

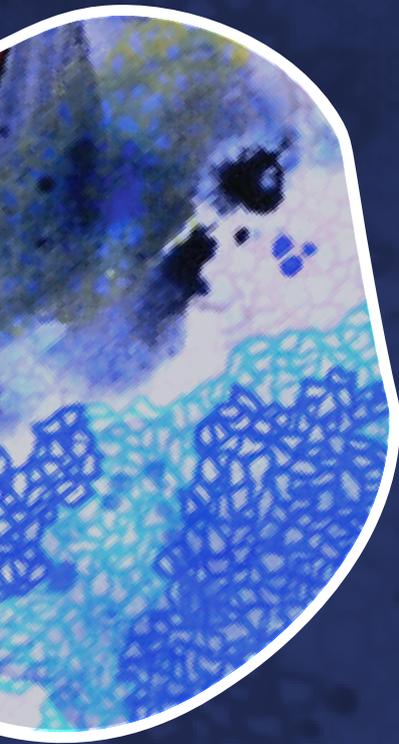
# MEGT Stretch Reconciliation Action Plan

August 2022 – August 2025



## Acknowledgement of Country

We are proud to acknowledge all Aboriginal and/or Torres Strait Islander people of this nation as the Traditional Custodians of the lands on which we operate. We pay our respects to Elders past, present and emerging. We also acknowledge their continuing connection to the land, and the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples.



## Statement about language use

Aboriginal and/or Torres Strait Islander people are advised that this document may contain images of, or content referring to, deceased people.

We make every effort to use the terms 'Aboriginal and Torres Strait Islander peoples', 'Aboriginal and/or Torres Strait Islander people' and 'First Nations peoples'. However, there may be times where the term 'Indigenous' is used.

This is usually in reference to existing programs or job titles.

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# About the illustrator

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Kane Brunjes

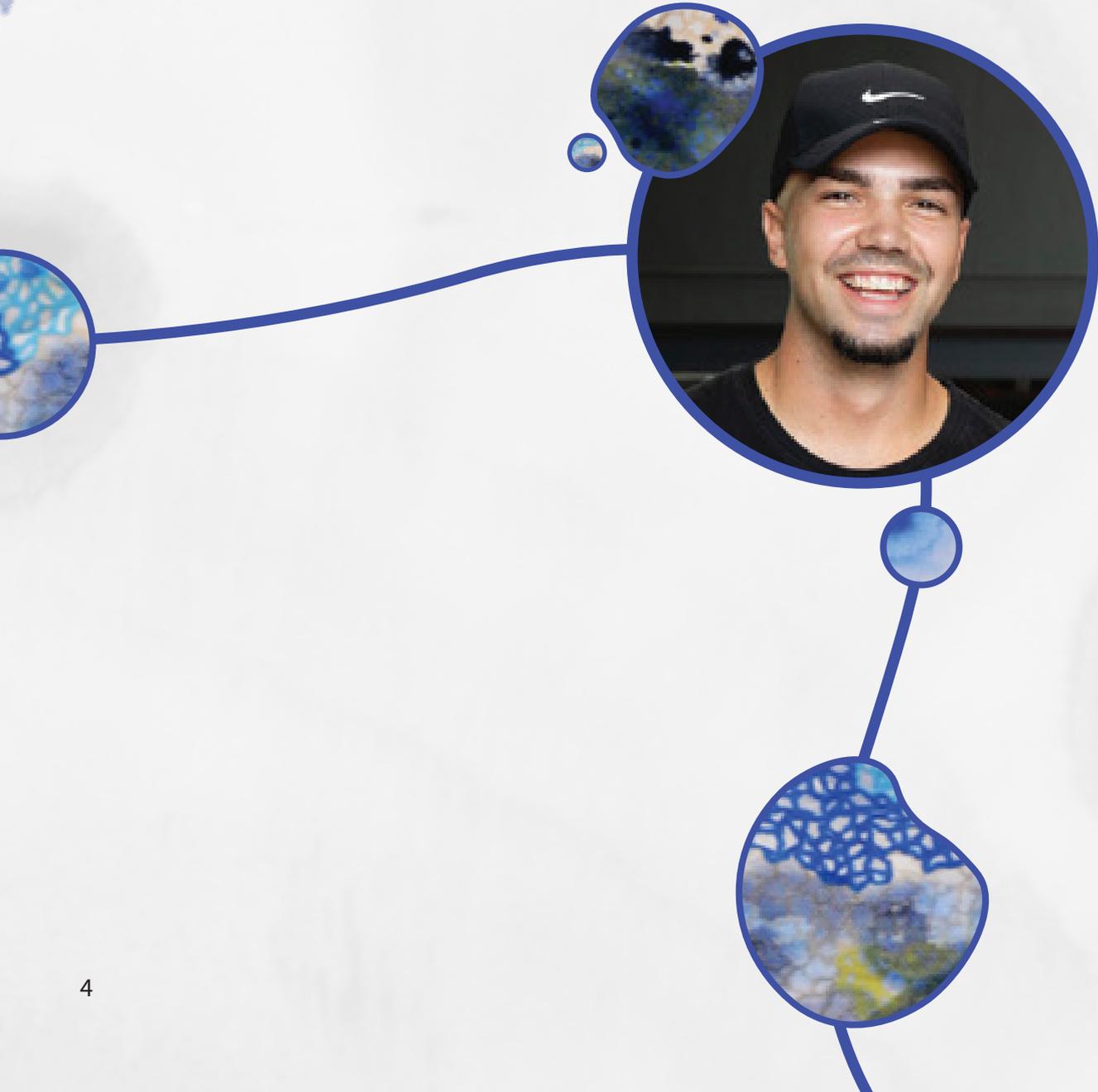
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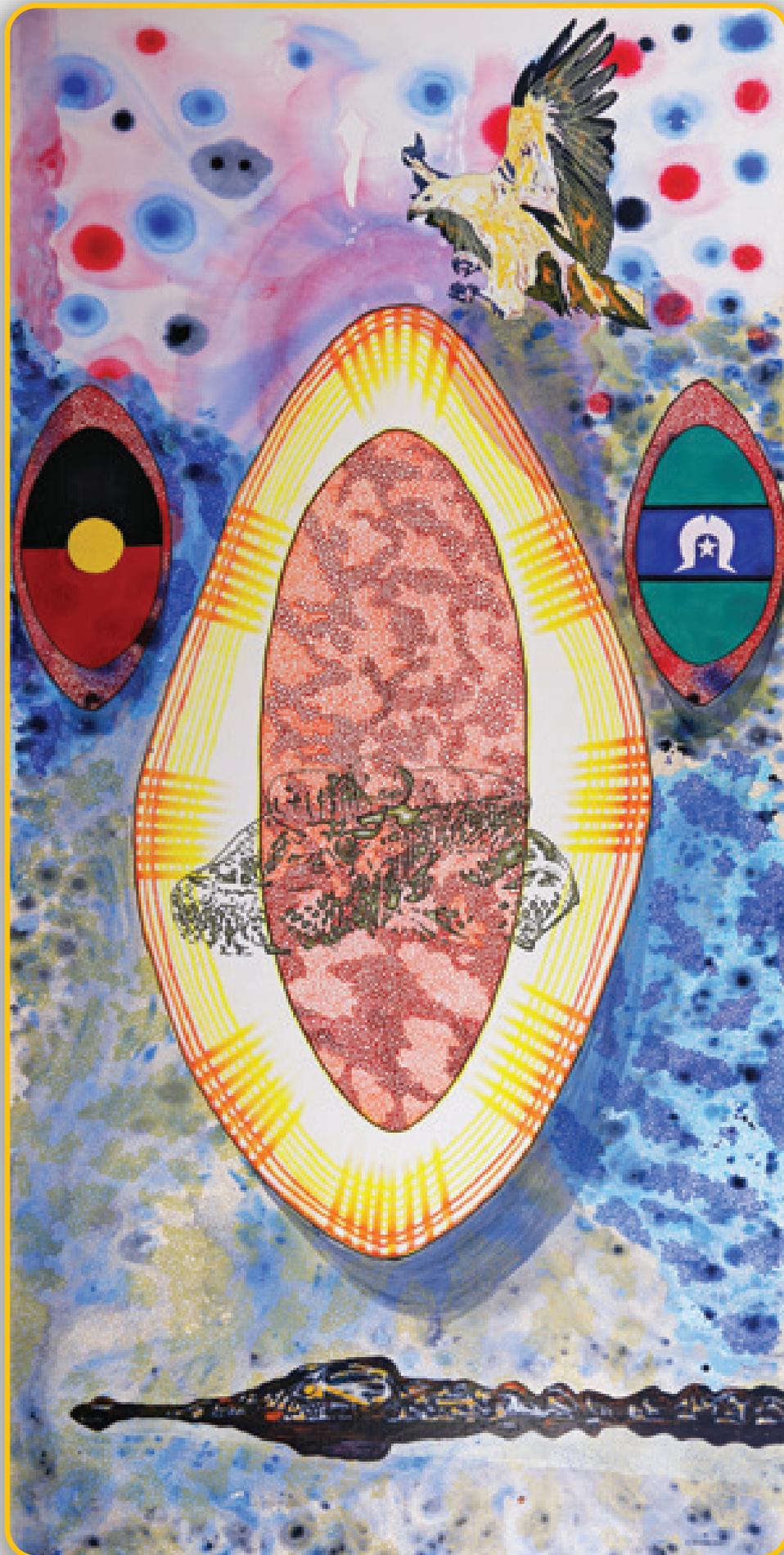


I'm a Gunggari and Kabi Kabi man, working exclusively with Brisbane's Birrungga Gallery. I am the inaugural participant of the gallery's three-year Cultural Creative Development Program (CCDP). Through my art practice, I aim to represent a visual portrayal of how I view and react to the surrounding environment, considering history and story.

In the initial year of the CCDP, I started working with Noosa and District Land Care as part of the Kabi Kabi First Nations Traineeship Program, which involved working on various parts of Country. I also received a Certificate III in Conservation and Land Management.

Being with family – living, working on and learning about my Country – is an honour I'll always hold with me.





# A message from the Chair

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This Reconciliation Action Plan (RAP) reinforces our continued engagement with Aboriginal and Torres Strait Islander communities, and our commitment to a process of understanding their needs. We want to be both part of the reconciliation process, and agents for positive change.

MEGT was founded with a vision of providing all Australians with equal access to apprenticeship, training, educational and other employment opportunities. While we are proud of our achievements in partnership with Aboriginal and Torres Strait Islander peoples, we are committed to further improving those outcomes.

We believe we have a responsibility to lead change at a grassroots level. Education and employment are basic rights that every Australian deserves. There is a clear and positive connection between access to education and employment outcomes, particularly among Aboriginal and Torres Strait Islander peoples, and we understand the importance of our role here.

Australia's First Nations have a proud legacy stretching back 65,000 years. Understanding that history, and connecting with the people whose ancestors created it, should be a priority for all.

Our fourth successive RAP is an illustration of how we will contribute to that process. These are the principles we commit to living and running our business by.

**Barry O'Gorman**

Chairman, MEGT Board

# A message from the Acting CEO

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We at MEGT take great pride in presenting our fourth Reconciliation Action Plan. It has been carefully prepared in consultation with Reconciliation Australia to reflect our ongoing commitment to the principles of authentic and personal engagement with Aboriginal and Torres Strait Islander peoples.

MEGT's strength is based upon respectful understanding of individual communities. Partnering with Indigenous communities, and understanding their needs, helps forge meaningful relationships which create real outcomes. This document provides a framework for offering all Indigenous Australians equal access to outstanding educational, training, apprenticeship and employment opportunities.

The 'Closing The Gap 2020' report clearly illustrates that positive change is far more achievable if Indigenous people help lead the dialogue. This Reconciliation Action Plan is MEGT's commitment to promote that process.

We celebrate our past, ongoing and future engagements with Aboriginal and Torres Strait Islander peoples. We welcome the opportunity to engage, understand, and partner with these communities to bring about positive and permanent change.

A handwritten signature in black ink, appearing to read 'Matthew Hick', is positioned above the name and title.

**Matthew Hick**

Acting Chief Executive Officer

# A message from Reconciliation Australia

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On behalf of Reconciliation Australia, I congratulate MEGT on its continued commitment to reconciliation, as it implements its second Stretch Reconciliation Action Plan (RAP).

Formed around the pillars of relationships, respect, and opportunities, the RAP program provides a framework for organisations to contribute to the reconciliation movement. With the creation of this Stretch RAP, MEGT continues to be a member of the ever-growing community of RAP organisations that have taken goodwill and transformed it into action.

Supporting Australia's employers, apprentices, trainees, jobseekers and students for 40 years, MEGT is an expert in employment equality and opportunities. As such, on its reconciliation journey so far, MEGT has learnt to leverage this unique expertise to advance outcomes for reconciliation. Successes from its previous RAPs include its I Got Brushed program, where First Nations young people are provided paid experience in the construction industry, building crucial skills and confidence. MEGT has also supported Aboriginal and Torres Strait Islander talent through its Microsoft Traineeship Program, with three per cent of its trainees identifying as First Nations people – a target it aims to double in future. These initiatives show MEGT using its sphere of influence to create substantive benefits for Aboriginal and Torres Strait Islander people.

MEGT is embedding and expanding on these commitments in this Stretch RAP, for even further impact. It intends on more engagement with Aboriginal and Torres Strait Islander jobseekers, with job-readiness programs and career information for communities, as well as more opportunities through career expos. It is also hosting coaching sessions on the transition to employment for Aboriginal and Torres Strait Islander secondary school students. MEGT is looking to its internal capacity and culture, with plans to increase its First Nations staff to five per cent, as well as educate its employees on key issues, such as the Uluru Statement from the Heart. Together, these commitments signal MEGT developing its contribution to reconciliation with thoughtfulness and maturity.

On behalf of Reconciliation Australia, I commend MEGT on this Stretch RAP and look forward to following its ongoing reconciliation journey.

## **Karen Mundine**

Chief Executive Officer  
Reconciliation Australia





**relationships,  
respect, and  
opportunities**



**Karen Mundine**

# Our vision for reconciliation

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**Our vision for reconciliation is that all Australians, regardless of race or cultural background, have the confidence and support to thrive, based on their individual ambitions, abilities and skillsets.**

To create sustainable social, economic and employment outcomes for all, we will be creating new relationships and leveraging existing ones. We will also partner with and advocate to governments, employers, schools and education providers, and help remove barriers to opportunities for Aboriginal and/or Torres Strait Islander people.

The cornerstone of reconciliation is strengthening the relationships between Aboriginal and Torres Strait Islander peoples and those who do not identify in this way, for the benefit of all. It means acknowledging Aboriginal and Torres Strait Islander peoples as the First Peoples of this land, and recognising that their ancestors were dispossessed, persecuted and oppressed as a result of colonisation. Reconciliation is also about improving all Australians' understanding of Aboriginal and Torres Strait Islander cultures, lore and kinship.

Achieving reconciliation involves acknowledging and addressing the historical and often intergenerational injustices and inequities experienced by Aboriginal and Torres Strait Islander peoples since colonisation. It is equally important to acknowledge the strength and resilience shown by these peoples, their cultures and communities in the face of discrimination, and to celebrate the continued significance of their contributions in shaping a shared sense of national unity and identity.

Reconciliation Australia's vision of national reconciliation is based on **five dimensions**:

1

Race relations

2

Equality and equity

3

Institutional integrity

4

Unity

5

Historical acceptance

We acknowledge that these dimensions are fundamental to achieving a united nation, where the history, cultures and values of Aboriginal and Torres Strait Islander peoples are understood and respected. We recognise also that these dimensions are interrelated, and full reconciliation is only achievable if we progress in all five.

# Our business

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We are an Australian not-for-profit organisation, which has been supporting employers, apprentices, trainees, jobseekers and students since 1982.

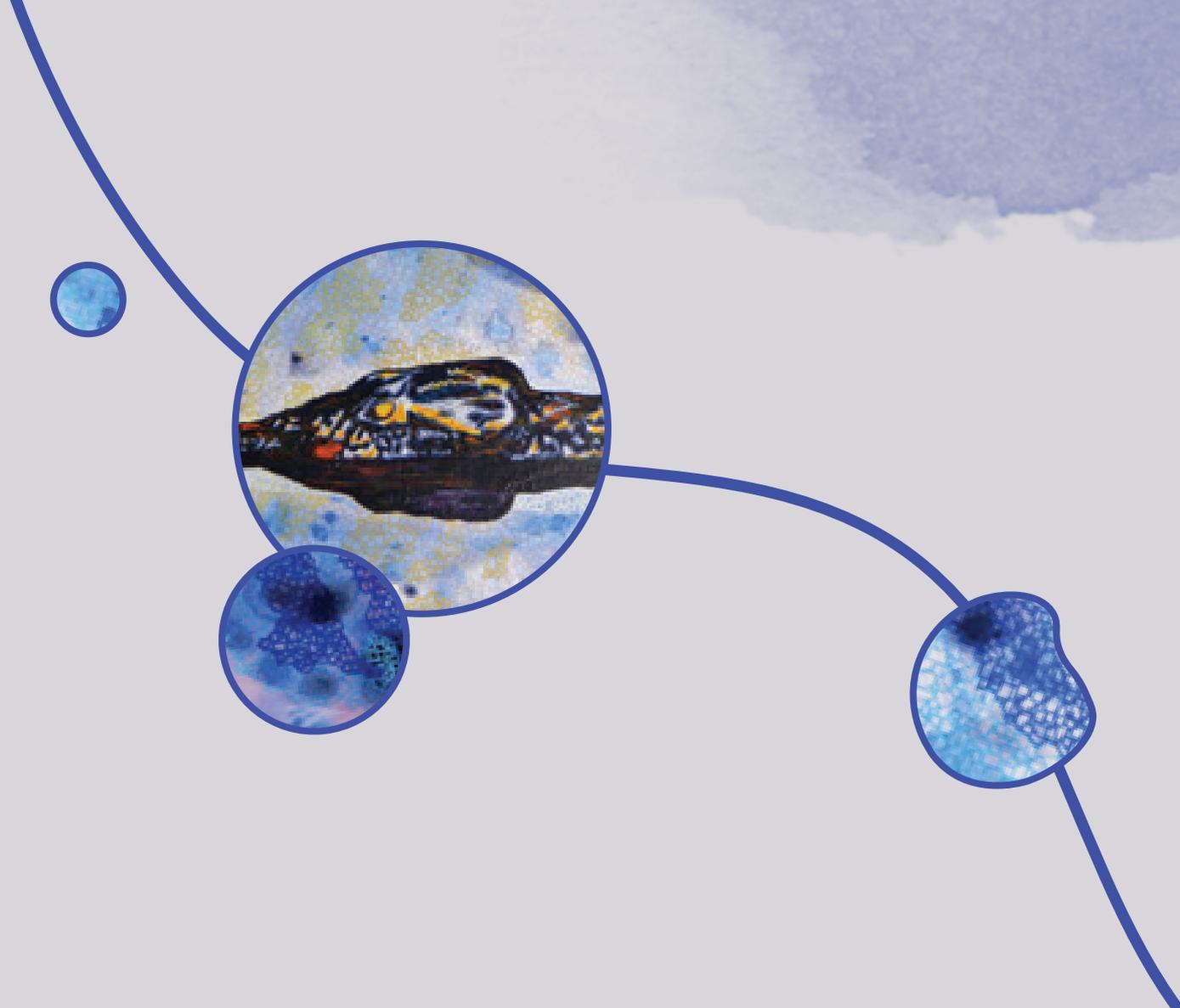
We are committed to further developing and fostering opportunities for Aboriginal and/or Torres Strait Islander people and their communities through quality education, training and employment. To this end, we established the Indigenous Apprenticeship and Traineeship Network (IATN), a dedicated division which focuses not only on our work with local communities, but with key personnel within the organisation to achieve its reconciliation goals.

Over the past decade, IATN and former Vocational Training and Employment Centre (VTEC) divisions have mentored or employed over 1,500 Aboriginal and/or Torres Strait Islander apprentices, students, and jobseekers.

We are a registered Group Training Organisation (GTO), and the largest and only national Apprenticeship Network Provider (ANP), contracted by the Federal Government Department of Employment and Workplace Relations (DEWR) to provide Australian Apprenticeship Support Network (AASN) services. Our AASN registers approximately 2,500 Aboriginal and/or Torres Strait Islander apprentices and trainees each year. Our Employment Services division plays a key role in sourcing opportunities for Aboriginal and/or Torres Strait Islander peoples, providing them with hands-on experience and leading to better employment outcomes.

We employ more than 550 staff in more than 60 offices around Australia, including 14 Aboriginal and/or Torres Strait Islander people. This equates to 2.5 per cent of our workforce. We also employ more than 100 Aboriginal and/or Torres Strait Islander apprentices and trainees, and engage another 100 in state-based employment initiatives such as the National Apprenticeship Employment Network (NAEN) mentoring program, and bespoke programs such as 'I Got Brushed'. Our offices are strategically placed throughout each state in order to provide a complete service that meets the needs of the businesses and individuals with whom we work.

Our reach extends from all state capital cities to some of the most remote locations in Australia, including Thursday Island and the Cape York communities, Mount Isa, Weipa, Doomadgee and the Gulf Communities, Karratha, the Pilbara and Barron Island.



# Our reconciliation journey

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One of our core principles is to ensure equality of employment opportunity for all. We recognise that Aboriginal and Torres Strait Islander peoples have for far too long been neglected in this respect. We see it as our responsibility to embark upon a journey that commences with acknowledgement of past wrongs and education about what reconciliation looks like.

Initially, only a small number of people were involved in the creation of our first Reconciliation Action Plan (RAP). While most considered it to be worthwhile, many were not prepared to commit to the process. However, we are now seeing a much greater level of input and support from a range of internal stakeholders.

We remain committed to our target of equal and equitable access to employment opportunities, alongside better and broader engagement, and increased procurement spends with Aboriginal and Torres Strait Islander businesses such as Supply Nation. The cornerstone of improvement in these respects is more widespread staff engagement, which is a continually evolving process.

Since our engagement with cultural awareness training our RAP has transformed from a more commercial document to a valuable tool to assist us to articulate our vision, while increasing our knowledge and embracement of the cultures of Aboriginal and Torres Strait Islander peoples.

Over the last eight years we have reached a stage of genuine commitment to the RAP process, on behalf of not only the Board and Executive, but senior managers and our staff.



The red/yellow/orange consecutive oval lines and crosshatches represent the MEGT's business units: Employment Services, Recruitment and Management Services, Apprentice Network Provider, Office of CEO, Marketing, IT, Finance and People and Culture.

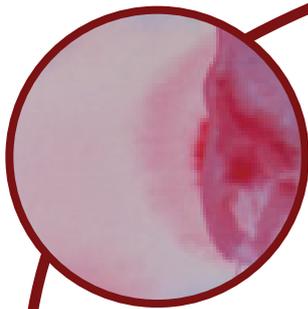
**- Kane Brunjes**



# Innovate

Before embarking on our first RAP in 2013, the groundwork had already been laid for our business, in terms of scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring our sphere of influence.

This meant we were able to bypass the Reflect stage and proceed straight to the Innovate RAP, which focuses on the implementation of reconciliation initiatives.

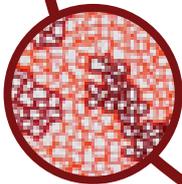


## 2013–2014 RAP

Our first Innovate RAP (2013–2014) was developed with representation and input from all staff. It helped us formalise the business's commitment to creating more meaningful relationships with Aboriginal and Torres Strait Islander peoples, while creating a roadmap to guide us. Relevant policies and procedures were reviewed, and employees were encouraged to commit to the reconciliation process.

Our principles of equal opportunity and diversity, together with a unified Australia and an understanding and respect for Aboriginal and Torres Strait Islander peoples, were actively embraced across the organisation, together with the measures put in place to bring them to life.

While we did not produce a RAP in 2015, our commitment to reconciliation continued and partnerships with businesses owned by Aboriginal and/or Torres Strait Islander people were established and broadened, while formal arrangements were put in place with key organisations including Dreamtime Cultural Centre, IAD Press, Cultural Choice, the John Briggs Consultancy, Our Mob, Bundarra and Back on Track Training.

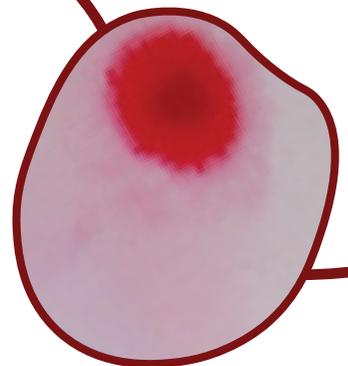


## 2016–2017 RAP

To inform the development of our second Innovate RAP in 2016, our People and Culture team reviewed our internal policies to help ensure our cultural sensitivity goals were being achieved. In light of these findings, the business amended its procurement policy to encourage more business purchases from Aboriginal and Torres Strait Islander companies.

This RAP was launched in 2018, with staff and guests gathering at Healesville Sanctuary, a native Australian animal sanctuary just outside Melbourne. The Wurundjeri people who were one of three nations that shared the Upper Yarra and Healesville areas hold the Country where the sanctuary is located to be of special significance and regard it as a healing ground.

Our special guest was a Murrundindi Elder and head man of the Wurundjeri people. He is directly descended from these great Nations via his mother Gumbi who taught him to honour and respect his heritage. Murrundindi took the staff and guests through the sanctuary, explaining the importance of plants, animals, food and cultural practices to the Wurundjeri people.



# Stretch

## 2018–2021 RAP

In 2018, we made the transition to our first Stretch RAP, which focused on embedding our existing reconciliation policies and initiatives so they would become ‘business as usual’. This document articulates clear and consistent targets regarding relationships, respect and opportunities for all, and becomes the ‘blueprint’ for our business’s approach to the process of reconciliation. The showpiece of this document was the creation of two dedicated roles to demonstrate our commitment to the reconciliation process, as well as leading the initiatives to drive it forward within the business. These positions are Aboriginal and Torres Strait Islander Lead and Aboriginal and Torres Strait Islander Administration Trainee. The incumbent to the latter position was recently made a permanent employee of MEGT.

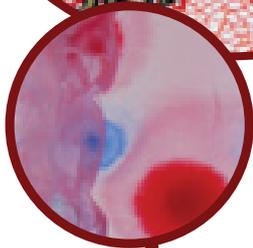
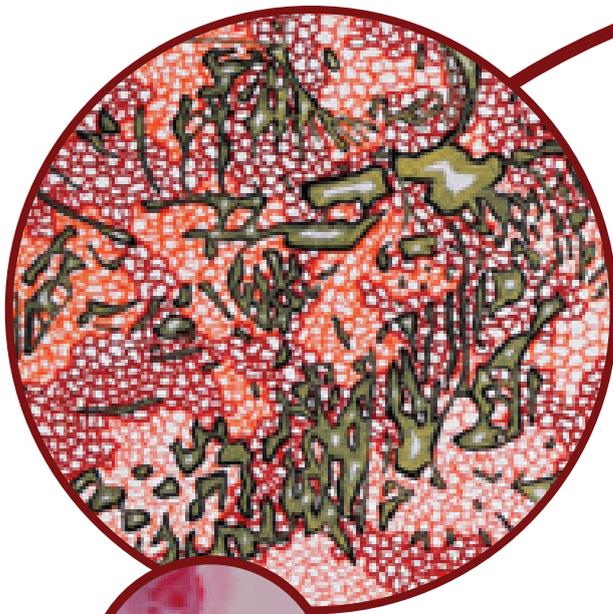
In 2019, an increased number of staff attended events on dates of significance to Aboriginal and Torres Strait Islander peoples, such as National Reconciliation Week (NRW) and NAIDOC Week. This pushed up the level of participation in the RAP agenda and fostered interest among staff to learn about the cultures of Aboriginal and Torres Strait Islander peoples. It also provided tangible proof that the policies and procedures instituted by the business to date had encouraged their involvement.

Later in 2019, the Board of Directors and senior Executive staff took part in an Aboriginal and Torres Strait Islander cultural capability training session, led by John Briggs from the John Briggs Consultancy. His eight-stage approach to bringing people and organisations on board with reconciliation took participants on a journey of awareness and engagement, creating a better understanding of, and commitment to, the reconciliation process.

In other developments, our Employee Assistance Program (EAP) introduced an Aboriginal and Torres Strait Islander Support Line to provide psychological support from Aboriginal or Torres Strait Islander people or non-Indigenous people who had received in-depth cultural awareness training and experience supporting Aboriginal and/or Torres Strait Islander people.

Our business also committed to a new Purpose statement and set of six key Values. In particular, the Values of Courage, Innovation and Inclusion reflect our intention to strengthen our relationship with Aboriginal and Torres Strait Islander stakeholders, both internal and external, and not leave anybody behind in our reconciliation journey.





2019 also saw some good participation from Aboriginal and/or Torres Strait Islander people in our programs. The newly developed Microsoft Traineeship Program (MTP), with buy-in from 59 Host Employers across the country, saw three per cent of its trainees identifying as Aboriginal and/or Torres Strait Islander people.

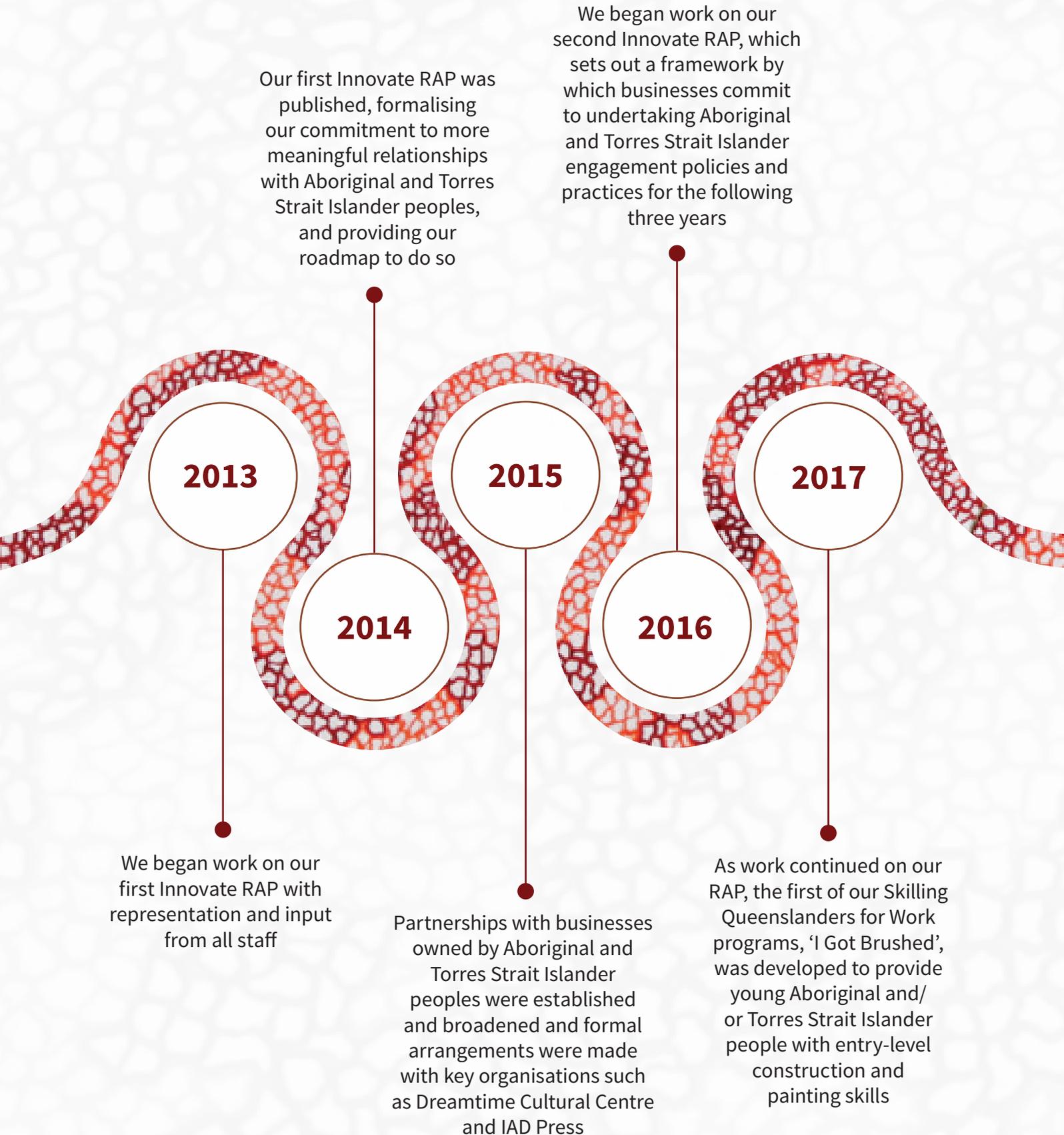
The Skilling Queenslanders for Work program, 'I Got Brushed', was also developed in 2019 to provide young Aboriginal and/or Torres Strait Islander people with an opportunity to develop skills and experience in the painting and decorating industry, improving the appearance of homes owned by Black House Community Housing. Thirteen of the 16 program participants went on to complete a Certificate I in Construction, and 10 were placed in full-time employment via an apprenticeship pathway.

Like many businesses and organisations, during 2020 and most of 2021, our RAP journey was unfortunately hampered by Covid-19. However, during this period, we were still able to maintain our specialised programs. In early 2021, the business developed the I Got Built initiative in partnership with the South Australian government.

Importantly, later in 2021, our business also created two identified roles within the People and Culture team, to ensure a culturally safe environment that would attract and retain Aboriginal and/or Torres Strait Islander employees, and promote more aligned and effective engagement with Aboriginal and Torres Strait Islander peoples and communities. These roles are Aboriginal and Torres Strait Islander Lead and Aboriginal and Torres Strait Islander Administration Trainee. The first incumbent for the trainee role has since progressed to that of Aboriginal and Torres Strait Islander Advisor.

# Our journey timeline

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Our second Innovate RAP was launched, at Healesville Sanctuary. We immediately began work on our first Stretch RAP, which focuses on embedding our existing reconciliation policies and initiatives so they become 'business as usual'

The outbreak of the Covid-19 pandemic saw progress slow on our RAP journey, however we were able to maintain our commitment to our existing Aboriginal and Torres Strait Islander programs

**2018**

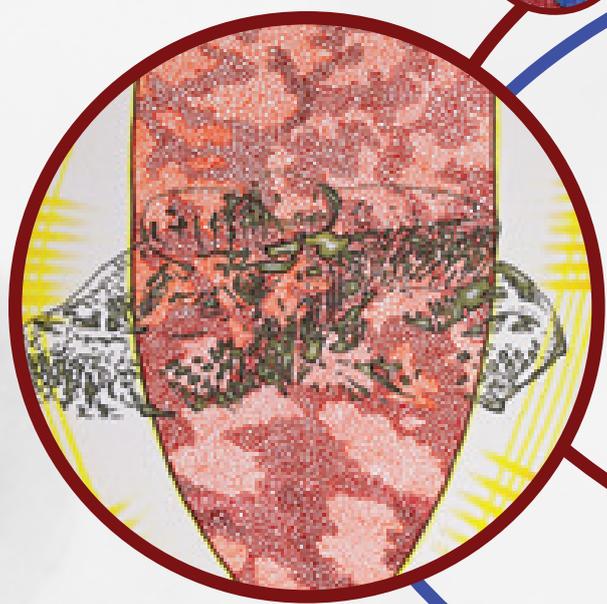
**2019**

**2020**

**2021**

The Board and senior executives took part in cultural capability training with the John Briggs Consultancy and the I Got Brushed program to provide Aboriginal and/or Torres Strait Islander people with introductory training in painting and decorating

The roles of Aboriginal and Torres Strait Islander Lead and Aboriginal and Torres Strait Islander Administration Trainee were created within our business. We also developed the 'I Got Built' program in partnership with the South Australian government



The White-bellied Sea-Eagle, Snake and Crocodile connect together the Sky, Land and Ocean.

- Kane Brunjes

# What we are doing to promote reconciliation

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Our business's decision to develop a Reconciliation Action Plan (RAP) creates a framework for the way we build relationships with Aboriginal and Torres Strait Islander peoples. The RAPs have since been used to inform and focus the business in relation to providing equitable training and employment opportunities, and tailored mentoring services, all demonstrating our faith in the reconciliation process and resulting in a number of positive changes.

By implementing and embracing the RAP process, we seek to actively promote the benefits of a process that empowers and embraces Aboriginal and Torres Strait Islander peoples, and encourages the wider Australian community to support our vision.

## Board and executive support

Each RAP has been created with the support of our Chief Executive Officer, Executive team and Board members, and developed in close consultation with Aboriginal and Torres Strait Islander peoples and communities, with input from Reconciliation Australia. The Board and Executive acknowledge the impact of past wrongs. They proactively encourage and support all staff at every level to seek new initiatives that will help create a more united Australia, and a national shared identity.

The Board and Executive have completed cultural competency training, creating a 'trickle-down' effect across the organisation. References to the cultures of Aboriginal and Torres Strait Islander peoples are now visible in the First Nations artwork on display in many offices. Some vehicles in our fleet are branded with artwork by an Aboriginal artist, while all staff are encouraged to wear the company polo shirt featuring the same artwork. Going forward, Aboriginal and Torres Strait Islander businesses will now be asked to tender or quote for all goods and services procured by the business. This will be brokered through our recent membership of Supply Nation.

# National Reconciliation Week

National Reconciliation Week is an important part of the reconciliation process. MEGT asked some of our own past and present Aboriginal and Torres Strait Islander apprentices and trainees about what it means to them:



**National Reconciliation Week is an opportunity for both Indigenous and non-Indigenous people to acknowledge and understand Australia's true history.**

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**Fiona Bond**

NAB business trainee



**These celebrations help us recognise the importance of moving forward and becoming a reconciled nation.**

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**Jasmin Morrissey**

NAB business trainee and  
Brisbane Broncos ambassador





This week is a time for all of Australia to come together and celebrate Aboriginal and Torres Strait Islander cultures and achievements.



It is through a united Australia that we can truly achieve an equal and just society.

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**Ra-Shaan Gibson**  
Veolia apprentice

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**Charles Wood**  
Clarence Valley Council apprentice



## Staff and stakeholders

MEGT is educating staff and external stakeholders to understand and value Aboriginal and Torres Strait Islander cultures, rights and experiences, through the following commitments. It is hoped that they will encourage a stronger relationship among all Australians, based on knowledge, trust and respect, free of racism.

- A three-phase cultural awareness program: Phase One is an online diversity tutorial; Phase Two is a comprehensive, online cultural awareness program; Phase Three is face-to-face cultural appreciation workshops
- Regular publication of content on the company's intranet and social media platforms promoting the positive achievements of participants and staff in relation to Aboriginal and Torres Strait Islander-focused programs. Content may include good news stories, information about events of significance, educational articles and Dreamtime stories
- Meaningful and inclusive National Reconciliation Week and NAIDOC Week celebrations
- Provision of culturally capable Aboriginal and/or Torres Strait Islander mentors, or those with extensive experience, knowledge and empathy for the people they work with. This includes various roles and layers such as the buddy system, cultural guidance, and professional external providers

## Staff on country

We work actively with communities in the regions where our projects are operating and ensure that all staff are aware of and respect the local cultural protocols. We do this by consulting with the relevant Aboriginal or Torres Strait Islander communities, while also providing staff with written guidelines pertaining to the cultural cornerstones and practices in those geographical locations.

## Apprentices, trainees and jobseekers

We commit to the following goals and actions to encourage Aboriginal and/or Torres Strait Islander people to participate equally in everything we do:

- Making it safe and inclusive for Aboriginal and/or Torres Strait Islander people when applying for vacancies
- Reviewing relevant policies in a timely manner to ensure they are up to date, relevant and culturally appropriate
- Encouraging our senior staff to become more vocal in our business's support of the reconciliation process
- Offering quality services in a culturally safe environment, while promoting an internal culture that fosters equality, diversity and unity for all

# Reconciliation Action Plan Committee and Working Group

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## Development of the Reconciliation Action Plan

The RAP Working Group (RWG) met on a quarterly basis over the life of the previous RAP to review actions and determine ongoing strategies to achieve or maintain their commitments. They identified gaps in achieving certain actions that were vital to the RAP. Meetings were organised with two Aboriginal consultants to discuss the RAP and to create engagement strategies.

Members of the RWG attended the 2019 National RAP Conference in Perth, and other relevant RAP gatherings to gain valuable insights from discussions with other organisations. From this point, the draft RAP was then written, in close consultation with Aboriginal, Torres Strait Islander and non-Indigenous people from within the Committee and outside it.

A workshop was held with Aboriginal and/or Torres Strait Islander staff to review all the content and create courses of action to achieve our objectives. As part of this process, a decision was made to appoint an Aboriginal and Torres Strait Islander Lead to work alongside the RWG, who commenced in 2021.

To demonstrate a greater commitment and governance of the RAP, the RWG decided to create a RAP Committee with which to share support of all the RAP commitments, and increase the awareness and ownership of it within the business.

## Management structure of Reconciliation Action Plan

It was decided that the RWG would track the progress of the deliverables on an ongoing basis and ensure any roadblocks were escalated to the RAP Committee, the Executive team, and the Board. The RWG Co-chairs report to the Committee quarterly.

### Reconciliation Action Plan Committee

The RAP Committee is co-chaired by the Chief Executive Officer and the Aboriginal and Torres Strait Islander Lead. Additional Committee members are:

- Secretary
- Five management and/or staff positions
- Up to four Aboriginal and/or Torres Strait Islander staff members

The Committee's key functions are to:

- Sponsor and promote the RAP internally
- Canvass and review the RAP on behalf of the business, in relation to external constitutional recognition, reconciliation and social matters
- Monitor the RAP's progress, ensuring organisational commitment and resourcing, and that any barriers are dealt with in line with our Purpose and Values
- Provide visible leadership of reconciliation matters within the business

### Reconciliation Action Plan Working Group

The RWG is co-chaired by the National Indigenous Programs Manager and the Aboriginal and Torres Strait Islander Lead. Additional RWG members are:

- Aboriginal and Torres Strait Islander Advisor
- Four staff positions
- Four Aboriginal and/or Torres Strait Islander staff members

The RWG's key roles are to:

- Identify key people in the community who can assist the business to develop greater relationships
- Proactively share dates of significance for Aboriginal and Torres Strait Islander peoples with internal and external stakeholders within their spheres of influence
- Attend and promote relevant events throughout the year, including but not limited to NRW, NAIDOC Week and Harmony Day
- Promote and advocate National Reconciliation Week and NAIDOC Week to internal and external staff and stakeholders



**As with the work done by MEGT to support employers to grow their business by engaging apprentices and trainees through skills training, this piece encourages the learnings from Country and highlights the importance of knowledge held by First Nations People, represented by the Aboriginal and Torres Strait Islander flags.**



**Kane Brunjes**

# Our deliverables

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1

## Relationships

**Focus:**

Unity | Understanding | Commitment | Positive race relations

2

## Respect

**Focus:**

Historical acceptance | Unity | Equity

3

## Opportunities

**Focus:**

Equality and equity | Integrity | Inclusion

4

## Governance

Tracking progress and reporting

# Relationships

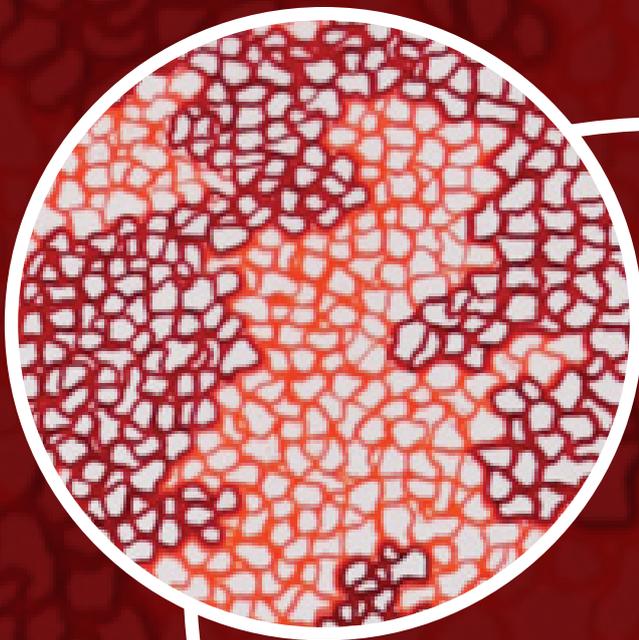
**Focus: Unity, Understanding, Commitment, Positive race relations**

We value and recognise Aboriginal and Torres Strait Islander cultures and heritage as proud parts of a shared national identity. To our business, 'community' is far more than a location and the people who live there. Rather, it is about the quality of the relationships and the connections that bring people together, in a spirit of encouragement, so that everyone achieves their goals. By listening to First Nations peoples, we can facilitate employment and training opportunities that reflect their fields of interest.

Building strong relationships with Aboriginal and Torres Strait Islander peoples is key to our core value of 'Inclusion' (our other core values being Growth, Courage, Collaboration, Innovation and Sustainability). In practice, this value encompasses a commitment to both equality of opportunity and diversity.

Economic and social inclusion for Aboriginal and Torres Strait Islander peoples has obvious benefits to those directly involved, but it also raises the living standards of all Australians.

We believe a diverse workforce is a proper reflection of the society and communities in which we live and work, and Aboriginal and Torres Strait Islander peoples are highly valued members of both.



# Relationships

## Case study

### 'I Got Brushed': A Skilling Queenslanders for Work project

Over three years ago, MEGT's Manager for Strategy and Design, Chris Dale, had an idea to develop a program in which young Indigenous jobseekers could complete training and enter employment to benefit Indigenous community housing. The project was developed with many stakeholders, including Hutchison Builders and Black House Community Housing.

In 2019, two projects were approved under the Skilling Queenslanders for Work program. Eight participants from each program would be employed to learn the entry-level skills required to prepare and paint a house owned by Black House Community Housing. Six houses were made available and three have been completed.



**16 young Aboriginal and Torres Strait Islander people commenced in the program with 13 completing the Certificate I in Construction. So far nine have been placed into full-time employment via an apprenticeship.**



# Relationships

## Action 1

Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, organisations, communities and other stakeholders.

Deliverable	Timeline	Responsibility
1.1 Maintain and annually review the Aboriginal and Torres Strait Islander engagement plan at a national and local level to further enhance the MEGT document, 'Engaging and Working with Indigenous Communities'.	August 2022 August 2023 August 2024	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
1.2 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations nationally to continuously improve principles for engagement and review annually.	January 2023 January 2024 January 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
1.3 Identify initiatives that result in increased opportunities, apprenticeships and traineeships for Aboriginal and/or Torres Strait Islander people above and beyond existing formal partnerships.	November 2022 November 2023 November 2024	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
1.4 Develop and maintain at least 12 formal partnerships and relationships with Aboriginal and Torres Strait Islander communities and organisations per annum by 2024.	May 2021 May 2022 May 2023	General Manager, Strategy and Design  Support: General Manager, People and Culture
1.5 Partner with Aboriginal and Torres Strait Islander communities and organisations to identify opportunities for 'on-Country' engagement with at least two businesses.	September 2022 September 2023 September 2024	Aboriginal and Torres Strait Islander Lead  Support: General Manager, People and Culture
1.6 Leverage our existing relationships with businesses in the Torres Strait Islands to promote apprenticeships, traineeships and employment opportunities for Aboriginal and/or Torres Strait Islander people.	March 2023	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager

# Relationships

## Action 2

Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
2.1 Conduct a minimum of two internal, local NRW events each year and one national event that will allow all staff to access NRW celebrations. These will be registered on the NRW website.	June 2023 June 2024 June 2025	Aboriginal and Torres Strait Islander Lead  Support: General Manager, Marketing and Communications
2.2 RWG members to attend a minimum of two external events per year.	June 2023 June 2024 June 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
2.3 Promote NRW to external stakeholders via MEGT social media platforms.	June 2023 June 2024 June 2025	General Manager, Marketing and Communications  Support: Communications Lead
2.4 Promote NRW to all staff via intranet.	June 2023 June 2024 June 2025	General Manager, Marketing and Communications  Support: Communications Lead
2.5 Senior staff to encourage and support all staff to participate in at least one event or activity to recognise and celebrate NRW.	June 2023 June 2024 June 2025	RAP Co-chairs  Support: General Manager, People and Culture



# Relationships

## Action 3

Promote reconciliation through MEGT’s influence in demonstrating commitment to the process by staff, Board of Directors, Aboriginal and Torres Strait Islander stakeholders, and the broader community.

Deliverable	Timeline	Responsibility
3.1 Enhance a Communications Plan to continue raising awareness of the MEGT RAP outcomes among internal and external stakeholders.	August 2022	Communications Lead
3.2 Implement strategies to engage all staff to drive reconciliation outcomes through embedding an Indigenous Cultural Confidence Framework.	January 2023	General Manager, People and Culture Support: Aboriginal and Torres Strait Islander Lead
3.3 Collaborate with at least 10 RAP organisations to implement ways to advance reconciliation, including Microsoft, NAB, Sodexo, Honeywell, Hutchison Builders, NRL and JNC Group.	November 2022 April 2023 November 2023 April 2024 November 2024 April 2025	National Indigenous Programs Manager Support: National Sales Manager, Recruitment and Management Services
3.4 RAP Committee and RWG members attend relevant national conferences, RAP leadership gatherings and Learning Circle meetings external to MEGT.	February 2023 February 2024 February 2025	Aboriginal and Torres Strait Islander Lead Support: National Indigenous Programs Manager
3.5 Continue to support a pathway toward constitutional recognition as referred to in the Uluru Statement from the Heart by having a morning or afternoon tea to increase awareness for staff and promote via the MEGT website.	July 2023	Chief Executive Officer Support: General Manager, Marketing and Communications
3.6 Internally indicate our support of the Uluru Statement from the Heart by educating staff on the aims of the reforms of voice, treaty and truth via internal communications, including fact sheets made available on the intranet.	July 2023	Aboriginal and Torres Strait Islander Lead Support: Communications Lead

# Relationships

## Action 3 cont.

Deliverable	Timeline	Responsibility
3.7 Educate and engage staff with regular intranet content featuring history, data, Aboriginal and Torres Strait Islander lore, and storytelling. Review twice per year.	August 2023 April 2024 August 2024 April 2025 August 2025	Communications Lead  Support: National Indigenous Programs Manager
3.8 Support at least one organisation per year on their reconciliation journey via the provision of information surrounding reconciliation events, dates of significance and the development of their RAP.	August 2023 March 2024 August 2024 March 2025 August 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
3.9 Provide support and assistance to external stakeholders with mentoring of their Aboriginal and/or Torres Strait Islander staff via the Indigenous Apprenticeship and Trainee Network team.	March 2023 March 2024 March 2025	National Indigenous Programs Manager  Support: Aboriginal and Torres Strait Islander Lead
3.10 Work with existing and new external stakeholders in the reconciliation journey through assistance with the achievement of their employment targets via targeted recruitment and mentoring strategies.	March 2023 March 2024 March 2025	National Indigenous Programs Manager  Support: Aboriginal and Torres Strait Islander Lead

# Relationships

## Action 4

Promote positive race relations through anti-discrimination strategies.

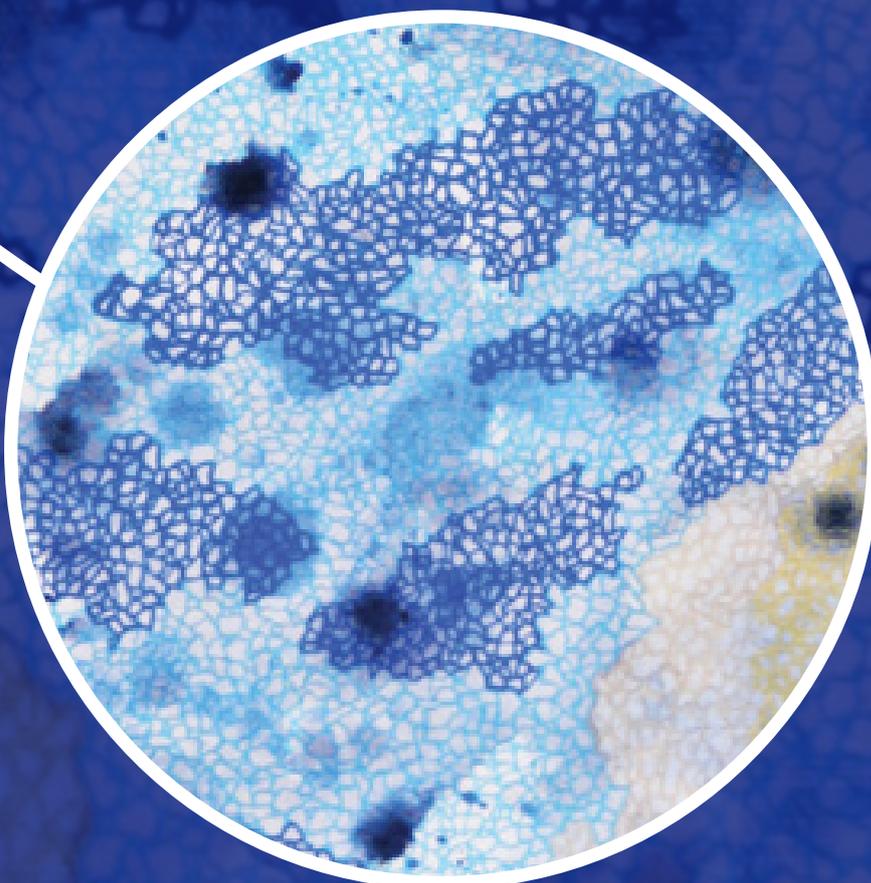
Deliverable	Timeline	Responsibility
4.1 Review existing policies and procedures concerned with anti-discrimination.	August 2022 August 2023 August 2024 August 2025	General Manager, People and Culture  Support: Aboriginal and Torres Strait Islander Lead
4.2 Provide ongoing education and communication opportunities for all staff on the negative impacts of racism.	October 2022 October 2023 October 2024	General Manager, People and Culture  Support: Learning and Development Manager
4.3 Promote <i>The Final Quarter</i> documentary and other educational documentaries to all staff.	May 2023	General Manager, People and Culture  Support: General Manager, Marketing and Communications
4.4 Senior leaders to publicly support anti-discrimination campaigns and initiatives via our social media platforms.	October 2022 October 2023 October 2024	General Manager, Marketing and Communications  Support: Communications Lead
4.5 Implement and communicate the business's anti-discrimination policy to all staff.	December 2022 December 2023 December 2024	General Manager, People and Culture  Support: General Manager, Marketing and Communications
4.6 Ensure culturally sensitive and appropriate content is evident in all marketing material and employment advertisements.	August 2022 August 2023 August 2024 August 2025	General Manager, Marketing and Communications  Support: Aboriginal and Torres Strait Islander Lead

# Respect

## **Focus: Historical acceptance, Unity, Equality**

As we move forward together, we continue to reconcile the wrongdoings of the past and the impact of these wrongs. We respect and acknowledge that Aboriginal and Torres Strait Islander peoples represent the oldest continuous living cultures in the world. We support the Uluru Statement from the Heart, endorsed by a gathering of 250 Aboriginal and/or Torres Strait Islander leaders on 26 May 2017. This statement, which calls for Aboriginal and Torres Strait Islander peoples to have their own voice to parliament, would be a fair and practical way to deliver meaningful constitutional recognition and allow Aboriginal and Torres Strait Islander peoples to have their say on policies and laws that impact their lives.

The cultures, knowledge and rights of Aboriginal and Torres Strait Islander peoples deserve respect. Their guardianship of and continuing connection to the lands, waters and communities has safeguarded a diverse and vibrant landscape, which we can all enjoy. Their ancient cultures live on and educate all about the unique nature of our country, which in turn creates respect for its Aboriginal and Torres Strait Islander heritage and cultures. All members of the MEGT family benefit from closer relationships with our First Nations peoples, while respectful dialogue helps create outcomes that allow all to participate in the Australian workforce.



# Respect

## Case studies

To coincide with the theme of 'Voice, Treaty, Truth: Let's work together for a shared future', MEGT engaged local artist Stan Yarramunua to create a combined artwork with our staff. Stan is a Wathaurong painter and entrepreneur who has opened two galleries in Melbourne and another in Daylesford, Victoria. He is passionate about promoting his culture and helping other Aboriginal and/or Torres Strait Islander artists.

The artwork-sharing project developed and encouraged awareness, truthfulness, and hope both within and beyond Aboriginal and Torres Strait Islander communities. It also illustrated the benefits of collaboration.

We believe the presence of work by Aboriginal and/or Torres Strait Islander artists both inspires and reassures applicants, visitors and staff in our workplaces. It creates and reflects a significant symbolic and culturally appropriate commitment to engagement with First Nations cultures. Engagement of these artists also reinforces a commitment to our RAP.



Derek Oram Sandy is the founder of the family dance group, Yerongpan Dancers. He believes the way to reconciliation is sharing through education. Derek was born in his mother's Country of the Yerongpan, and he is passionate about bringing Aboriginal and Torres Strait Islander cultures into the 21st century.

His family is the heart and soul of this dance group. Each member brings their own story and talent to the team, which in turn gives the audience a wonderful experience. Derek and his family create a spellbinding performance, portrayed with wisdom, belief and pride.

MEGT staff were treated to a traditional Welcome to Country, followed by some wonderful traditional dance and storytelling. After morning tea, people representing several MEGT offices had the opportunity to learn and paint their very own mural, which collectively became two murals that are now displayed in MEGT offices.

# Respect

## Action 1

Continue to promote knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories, achievements, and rights through cultural learning.

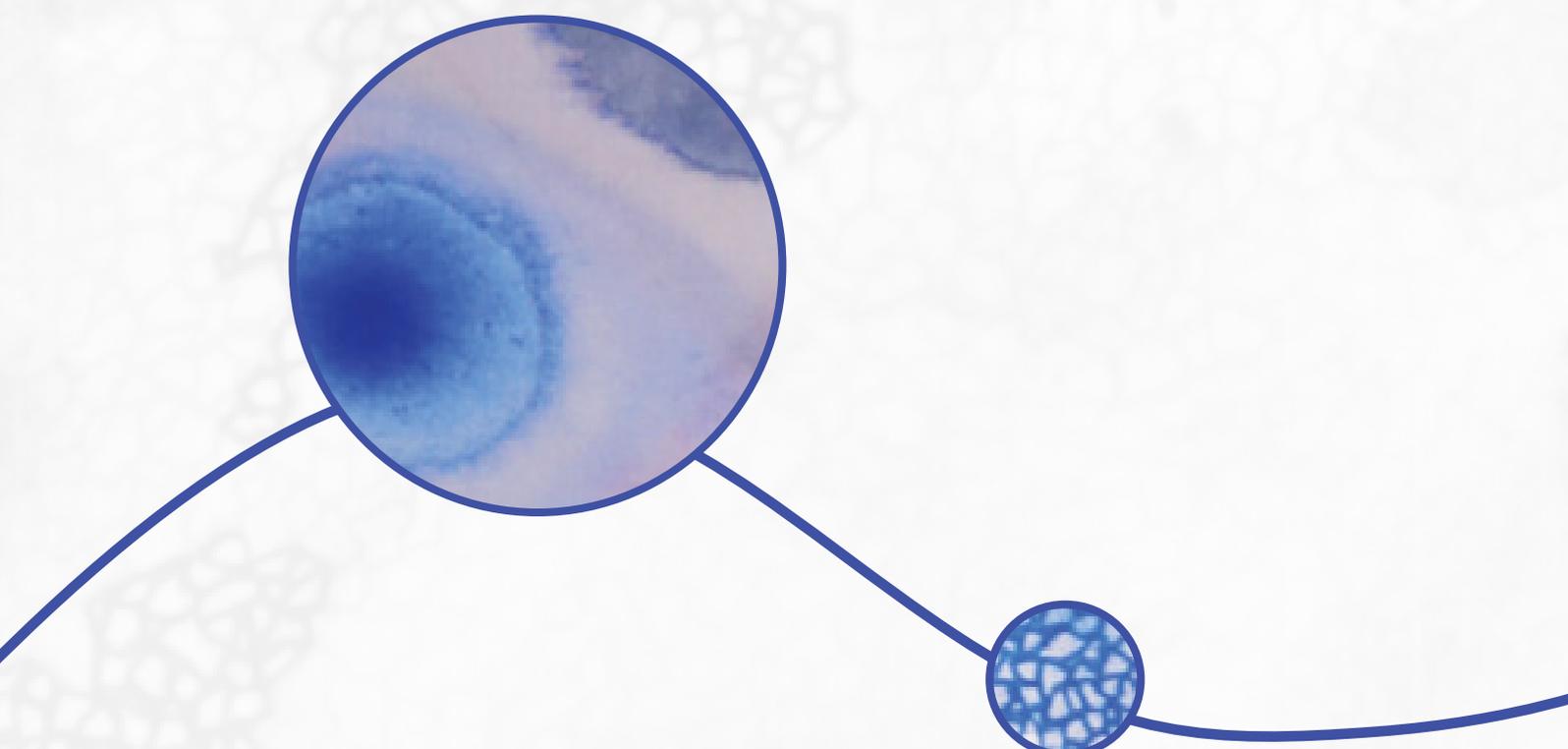
Deliverable	Timeline	Responsibility
1.1 Review and update cultural learning strategy.	September 2022 September 2023 September 2024	General Manager, People and Culture Support: Learning and Development Manager
1.2 100% of all new staff to complete online cultural awareness training within three months of commencing.	March 2023 March 2024 March 2025	General Manager, People and Culture Support: Learning and Development Manager
1.3 All existing staff to complete online cultural awareness refresher training every two years. Review the content and process annually and update as required.	January 2023 January 2024 January 2025	General Manager, People and Culture Support: Learning and Development Manager
1.4 Partner with an Aboriginal and/or Torres Strait Islander business to deliver in-person cultural awareness training to all field staff. To be reviewed annually with the target being 100% of all MEGT staff attending cultural awareness training within 12 months of commencement of their employment.	August 2022 August 2023 August 2024	General Manager, People and Culture Support: Learning and Development Manager
1.5 Identify suitable experiences for staff to be educated and immersed in the cultures of the regions in which they work.	February 2023	Aboriginal and Torres Strait Islander Lead Support: National Indigenous Programs Manager
1.6 Continue to review and evaluate cultural awareness training for all staff on an annual basis.	February 2023 February 2024 February 2025	General Manager, People and Culture Support: Learning and Development Manager



# Respect

## Action 1 cont.

Deliverable	Timeline	Responsibility
1.7 All new Board, Executive team and RWG members to undertake cultural awareness training.	August 2022 August 2023 August 2024	Company Secretary  Support: Aboriginal and Torres Strait Islander Lead
1.8 Consult Traditional Owners and Aboriginal and Torres Strait Islander groups on the content of cultural awareness training.	August 2022	Aboriginal and Torres Strait Islander Lead  Support: Learning and Development Manager

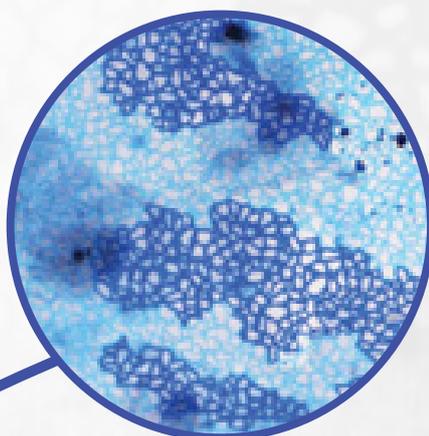


# Respect

## Action 2

Demonstrate respect for Aboriginal and Torres Strait Islander peoples and communities, by observing and promoting cultural protocols.

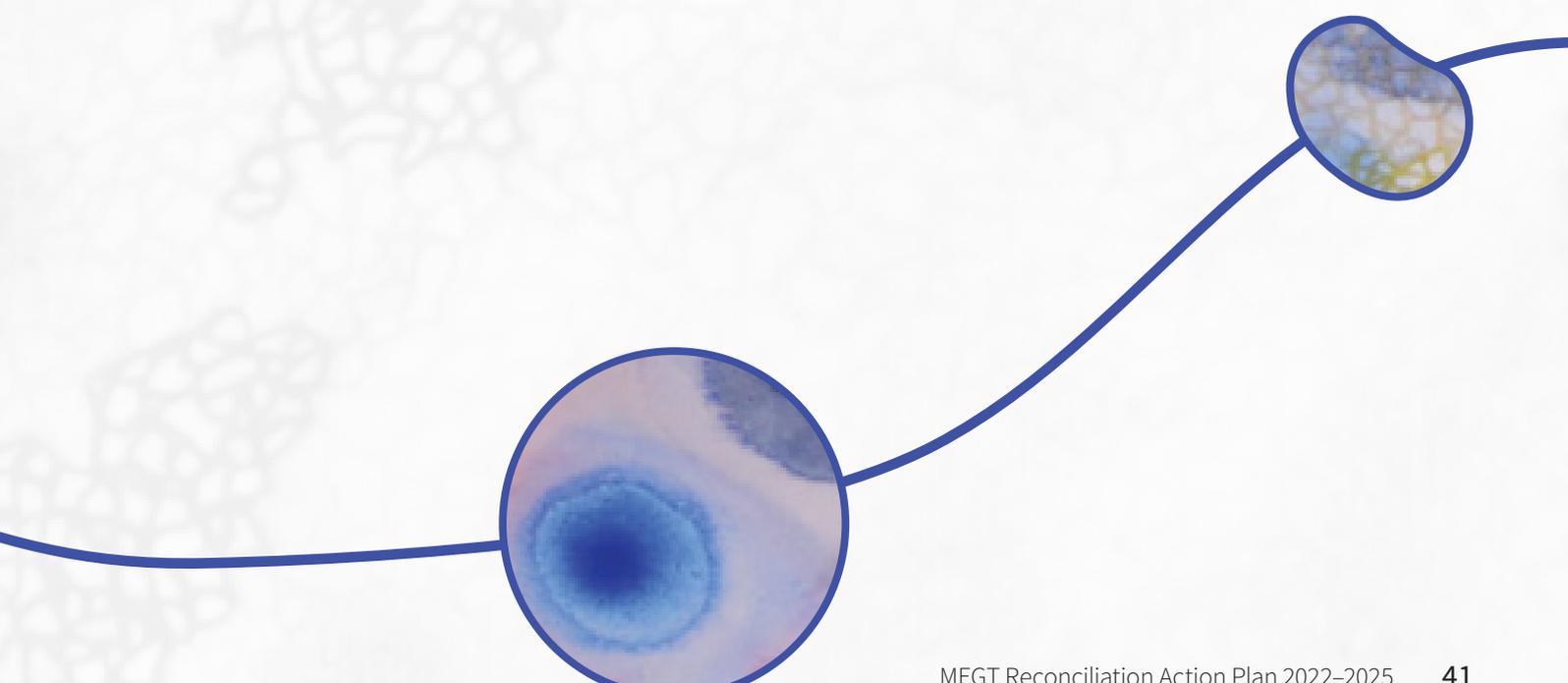
Deliverable	Timeline	Responsibility
2.1 Observe Welcome to Country and Acknowledgement of Country ceremonies at significant events and meetings such as annual Board meetings, graduations, NRW and NAIDOC events.	December 2022 December 2023 December 2024	Chief Executive Officer
2.2 Communicate the protocols surrounding the purpose and significance of Welcome to Country and Acknowledgement of Country to all staff during the induction process to ensure greater understanding.	October 2022 October 2023	Aboriginal and Torres Strait Islander Lead  Support: General Manager, People and Culture
2.3 Invite a Traditional Owner to provide a Welcome to Country at all major events, including the RAP launch, NRW and NAIDOC events, program graduations and program launches.	November 2022 January 2023 November 2023 January 2024 November 2024 January 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
2.4 Review and maintain a list of suitable people in each location who would be available to provide Welcome to Country and Acknowledgement of Country addresses at MEGT events.	January 2023 January 2024	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager



# Respect

## Action 2 cont.

Deliverable	Timeline	Responsibility
2.5 Review and maintain the cultural protocol document about cultures and communities relevant to specific local communities in which we work, via the company intranet.	January 2023 January 2024	Aboriginal and Torres Strait Islander Lead  Support: General Manager, Marketing and Communications
2.6 Display signage and Aboriginal and Torres Strait Islander flags in all our offices to ensure we have an Acknowledgement of Country to reflect and recognise the Traditional Custodians of the land in which the offices are located.	January 2023 January 2024 January 2025	General Manager, Marketing and Communications  Support: Communications Lead
2.7 Incorporate Aboriginal and Torres Strait Islander traditional place names in our email signatures.	January 2023	General Manager, Marketing and Communications  Support: Aboriginal and Torres Strait Islander Lead



# Respect

## Action 3

Celebrate NAIDOC Week and provide opportunities for Aboriginal and/or Torres Strait Islander staff to engage with cultures and communities during NAIDOC Week.

Deliverable	Timeline	Responsibility
3.1 Promote the importance of NAIDOC Week to all staff and external stakeholders, including approximately 100,000 apprentices and trainees.	July 2023 July 2024 July 2025	General Manager, Marketing and Communications  Support: Communications Lead
3.2 Support all staff to participate in at least one NAIDOC Week event in their local area.	July 2023 July 2024 July 2025	General Manager, People and Culture
3.3 Review all policies and procedures to ensure that there are no barriers to staff attending NAIDOC events.	June 2023 June 2024 June 2025	General Manager, People and Culture
3.4 RAP Committee and RWG to attend at least two external NAIDOC events per year.	July 2023 July 2024 July 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
3.5 Hold one national event and at least one state-based internal event to celebrate NAIDOC Week.	July 2023 July 2024 July 2025	Aboriginal and Torres Strait Islander Lead  Support: General Manager, Marketing and Communications

# Respect

## Action 4

Acknowledge all significant events on the Aboriginal and Torres Strait Islander calendar.

Deliverable	Timeline	Responsibility
4.1 Create video content surrounding what significant events mean to Aboriginal and Torres Strait Islander peoples, which will then be promoted internally, and externally via social media.	January 2023 January 2024 January 2025	General Manager, Marketing and Communications Support: Aboriginal and Torres Strait Islander Lead
4.2 Acknowledge, promote and celebrate dates and events of significance to all staff on the intranet and social media platforms each year.	January 2023 January 2024 January 2025	General Manager, Marketing and Communications Support: Communications Lead

# Opportunities

## **Focus: Equality and equity, Integrity, Inclusion**

We support the process of reconciliation and the right of Aboriginal and Torres Strait Islander peoples to participate equally in life's opportunities. We place great value on being recognised as a business that is committed to ensuring all peoples in the regions where we work are provided with guidance and support to allow them to secure opportunities based on merit.

The inclusion of all is important to our core business activity, which is to create equal employment opportunities. We recognise that Aboriginal and Torres Strait Islander peoples, particularly in remote communities, face challenging employment environments. It is our belief that in creating training and employment pathways for them, both internally and externally, society will benefit from their inclusion and input.



## Microsoft Traineeship Program

Geoffrey Frost is a proud Aboriginal man and one of 37 trainees to join the Microsoft Traineeship Program (MTP) in February 2019. The MTP combines paid on-the-job experience within the Microsoft Australia network with a Certificate IV in Information Technology from TAFE. Geoffrey is one of five Aboriginal and/or Torres Strait Islander trainees to be placed into an ongoing role within the digital sales team of a Microsoft Australia employer.

Geoffrey began his path by pursuing an IT Cisco certification. From there, he enrolled in TAFE NSW and completed a Certificate III in Information, Digital Media and Technology. His teacher suggested that he apply the skills and knowledge he had acquired toward the MTP. The rest is history.

Geoffrey's family is tied to the Wiradjuri nation, and he is passionate about the sharing and preservation of Aboriginal culture and knowledge. Says Geoffrey:

“At an industry event recently, I was fortunate enough to meet Indigenous entrepreneur, Mikaela Jade. She was showcasing her Njulgang Mini Digital Custodians Project, in partnership with Microsoft. One of her messages was that everyone, everywhere, has knowledge and history. All they need is the opportunity, the means, and the medium to share and preserve that history and knowledge. I have always been encouraged by Microsoft, MEGT and my manager and peers to be actively engaged in industry events, where technology can further the sharing and preservation of the Indigenous culture.”



## Our partnership with Baidam Solutions

Baidam Solutions is the first national Aboriginal and Torres Strait Islander Information and Communication Technology (ICT) security partner enterprise, servicing Australian and state government departments and agencies and not-for-profit organisations. Baidam Solutions is certified by Supply Nation and focuses on helping clients achieve logical business outcomes using innovative, local and international security technology solutions.

In October 2019, Baidam Solutions was awarded a contract to lift up our business's endpoint security controls to enable the greater protection of our corporate assets and increase our visibility into potential cyber threats.

Baidam's engagement as a representative of the Aboriginal and Torres Strait Islander ICT community helps 'bridge the gap' in terms of representation in this space. A structured and measurable plan, the 'Baidam Initiative' provides both specialist security certification funding and meaningful employment opportunities to members of regional and remote communities nationally.

We are proud of this unique and innovative employment partnership, which is an important step toward increasing the involvement of Aboriginal and Torres Strait Islander peoples in the ICT security sector.

# Opportunities

## Action 1

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

Deliverable	Timeline	Responsibility
1.1 Review and update the Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	August 2022 August 2023 August 2024	Aboriginal and Torres Strait Islander Lead Support: Recruitment Lead
1.2 Continue to engage with Aboriginal and/or Torres Strait Islander staff to review and update our recruitment, retention and professional development strategy.	March 2023	Aboriginal and Torres Strait Islander Lead Support: Recruitment Lead
1.3 Continue to engage with Aboriginal and Torres Strait Islander consultants and agencies to review and update our recruitment, retention and professional development strategy.	March 2023	Aboriginal and Torres Strait Islander Lead Support: Recruitment Lead
1.4 Implement a new Aboriginal and Torres Strait Islander trainee employment pathways program for at least five people each calendar year.	November 2022 November 2023 November 2024	Chief Executive Officer Support: Aboriginal and Torres Strait Islander Lead
1.5 Review and benchmark People and Culture procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2022 August 2023 August 2024	General Manager, People and Culture Support: Human Resources Manager
1.6 Identify senior roles and support Aboriginal and/or Torres Strait Islander employees to apply for them.	January 2023 January 2024 January 2025	Aboriginal and Torres Strait Islander Lead Support: General Manager, People and Culture
1.7 Continue to grow the internal employment of Aboriginal and/or Torres Strait Islander people from 2.5% to at least 5%.	August 2022 August 2023 August 2024	General Manager, People and Culture Support: Aboriginal and Torres Strait Islander Lead
1.8 Continue to grow the numbers of Aboriginal and/or Torres Strait Islander apprentices and trainees from 72 to 135.	August 2022 August 2023 August 2024	General Manager, Recruitment and Management Services Support: National Indigenous Programs Manager

# Opportunities

## Action 1 cont.

Deliverable	Timeline	Responsibility
1.9 Career Hub to engage in at least two career expos each year to promote apprenticeships and traineeships to Aboriginal and/or Torres Strait Islander people.	August 2022 August 2023 August 2024	General Manager Apprenticeship Network Provider  Support: Aboriginal and Torres Strait Islander Lead
1.10 Ensure that all internal and external vacancies are promoted via channels that are relevant to an Aboriginal and Torres Strait Islander audience.	August 2022 January 2023 August 2023 January 2024 August 2024 January 2025	General Manager, People and Culture  Support: National Indigenous Programs Manager
1.11 Promote virtual platforms for Aboriginal and/or Torres Strait Islander staff to communicate, collaborate and support each other.	January 2023 January 2024 January 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
1.12 Internally indicate our support of the Uluru Statement from the Heart by educating staff on the aims of the reforms of voice, treaty and truth via internal communications, including fact sheets made available on the intranet.	July 2023	Aboriginal and Torres Strait Islander Lead  Support: Communications Lead
1.13 Hold at least two online meetings per year in a culturally safe space for Aboriginal and/or Torres Strait Islander trainees and apprentices, to support their work and career development.	January 2023 January 2024 January 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
1.14 Partner with an external Aboriginal and/or Torres Strait Islander consultancy to develop an MEGT-appropriate Cultural Capability Framework.	August 2022	General Manager, People and Culture  Support: Aboriginal and Torres Strait Islander Lead
1.15 Continue to partner with GTNT Group to support up to five Aboriginal and Torres Strait Islander employment opportunities in the Northern Territory annually.	April 2023 April 2024 April 2025	National Indigenous Programs Manager  Support: Aboriginal and Torres Strait Islander Lead

# Opportunities

## Action 2

Increase Aboriginal and Torres Strait Islander supplier diversity.

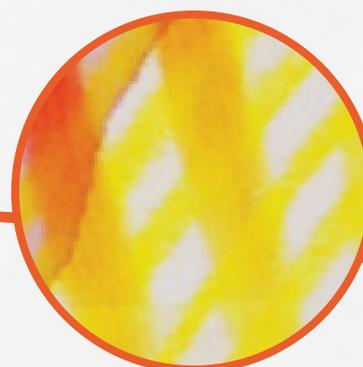
Deliverable	Timeline	Responsibility
2.1 Benchmark and review the Aboriginal and Torres Strait Islander procurement policy.	January 2023 January 2024 January 2025	Chief Executive Officer Support: Aboriginal and Torres Strait Islander Lead
2.2 Maintain and review commercial relationships with 10 Aboriginal and/or Torres Strait Islander businesses.	January 2023 January 2024 January 2025	National Indigenous Programs Manager Support: Aboriginal and Torres Strait Islander Lead
2.3 Continue to increase the procurement target by 5% each year for goods and services supplied by Aboriginal and/or Torres Strait Islander-owned businesses from a spend of \$174,0000 in 2021.	January 2023 January 2024 January 2025	Chief Executive Officer Support: Aboriginal and Torres Strait Islander Lead
2.4 Implement a new Aboriginal and Torres Strait Islander trainee employment pathways program for at least five people each calendar year.	November 2022 November 2023 November 2024	Chief Executive Officer Support: Aboriginal and Torres Strait Islander Lead
2.5 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	January 2023 January 2024 January 2025	Commercial and Procurement Manager Support: Aboriginal and Torres Strait Islander Lead
2.6 Train and coach all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation.	January 2023 January 2024 January 2025	Aboriginal and Torres Strait Islander Lead Support: National Indigenous Programs Manager
2.7 Promote to staff the successful procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	January 2023 January 2024 January 2025	General Manager, Marketing and Communications Support: Communications Lead

# Opportunities

## Action 3

Support Aboriginal and Torres Strait Islander peoples in activities to enhance employment opportunities.

Deliverable	Timeline	Responsibility
3.1 Provide job-readiness programs and career information for youth in at least five communities, utilising our Career Hub, Indigenous Apprenticeship and Traineeship Network and PaTH programs such as 'I Got Brushed'.	March 2023 March 2024 March 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
3.2 Meet quarterly to discuss and investigate government tender opportunities that will allow Aboriginal and/or Torres Strait Islander participants to move into open employment (eg: Skilling Queenslanders for Work, Economic Development Funding) with a target of 60% of candidates being successful.	September 2022 September 2023 September 2024	National Indigenous Programs Manager  Support: Aboriginal and Torres Strait Islander Lead
3.3 With the federal and state governments, promote and advocate for the continuation and expansion of programs that provide opportunities for Aboriginal and/or Torres Strait Islander participants to move into ongoing employment.	August 2022 December 2022 April 2023 August 2023 December 2023 April 2024 August 2024 December 2024 April 2025	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
3.4 On a quarterly basis, actively review and investigate opportunities to add to existing relationships with governments and local businesses in the Torres Strait Islands, in order to identify and promote sustainable employment opportunities.	January 2023 January 2024 January 2025	National Indigenous Programs Manager  Support: Aboriginal and Torres Strait Islander Lead



# Opportunities

## Action 4

Continue to build sustainable relationships with secondary schools to ensure that the Aboriginal and Torres Strait Islander youth are aware of career choices including apprenticeship and traineeship opportunities.

Deliverable	Timeline	Responsibility
4.1 Deliver at least 10 opportunities per year in the form of career expos for local Aboriginal and/or Torres Strait Islander youth, to promote opportunities and career pathways.	November 2022 November 2023 November 2024	National Indigenous Programs Manager  Support: General Manager, Marketing and Communications
4.2 Deliver at least 10 opportunities per year in the form of information sessions for local Aboriginal and/or Torres Strait Islander youth through schools, to promote opportunities and career pathways.	November 2022 November 2023 November 2024	National Indigenous Programs Manager  Support: Aboriginal and Torres Strait Islander Lead

# Opportunities

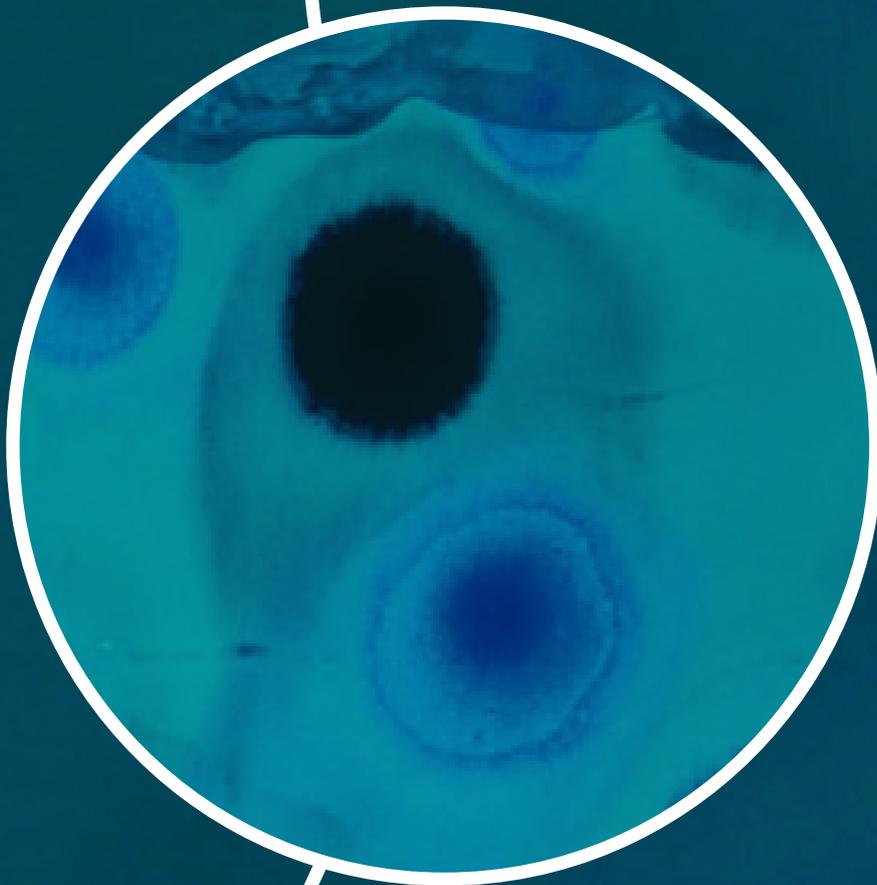
## Action 5

Strengthen our commitment to reconciliation and stronger relationships to enable increased numbers of Aboriginal and Torres Strait Islander peoples to access employment solutions.

Deliverable	Timeline	Responsibility
5.1 Continue to promote and enter into at least five agreements with Host Employers to increase the intake of Aboriginal and/or Torres Strait Islander apprentices and trainees.	May 2023 May 2024 May 2025	National Indigenous Programs Manager  Support: National Sales Manager, Recruitment and Management Services
5.2 Publicly acknowledge Aboriginal and/or Torres Strait Islander people's successful completion of their apprenticeships and traineeships.	March 2023 March 2024 March 2025	General Manager, Marketing and Communications  Support: Communications Lead
5.3 Implement Transition to Work and Enhanced Services contracts as per Federal Government requirements to support Aboriginal and/or Torres Strait Islander jobseekers.	December 2022 December 2023 December 2024	General Manager, Employment Services  Support: General Manager, People and Culture

# Governance

This RAP is accessible to all staff to make them aware of the business's vision and goals for reconciliation. When communicating the progress of our RAP, we will ensure transparency within our business and the broader community.



# Tracking progress and reporting

## Action 1

Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report.

Deliverable	Timeline	Responsibility
1.1 Collect data and complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	August 2022 August 2023 August 2024	Aboriginal and Torres Strait Islander Lead  Support: National Indigenous Programs Manager
1.2 Publicly report on our RAP commitments outlining challenges, achievements and learnings via our website.	March 2023 March 2024 March 2025	General Manager, Marketing and Communications  Support: Aboriginal and Torres Strait Islander Lead
1.3 Continue to work with Logit, CSIRO and the Queensland Government on the implementation of the RAP monitoring and reporting system, weavr.	August 2022 August 2023 August 2024	General Manager, People and Culture  Support: Aboriginal and Torres Strait Islander Lead



# Tracking progress and reporting

## Action 2

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

Deliverable	Timeline	Responsibility
2.1 Report to the Executive team and Board on the achievements, challenges and learnings of the RAP.	August 2022 November 2022 February 2023 May 2023 August 2023 November 2023 February 2024 May 2024 November 2024 February 2025 May 2025	General Manager, People and Culture  Support: Aboriginal and Torres Strait Islander Lead
2.2 Commit to ongoing participation in Reconciliation Australia's biennial Workplace RAP Barometer.	October 2022 October 2024	General Manager, People and Culture  Support: Aboriginal and Torres Strait Islander Lead
2.3 Organise for the RAP Steering Committee to oversee the endorsement and launch of the RAP.	August 2022	Chief Executive Officer  Support: Aboriginal and Torres Strait Islander Lead

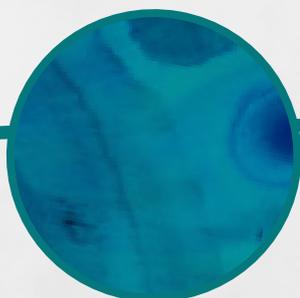


# Tracking progress and reporting

## Action 3

RAP Committee and RWG to actively monitor the RAP development, implementation, and achievement of deliverables.

Deliverable	Timeline	Responsibility
3.1 Maintain at least four Aboriginal and/or Torres Strait Islander staff members on both the RAP Steering Committee and RWG.	February 2025	Aboriginal and Torres Strait Islander Lead Support: General Manager, People and Culture
3.2 Organise for the RAP Committee to meet at least four times per year to review the progress of RAP deliverables and targets and update them accordingly. The Committee will report back to the Executive team.	October 2022 December 2022 March 2023 June 2023 October 2023 December 2023 March 2024 June 2024 October 2024 December 2024 March 2025 June 2025	RAP Co-chair
3.3 RWG to meet monthly to review past actions and plan for future ones, in accordance with the RAP. This will be reviewed quarterly.	October 2022 December 2022 March 2023 June 2023 October 2023 December 2023 March 2024 June 2024 October 2024 December 2024 March 2025 June 2025	Aboriginal and Torres Strait Islander Lead Support: National Indigenous Programs Manager
3.4 Review the Terms of Reference and roles and responsibilities of the RAP Committee and RWG.	December 2022 December 2023 December 2024	Chief Executive Officer Support: Aboriginal and Torres Strait Islander Lead



# Tracking progress and reporting

## Action 4

Provide appropriate support for the effective achievement of RAP commitments.

Deliverable	Timeline	Responsibility
4.1 Maintain identified Aboriginal and Torres Strait Islander Lead and support roles as part of the People and Culture team.	October 2022 October 2023 October 2024	Chief Executive Officer  Support: General Manager, People and Culture
4.2 Embed key RAP actions in staff performance expectations via the Performance and Development Plan (PDP) process.	October 2022 October 2023 October 2024	Chief Executive Officer  Support: General Manager, People and Culture
4.3 Embed key RAP actions in staff performance expectations via the Performance and Development Plan (PDP) process.	October 2022 October 2023 October 2024	General Manager, People and Culture
4.4 Include the RAP as a standing agenda item at senior management meetings.	August 2022 November 2022 February 2023 May 2023 August 2023 November 2023 February 2024 May 2024 August 2024 November 2024 February 2025 May 2025	General Manager, People and Culture  Support: Chief Executive Officer
4.5 Ensure resources are in place for RAP implementation.	February 2025	Aboriginal and Torres Strait Islander Lead
4.6 Embed key RAP actions in staff performance expectations via the Performance and Development Plan (PDP) process.	October 2022 October 2023	General Manager, People and Culture

# Tracking progress and reporting

## Action 5

Continue the reconciliation journey by developing our next RAP.

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Deliverable	Timeline	Responsibility
5.1 Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	September 2024	General Manager, People and Culture Support: RAP Co-chair

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As a proud Aboriginal man, and being a part of the process of putting a RAP together, it is quite emotional, as you can see how much the organisation is wanting to do in this space. I thoroughly enjoyed being part of the team and having a voice that was supported by all.

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**Matt Fairhurst**

Aboriginal and Torres Strait Islander Lead  
MEGT (Australia) Ltd



I was honoured to have the opportunity to work with the MEGT team, as well as up and coming Indigenous artist Kane Brunjes to help create the new Reconciliation Action Plan (RAP). I was passionate about showcasing his art piece, “Knowledge” and putting a spotlight on all the small and beautifully intricate details within his painting and the symbolism behind them.

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**Eden Sacco**

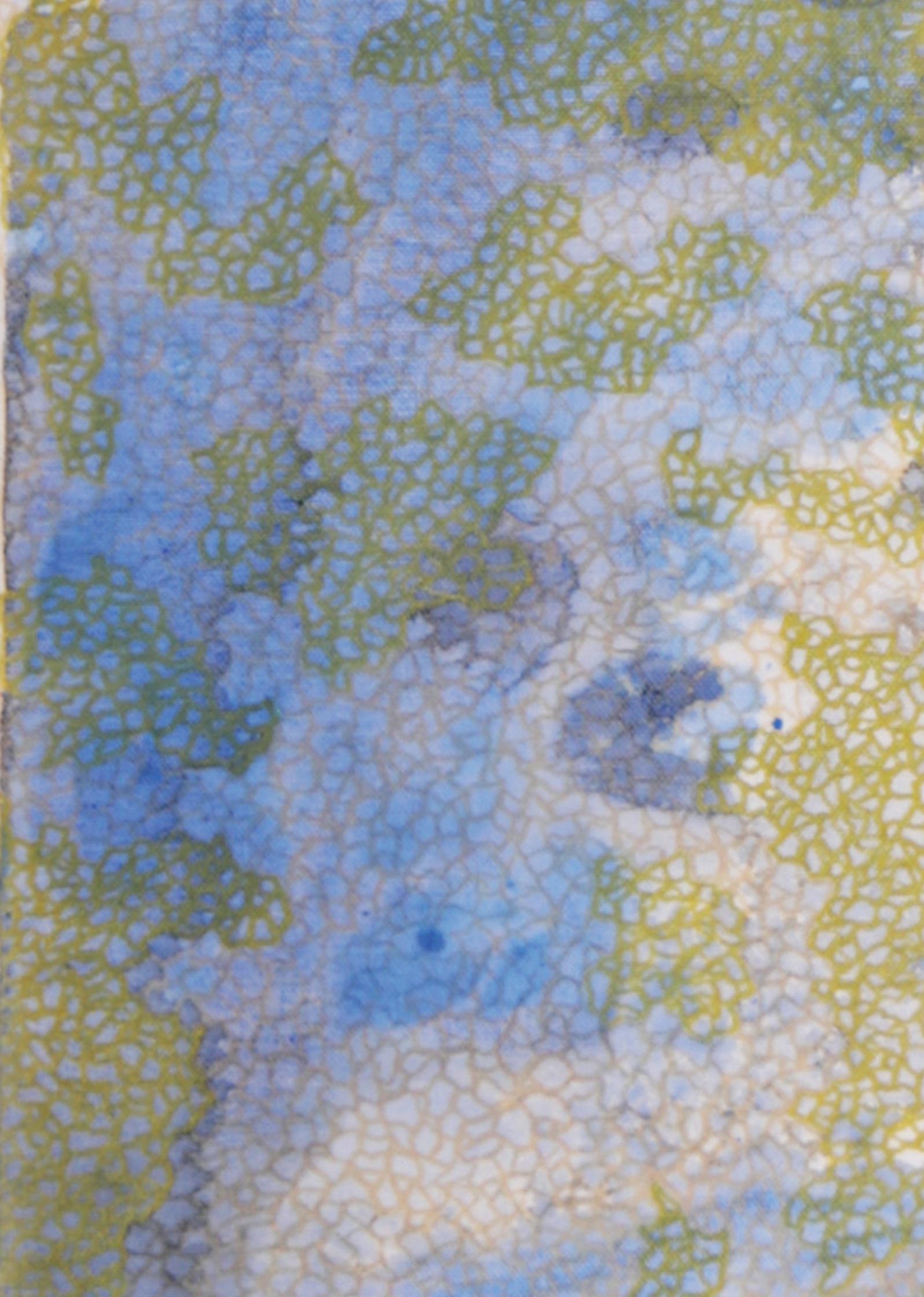
graphic designer

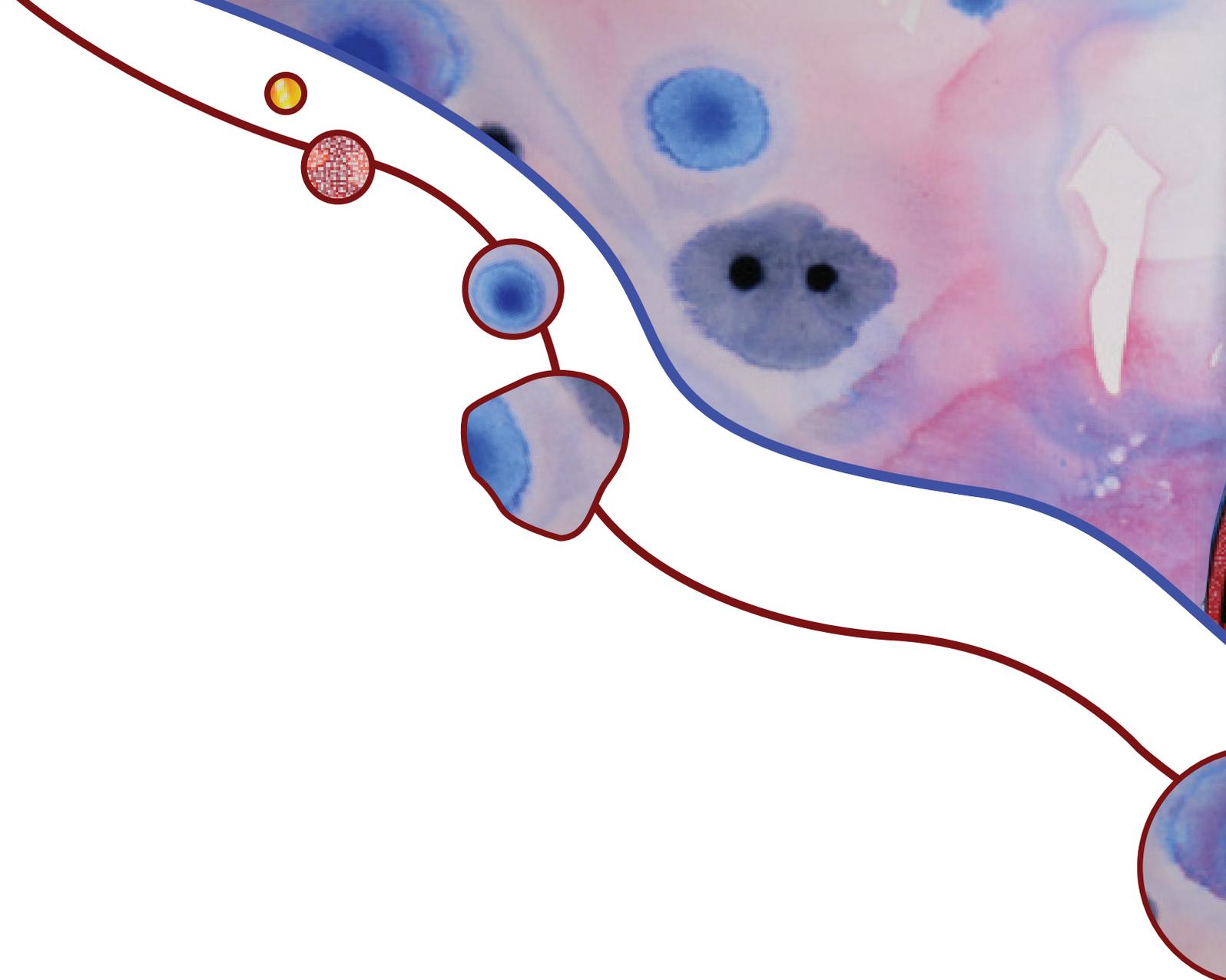
## **Acknowledgements**

MEGT acknowledges all those involved in the development of our Reconciliation Action Plan.



**A sincere and extended thank you!**





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**Matthew Fairhurst**

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