



REFLECT

Reconciliation Action Plan

May 2024 – May 2025





Contents

Acknowledgement of Country	3
About the artist	5
The artwork	6
The artwork story	7
A message from our CEO	8
A message from Reconciliation Australia	9
Our vision for reconciliation	10
Our business	12
– About AEMO	12
– Our people	12
– Our locations	13
Our reconciliation journey	14
– Our first steps	14
– Our future	14
– Our RAP Working Group	15
Our reconciliation journey	16
– Our RAP engagements	16
Relationships	17
Respect	18
Opportunities	20
Governance	21

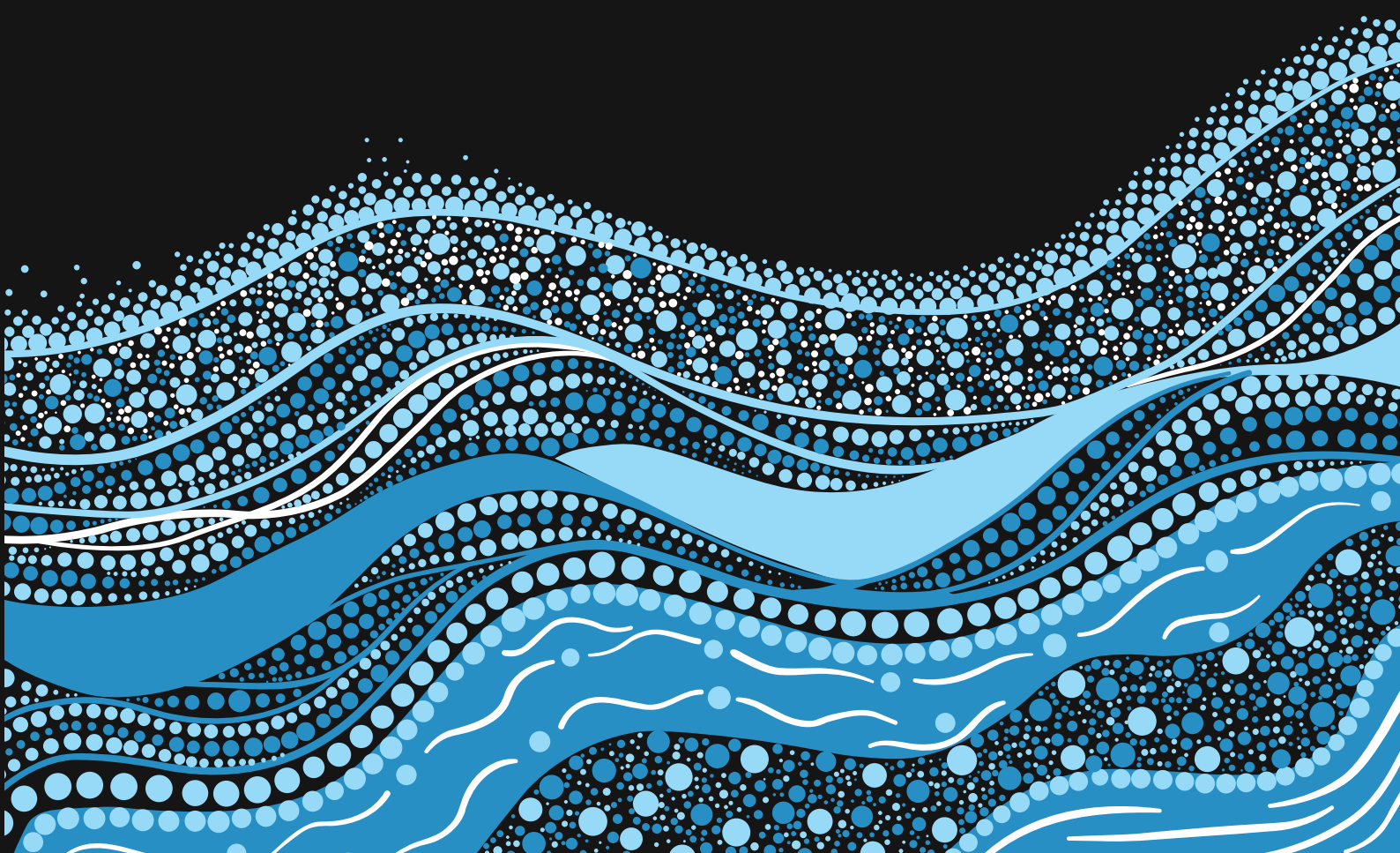
Acknowledgement of Country



The Australian Energy Market Operator (AEMO) acknowledges the Traditional Custodians of the lands, seas and waters across Australia. We honour the wisdom of Aboriginal and Torres Strait Islander Elders past and present, and embrace future generations.

We acknowledge that, wherever we work, we do so on Aboriginal and Torres Strait Islander lands. We pay respect to the world's oldest continuing culture and First Nations peoples' deep and continuing connection to Country, and hope that our work can benefit both people and Country.

We deeply appreciate and acknowledge the Aboriginal and Torres Strait Islander people who provided their time, knowledge and perspectives throughout the development of our Reflect Reconciliation Action Plan (RAP).



Terminology

Wherever possible, AEMO uses the term of Aboriginal and Torres Strait Islander peoples, rather than Indigenous. In some instances, we will use the term 'Australia's First Peoples' or 'First Nations peoples' to acknowledge the unique position and rights Aboriginal and/or Torres Strait Islander peoples have in Australia. We may use the term Indigenous when referring to Indigenous businesses or when referring to Indigenous peoples of the world articulated in international instruments such as the United Nations Declaration on the Rights of Indigenous peoples.

Unless otherwise specified, AEMO refers to Australian Energy Market Operator Limited ABN 94 072 010 327 and its subsidiaries.

Contact us

We welcome enquiries and feedback on our Reflect RAP commitments and are happy to discuss any aspect of our reconciliation commitments with interested persons. Please email: kate.pollock@aemo.com.au

About the artist



Aboriginal Artist and Graphic Designer - Lani Balzan

Lani Balzan is an Aboriginal artist and graphic designer specialising in designing Indigenous canvas art, graphic art, logo design, Reconciliation Action Plans and document design.

Lani is a proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Her family originates from Mudgee but she grew up all over Australia and has lived in many different towns starting her business in Illawarra NSW and recently relocating to Mid-North Queensland.

In 2016 Lani was announced as the NAIDOC Poster Competition winner with her artwork "Songlines". This poster was used as the 2016 NAIDOC theme across the country.

Lani has been creating Aboriginal art since 2013 and has continued success across the country.

One of her biggest goals and aspirations with creating Aboriginal art is to develop a better connection to her culture and to continue to work towards reconciliation; bringing people and communities together to learn about the amazing culture we have here in Australia.

www.aboriginalartbylani.com.au



The artwork story

“Journey of Unity: AEMO’s Reconciliation Path”

As the artist, I approached this Aboriginal artwork with deep respect for the themes of reconciliation and cultural connection embodied by AEMO’s journey. My intention was to visually narrate the story of AEMO’s engagement with Aboriginal and Torres Strait Islander communities through symbolic elements rooted in my artistic connection with my culture.

The central Gathering symbol serves as the heart of the composition, representing the convergence of AEMO as a company with Aboriginal and Torres Strait Islander peoples. I rendered this circular symbol with signifying patterns and people symbols to convey a sense of community, where stories, experiences, and knowledge are shared and celebrated. The flowing journey pathways emanating from the Gathering symbol depict individual and collective journeys towards cultural understanding and reconciliation. These pathways with footprints, adorned with intricate line patterns towards the bottom area of the artwork symbolising gas networks, highlight AEMO’s role in facilitating energy access and reliability across diverse landscapes.

In the top left corner, I depicted the sun with vibrant waves of light, symbolising Australia’s abundant energy resources and our collective dependence on renewable energy for a sustainable future.

The three circular symbols embodying AEMO’s values—Character, Connection, and Commitment—are rendered with traditional motifs, underscoring the company’s dedication to inclusivity and partnership.

Throughout the artwork, scattered leaves represent a deep connection to the land, emphasising the importance of Country and its life-giving properties in Aboriginal and Torres Strait Islander cultures.

The waved paths with white lines on the sides symbolise electricity networks, underscoring AEMO’s critical role in powering communities nationwide. Beyond these paths lie depictions of the land, affirming the enduring connection to Country cherished by Aboriginal and Torres Strait Islander peoples.

The colour palette, inspired by AEMO’s corporate identity, reflects our commitment to sustainability and progress. Vibrant purples and blues to create a harmonious visual narrative that celebrates diversity and unity.

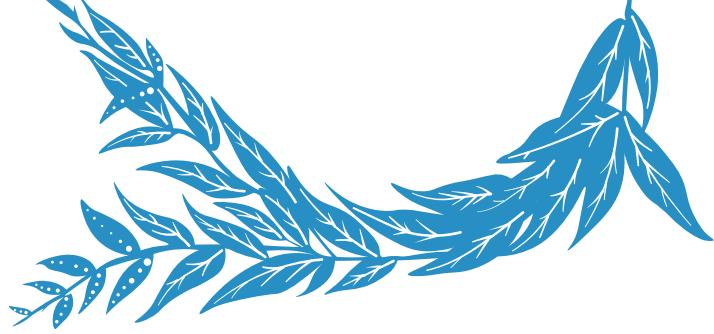
In essence, this artwork is a testament to AEMO’s ongoing journey towards reconciliation—a collaborative endeavour that honours Indigenous cultures, fosters mutual understanding, and paves the way for a brighter, more inclusive future.

Lani Balzan

Wiradjuri Artist
Aboriginal Art by Lani



A message from our CEO



I am extremely proud to present AEMO's first Reconciliation Action Plan (RAP). This is a significant step for us and affirms our commitment to reconciliation with Aboriginal and Torres Strait Islander peoples and communities in Australia.

AEMO is uniquely positioned as the Australian Energy Market Operator to deliver impactful and sustainable actions towards reconciliation.

The energy transition will impact Aboriginal and Torres Strait Islander peoples and Country in a way in which it hasn't previously occurred. While the transformation of Australia's energy system presents challenges, it also provides opportunities for greater energy accessibility, as well as economic development, employment and self-determination for Australia's First Peoples.

Tackling the challenges of the transition requires collaboration. We recognise that Aboriginal and Torres Strait Islander peoples have their own unique view of what success looks like and we are committed to engaging transparently, openly, and collaboratively to ensure First Nations peoples are heard, and understood. Through listening and learning, our reconciliation journey will touch all parts of our organisation and shape the way we think about the work we do.

Whilst we are early in our journey, we look forward to using our 12-month Reflect period to build a foundation from which we can leverage our sphere of influence to promote positive change. For us, this starts with building the cultural awareness and competency of our organisation, along with establishing sustainable and targeted relationships with First Nations partners based on trust and a commitment to shared value.

Our Reflect RAP aligns with AEMO's Diversity, Equity and Inclusion Strategy, our corporate priorities and our values – it is a representation of who we are and what we stand for. It makes commitments which we believe lay foundations for AEMO to create lasting impact as allies in advancing reconciliation in Australia. Our Reflect RAP will support us in developing stronger and respectful relationships with Australia's First Peoples and contribute to the reconciliation process by respecting cultures and heritage, and providing meaningful opportunities to explore how First Nations peoples can best benefit from the energy transition.

It is an exciting time for AEMO to embark on our reconciliation journey and our business is ready to create meaningful impact to advance reconciliation in Australia.

In solidarity,

Daniel Westerman
Chief Executive Officer
AEMO



A message from Reconciliation Australia



Reconciliation Australia welcomes the Australian Energy Market Operator to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Australian Energy Market Operator joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

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

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes. These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables the Australian Energy Market Operator to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Australian Energy Market Operator, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

First Nations people to have equitable access to energy and mutually benefit from the energy transition.

We want everyone to have access to safe, reliable and affordable energy – today and tomorrow. The energy transition provides an opportunity for greater energy accessibility, as well as economic development, employment and self-determination for Aboriginal and Torres Strait Islander peoples.

As our nation transitions towards its net zero future, AEMO's vision for reconciliation is that Australia's First Peoples' continuing cultures, deep knowledge and unique perspectives of lands, waters, seas and the natural environment is respected and valued. We want First Nations peoples to have equitable access to energy and mutually benefit from the changes that are happening – socially, economically and culturally. We acknowledge significant learning, truth telling and healing is a foundation for this vision.

As part of the Reflect RAP, we will explore what we can do to help bring this vision to life. Our AEMO values will guide us as we work towards the achievement of our vision:

- Character – we will embed cultural learning, truth-telling and authenticity in the way we work.
- Connection – we will support reconciliation and learn through meaningful engagement and partnerships with First Nations peoples.
- Commitment – we will leverage our unique position and sphere of influence within the energy system to enrich and benefit First Nations peoples.





Our business

About AEMO

As the Australian Energy Market Operator (AEMO) we are shaping a better energy future for all Australians.

We are the independent energy market and system operator and system planner for the National Electricity Market (NEM) and the WA Wholesale Electricity Market (WEM). Our role is to manage the electricity and gas systems and markets across Australia, helping to ensure Australians have access to affordable, secure and reliable energy – now and in the future.

AEMO is a member-based, not-for-profit, with a membership of federal, state and territory governments (60%) and energy industry members (40%).

AEMO has two subsidiaries, Transmission Company Victoria (TCV), which was established to progress the Victoria – New South Wales Interconnector (VNI West) transmission project and AEMO Services Limited, which carries out the function of Consumer Trustee under the NSW Electricity Roadmap. The Reflect RAP will be implemented across all three entities.

Australia's energy market is undergoing rapid change, driven by the retirement of coal-fired generation and the shift to renewable energy.

AEMO is at the very heart of Australia's energy system. This means we are uniquely positioned to create meaningful relationships and identify opportunities for Aboriginal and Torres Strait Islander peoples to benefit from the energy transition.

We recognise the ongoing challenges and opportunities in reconciliation and seek to play our part in bringing about positive change.

Our RAP is a long-term commitment that aligns with our Corporate Plan, Diversity, Equity and Inclusion (DE&I) Strategy and values. AEMO is committed to developing and implementing the RAP and taking practical actions that will drive our contribution to reconciliation both internally and in the communities where we operate.

Our people

Our people are our most important asset. From our employees to our members, Executive Leadership Team and Board, we work with the best and brightest to build and operate strong and effective energy markets and systems.

AEMO comprises of 1,485 permanent employees and as at March 2023, we have 0.9% employees who identify as Aboriginal and/or Torres Strait Islander peoples.

We have increased our commitment to embed diversity across our business through our refreshed DE&I Strategy of which reconciliation is a key pillar, and to provide sustainable and meaningful employment opportunities for Aboriginal and Torres Strait Islander peoples.



Our business

Our locations

Our offices are located at:

- Boorlo (Perth), the traditional Country of the Whadjuk Noongar peoples
- Meanjin (Brisbane), the traditional Country of the Jagera and Turrbal peoples
- Naarm (Melbourne), the traditional Country of the Wurundjeri peoples of the Kulin Nation
- Norwest, the traditional lands of the Darug Nation
- Tarntanya (Adelaide), the traditional Country of the Kaurna peoples
- Warrane (Sydney), the traditional Country of the Gadigal peoples of the Eora Nation

We offer a hybrid, flexible work environment which means many of our employees reside and work on Country outside of our office locations. We acknowledge that wherever our people work, they do so on Aboriginal and Torres Strait Islander lands.



Our reconciliation journey



Our first steps

While we are at the start of our reconciliation journey, we've taken our first steps by:

- establishing a RAP Working Group (RWG) and governance structure;
- including Aboriginal and Torres Strait Islander Elders on panels at Senior Leadership meetings;
- engaging with the First Nations Clean Energy Network to understand opportunities within the energy sector;
- launching a reconciliation speaker series where guest speakers share their knowledge and experiences with our people;
- celebration of important events including National Reconciliation Week and NAIDOC Week;
- establishing a reconciliation intranet page and discussion forum to support employee engagement and knowledge sharing;
- participation in The Energy Charter's First Nations Engagement Community of Practice to listen and learn about better engagement, collaboration and partnering with First Nations peoples;
- engaging with Wurundjeri leaders to include Traditional Woi wurrung language for meeting room names and deliver a Welcome to Country ceremony as part of our Melbourne office relocation;
- Supply Nation membership and engagement of registered suppliers.

AEMO Services also considers the [New South Wales \(NSW\) Government First Nations Guidelines](#) in the evaluation of its tenders to increase First Nations participation in renewable energy project developments in NSW; including direct employment for First Nations peoples, subcontracts to First Nations businesses, and investment in education, training and capacity building for First Nations businesses.

We acknowledge there is much more we can do.

Our future

We are committed to embedding cultural and organisational change throughout the Reflect stage and beyond. Over the next 12 months, our key focus areas are:

- Exploring how we can leverage our unique sphere of influence to positively contribute to reconciliation, both within our organisation and more broadly.
- Developing and strengthening relationships with Aboriginal and Torres Strait Islanders peoples through ongoing conversation, listening, reflection and learning, and working together to identify opportunities that provide benefit.
- Engaging with Aboriginal and Torres Strait Islander peoples to ensure our strategies and projects, such as VNI-West, fully respect and are not unnecessarily harmful to Aboriginal and Torres Strait Islanders lands, cultures and heritage.
- Updating HR policies and procedures and delivering cultural learning to:
 - build awareness, compassion and respect for Aboriginal and Torres Strait Islander histories and cultures;
 - set the foundation for learning about and valuing First Nations perspectives and lived experience; and
 - strengthen cultural safety and a sense of belonging, reduce cultural load¹, and improve interactions among co-workers and external stakeholders.
- Laying a strong foundation for future RAPs that are meaningful, mutually beneficial, and sustainable.

¹“Cultural load is the (often invisible) additional workload borne by Aboriginal and Torres Strait Islander people in the workplace, where they are either the only Indigenous person or one of a small number of Indigenous people. This includes extra Indigenous-related work demands that non-Indigenous colleagues do not have, expectations to educate non-Indigenous colleagues about Aboriginal and Torres Strait Islander people and racism, and expectations to talk on behalf of all Aboriginal and/or Torres Strait Islander people.” (Source: Australian Public Service Commission <https://www.apsc.gov.au/working-aps/diversity-and-inclusion/diversity-inclusion-news/cultural-load-its-real-thing>)

Our reconciliation journey

Our RAP Working Group

We recognise that establishing a strong governance structure is a key outcome expected of organisations undertaking their Reflect RAP and established a Reconciliation Working Group (RWG) in March 2023 with full ELT and Board endorsement.

The RWG is an advisory and consultative working group comprising an Executive Sponsor (RAP Champion) and senior leaders and employees from across AEMO. The RWG has one member who identifies as a proud Pitta-Pitta and Maiawali/Karuwali woman, and 12 non-Indigenous reconciliation champions, with representatives from each of our office locations and a broad cross-section of business functional areas.

The RWG meets monthly to oversee RAP development and implementation. It reports to the Diversity, Equity and Inclusion Committee monthly, and to the ELT and Board as required to provide updates on developments and to seek input and endorsement on key decisions.

AEMO is committed to increasing Aboriginal and Torres Strait Islander representation on the RWG. This will be supported through building an understanding of current Aboriginal and Torres Strait Islander staffing and the development of an Indigenous Employment Strategy.



Nevenka Codevelle

Working Group Executive Sponsor
AEMO Services
Sydney



Janet Holling

Digital
Melbourne



Samantha Olsen

Government & Stakeholder
Melbourne



Jodana Anglesey

Working Group Chair
AEMO Services
Brisbane



Anja Keyes

Reform Delivery
Melbourne



Rebecca Pedlow-Collins

Western Australia & Strategy
Perth



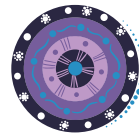
Maddison Demmler

Working Group Deputy Chair
People & Culture
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Catie Lowe

Government & Stakeholder
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Luke Robinson

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Kerri Major

Government & Stakeholder
Sydney



Riste Tomeski

AEMO Services
Sydney



Kate Wilkinson

People & Culture
Brisbane

Our reconciliation journey

Our RAP engagements

In developing our Reflect RAP, we took great care to connect with and listen to our employees and First Nations partners.

We adopted a broad-based engagement approach, recognising the value of conversations and listening as an intrinsic part of our reconciliation journey. The development of our RAP has been an important vehicle for fostering conversation and embedding cultural awareness and learning across our organisation.

We engaged an Indigenous business – PwC's Indigenous Consulting (PIC) – to support us to co-design our Reflect RAP with our business leaders and reconciliation champions. In August 2023, we undertook workshops facilitated by PIC with the RWG and at each of our office locations to gather senior leader and employee input into our reconciliation vision and to identify our Reflect RAP commitments and actions. Feedback and input from more than 60 employees, our ELT and First Nations partners was considered in the development of our Reflect RAP.

Relationships

Our commitment to fostering meaningful relationships

AEMO is committed to fostering meaningful and mutually beneficial relationships.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify and engage with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence to explore opportunities that provide benefit.	April 2025	Executive General Manager Government & Stakeholder RWG Chair
	1.2 Research and evaluate best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2024	Executive General Manager Government & Stakeholder RWG Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and Reconciliation materials to our staff.	May 2024	Executive Sponsor (RAP Champion) RWG Chair
	2.2 Continue to recognise NRW as a major event of the year and invite guest speakers to participate.	27 May – 3 June 2024	Executive Sponsor (RAP Champion) Lead: RWG Chair Support: DE&I Committee Chair
	2.3 Encourage and support staff and senior leaders to participate in at least one event to recognise and celebrate NRW.	27 May – 3 June 2024	CEO Executive Sponsor (RAP Champion) Lead: RAP Chair Support: DE&I Committee Chair
	2.4 RWG members to participate in an external NRW event.	27 May – 3 June 2024	Executive Sponsor (RAP Champion) All RWG members
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all employees and externally.	May 2024	CEO Executive Sponsor (RAP Champion) Executive General Manager Government & Stakeholder Executive General Manager People & Culture Lead: RWG Chair Support: DE&I Committee Chair
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2024	Executive General Manager Government & Stakeholder RWG Chair
	3.3 Identify and engage with RAP and other like-minded organisations and networks that we could approach to collaborate with on our reconciliation journey.	April 2025	Executive General Manager Government & Stakeholder RWG Chair
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research and assess best practice and policies in areas of race relations and anti-discrimination.	August 2024	Executive General Manager People & Culture
	4.2 Conduct a review and update HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	Executive General Manager People & Culture

Respect

Our commitment to learning and demonstrating respect for First Nations people

We understand reconciliation is not a linear nor complete journey and we are just beginning our journey. We are committed to learning from and listening to Aboriginal and Torres Strait Islander people to ensure our business is culturally responsive and adaptive.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Conduct a review of cultural learning needs within our organisation.	May 2024	Executive General Manager People & Culture
	5.2 Develop and implement a program to increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	May 2024	Executive General Manager Government & Stakeholder Executive General Manager People & Culture Lead: RWG Chair Support: DE&I Committee Chair
	5.3 Develop a cultural learning strategy.	May 2024	Executive General Manager People & Culture
	5.4 Promote knowledge through resource sharing initiatives.	May 2024	Executive General Manager Government & Stakeholder RWG Chair
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation and where we work.	May 2024	CEO Executive General Manager Government & Stakeholder Executive General Manager People & Culture Lead: RWG Chair Support: DE&I Committee Chair
	6.2 Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2024	CEO Executive General Manager Government & Stakeholder Executive General Manager People & Culture Lead: RWG Chair Support: DE&I Committee Chair
	6.3 Update intranet, website and SharePoint portal with a public acknowledgement and commitment to reconciliation.	May 2024	Executive General Manager Government & Stakeholder RWG Chair



Action	Deliverable	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our employees about the meaning of NAIDOC Week.	July 2024	CEO Executive General Manager Government & Stakeholder Lead: RWG Chair Support: DE&I Committee Chair
	7.2 Continue to host NAIDOC Week events.	First week of July 2024	Executive Sponsor (RAP Champion) Lead: RWG Chair Support: DE&I Committee Chair
	7.3 Encourage and support staff and senior leaders to participate in at least one event to recognise and celebrate NAIDOC Week.	First week of July 2024	CEO Executive Sponsor (RAP Champion) Lead: RWG Chair Support: DE&I Committee Chair
	7.4 RWG to participate in an external NAIDOC Week event.	First Week of July 2024	Executive Sponsor (RAP Champion) All RWG members



Opportunities

Our commitment to creating shared value opportunities to advance reconciliation

We are committed to creating impactful opportunities and partnerships for Aboriginal and Torres Strait Islander people and organisations.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Develop an Indigenous Employment Strategy to promote employment within our organisation and explore with networks.	December 2024	Executive General Manager People & Culture
	8.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2024	Executive General Manager People & Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop and implement an Aboriginal and Torres Strait Islander Procurement Strategy.	November 2024	Executive General Manager Finance, Legal, Governance & Risk Manager Procurement Services
	9.2 Maintain Supply Nation membership and ensure that it is a key component of Procurement Strategy.	November 2024	Executive General Manager Finance, Legal, Governance & Risk Manager Procurement Services

Governance

Our reconciliation governance and reporting

Our reconciliation governance is important and grounds AEMO in effective and sustainable decision-making, due diligence, reporting and accountable to how we implement our reconciliation commitments.

Action	Deliverable	Timeline	Responsibility
10. Maintain an effective RAP Working Group (RWG) to drive governance of our RAP.	10.1 Maintain a RWG to govern RAP implementation with executive sponsorship.	May 2024	Executive Sponsor (RAP Champion)
	10.2 Review and update Terms of Reference for the RWG as required to reflect the RAP journey.	July 2024	Executive Sponsor (RAP Champion)
	10.3 Increase Aboriginal and Torres Strait Islander representation on the RWG.	December 2024	Executive Sponsor (RAP Champion) Executive General Manager People & Culture RWG Chair
11. Provide appropriate support for effective implementation of RAP commitments.	11.1 Identify resource needs for RAP implementation.	May 2024	Executive Sponsor (RAP Champion) Executive General Manager People & Culture Lead: Senior Organisational Development Consultant (DE&I) Support: RWG Chair
	11.2 Appoint a senior leader to champion our RAP internally.	May 2024	CEO
	11.3 Executive Leaders to be accountable for delivery of RAP commitments.	October 2024	CEO
	11.4 Define and maintain appropriate systems and capability to track, measure and report on RAP commitments.	May 2024	Executive Sponsor (RAP Champion) RWG Chair
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date.	June annually	Senior Organisational Development Consultant (DE&I)
	12.2 Contact Reconciliation Australia to request the unique link to access the online RAP Impact Survey.	1 August annually	Senior Organisational Development Consultant (DE&I)
	12.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Executive Sponsor (RAP Champion) RWG Chair
	12.4 Report bi-annually on RAP commitments within our organisation including the Board.	June and December 2024	CEO Executive Sponsor (RAP Champion)
	12.5 Report externally on how we are tracking on RAP projects.	May 2025	Executive General Manager Government & Stakeholder
13. Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	January 2025	Executive General Manager Government & Stakeholder RAP Chair



Contact us

If you require further information about our commitment to reconciliation, please email: kate.pollock@aemo.com.au