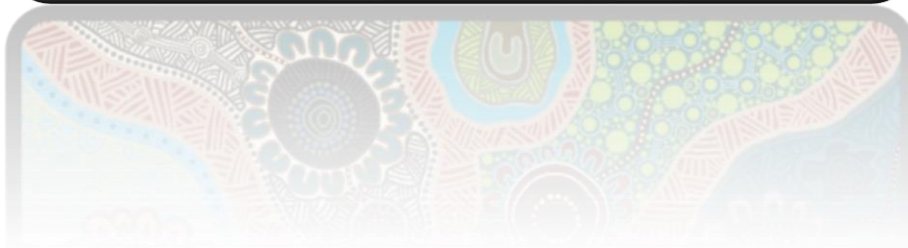


Reconciliation Action Plan

Innovate

July 2022– July 2024



ARTWORK | Holistic Journey of Life



"Holistic Journey of Life" by Luke Penrith

Cultural Connections: Wiradjuri (Brungle), Wotjobaluk (Lake Hindmarsh), Yuin (Wallaga Lake)
& Gumbaynggirr (Nambucca Heads)

When on the journey or path to fulfil your destiny and identity you learn from Elders and family about the importance of Education, knowledge, language and culture.

All aspects of life are inter-connected, those being our family structures, Health, Employment, our values.

The middle circle is of one's self, the blue fish traps represents a safety net, then on your way on the journey, visiting places, meeting likeminded people, events and circumstances that affect our lives both positive and negative.

Not all journeys are the same, please respect each other's journey along the way.

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Acknowledgement of Country

The Office of the Director of Public Prosecutions acknowledges the
Traditional

Custodians of the lands on which our offices are located and
where we provide services to the people of New South Wales.

We recognise the rich histories, languages and customs of the
Traditional Custodians and pay respect to Elders past, present and
emerging.

The Office honours the Aboriginal and Torres Strait Islander
peoples' unique cultural and spiritual relationships with the land and
waters.

Statement of Commitment

By the Director of Public Prosecutions and the Solicitor for Public Prosecutions



The ODPP is extremely proud to deliver our Innovate Reconciliation Action Plan (RAP). This RAP reinforces our commitment to promoting reconciliation and strengthening relationships between Aboriginal and Torres Strait Islander communities and all Australians. The RAP is a public statement that the ODPP intends to take action to achieve reconciliation, based on principles of partnership and mutual respect.

The ODPP acknowledges the progress achieved so far. However, there is much more to be done. Aboriginal and Torres Strait Islander peoples are still amongst those in Australia whose human rights are the most vulnerable. The way to make significant and real change is by working together and forming connections with community leaders and their communities. Without such partnerships we cannot be sure that we are making meaningful progress towards ending the disadvantage currently faced by Aboriginal and Torres Strait Islander peoples.

This Innovate RAP creates opportunities to build on the strong foundation we already have in place. It will further embed understanding and celebration of Aboriginal and Torres Strait Islander peoples and cultures. Importantly, it will orient us to build new partnerships and develop innovative strategies to expand our connections at the individual, agency, and community levels.

We aim to deliver a RAP that is meaningful, mutually beneficial and contains measurable outcomes. Of course, the drafting of the RAP is only the first step. Its success will depend on how it is used and how well it meets its objectives. Every ODPP staff member can play a role in achieving the goals we have committed to.

The ODPP is proud to continue to commit to the reconciliation journey. We look forward to achieving the RAP's objectives and to progressing further along the path to reconciliation with Aboriginal and Torres Strait Islander peoples.

Sally Dowling SC

Director of Public Prosecutions

Craig Hyland

Solicitor for Public Prosecutions

Innovate RAP CEO Statement



Reconciliation Australia commends the Office of the Director of Public Prosecutions for NSW (the ODPP) on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

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

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

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

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

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

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The ODPP is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

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

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

Congratulations to the Office of the Director of Public Prosecutions for NSW on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine Chief Executive Officer Reconciliation Australia

Our Vision



The ODPP's vision is to deliver a dynamic prosecution service recognised for its excellence and leadership.

To achieve our vision, the ODPP has set the following goals:

- Deliver a high quality, independent and professional prosecution service.
- Provide a fair, just and timely service to victims and witnesses.
- Improve the ways we interact internally and with our criminal justice partners.
- Develop, recognise and celebrate the knowledge, skills and commitment of our people.

Embedded in our vision is that the prosecution service we deliver will promote and uphold equality between Aboriginal and Torres Strait Islander peoples and the wider Australian community. Our goal is for our organisation to be recognised for its excellence and leadership in delivering on this vision as we work.

Our Vision for Reconciliation

The ODPP acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional custodians of the lands and is committed to working towards a reconciled Australia. Our vision for reconciliation is to create a workplace that recognises, values and celebrates the rich histories and cultures of Aboriginal and Torres Strait Islander peoples and by doing so provides an environment where all Australians can contribute towards a fair, equitable and inclusive justice system.

The ODPP will endeavour to implement lasting change towards our vision for reconciliation using the ODPP Innovate RAP which was developed by our staff and as our roadmap to:

- Ensure its services are culturally sensitive and recognise the individual needs of Aboriginal and Torres Strait Islander peoples and communities as victims and witnesses of crime.
- Be an employer of choice for Aboriginal and Torres Strait Islander peoples offering a respectful, challenging, and supportive career path.

Our Business



The ODPP is the independent prosecuting authority of NSW. The Office was created in 1987 by the Director of Public Prosecutions Act 1986 (the Act) and is responsible for the prosecution of all serious offences committed against the laws of the State on behalf of the people of NSW.

The Director of Public Prosecutions (DPP) acts independently and impartially. The principal functions of the ODPP are to institute and conduct prosecutions for indictable offences in the District and Supreme Courts; conduct appeals in any court for any such prosecution; and conduct, any appeal in any court for any such prosecution. The ODPP advises in, institutes, and conducts proceedings in the public interest in accordance with the Prosecution Guidelines. Decisions about criminal prosecutions are made free of inappropriate influence of political, individual or other sectional interests. The ODPP has dedicated Aboriginal Witness Assistance Service (WAS) officers who provide expertise in delivering a tailored service to victims and witnesses who identify as Aboriginal and/or Torres Strait Islander people.

The Head Office is located in Sydney. There are three western Sydney offices, located at Parramatta, Penrith, and Campbelltown, and six regional offices throughout NSW: Lismore, Newcastle, Gosford, Wagga Wagga, Dubbo and Wollongong. The Office currently employs over 900 people and have 26 staff members who identify as Aboriginal and/or Torres Strait Islander peoples.

The geographical reach of the ODPP is predominantly Statewide, throughout NSW. There are however opportunities where that reach can be increased to National and International levels by meeting with comparable agencies. An example of this opportunity is the regular collaborations between the ODPP D&I Working Group Chair and the equivalent at the Commonwealth ODPP (CDPP), who deliver a nationwide service.

Extensive consideration as been given to the sphere of influence held by the ODPP, both internally and externally. The focus on this RAP is to engage our employees in reconciliation through the actions detailed in the following sections. The ODPP can also influence external stakeholders to encourage inclusive practice and strive towards reconciliation. For example, ensuring that all ODPP staff participate in Cultural Awareness Training can advance progress towards reconciliation through dimensions such as race relations, Unity and Institutional Integrity in the Court system. Another example of our influence is through promotion of our actions to our National and Interstate equivalents at existing meetings. In doing so we can promote dimensions such as Equality and Equity which will advance reconciliation across other organisations.

Our Reconciliation Action Plan



This is the second Reconciliation Action Plan (RAP) for the ODPP. We are pleased to report that we achieved 27 deliverables from our first RAP, developed in 2018, with many more projects still underway. The first RAP was championed by the Director for Public Prosecutions and the Solicitor for Public Prosecutions. They are also the champions for this Innovate RAP.

The first ODPP RAP embedded in the organisation a number of frameworks. We have seen significant change with an increased awareness of the culture of Aboriginal and Torres Strait Islander peoples and the need for action towards reconciliation. A key learning from this RAP was the need to ensure we have the infrastructure in place to support the implementation, tracking and reporting of progress against outcomes and deliverables.

We are proud to report the following significant achievements under our first RAP:

- Implementation of Aboriginal Cultural Awareness Training for all staff. This training is delivered face to face wherever possible however with the restrictions throughout the pandemic, live- on-line sessions were also offered. The Training is a practical workshop with a blend of historical information and practical implications for today. There is also a second course available with a specific focus on communication skills with Aboriginal and Torres Strait Islander peoples. Members of the ODPP D&I Working Group developed this training with our external providers.
- Development and Implementation of an Acknowledgment of Country protocol. This protocol also included a list of local Traditional Owners of the lands and waters within the ODPP's sphere of influence.
- Addition of Acknowledgement of Country to staff email signature and to the new ODPP Internet site. Acknowledgement plaques were also placed outside all meeting rooms State-wide.
- Inclusion of an Acknowledgement of Country in the updated Prosecution Guidelines.
- Delivery of multiple significant events for National Reconciliation Week (NRW) and NAIDOC week involving Traditional Owners delivering a Welcome to Country. We were fortunate at one of our events to have a Didgeridoo performance. Intranet articles are published in advance of each event with information about not only the event but putting a spotlight meaning behind the celebration. We also used the opportunity to share links to resources how people can get involved. Customarily, these events are accompanied by a morning tea with time to talk and reflect. A First Nations organisation is engaged for the catering.
- Development and launch of Aboriginal and Torres Strait Islander Legal Intern Program. This program provides paid employment for First Nations Law Students to undertake while they study. The internship can be undertaken at any of our ten offices to meet the convenience of the Intern. Each of our inters have been provided with a mentor and opportunities to network with other First Nations team members. The interns are exposed to all aspects of the prosecution process to provide them with skills and experience as they finalise their studies and commence their careers in the legal profession. More information can be found on our website.

- Establishment of dedicated Intranet page with information, resources and links relevant to Aboriginal and Torres Strait Islander cultures.
- Prioritised use of Supply Nation organisations and Aboriginal and Torres Strait Islander suppliers across a number of disciplines including construction and maintenance, training, stores and catering.

As we reflect on our achievements, we are proud of our journey so far. The path has not been without challenges and learnings. We recognise the increasing need to have dedicated resources assigned to our initiatives combined with robust reporting and clear milestones. We have taken these learnings into the new RAP which will provide a structured framework. We recognise that the framework and accountability throughout the RAP sets the scaffolding and context for action and focuses our efforts towards meaningful change.

On our journey to this Innovate RAP, we continue to grow the Workforce Diversity and Inclusion Working Group (the Working Group). The ODPP is grateful for the team members and the impact of their work. The Working Group comprises representatives from across the ODPP including a Crown Prosecutor, Lawyers, WAS Officers, Legal Support Officers and Corporate Services staff. We are also proud to have Aboriginal and Torres Strait Islander representation in this Group. Within this Working Group is an Aboriginal and Torres Strait Islander Sub-Committee which also sits as the RAP Working Group (RWG). The RWG reports directly to the Working Group. The RWG has two leads and is comprised of members from across the Office including at least 3 First Nations staff members. The current members of the RWG include the following:

- Learning and Development Manager (Co-Lead) | Sydney
- Senior Learning and Development Consultant (Co-lead) | Sydney
- Deputy Solicitor for Public Prosecutions | Sydney West
- Managing Solicitor | Sydney
- Principal Solicitor, Briefing Unit | Sydney
- Solicitor | Sydney
- Legal Clerk x 2 | Parramatta
- Legal Support Officer | Campbelltown
- Manager, Witness Assistance Office | Newcastle

It is very much hoped that by the time we draft our next RAP, it will be with the endorsement of the First Nations Advisory Group that is in its infancy.

Our Innovate RAP sets out an ambitious number of measurable targets across most areas of our business. This RAP was prepared by the RWG and was endorsed by the ODPP Management Committee. As with our first RAP, this RAP will be the responsibility of all staff at the ODPP. It will also rely on the stewardship of the Director of Public Prosecutions (DPP) and Solicitor for Public Prosecutions (SPP) who will Champion the RAP.

Relationships



The Office of the Director of Public Prosecutions engages with Aboriginal and Torres Strait Islander peoples as victims and witnesses of crime, and as the accused. The ODPP recognises that it is very important that systems are in place and staff are trained to increase cultural awareness and trauma informed practice. Aboriginal and Torres Strait Islander voices must be brought into the development of our policies in these areas. To obtain these voices, the ODPP must foster relationships externally with First Nations peoples and organisations. We have an opportunity to make these connections through the First Nations Advocacy Group which is being developed. This will provide us with advice on and access to connections and networks that are currently challenging for us.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	July, 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Publish Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2023, 2024	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2023, 2024	Chair, D&I Working Group
	<ul style="list-style-type: none"> Promote RAP Working Group member's participation in NRW event to all staff via the intranet in advance of the event, to encourage other staff to also join. 	27 May- 3 June, 2023, 2024	Chair, D&I Working Group
	<ul style="list-style-type: none"> Report on the intranet following the event to encourage staff engagement at future events and to promote the significance of NRW. 	July 2023 and 2024	Chair, D&I Working Group
	<ul style="list-style-type: none"> Submit examples of participation in events to the Annual Report Committee to promote the significance of NRW and our reconciliation commitment publicly, and to encourage future participation in such events 	August 2023 and 2024	Chair, D&I Working Group
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June 2023, 2024	Chair, D&I Working Group

	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	27 May-3 June 2023, 2024	Chair, D&I Working Group
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	May 2023, 2024	Chair, D&I Working Group
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	April 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	July, 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	October 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Implement a communication plan to promote our RAP to employees and external stakeholders. 	July 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Collaborate with RAP partners and other like-minded organisations to develop ways to advance reconciliation. 	October, 2022	Chair, D&I Working Group
	<ul style="list-style-type: none"> Incorporate our RAP education into our induction and onboarding program 	December 2022	Chair, D&I Working Group
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions. 	June 2023	Director, HR
	<ul style="list-style-type: none"> Research the anti-discrimination policies of like-minded organisations to identify amendments needed to ODPP policies. 	June, 2023	Director, HR
	<ul style="list-style-type: none"> Develop, implement, and communicate an anti-discrimination policy for the ODPP. 	August, 2022	Director, HR
	<ul style="list-style-type: none"> Consult with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors about the Draft ODPP anti-discrimination policy. 	August, 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Educate senior leaders and staff on the effects of racism. 	November 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions



Cultural respect is the recognition, protection and continued advancement of the inherent rights, cultures and traditions of Aboriginal and Torres Strait Islander peoples. It requires a commitment to the principle that the design and provision of services will not compromise those values. Equipping our staff with skills and confidence to engage appropriately with First Nations stakeholders is essential to promoting and upholding equality between Aboriginal and Torres Strait Islander peoples and the wider Australian community. As an employer, we are committed to fostering a positive and productive work environment for all staff and it is hoped that such an environment will support the retention of First Nations staff with a sense of pride of identity.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within the ODPP. 	November 2022	Director HR
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy for the ODPP. 	November , 2022	Chair, D&I Working Group
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy to ODPP staff. 	February 2023	Director HR
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	February, 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Monitor participation rates in cultural training and consider subsequent and refresher training needs across the organisation. 	July 2023	Learning & Development Manager
	<ul style="list-style-type: none"> All Senior Executive to participate in First Nations Cultural Awareness Training 	February 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Consider and implement strategy to communicate that the First Nations Cultural Awareness Training is mandatory. Ensure sufficient sessions are available to accommodate all staff. Develop strategy to manage non-compliance. 	August 2022	Chair, D&I Working Group
	<ul style="list-style-type: none"> Embed the First Nations Cultural Awareness Training into the induction and onboarding process for all roles. 	December 2022	Learning & Development Manager

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Promote staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	July 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	September, 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	July 2022, 2023, 2024	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	July 2022, 2023, 2024	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Investigate opportunities to include an Acknowledgement of Country in appropriate ODPP external policies and documents as they are developed 	December 2023	Chair, D&I Working Group
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2022, 2023, 2024	Chair, D&I Working Group
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	June 2023, 2024	Director HR
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2022, 2023, 2024	Director of Public Prosecutions and Solicitor for Public Prosecutions

Opportunities



The Office of the Director of Public Prosecutions will be better placed to address cultural bias and understand different cultural perspectives if its workforce is diverse and representative of the people of New South Wales. Having policies and systems in place to encourage employment opportunities for, and the advancement of Aboriginal and Torres Strait Islander peoples will allow the ODPP to participate meaningfully in the reconciliation journey.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	July, 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	September 2022	Chair D&I Working Group
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	February, 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Advertise job vacancies so as to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	December, 2022	Director, HR and Recruitment Business Partner
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	December 2022	Director HR
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. 	July 2024	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Monitor the progress of the Aboriginal and Torres Strait Islander Legal Internship program and consider expansion of this program 	December 2022, 2023 April 2023	Chair D&I Working Group
	<ul style="list-style-type: none"> Establish formal Networking event for Aboriginal and Torres Strait Islander staff members. 	July, December 2022, 2023	Chair D&I Working Group
	<ul style="list-style-type: none"> Provide relevant training and development opportunities for Aboriginal and Torres Strait Islander staff members to support career progression. 	July, December 2022, 2023	Chair D&I Working Group

9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	September 2023	Director, Finance and Facilities
	<ul style="list-style-type: none"> Continue to prioritise Supply Nation organisations and Aboriginal and Torres Strait Islander suppliers across disciplines of: construction, maintenance, training, stores, and catering' 	July 2024	Director, Finance and Facilities
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	March, 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	March, 2023	Director, Finance and Facilities
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	December, 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
10. Increase the inclusion and influence of Aboriginal and Torres Strait Islander voices within decision making processes at the ODPP	<ul style="list-style-type: none"> Develop and implement First Nations consultative group to offer a proactive and collaborative method of facilitating genuine and meaningful participation in the ODPP. 	September 2022	Chair D&I Working Group
	<ul style="list-style-type: none"> Consult with First Nations stakeholders and local Elders in establishing and developing the consultative group. 	August 2022	Chair D&I Working Group

Governance



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	October, January, April, July 2022 and 2023	Chair D&I Working Group
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	February, 2023	Chair D&I Working Group
	<ul style="list-style-type: none"> RWG to meet at least four times per year to drive and monitor RAP implementation. 	October, January, April, July 2022 and 2023	Chair D&I Working Group
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	July 2022,	Chair D&I Working Group
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	July 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	July 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	July, 2022	Director of Public Prosecutions and Solicitor for Public Prosecutions
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, 2022, 2023	Chair D&I Working Group
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	March, June, Sept, Dec 2022, 2023, 2024	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. 	September 2022, 2023	Director of Public Prosecutions and Solicitor for Public Prosecutions
	<ul style="list-style-type: none"> Investigate participation in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2024	Chair D&I Working Group
	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	June annually	Chair D&I Working Group

	<ul style="list-style-type: none"> • Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August annually	Chair D&I Working Group
	<ul style="list-style-type: none"> • Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP 	July 2024	Chair D&I Working Group
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> • Register via Reconciliation Australia's website to begin developing our next RAP. 	February, 2024	Chair D&I Working Group

For more information on the ODPP Innovate Reconciliation Action Plan 2022-2024, please contact:

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