

Reflect Reconciliation Action Plan

October 2022 – October 2023



About Our Artwork

MURRI MIRRA

PEOPLE, WALKING TALL

The dotwork is representing all people and communities. Collaborating and planning with communities, as shown through the dot work intertwining and moving through and around.



COUNTRY

LAND

Represented as textured 'red dirt' or Orche. Country is extension of family and people for indigenous communities. We understand the need to care for Country as it cares and provides for us. Acknowledging Country is one of our most important lores.



YURRUN

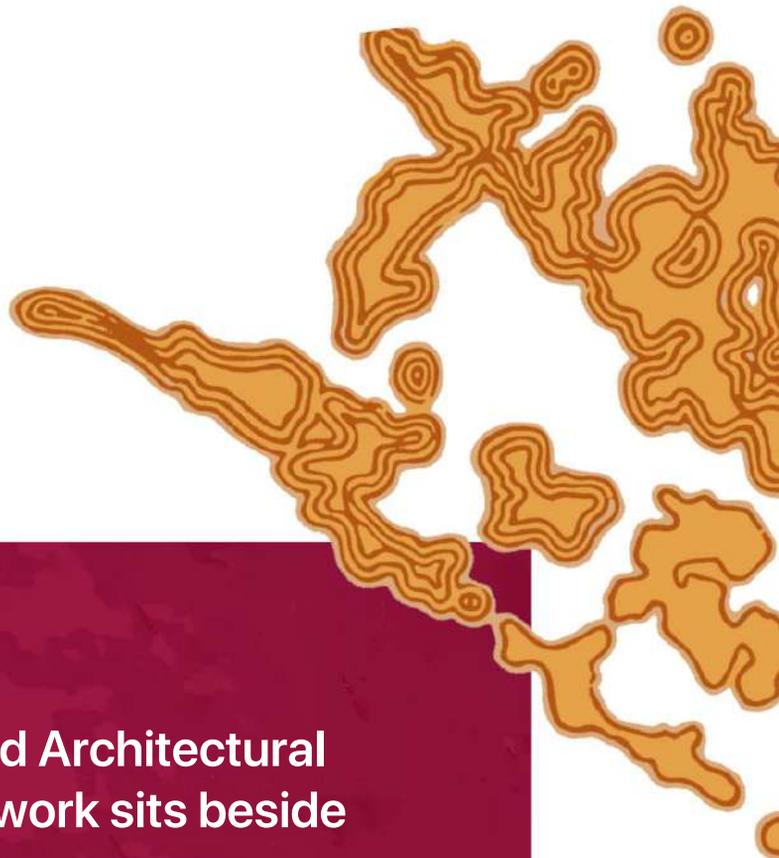
ROADWAY, TRACK, PATH

Evocation of a road, track or path with a sense of direction and moving forward. Line work representing our legacy as head down this Yurrun together.

Together these elements represent our story, our mob and our vision.

The Path and direction we are headed to achieve the goals we have set. Working together as a Peoples as we create our Legacy.

From The Artist - Dylan Bolger

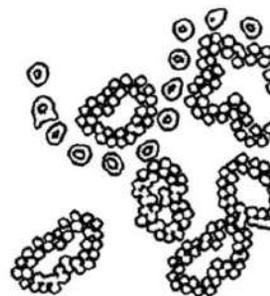


I'm a dedicated Artist and Architectural Technician. My cultural work sits beside my professional experience as an Architectural Technician.

I am Maiawali, Karuwali, Pitta-Pitta, and Gomeri. I feel there is a much-needed importance of representing my people in the built environment and I seek opportunities that allow for awareness and the promotion of the rich culture that was/still is here, as it needs to be remembered and restored to the best of our collective ability.

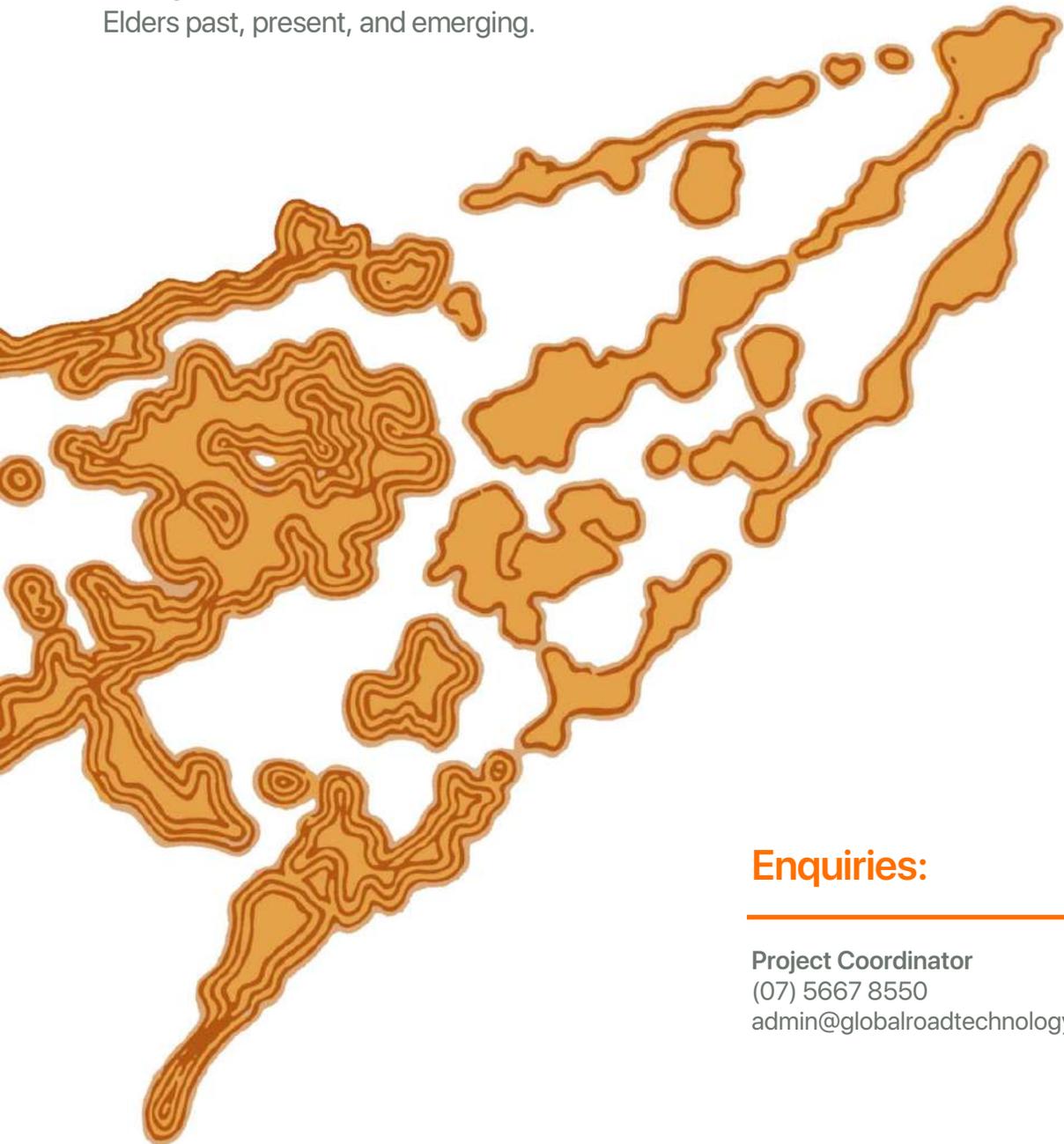
I'm looking to combine my art, my culture and my technical expertise to deliver a unique perspective to each and every project.

I have several years' experience in the architectural industry covering a range of project types, though more recently, main focus has been large scale health projects.



Acknowledgement of Country

Global Road Technology acknowledges the Traditional Owners of the Land on which our business operates and Lands throughout Australia. We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders past, present, and emerging.



Enquiries:

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Message from Karen Mundine Chief Executive Officer - Reconciliation Australia

Reconciliation Australia welcomes Global Road Technology to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Global Road Technology joins a network of more than 2,200 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 Global Road Technology 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 Global Road Technology, 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





About GRT

GRT are the specialists in Dust Control, Soil Stabilisation, Erosion Control and Water Management.

An international, engineering technology company focussing on providing innovative products and solutions for the mining, civil, agricultural, resources, land development, and environmental management sectors.

GRT's industry leading technology is proven to drive process efficiency, deliver sustainable infrastructure outcomes, and improve community health, safety and environmental outcomes.

GRT's head office located in Gold Coast, Australia, it is this office that supports the organisations operations in remote communities throughout Australia.

Within Australia, GRT employs approximately 15 people nationally including Senior Leaders and Directors. GRT are governed by our Board of Directors. GRT currently employ one First Nations identified staff member.



Our RAP

The Reconciliation Action Plan (RAP) is about organisations rising to the challenge of reconciling Australia.

The RAP is the framework document to develop plans of action built on relationships, respect, creating social and economic opportunities for Aboriginal and Torres Strait Islander peoples.

This Reflect RAP sets out the steps taken to prepare the organisation for reconciliation initiatives in successive RAPs.

GRT is committed to a Reflect RAP allowing the organisation to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on a vision whilst allowing for effective influence throughout the organisation.

It is a critical part of promoting trust and building rapport through respectful and mutually beneficial relationships, and championing diversity and inclusion in our workplace, in our local community and through engagement with the Aboriginal and Torres Strait Islander businesses.

GRT's Directors (RAP Champion) and Leadership team met to discuss what reconciliation means for Global Road Technology and to each of them personally.

The Leadership team includes First Nations representation, and it is with this guidance that the organisation wanted to commence this journey through the development and implementation of the Reflect Reconciliation Action Plan.

This kind of leadership approach is further supported by:



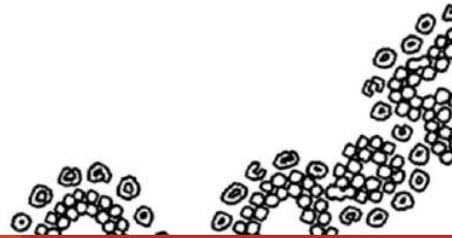
The Formation of RAP working group with representation from all divisions of the organisation

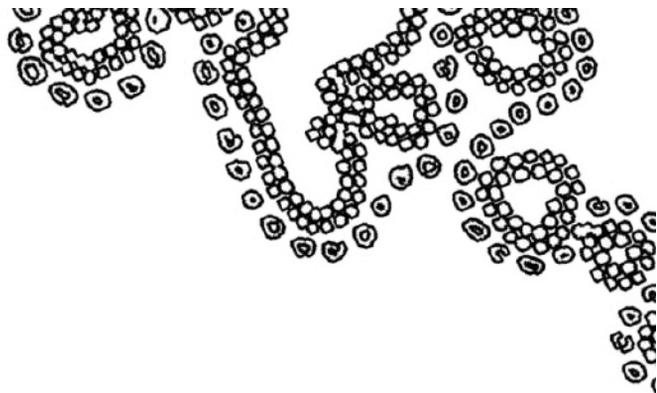


Seeking guidance by internal and external First Nations stakeholders



Including RAP updates in leadership meeting agendas





Our RAP

GRT's action areas within its Reflect Reconciliation Action Plan (RAP) follow Reconciliation Australia's framework and covers the following areas:

Relationships

- Building internal and external relationships.
- Raising awareness about RAP

Respect

- Building cultural awareness and capability
- Internal education of our team to better understand how to understand the needs of Aboriginal and Torres Strait Islander employees and communities

Opportunities

- Business practice
- Considering opportunities to improve the social outcomes for employment, procurement and investment strategies

Governance

- Measuring and monitoring the effectiveness of our RAP outcomes
- Continuous improvement of our Plan

Relationships

GRT understand the importance of building internal and external relationships with Aboriginal and Torres Strait Islander peoples and communities, based on mutual respect and trust.

These relationships are fundamental in the implementation and success of our reconciliation journey.

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence based on current office locations.	Feb, 2023	Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Apr, 2023 And Aug 2023	Director / Supply and Distribution Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Administrator
	Organise a minimum of 1 internal event to celebrate National Reconciliation Week.	27 May- 3 June, 2023	Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week	27 May- 3 June, 2023	Director
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2023	Director
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Jan 2023	Director
	Communicate our RAP to our stakeholders by including on GRT's website	Feb 2023	Director
	Utilise social media to promote, acknowledge and celebrate National Reconciliation Week and NAIDOC to our followers, clients, stakeholders, and community.	3-10 July 2023	Director
	Ensuring theme of year's National Reconciliation Week and NAIDOC is considered when developing initiatives and any social media content.		
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Ongoing, review Apr 2023	Supply and Distribution Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Ongoing, review May 2023	Supply and Distribution Manager
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Jan 2023 And Aug 2023	Director
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Ongoing, review Feb 2023	Director

Respect

GRT will build awareness and capability among our staff about Aboriginal and Torres Strait Islander cultures, histories, challenges, and achievements.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	Jul 2023	Director
	Directors and Senior Leaders to participate in Cultural Awareness Training.	May 2023	Director
	Identify Cultural Awareness competency / training for wider organisation.	Feb 2023	Administrator
	Include Cultural Awareness in GRT's internal monthly initiative themes.	Ongoing, review Apr 2023	Administrator
	Conduct a review of cultural learning needs within our organisation.	Feb 2023	Administrator
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Nov 2022	Supply and Distribution Manager
	Explore the Native Title information regarding Traditional Owners of the land that GRT offices are located.	Dec 2022	Supply and Distribution Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Mar 2023	Supply and Distribution Manager
	Include Welcome to Country at the beginning of all significant internal and external meetings	Ongoing, review May 2023	Director
	Include Acknowledgement of Country at the beginning of all meetings.	Ongoing, review May 2023	Director
	Publish an Acknowledgement of Country on GRT's website.	Mar 2023	Director
	Include information around the Traditional Owners in monthly staff meeting to encourage a wider understanding of the Aboriginal and Torres Strait Islander groups and organisation for all staff.	Ongoing, review Mar 2023	Administrator
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week and other dates of significance.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Administrator
	Include in organisations events calendars, Aboriginal and Torres Strait Islander dates of significance. Highlighting local events.	Jan 2023	Administrator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, July 2023	Director / Administrator
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023	Director

Opportunities

GRT will explore strategies to allow for employment and procurement opportunities are made accessible for Aboriginal and Torres Strait Islander peoples and businesses.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a strategy for Aboriginal and Torres Strait Islander employment within our organisation.	Dec 2022 And Mar 2023	Director
	Ensure advertising for any positions are done through all channels available including Aboriginal media and various support agencies.	Ongoing, review July 2023	Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jan 2023 And Aug 2023	Director
	Review implementation of Strategy to ensure employment and professional development opportunities are		
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	Jun 2023	Supply and Distribution Manager
	Investigate Aboriginal and Torres Strait Islander owned business to supply manufacturing/supply support for GRT's Road Safety Initiative products.	June 2023	Supply and Distribution Manager
	Develop a strategy/supplier list of Aboriginal and Torres Strait Islander owned business that GRT can source products from – where applicable.	Jan 2023	Supply and Distribution Manager
	Investigate Supply Nation membership.	May 2023	Supply and Distribution Manager

Governance

GRT will develop effective governance processes to guide the implementation of our 12-month Reflect RAP.

These processes will allow for tracking and transparency throughout the journey and will guide our continuous improvement learnings to help shape future RAPs.

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Jan 2023	Director
	Draft a Terms of Reference for the RWG.	Feb 2023	Supply and Distribution Manager
	Establish a meeting schedule and agenda	Mar 2023	Administrator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Jan 2023	Director
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.		Director / Supply and Distribution Manager
	Engage senior leaders in the delivery of RAP commitments.	Jan 2023	Director
	Maintain a senior leader to champion our RAP internally.	Feb 2023	Director
	Include RWG updates withing GRT Board Meetings forming part of Agenda	Mar 2023	Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Feb 2023	Supply and Distribution Manager
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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	Supply and Distribution Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	Administrator
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2023	Administrator
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jul 2023	Administrator



Enquiries

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RECONCILIATION
ACTION PLAN

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