cristina Castanedo, Chrissie Norman, Johnathan Galloway, Alex Hollis and Corey Dodd.



RAP WG members attending the Piinpi Indigenous Fashion design exhibition at the National Museum of Australia.



Director General Michael Schwager and IP Australia Staff revealing Yuliyin Marradhal Yandhul. The 3 metre canvas is displayed in the front foyer of IP Australia's head office in Discovery House, on Ngunawal Country, Canberra.

Opportunities



IP Australia is committed to creating an environment where our Indigenous staff feel valued and supported by providing opportunities for development and career progression. The actions in this RAP provide us with the challenge of increasing representation of Aboriginal and Torres Strait Islander staff.

One of the most important reconciliation actions we can undertake as an Agency is to close the gap economically. We can do this by providing employment and procurement opportunities for Aboriginal and Torres Strait Islander people and businesses. We will ensure our workforce and our supply chain reflect the diversity of the communities which we serve.

IP Australia continually assesses the appropriateness and relevance of its resources and public information and, as part of its RAP, will endeavour to ensure that education and awareness material is appropriate and relevant to the needs of Aboriginal and Torres Strait Islander peoples.

IP Australia also seeks to make the Australian IP system more accessible and will facilitate more direct educative and information based forums specifically tailored to meet the needs of Aboriginal and Torres Strait Islander peoples, particularly those that are in rural, regional or remote areas that are geographically disadvantaged.

Action

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

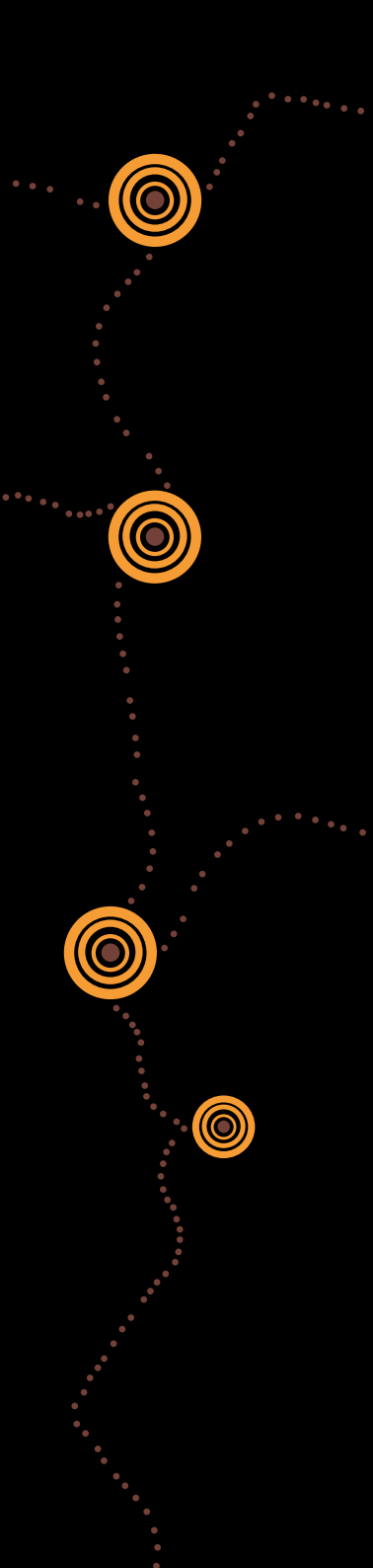
Responsibility

Timeline

- | Action | Responsibility | Timeline |
|---|--|------------------|
| 8.0 Engage with existing Aboriginal and Torres Strait Islander employees to consult and develop new Indigenous employment strategies including ongoing professional development. | Director - Recruitment and Diversity and Inclusion
Director - People and Organisational Development | Jun-22 |
| 8.1 Explore potential partnerships with universities to develop an IP Australia specific Indigenous graduate program aimed at the STEM fields supporting Indigenous students with a career pathway following graduation leading to placement and employment. | Director - Recruitment and Diversity and Inclusion | Dec-22 |
| 8.2 Provide all new Indigenous employees the choice to be allocated an appropriate mentor/EL/SES or Indigenous Network staff to help learn about the APS and build on professional/personal development. | Director - Recruitment and Diversity and Inclusion | Dec-22 |
| 8.3 Partner with a specialist Indigenous recruitment firm to match IP Australia's needs with specific targeted recruitment of Indigenous applicants. | Director - Recruitment and Diversity and Inclusion | Dec-22 |
| 8.4 Develop specific recruitment materials targeted to Indigenous applicants for recruitment campaigns including for website, social media and at recruitment expos. | Director - Recruitment and Diversity and Inclusion | Mar-22 |
| 8.5 Ensure Aboriginal and Torres Strait Islander representation on all Indigenous recruitment activities and selection panels. | Director - Recruitment and Diversity and Inclusion | Mar-22 |
| 8.6 Deliver selection panel training to staff to address unconscious bias in recruitment processes. | Director - Recruitment and Diversity and Inclusion | Mar-22
Mar-23 |

Action	Responsibility	Timeline
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.		
8.7 Promote and participate in the APS ExcELerate development program or similar for high performing APS5 and APS6 Indigenous employees.	Director - People and Organisational Development	Aug-22
8.8 Create relationships and collaborate with portfolio agencies and external organisations in relation to secondment opportunities.	Director - People and Organisational Development	Aug-22
8.9 Advertise all IP Australia job vacancies in relevant Aboriginal and Torres Strait Islander media as standard practice for all externally advertised positions.	Director - Recruitment and Diversity and Inclusion	Jun-22
8.10 Continue IP Australia's participation in APS Indigenous entry level programs such as IAGDP, IAP and/or internships, work experience and placement programs.	Director - Recruitment and Diversity and Inclusion	Jun-22 Jun-23
8.11 Support all new Indigenous employees through peer support via IP Australia's Indigenous Employment Network.	Indigenous Champion Indigenous Employment Network	Jun-22 Jun-23
8.12 Establish an Indigenous employment strategy which aims to increase the percentage of Indigenous employees in IP Australia from 0.7% to 3% by 2023 through retaining existing and attracting new employees to IP Australia.	Director - Recruitment and Diversity and Inclusion	Jun-22
8.13 Consider advertising a fixed number of affirmative measure positions for each business group per year to provide a broad range of entry points into IP Australia.	Director - Recruitment and Diversity and Inclusion	Jun-22 Jun-23
8.14 Formalise IP Australia's Indigenous Employee Network (IEN) and link to meet regularly with the DIISR network to share information on RAP actions and progress.	RAP Convenor Indigenous Champion	Jun-22

Action	Responsibility	Timeline
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.		
9.0 Investigate opportunities to increase Aboriginal and Torres Strait Islander supply diversity within IP Australia in accordance with the Commonwealth Indigenous Procurement Policy.	Director - Procurement	Jun-22
9.1 Consider Supply Nation membership for IP Australia.	Director - Procurement	Jun-22
9.2 Consider implementing a benchmark annual percentage spend on Aboriginal and Torres Strait Islander suppliers for all IP Australia procurement activities and use this to track improvements.	Director - Procurement	Jun-22
9.3 Host an annual Indigenous Procurement Tradeshow to provide guidance to Indigenous suppliers when quoting or tendering for IP Australia work/contract.	Director - Procurement	Dec-21
9.4 Investigate lowering the threshold for IP Australia procurement activity to be first directed to engage Aboriginal and Torres Strait Islander suppliers underneath \$80,000.	Director - Procurement	Dec-22
9.5 Raise awareness of implemented procurement policies and procedures to encourage engagement with Aboriginal and Torres Strait Islander businesses.	Director - Procurement	Jun-22
9.6 Investigate the creation of a phone line (an IP Australia SME phone contact) that Indigenous businesses/applicants can call to get support and information when interacting with IP Australia on procurement or examination queries.	Director - Procurement Director - TMDG, Q&P, Patents	Mar-22
9.7 Investigate increasing flexibility in IP right fee payments e.g. Indigenous businesses paying fees in instalments.	Director - Revenue and Costing Analysis	Jun-22
9.8 Provide educational seminars to help Indigenous businesses better understand the Commonwealth procurement process.	Director - Procurement	Dec-21
9.9 Publish and promote communications relating to Indigenous procurement for staff on how the Indigenous Procurement Policy makes it easier to engage Indigenous suppliers.	Director - Procurement	Jun-22
9.10 Create a community comprised of the procurement areas of smaller agencies to develop strategies that will increase uptake of procurements from Indigenous businesses.	Director - Procurement	Dec-21



Action	Responsibility	Timeline
10.0 Increase awareness and capacity to protect Indigenous Intellectual Property. Look at gaps in current offerings and opportunities to contribute IP-related content to Australian Government initiatives to increase Indigenous communities' capacity to engage in negotiations and monitor the use and development of their Indigenous Knowledge to prevent misuse. (IK project 10)	Director - Policy and International Affairs	Jun-23
10.1 Explore use of blockchain through an Indigenous IP Trust Badge to allow Indigenous IP Right holders to create and manage digital stamps of authenticity to promote their IK-based products . (IK project 6)	Director - Business Engagement	Dec-21
10.2 Investigate if Authenticity labelling could help promote Indigenous goods. Consider Certification Trade Mark (CTM) for the protection of authentic Indigenous goods. (IK project 12)	Director - Policy and International Affairs	Mar-22
10.3 Develop an online multimedia resource to support Indigenous people to understand IP rights . (IK project 8)	Director - Strategic Communications/ Public Education and Awareness	Jun-22

Case Study: Indigenous Graduate Pathway Program

Indigenous Graduate Pathway Program (IGPP) participant and proud Dharug descendant Corey Dodd recently completed his Bachelor of Business Management and Bachelor of International Studies at the University of Technology Sydney. Corey has since relocated from Cronulla to Canberra, moving from Country to take up the opportunity of a role as a Trade Marks Examiner.

'The IGPP seeks to increase the numbers and participation of Aboriginal and Torres Strait Islander people within the Australian Public Service. The commencement of my career at IPA has been extremely educational and rewarding, not only professionally but personally. The role has diverse and challenging aspects, however, with a collaborative, knowledgeable and engaging team, work is enjoyable. The days are flexible, and the workplace is inviting. Utilising the IGPP has provided a great avenue to explore the multiple career opportunities available in the Australian Public Service.'

Corey Dodd - Dharug descendant.



Trade Mark Examiner Corey Dodd is a graduate of the IGPP. He is standing next to the AIATSIS map of Indigenous Australia. The coloured tags indicate where some of IP Australia staff have lived and includes the names of Indigenous traditional lands of these areas.

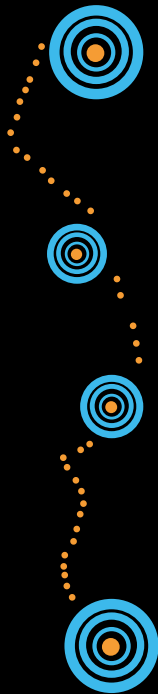
Governance and Monitoring



In developing this plan, we are committed to the journey of reconciliation and seek to make progressive measurable steps along the way.

Consultation, transparency and accountability are key principles we will adhere to in delivering our RAP which is ambitious and also one that contains achievable, realistic and visible outcomes.

Over the life of this plan, we are committed to a sustainable contribution to reconciliation through respect, building trust, understanding and learning from both our challenges and successes into the future.



	Action	Responsibility	Timeline
	Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.		
11.0	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	Jun-22 Dec-22 Jun-23 Dec-23
11.1	Revise the existing Terms of Reference (ToR) for the RWG.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	Jun-22 Jun-23
11.2	Meet quarterly and report to IP Australia's Workforce Strategy Committee.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	Mar, Jun, Sep, Dec (2022 & 2023)



Action

Provide appropriate support for effective implementation of RAP commitments.

Responsibility**Timeline**

12.0	Define resource needs for RAP implementation over the life of the plan.	Director - Recruitment and Diversity and Inclusion	Dec-21
12.1	Communicate the RAP to all staff in IP Australia to promote the importance of reconciliation and to facilitate awareness of the commitments and implementation of actions and deliverables.	Director - Recruitment and Diversity and Inclusion	Dec-21
12.2	Include RAP Actions in IP Australia's group operational plans to ensure resourcing is matched with the action deliverables.	Director - Portfolio Management Office All Group Managers	Jul-22
12.3	Have a permanent identified position (RAP Implementation Officer) in HR to ensure the RAP outcomes are monitored and continually met.	Director - Recruitment and Diversity and Inclusion	Jan-22
12.4	Provide an Annual report from RAP WG to the Workforce Strategy Committee and findings published on Intranet.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	Dec-22 Dec-23
12.5	Ensure reviews and updates of the RAP are open, transparent and available on the intranet / internet and in our Corporate Plan.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	May-22 May-23
12.6	Maintain an internal RAP Champion annually from senior management.	Indigenous Champion	Dec-21 Dec-23

Action

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Responsibility**Timeline**

13.0	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Director - Recruitment and Diversity and Inclusion	30 Sep-22 30 Sep-23
13.1	Present a progress report on the implementation of the RAP to the Executive Board quarterly each year.	Indigenous Champion Director - Recruitment and Diversity and Inclusion	Mar, Jun, Sep, Dec (2022 & 2023)
13.2	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer survey .	Director - Recruitment and Diversity and Inclusion	May-22
13.3	Publicly report our RAP achievements, challenges and learnings , annually.	Director - Recruitment and Diversity and Inclusion	Dec-22 Dec-23

Action

Continue our reconciliation journey by developing our next RAP.

Responsibility**Timeline**

14.0	Register via Reconciliation Australia's website to begin developing our next RAP .	Director - Recruitment and Diversity and Inclusion	Jun-23
14.1	Liaise with Reconciliation Australia to develop IP Australia's next RAP based on our learnings, challenges and achievements.	Director - Recruitment and Diversity and Inclusion	Jun-23



IP Australia RAP Contacts

For all enquiries relating to IP Australia's RAP please contact
Joshua Roberts - RAP Implementation Officer (02) 6283 2394
Diversity&Inclusion2@ipaaustralia.gov.au

For enquiries about IP Australia's Indigenous Employee Network
please contact: IEN@ipaaustralia.gov.au