



RAP ENGAGEMENT PLAN

Cultural Safety Practices



Include an Acknowledgment of Country at the beginning of all formal meetings



Have an Acknowledgment plaque at the entrance to our office that acknowledges the Traditional Owners of the land



Celebrate Aboriginal arts with in the workplace.



Participate in local Aboriginal and Torres Strait Islander Community events and celebrations such as NAIDOC week.



Respect the rights of Aboriginal and Torres Strait Islander intellectual and cultural property.



When invited into someone else's space, their workplace, home, etc or their Country, don't wander without permission. Be sensitive about what you have been invited to see and check where you are allowed to go.



Provide opportunities for Indigenous staff to engage with their culture and communities by celebrating NAIDOC Week

Cultural Competency Practices



Provide services and attitudes are applicable regardless of race or culture.



We are committed to diversity and employ cross-cultural staff.



We are an Indigenous firm and employ Indigenous staff.



Accept, respect and celebrate our differences.



Offer pro-bono work to ensure our services are accessible to Indigenous peoples.



Approach our engagement with care and promote self-determination.



Show all clients, stakeholders and all people a strong level of respect.



Celebrate and participate in National Reconciliation Week, NAIDOC Week and other significant events on the Indigenous calendar.



Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures.