

## Reconciliation Action Plan

In October 2024 the ILSC launched our second Innovate-level Reconciliation Action Plan 2024-26 (RAP) to drive organisation-wide reconciliation efforts. Unlike our first RAP 2015-18, this only applies to core ILSC business; subsidiaries were not included on the advice of Reconciliation Australia.

The RAP 2024-26 is aligned to NILSS and IES commitments ensuring that reconciliation efforts are a shared responsibility throughout the ILSC. Its implementation, working alongside Reconciliation Australia, will strengthen the ILSC’s position as a cultural leader.

The RAP is underpinned by three key pillars – Relationships, Respect, Opportunities, and Governance and Reporting – each with corresponding actions and deliverables. Progress is monitored by a RAP Working Group (RWG), and regularly reported to Reconciliation Australia, as well as internally to ILSC leadership and staff. This facilitates accountability to reconciliation commitments, and highlights efforts to uplift cultural capability throughout the organisation.

### Results and analysis

Table 26 summarises achievements against RAP deliverables.

**Table 26** Reconciliation Action Plan deliverable results

RAP deliverable status	Complete
Complete	35 (32%)
In progress	37 (40%)
Not started	6 (27%)

The period since the RAP’s release and initiation of the new RWG saw increased staff engagement at all levels of the organisation. Other highlights included:

- internal and external communication to raise awareness of significant dates on the cultural calendar
- improved staff understanding of the purpose and significance of cultural protocols
- updated policies and procedures, including procurement, to facilitate better engagement with First Nations stakeholders and suppliers
- increased staff participation in internal and external National Reconciliation Week and NAIDOC Week events.