



Innovate Reconciliation Action Plan

December 2023 - December 2025



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Abbreviations:

RAP - Reconciliation Action Plan

RWG - Reconciliation Working Group

WTOAC - Wadawurrung Traditional Owners Aboriginal Corporation

* The term 'First Nations' in this document is used to respectfully and interchangeably refer to Aboriginal and Torres Strait Islander peoples.

Acknowledgement of Country

DjilangPort nyatne-bengadak Wadawurrung kinkinbil murrup-bengordinganak Wadawurrung dja-iyu baa gobata dja, ngubitj, yaluk baa warree. Nyatne-bengadak ngarrwa-bil, Kilik munya mirriyu baa Kiliyn munya.

GeelongPort thanks the Wadawurrung People, their connection to Wadawurrung Country and waters, continuing care of land, waters, rivers and sea. We thank Elders past, present and future.

Wadawurrung Dja muyni Koriayo. Nganyaki-i-beek wurdi Wadawurrung gerrupa-tjarra dja.

Nyatne-ngadak karingalabil Bunjil, meerree-ak beek, ngubitj baa warri Wadawurrung Dja.

Nyatne-ngadak Wadawurrung kinkinbil gobata-tanang dja, baa wurdi beek getjawil detetj gupma-bul moorooop-a baa ngarrwa.

Corio is part of Wadawurrung Country. A small part of land that's connected to the larger Country of Wadawurrung. We thank Bunjil the creator spirit, he watches over the lands, waters and coast of Wadawurrung Country. We thank the Wadawurrung People who take care of Country, and the spiritual connection and knowledge they hold with the lands.

GeelongPort thanks Wadawurrung Traditional Owners Aboriginal Corporation (WTOAC) for sharing their culture and language and providing us with permission to learn and share this Acknowledgement of Country in Wadawurrung language.



GeelongPort commissioned Nikki McKenzie, emerging artist and Wadawurrung woman, to create an artwork to represent our Innovate RAP.

Our vision for Reconciliation



GeelongPort's strategic vision is "Connecting Today, Creating Tomorrow". As the second largest port in Victoria, GeelongPort has a distinct advantage in collaborating with our customers, suppliers and organisations to share knowledge and learnings on our journey to reconciliation.

With our aspiration to be Australia's most sustainable port, GeelongPort's vision for reconciliation is a unified community that deeply understands, values and appreciates Aboriginal and Torres Strait Islander cultures and connection to Country. We acknowledge Australia's First Nations Peoples, and recognise the intrinsic connection between reconciliation and sustainability. Through our vision for reconciliation we can positively contribute to our sustainability aspiration.

GeelongPort is located on Wadawurrung Country and waters and is committed to being an active participant and making a meaningful contribution to Australia's reconciliation journey. We recognise and value the special place that First Nations peoples have in the history of our nation and to all that inhabit it.

We know that through our role as a key global business embedded in the Geelong community, we have a significant voice to lead, advocate and engage our teams, customers and the broader community about the importance of reconciliation. We commit to showing strong community leadership and using our voice to encourage deeper understanding and increased respect for the betterment of humanity.

GeelongPort aims to create opportunities to connect with and support Aboriginal and Torres Strait Islander people and ensure that our best intentions translate into meaningful action and positive outcomes. Our mission is to ensure our organisation reflects a culture that is shared and proudly embraced by people from all cultural backgrounds.

We also look forward to forging new pathways to connect more deeply, understand more intensely and influence more readily a future that honours and respects all people and the land and waters on which we live.

Message from our CEO



GeelongPort is proud to continue its commitment to reconciliation with our second Reconciliation Action Plan (RAP). We've taken what we have learnt from our Reflect RAP and look forward to growing and enhancing our vision for reconciliation with our Innovate RAP.

As a commercial port based in Geelong for more than 150 years, we are committed to deepening our understanding and awareness of the rich heritage and history of the Wadawurrung Traditional Owners. We continue to support our people to build their cultural competence and develop innovative strategies to deliver lasting outcomes on Australia's reconciliation journey.

With this journey we are constantly learning and evolving. Our Innovate RAP sets more ambitious goals and a commitment to contribute to reconciliation going forward, continuing to focus on the four key pillars of Relationships, Respect, Opportunities, and Governance.

We recognise the legacy and contributions of Aboriginal and Torres Strait Islander peoples to our region, our state and our country, and we are committed to continually raising the bar of our RAP ambitions with a focus on respectful connections, education and impactful outcomes.

A handwritten signature in black ink that reads "BWinter". The signature is fluid and cursive, with the first letter 'B' being particularly large and stylized.

Brett Winter
GeelongPort CEO



Message from Karen Mundine, CEO, Reconciliation Australia

Reconciliation Australia commends GeelongPort 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 GeelongPort 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, GeelongPort 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. GeelongPort is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.



Implementing an Innovate RAP signals GeelongPort'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 GeelongPort on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from the Wadawurrung Traditional Owners Aboriginal Corporation

Firstly, we would like to acknowledge all Wadawurrung Traditional Owners, our Ancestors who have lived on and cared for Mirriam dja willam (our home Country) for thousands of generations and our family today who continue our cultural obligation of caring for Country and each other. We pay respect to our Elders past, present and emerging.

GeelongPort is located on Wadawurrung Country, along our Sea Country and a creek flowing into the Sea Country. It is a place known as Moorpanyul, connected to oral stories of the white crane. Our People gathered and embraced the sunrise on the water, travelled across the waters and along the cliffs, collected and feasted on the abundance of seafood available and enjoyed the living resources that existed in the landscape.

WTOAC was appointed in May 2009 as a Registered Aboriginal Party under the Victorian Aboriginal Heritage Act 2006. The Corporation represents Wadawurrung Traditional Owners.

As Wadawurrung Traditional Owners, we live by Bunjil's lore to care for Country and all things living as our Ancestors have always done for thousands of generations. Our Dja (Country) is more than a place, it is a diverse landscape that forms our Sea Country, rivers, cliffs, wetlands, mountains, grassy and volcanic plains.

Our connection to Culture, Language and Country continues to provide us with the obligation, responsibilities, and strength to care, connect, practice, and pass on tens of thousands of years of knowledge, as Wadawurrung People.

Caring for our Country, land, skies, and waters is our continual cultural practice and core to our identity and connection as the Traditional Owners of Wadawurrung Country. Our People have endured trauma, violence and dispossession since invasion and have demonstrated an innate resilience to continue their cultural practices which has provided the strength to ensure our survival.

Many factors such as climate change, increase in population and development have contributed to the impacts on Wadawurrung Country, Water and all that belongs to our Country, that gives life and sustains us.

In 2020, we released "Paleert Tjaara Dja" Let's make Country good together, our Wadawurrung Country plan. A 10-year vision, 2020-2030, of the aspirations and goals of Wadawurrung People.

The plan provides guidance for all stakeholders to embed into their responsibilities, governance, and strategic planning to strengthen their relationships with WTOAC.

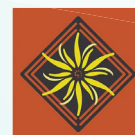
Wadawurrung People are committed to working together with key stakeholders like GeelongPort to ensure we have strong partnerships, engagement, and collaboration to achieve our aspirations and goals, and to see recognition and commitment from these stakeholders.

We look forward to continuing our partnership and acknowledge the commitment from the GeelongPort with the endorsement of their Innovate Reconciliation Action Plan.

Koling wada-ngal gobata Wadawurrung Dja baa ngubiyt warri yuluk

Let us walk together taking care of Wadawurrung Country and waters.

Wadawurrung Traditional Owners Aboriginal Corporation



**Wadawurrung
Traditional Owners**
Aboriginal Corporation

About the artwork

GeelongPort commissioned Nikki McKenzie, emerging artist and Wadawurrung woman, to create an artwork to represent our Innovate RAP.

“The coastline cannot be mistaken for any other with an overlaying outline and the You Yangs in the background anchoring you to home. The dark blue sea and the sun kissed shallows in the aqua. Our Traditional/original fishing methods are represented by the woven net and spears, an Acknowledgement of and paying respect to our old people, the first caretakers of Wadawurrung lands and waterways, rivers and sea Country. The link between our past and present, the bay was used as a trade location by our people as the first traders and today the trade continues via GeelongPort.” Nikki McKenzie.

About the artist

Nikki McKenzie is a proud Aboriginal Woman with heritage connecting her to Wadawurrung Country. She was born and raised in Warrnambool, Gunditjmarra Country. She has called Geelong home for the past eight years and she is a proud mum of two spectacular children, who also share her creative passion. Nikki draws her inspiration from Country and nature, of these beautiful unceded lands of now Australia. She works in a variety of mediums and enjoys trying new methods to broaden her artistic range.





Our Business

Operating over 96 hectares of land, across 15 berths and managing close to 12 million tonnes of cargo and 900 vessel visits per year, GeelongPort, located on the shores of Corio Bay, is Victoria's second largest port and Victoria's premier bulk port.

Through these vessel visits, GeelongPort facilitates more than \$7 billion of trade annually and supports the agriculture, construction, energy and tourism sectors. Supporting more than 1,800 jobs across the state, including 74 directly employed, we are a major driver of Victoria's economic growth.

Our location is significant for Victoria, providing easy access to logistics routes through critical road, rail, air and channel connections for Geelong and South-West Victoria's supply chains.

Connections to the bay

For thousands of generations, Corio Bay was nurtured by Wadawurrung Traditional Owners who gathered and embraced the sunrise on the water, travelled across the waters and along the cliffs, collected and feasted on the abundance of seafood available and respected the living resources they needed from the freshwater creek to the salt water.

When the first shipping channel was created in Corio Bay in 1853, the Port became a source of employment and prosperity for the people and city of Geelong, providing a gateway for major industries in the wider region.

Throughout recent history, the Port has remained an integral part of the cultural, economic and social fabric of the Geelong community and landscape.

Future focused

As the Port continues to grow and deliver into the future, we continue to be guided by our key values –

- It takes all of us
- Anchored in safety
- Because we live here too
- Embrace new possibilities

These values are reflected in the actions we will take through the achievement of this Innovate Reconciliation Action Plan.

It is our vision to become the most sustainable port in Australia.

Sphere of Influence

Our stakeholders include neighbours, community members, customers, contractors, employees, media and other businesses. GeelongPort has a responsibility to build strong relationships with both internal and external stakeholders and bring them along on our journey to reconciliation. Through our leadership we will use our voice to encourage deeper understanding and increased respect for the betterment of humanity from our stakeholders within our sphere of influence.



“I want to continue learning about First Nations culture and history and help play even a small role in shaping the conversations around me to become more positive, respectful and inclusive, whilst also recognising the sensitivities and nuances that come within a much larger societal conversation and perspective.”

Alex Walmsley, IT Service Delivery Manager and RWG member.



Our RAP

GeelongPort is committed to acknowledging and respecting Wadawurrung's cultural heritage and biodiversity values of the land and waters on which it is situated. The development and implementation of our Reflect Reconciliation Action Plan in November 2021 was the first step on our reconciliation journey.

We are committed to being an active participant and making meaningful contributions to Australia's reconciliation journey. We recognise and value the special place that First Nations peoples have in the history of our nation and to all that inhabit it.

Working through our Reflect RAP helped to establish the foundations for a deeper understanding of First Nations cultures and connection to Traditional Owners, the Wadawurrung People, and the land and waters we work on. Our Reflect RAP comprised four key components – relationships, respect, opportunities and governance.

Relationships focused on building networks and connections with other like-minded organisations and individuals. GeelongPort has established a relationship with WTOAC and is exploring opportunities with other organisations locally and within our sphere of influence that have RAPs to collaborate with, learn from and share experiences. As a part of our commitment to recognising and celebrating the diversity of our employees, we recently amended our leave policy to enable employees to request leave for cultural reasons.

While the need for reconciliation and to gain a deeper understanding of First Nations cultures is clearly shared by the RWG, there is an opportunity to better explain the 'why' to the broader business and how the activities and initiatives we run contribute to reconciliation.

Respect included building our individual knowledge and understanding of the Wadawurrung Traditional Owners of the lands and waters on which GeelongPort operates and to increase our understanding of the purpose and significance behind cultural protocols. To do this our employees participated in cultural awareness sessions as well as participating in National Reconciliation Week and NAIDOC Week. We also focused on building confidence in acknowledging Traditional Owners and have provided employees with training to upskill in this area.

We learned through these activities that our teams are generally very engaged and open to learning about First Nations' Cultures and that we can harness this enthusiasm to be brave in our future actions.

We worked closely with WTOAC, on the inclusion of artwork at the Spirit of Tasmania terminal that educates visitors about some of the stories and connection to the land and waters the terminal is located on aligning outcomes with WTOAC *Healthy Country Plan – Paleert Tjaara Dja*.

Through the Opportunities pillar, we explored ways to work together and support Aboriginal and Torres Strait Islander peoples, both as individuals and businesses. As part of the Reflect RAP, GeelongPort explored options to support First Nations employment and has begun to embed processes that will ensure Aboriginal and Torres Strait Islander owned businesses are considered as part of the procurement process. This was demonstrated through the successful appointment of a First Nations owned business to be our uniform supplier. Along with procurement processes, the RWG will need to work with those who procure goods and services to educate them on the

benefits of purchasing from First Nations businesses, so that the benefits are well understood and not seen as an additional barrier.

Governance is the framework and structure that support our reconciliation journey. This included having buy-in from senior management and providing the resources required to successfully execute the Reflect Reconciliation Action Plan.

As we move into our next RAP we will focus on how we can best bring reconciliation actions to life in our organisation. Integrating reconciliation into the work we do every day has been challenging but rewarding for the RWG. An update to our values in 2022 to specifically call out cultural heritage will help to better embed reconciliation into our culture rather than as a “RAP initiative”.



To learn more about our Reflect RAP visit geelongport.com.au/reconciliation

Our Contributors

- Corrina Eccles – Wadawurrung Woman, Cultural Strengthening General Manager, WTOAC
- Karen Mundine – CEO Reconciliation Australia
- Brett Winter – CEO GeelongPort
- Nikki McKenzie – Artist, Wurri – Ki Culture
- Printing With Purpose – Designer

Reconciliation Working Group

The Reconciliation Working Group (RWG) comprises a diverse range of passionate and committed people consisting of nine representatives. We have a sponsor from GeelongPort's leadership team – Stephanie Pickett, General Counsel and Company Secretary, who is GeelongPort's RAP Champion. The role of Reconciliation Program Manager is held by Amy Gillett – Sustainability Manager.

GeelongPort is delighted to have engaged the support of WTOAC for the development of this Innovate RAP and to have support from Wadawurrung woman and Cultural Strengthening General Manager, Corrina Eccles as an advisor on our RWG. Corrina's input and contribution will guide us and ensure we are making meaningful steps towards reconciliation. Her involvement will also help grow our understanding, respect and commitment to further understand Wadawurrung Culture and learn about the histories and cultural stories associated with Wadawurrung Country. We are also committed to understanding First Nations Peoples, cultures and communities more broadly.

The RWG provides a forum for employees to identify issues and topics of importance surrounding the development and implementation of the RAP. They help guide our actions and enable focused decision making in relation to the reconciliation program at GeelongPort and support us to implement the plan with consistency. The RWG members also act as "Reconciliation Champions" to assist in engaging the rest of the business.

The Terms of Reference for this group have been established and we have a defined budget for planned activities which is also prioritised into future budgeting cycles.

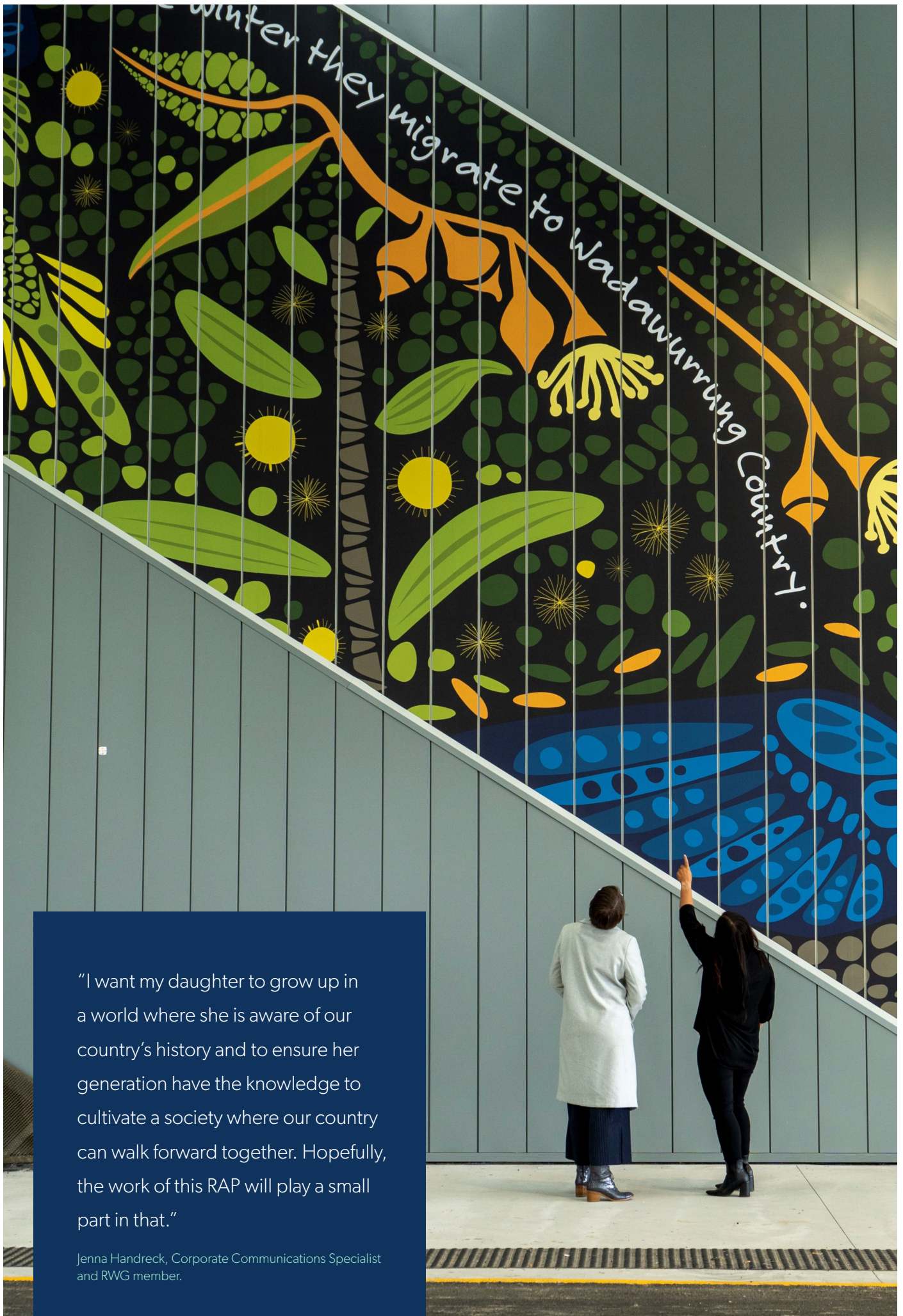
RWG members:

- Stephanie Pickett, General Counsel and Company Secretary
- Chris Anderson, Head of Service Delivery
- Samantha English, General Manager Organisational Development
- Amy Gillett, Sustainability Manager
- Paul Gregor, General Manager IT
- Alex Walmsley, IT Service Delivery Manager
- Lindsay Morrison, Maintenance Electrician
- Jenna Handreck, Corporate Communications Specialist
- Chloe Wynd, Operations Team Manager

RWG advisor:

- Corrina Eccles –Wadawurrung Woman, Cultural Strengthening General Manager, WTOAC





“I want my daughter to grow up in a world where she is aware of our country’s history and to ensure her generation have the knowledge to cultivate a society where our country can walk forward together. Hopefully, the work of this RAP will play a small part in that.”

Jenna Handreck, Corporate Communications Specialist and RWG member.

Case Study

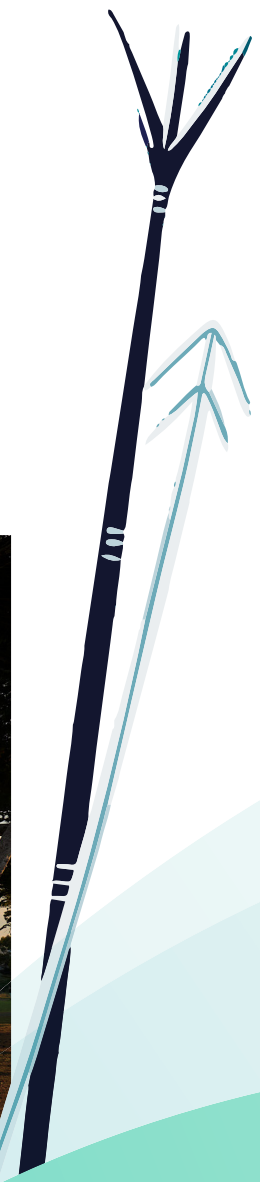
Workplace RAP Barometer

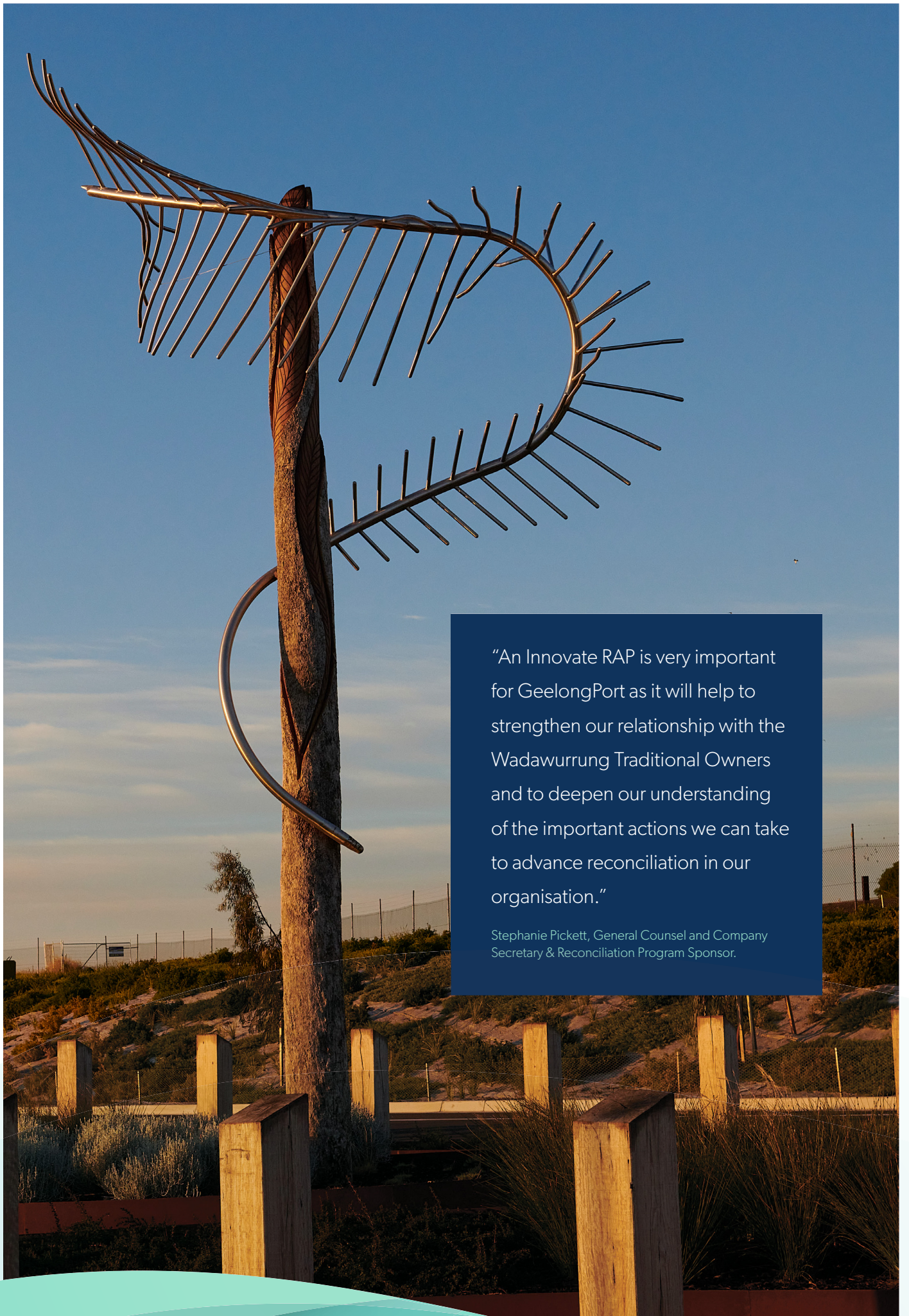
GeelongPort participated in Reconciliation Australia's biennial Workplace RAP Barometer Survey in August-September 2022. We chose to participate to get a pulse check of our workforce's understanding of reconciliation and engagement with GeelongPort led reconciliation activities. 75% of GeelongPort employees participated in the survey which was benchmarked against other early-stage RAP workplaces (16,626 respondents).

About the results:

- Respondents who participated in three or more RAP activities were more interested in reconciliation and cultural understanding than those who participated in two or less. We encourage all employees to take the opportunities provided to learn more about First Nations cultures, because those who do feel more confident to engage with First Nations people in a way that is culturally respectful.
- 88% of participants said that if they wanted to participate in reconciliation activities there were opportunities at GeelongPort to do so.
- 78% of respondents felt that GeelongPort has a genuine and strong commitment towards reconciliation and First Nations stakeholders (compared to 69% of benchmark).
- 94% of respondents know, or think they know who the Traditional Custodians of the land we work on are.
- 61% of respondents felt that GeelongPort's Reflect RAP had improved their confidence to engage with local First Nations communities in a respectful way.

Findings from the results of the survey have helped to shape the development of our Innovate RAP and highlighted the importance of continuing to provide opportunities for learning and education as part of GeelongPort's annual program to increase understanding of First Nations cultures.





“An Innovate RAP is very important for GeelongPort as it will help to strengthen our relationship with the Wadawurrung Traditional Owners and to deepen our understanding of the important actions we can take to advance reconciliation in our organisation.”

Stephanie Pickett, General Counsel and Company Secretary & Reconciliation Program Sponsor.

Case Study

Spirit of Tasmania terminal artwork

GeelongPort worked closely with WTOAC to install a range of unique and culturally significant artworks at the new Spirit of Tasmania Quay.

As passengers arrive at the terminal building and drop-off roundabout, they can view three carved basalt stone shells, one of which contains a highly detailed mosaic inlay. There is Wallaby grass carved from reclaimed timber pier pylons, and a stainless steel Kawirr (Emu) feather. The art installation was an outcome to the story of the land and water WTOAC shared.

Once inside the marshalling area, there is a magnificent 80-metre-long artwork installation featuring the Orange-bellied Parrot. The large mural is symbolic of the Orange-bellied Parrot migrating across Sea Country to meet Lutruwita (Tasmania) Country of the Palawa/Tasmanian Aboriginal people for the summer, and then to Wadawurrung Country for the winter.

Inside and surrounding the terminal building there are numerous panels of interpretive artwork that feature Djilang and Koriayo Bay, as well as an Acknowledgement of Country, in both Wadawurrung and English Languages.

Brett Winter, Chief Executive Officer of GeelongPort said the team was extremely proud of the local First Nations art and themes showcased at Spirit of Tasmania Quay.

“We worked closely with the Wadawurrung Traditional Owners Aboriginal Corporation to develop the internal concepts and external artwork to really showcase the story of the land and waters to this area,” he said.

Paul Davis, [former] Chief Executive Officer of WTOAC commended the work of the Wadawurrung Traditional Owners and staff for developing this story and GeelongPort for fulfilling key aspects of their Reconciliation Action Plan by supporting the project.

Corrina Eccles, Wadawurrung Woman and Cultural Strengthening General Manager of the WTOAC said it was important to embrace elements that are significant to Wadawurrung Country.

“Passengers can now walk through and view artwork that tells the story of Moorpanyul the white crane and Burrunan the dolphin species,” she said.





“On Wadawurrung Country today this place is referred to as North Shore, to our people it is Moorpanyul. Moorpanyul (moor pun yul) refers to the white crane, a bird species significant to this area.

Our people gathered along these cliffs for thousands of generations, many of our Elders of today as young children swam and fished in these waters and spent time here with their brothers and sisters and family.

Generations of Wadawurrung travelled on the waters and walked along the sand, and in early years they walked in the middle of the water along the low-lying sandbar from Point Lillias to Moolap.

Kawirr, emus once roamed the grassy plains and drank fresh water from the creek that enters the waters here. The place provided an abundance of resources, a good feed of mussel and fish.

Standing here the morning starts seeing the Mirri (sun) as it rises on the water to brings us a new day.

We look across the waters to Moolap and the Bellawiyn and on a clear day you can see Melbourne.

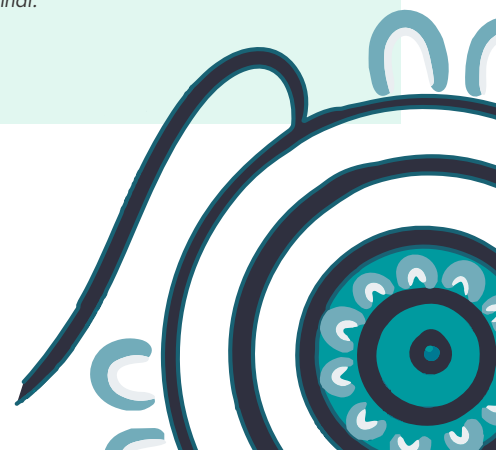
From the waters and land, we see our big hills in the middle of the grassy plains known to you all as the You Yangs.

And look into the waters we will see Burrunan the dolphin.

The Orange-bellied Parrot travels from Tasmania in the winter to spend time on our Sea Country during winter.

We acknowledge the collaboration journey we have been on to embed our stories into design.”

An excerpt from Aunty Mary Shuttleworth's Welcome to Country at the opening of the Spirit of Tasmania terminal.



Our Actions

Relationships



Developing relationships is part of our responsibility as being a good corporate citizen and helps to strengthen our social licence to operate. We recognise the role we play in the local community and the responsibility we have to connect and foster relationships within our local community.

Operating on the land of the Wadawurrung People we aim to develop a strong and meaningful partnership with WTOAC and to increase our understanding of the histories of the land and how it was used so that we can better understand our role and the impact we have with the aim to improve for future generations.

One of our corporate values is "It takes all of us" which is focused on building a culture of teamwork where everyone can feel that they belong. It is through this lens of creating a culture of belonging that we see the alignment of the Relationships pillar.



"Not long after I joined GeelongPort, the Reflect RAP was launched and I realised that I knew very little about Aboriginal & Torres Strait Islander cultures and I wanted to learn more and be involved in the actions and activities being conducted by GeelongPort with respect to reconciliation."

Paul Gregor, General Manager IT and RWG member

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	February, 2024	Program Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February, 2024	Program Manager
	Support WTOAC financially to have representation on the GeelongPort Community Liaison Group.	July 2024, 2025	Program Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024 and 2025	Corporate Communications Specialist
	RWG members to participate in an external NRW event.	27 May- 3 June 2024 and 2025	Maintenance Electrician
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2024 and 2025	Corporate Communications Specialist
	Organise at least one NRW event each year.	27 May- 3 June 2024 and 2025	Corporate Communications Specialist
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2024 and 2025	Program Manager
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	February, 2024	Program Manager
	Communicate our commitment to reconciliation publicly.	December, 2023	Corporate Communications Specialist
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June, 2024	Program Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	June, 2025	Program Manager
	Develop a series of communications on 'why' reconciliation is a key focus for GeelongPort.	March 2024	General Manager IT
	Work with WTOAC and other likeminded RAP organisations on Wadawurrung Country to create a network for sharing best practice and learning.	December, 2024	Program Manager
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June, 2024	General Manager Organisational Development
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	June, 2025	General Manager Organisational Development
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December, 2024	General Manager Organisational Development
	Educate GeelongPort staff on the effects of racism.	June, 2025	Program Sponsor
	Develop an education activity to provide tips and advice on how GeelongPort staff can have meaningful reconciliation conversations in their everyday lives.	June, 2025	General Manager IT

Respect



“Because we live here too” is a GeelongPort value that recognises the role we play in the community and the responsibility we have to understand the cultures and histories of the land and waters on which we operate; now, in the past and into the future. Specifically, we have made a commitment to respect each other, our community and our shared environment in Corio Bay.

We are privileged to operate on lands and waters that hold such a rich history of cultural connection and we have made a commitment through this value to preserve and share the natural resources, biodiversity and cultural heritage.

We have a responsibility to our workforce and community to connect and encourage growing respect and understanding of First Nations cultures and histories through learning, education and truth-telling.

As we deepen our understanding of the historical context of the GeelongPort site we have an obligation to support truth-telling processes so that healing for the Wadawurrung people and reconciliation can occur.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	June, 2024	Head of Service Delivery
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	June, 2024	Head of Service Delivery
	Rename GeelongPort meeting rooms and precincts using Wadawurrung language to increase the knowledge of history and cultures.	September, 2024	Corporate Communications Specialist
	Develop, implement, and communicate a cultural learning strategy document for our staff.	December, 2024	Head of Service Delivery
	Provide opportunities for RWG members, and other key leadership staff to participate in formal and structured cultural learning.	December, 2025	Program Manager



“It’s important for GeelongPort to have an Innovate RAP to work with the Wadawurrung Traditional Owners to ensure we look after and respect where we all work, and to educate employees to continue to make meaningful change for all First Nations People.”

Samantha English, General Manager Organisational Development & RWG member



6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June, 2025	Program Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country, before talking on Country.	December, 2024	IT Service Delivery Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	December 2023, June 2024, December 2024, June 2025, December 2025	Corporate Communications Specialist
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2023, June 2024, December 2024, June 2025	General Manager IT
	GeelongPort employees learn to speak an Acknowledgement of Country in Wadawurrung language, facilitated and consulted by WTOAC.	December, 2023	General Manager IT
	Educate GeelongPort employees on changes to the annual leave policy regarding public holidays and encourage them to consider observing a public holiday on a day other than January 26.	January, 2024	Program Manager
	Support First Nations employees to observe Sorry Business through the cultural leave amendments to the Annual Leave Policy.	August, 2024	Program Manager
	Personal & Compassionate Leave Policy allows for Cultural and Ceremonial Leave - two additional paid days are available in support of Cultural and Ceremonial beliefs e.g. Sorry Business.		
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RWG to participate in an external NAIDOC Week event.	First week in July 2024, 2025	Corporate Communications Specialist
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June, 2025	GM- Organisational Development
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2024, 2025	Corporate Communications Specialist
8. Support truth-telling processes with WTOAC to understand the historical truths of the GeelongPort site and support healing of the Wadawurrung people.	Explore ways to ensure truth-telling activities we are involved in are delivered in a culturally appropriate and safe way.	February, 2024	Program Manager
	Invite Elders from WTOAC to educate RWG on the historical truths of the GeelongPort site, develop personal relationships through the process and support the healing of the Wadawurrung people.	March, 2024	Program Manager
	Educate GeelongPort employees and broader community on the historical context of the GeelongPort site and the injustices faced by the Wadawurrung people as a result of colonisation to build respect and understanding amongst local community.	December, 2024	Program Manager
	Support WTOAC to hold a truth-telling event to recognise Wadawurrung sovereignty, contributions, and resilience, and actively recognise injustices from colonisation to support the healing process.	June, 2025	Program Manager

Opportunities



Creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities is important because we understand the benefits that come from having diverse employees and partnerships.

Throughout our strategic plan we have embedded goals and initiatives that support the engagement of Aboriginal and Torres Strait Islander peoples, organisations and communities. This includes through the pillar of “Capable and Empowered People” where a roadmap for diversity and inclusion has been set, and through the pillar of “Leaders in Sustainability” where the focus is on sustainable procurement and fostering a diverse supplier base. The “Trusted Community Partners” pillar has the objective of creating collaborative partnerships for mutual, lasting success. Specifically, the publication of our Innovate RAP is included as a key result and an indicator of working towards the achievement of our objective and demonstrates GeelongPort’s commitment to reconciliation.

“My wife is a Wadawurrung Traditional Owner and works as a Family Support Worker with Wadawurrung Traditional Owners Aboriginal Corporation. I also spend time with Wadawurrung Elders outside of work. I understand how important it is for us to be working towards reconciliation and for this reason I have volunteered to join the GeelongPort Reconciliation Working Group.”

Lindsay Morrison, Maintenance Electrician and RWG member.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February, 2024	GM – Organisational Development
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	June, 2024	Infrastructure Team Member
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December, 2024	GM – Organisational Development
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	February, 2024	GM – Organisational Development
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December, 2024	Infrastructure Team Member
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement integrated Aboriginal and Torres Strait Islander procurement objectives into our procurement framework.	December, 2024	General Manager IT
	Investigate Supply Nation membership.	December, 2024	Program Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June, 2025	General Manager IT
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December, 2024	Finance Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June, 2025	General Manager IT
	Undertake review of procurement spend to determine baseline spend with Aboriginal and Torres Strait Islander businesses.	June, 2025	Financial Accounting Manager
	Formalise the relationship with WTOAC through the execution of a Memorandum of Understanding.	June, 2024	Chief Executive Officer
11. Support the successful delivery of WTOAC's Paleert Tjarra Dja (Healthy Country Plan)	Engage WTOAC Natural Resource Management team for natural resource management works.	December, 2024	Infrastructure Team Leader
	Engage WTOAC in GeelongPort decisions related to cultural and environmental management at GeelongPort on Wadawurrung Country.	June, 2025	Program Manager

“I hope that by being a member of the Reconciliation Working Group I can support my colleagues on their journey to learn more about First Nations Cultures and foster allyship.”

Amy Gillett, Sustainability Manager and Reconciliation Program Manager.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Establish and maintain an effective Reconciliation Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	November, annually	Program Manager
	Establish and apply a Terms of Reference for the RWG.	November, 2023	Program Manager
	Meet at least four times per year to drive and monitor RAP implementation.	February, May, August, November 2024 and 2025	Program Manager
	Continue to have ongoing representation of a WTOAC representative embedded in the Terms of Reference and in attendance at regular RWG meetings.	November, annually	Program Manager
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February, 2024	Program Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments.	June, 2025	Program Sponsor
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	February, May, August, November 2024 and 2025	Program Manager
	Appoint and maintain an internal RAP Champion from senior management.	February, 2024	Program Sponsor
	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	Program Manager
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Program Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Program Manager
	Report RAP progress to all staff and senior leaders quarterly.	March, June, September, December 2024 and 2025	Program Manager
	Publicly report our RAP achievements, challenges and learnings, annually.	November 2024, 2025	Corporate Communications Specialist
	Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May 2024	Program Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December, 2025	Program Manager
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia’s website to begin developing our next RAP.	January, 2026	Program Manager

"I want to look back and say that the RWG's work has had a positive impact on our employees, building their knowledge and respect of Wadawurrung (and all First Nations) Culture and history and it has also led to improved relationships and outcomes for First Nations people within our sphere of influence."

Chris Anderson, Head of Service Delivery and RWG member





DjilangPort

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