



September

2018
2020

ICC Sydney Innovate Reconciliation Action Plan





Jeffrey Samuels

b. 1956 Bourke, NSW

Jeffrey Samuels, is a Ngemba painter, illustrator, designer, mixed media artist and printmaker. Samuels was a founding co-member of Boomalli Aboriginal Artist's Cooperative in 1987.

In 1984, Samuels participated in Koori Art '84 at Artspace, Sydney, one of the seminal exhibitions that marked the emergence of the urban Aboriginal artists' movement in Australia. He has participated in a number of Boomalli exhibitions over the years including Boomalli Breaking Boundaries (1989), Blackroots: Koori Indigenous Gay and Lesbian Art (1997), and the solo exhibition Stylin-Up (2000). In 2000 he was commissioned to recreate a painting for the Nature Segment of the Opening Ceremony of the Sydney 2000 Olympic Games. In 2000, Jeffrey designed the State of NSW's official logo the "Waratah".

In 2018, Jeffrey exhibited at Boomalli in "Black Fellas Dreaming" and "LUSCIOUS ALL SORTS": LOVE WON, a Mardi Gras Exhibition.

His work is held in the collection of the National Gallery of Australia, the Art Gallery of New South Wales, Flinders University, the Australian Museum and the National Museum of Australia.

Text credit: Poll, Matt. <http://www.daa.org.au/bio/jeffrey-samuels/biography/>

"I created this painting design "Gadigal, Acknowledgement Respect" to acknowledge and honour the Gadigal people of the Eora Nation and to pay my respects to their Elders past and present.

The central image is the Cadigal tree that was utilised by the Gadigal people for making spears shafts and obtaining resin to attach spear points to their spear shafts.

In the painting are just a few animals and plants and shells that would have been in abundance in the Darling Harbour location, in the harbour waters, in the sea in Gadigal Country which was recorded in journals by the English."

Jeffrey Samuels: Dip Fine Art; BA Visual Art (conversion)

Contents

Welcome	6
Our Vision	6
CEO Message	8
Reconciliation Australia Message	9
Metropolitan Local Aboriginal Land Council Message	10
Our Business	11
Our Values	12
Our RAP and Journey	13
RAP Working Group	15
RAP Deliverables	17
Thank You	25

Welcome

International Convention Centre Sydney (ICC Sydney) stands and operates on Tumbalong, the land of the Gadigal clan of the Eora Nation.

In the spirit of Reconciliation and as a demonstration of respect for the traditional laws, customs, cultures and country of the First Peoples of this land, ICC Sydney warmly acknowledges the Traditional Custodians of Gadigal Country and demonstrates respect to Elders past, present and emerging.

Our Vision

At ICC Sydney, we believe that together we can achieve the extraordinary. Our vision for Reconciliation is one where collaboration and partnership fosters greater inclusion and recognition for Australia's First Peoples, across all segments of Australia's vibrant community.



CEO Message



International Convention Centre Sydney (ICC Sydney) is proud to present its inaugural Reconciliation Action Plan, celebrating and acknowledging the cultures and heritage of Australia's First Peoples.

As an iconic destination and landmark, residing on the

shores of Sydney's vibrant harbour, ICC Sydney has a responsibility to foster and promote Reconciliation and is committed to meaningfully engaging with First Nations communities. ICC Sydney has a unique ability to promote effective engagement with First Nations communities, with millions of visitors walking through its doors each year. Beyond the venue's immediate audience, ICC Sydney also reaches beyond its local surrounds into the broader Darling Harbour precinct (engaging 23 million visitors each year) and regional New South Wales (NSW) communities through its Feeding Your Performance philosophy.

ICC Sydney has launched its inaugural Reconciliation Action Plan utilising the Innovate template, in recognition of the steps which the venue has already taken to celebrate First Nations cultures.

Since opening its doors in December 2016, ICC Sydney has progressed a number of initiatives and partnerships with First Nations communities and organisations including:

- Publicly celebrating the Gadigal Peoples as the Traditional Owners of the land across external digital screens.
- Partnering with Eora College and TAFE NSW to deliver a pre-employment program for First Nations hospitality students.
- Engaging with Metropolitan Local Aboriginal Land Council (MLALC) to connect events with Welcome to Country services.
- Developing a network of key stakeholders to advise and engage with including Supply Nation, NSW Indigenous Chamber of Commerce, MLALC, KARI and Boomalli Aboriginal Artists Cooperative.
- Identifying First Australians as a key focus of ICC Sydney's event Legacy Program, designed to connect clients and events with authentic experiences and First Nations businesses, community groups and entrepreneurs.

At ICC Sydney, we are committed to achieving the extraordinary for our clients and our communities and will apply the same approach to our commitment to Reconciliation, expanding on already established initiatives and creatively respecting and acknowledging Australia's First Peoples.

Geoff Donaghy
Chief Executive Officer
ICC Sydney

Reconciliation Australia Message



Reconciliation Australia is delighted to welcome ICC Sydney to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, ICC Sydney joins over 1,000 dedicated

corporate, government, and not-for-profit organisations that have formally committed to Reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures Reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community – governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities – have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance Reconciliation within their spheres of influence. This Innovate RAP provides ICC Sydney the key steps to establish its own unique approach to Reconciliation. Through implementing an Innovate RAP, ICC Sydney will develop its approach to driving Reconciliation through its business activities,

services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish ICC Sydney well as it explores and establishes its own unique approach to Reconciliation. We encourage ICC Sydney to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work – it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make Reconciliation a reality.”

On behalf of Reconciliation Australia, I commend ICC Sydney on its first RAP, and look forward to following its ongoing Reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Metropolitan Local Aboriginal Land Council Message



The Metropolitan Local Aboriginal Land Council covers 25 Local Government Areas across Greater Sydney and has strong working partnerships with an array of key agencies and stakeholders. Metropolitan Local Aboriginal Land Council and ICC Sydney have a solid commitment to ensuring that

Gadigal heritage is embedded into a collaborative partnership. Metropolitan Local Aboriginal Land Council is proud to support and congratulate ICC Sydney on its inaugural Reconciliation Action Plan.

ICC Sydney is located on Darling Harbour known as Gomora to the Gadigal people.

ICC Sydney has remained open to learning and engaging with the Aboriginal community along its journey, ensuring its efforts are aligned and appropriate to local needs.

As a prominent location for local and international visitors, ICC Sydney has a unique opportunity to educate and inspire its audiences to connect with Australia’s First Nations. The opportunities and initiatives that ICC Sydney have committed to across employment, economic development and cultural education are great examples of how the cultures, heritage and history of our First Peoples can be celebrated and widely promoted.

Maintaining a strong focus on Aboriginal cultural beliefs and respect through culturally safe engagement will enable the implementation of this RAP to achieve all of the planned activities not just for ICC Sydney but for everyone walking through the doors and surrounds.

On behalf of Metropolitan Local Aboriginal Land Council, I commend ICC Sydney on the grassroots approach it has taken to launch its RAP under the Innovate framework and look forward to ongoing collaboration along our shared journey of Reconciliation, Respect and Reciprocity.

Yvonne Weldon
Chairperson
Metropolitan Local Aboriginal Land Council

Our Business

ICC Sydney is Australia's premier convention, exhibition and entertainment destination. The showcase international venue underpins Sydney's place as one of the world's most desirable meeting and events destinations. ICC Sydney sits on the Sydney Harbour foreshore within its own dynamic dining, leisure and residential precinct, surrounded by finance, technology, innovation and learning hubs. It is the jewel in an A\$3.4 billion, 20-hectare transformation of Darling Harbour.

Delivered in partnership by the NSW Government and the Darling Harbour Live consortium (comprising Lendlease, HOSTPLUS, First State Super, Capella Capital, AEG Ogden and Spotless FM), ICC Sydney has already established itself as one of the world's most sought after venues, offering guests a world class meeting destination.

In 2017, its first year of operation, ICC Sydney delivered 755 events and welcomed 1.3 million delegates, attendees and visitors to some of Australia's – and the world's – most highly regarded business events. During this year, ICC Sydney generated A\$785 million in direct delegate expenditure for the local economy, enriching the city of Sydney's financial, knowledge and social economies through events.

Since opening, ICC Sydney's team has grown to include 362 full time and 1,268 casual team members working at the venue, across various departments. ICC Sydney strongly values diversity and inclusion across all segments of its business operations and as such, does not currently require team members to disclose whether they identify as Aboriginal and/or Torres Strait Islander peoples. As a result ICC Sydney does not currently have data on the number of Aboriginal and/or Torres Strait Islander peoples employed across its business.

ICC Sydney's Diversity and Inclusion Committee is charged with ensuring all team members are treated with respect and freedom to bring their whole selves to work, with dedicated streams focussed on key communities. Diversifying opportunities for First Nations team members to gain employment at ICC Sydney will be a primary focus of this inaugural RAP and is an initiative being driven by the First Nations stream of ICC Sydney's Diversity and Inclusion Committee.

Our Values

When we work with these values at the heart of our operations, then we deliver success. Our success is that of our clients; we listen, plan, observe, anticipate and act to achieve success. We understand what it takes to deliver a successful event. We are dedicated to making every event instil pride in our clients and our city so that everybody wins.

Connected

Connected locally, nationally and globally; we are characterised by our large and strong network and providing a platform that connects our guests to the world. We embrace diversity and we thrive on bringing together thinking from across the globe.

Creative

We are problem solvers and innovators. We strive for creative solutions; we have the leadership, insight and skill to attend to each detail with world class proficiency, providing flexible options and endless opportunities for events and event organisers.

Trusted

Managed by AEG Ogden; a trusted organisation with an excellent reputation and respected industry experience, clients have confidence in us because we understand their needs. We are transparent, we do what we say we will do and are known for our professionalism, skill, reliability and dependability.

Our RAP and Journey

Nestled in the heart of the rejuvenated Darling Harbour Precinct, ICC Sydney is interconnected with the physical, cultural and social landscape that surrounds it and is committed to acknowledging and celebrating the heritage of the Traditional Custodians of the land upon which it stands.

Working with First Nations businesses and communities across Australia through its supply chains, community networks and client stakeholder engagement, ICC Sydney endeavours to promote Reconciliation, deepening community understanding and engagement.

As Australia's premier integrated convention, exhibition and entertainment precinct, ICC Sydney acts as a gateway to Australia for guests and visitors from around the world, presenting an opportunity for ICC Sydney to promote culturally appropriate practices. Our engagement with clients is informed through connections with key First Nations stakeholders and representative bodies, facilitating global engagement and interactions with First Nations businesses and communities.

The development of ICC Sydney's inaugural RAP demonstrates its commitment and dedication to

proudly celebrate, acknowledge and recognise the cultures, protocols and traditions of Australia's First Peoples.

Since opening its doors in December 2016, ICC Sydney has taken positive steps towards Reconciliation through a number of initiatives. The establishment of an internal Diversity and Inclusion Committee shortly after opening, with a dedicated stream focussed on First Nations engagement, has been integral in identifying and promoting opportunities to celebrate and involve First Nations communities across the business.

The purpose of the committee, to promote inclusion at all levels and across all departments of the business, provided the initial caveat for pursuing the development of a RAP and has been integral in establishing internal First Nations and RAP working groups.

ICC Sydney's Reconciliation journey to date has been primarily focussed on building knowledge and creating pathways to employment for First Nations communities. A partnership with Eora College, a TAFE NSW college with a focus on education and training for First Nations students, established in early 2017, has provided 65 ICC Sydney team members with cultural awareness

Celebrate

Build relationships with First Nations communities to share knowledge and understanding and promote positive community outcomes.

Recognise

Promote opportunities for the inclusion and involvement of First Nations individuals, communities and businesses across ICC Sydney and its events.

Acknowledge

Develop understanding within ICC Sydney, and for its clients and their delegates, to promote mutual respect and engagement with First Nations employees, stakeholders and communities.

and education training, 19 of whom have volunteered their time and knowledge to be ambassadors for First Nations engagement across the business. The partnership has also furthered opportunities for employment through a pre-employment program, providing First Nations hospitality students with onsite learning and employment opportunities across the business.

Another pillar of ICC Sydney's engagement with First Nations communities has been the development of meaningful relationships with key First Nations stakeholders, representative bodies and community organisations. To date, a number of partnerships have been established to work alongside ICC Sydney, providing guidance, expertise and genuine connections to First Nations communities and businesses.

Developing and implementing its inaugural RAP under the Innovate category provides ICC Sydney with a framework and launchpad to progress the development of relationships, demonstrate respect and foster opportunities to move closer to Reconciliation and drive engagement with, and opportunities for, Australia's First Peoples.

Metropolitan Local Aboriginal Land Council

Connecting events with Welcome to Country services

NSW Indigenous Chamber of Commerce

Engaging local First Nations businesses through internal supply chains

Supply Nation

Supporting engagement with First Nations businesses and suppliers through supply chains and annual Knowledge Forum

NSW Aboriginal Tourism Operators Council

Consultative body for cultural experiences and providers across NSW

Boomalli Aboriginal Artists Cooperative

Creative partner for acknowledging First Nations heritage through art forms across the venue

KARI Foundation

Preferred supplier for creative performances and engagement for pre-employment programs

Dreamtime Southern X

Preferred supplier for cultural experiences for team members and events across Sydney

RAP Working Group

ICC Sydney's RAP is championed by CEO, Geoff Donaghy, and is adopted as a shared responsibility of all ICC Sydney team members.

ICC Sydney's RAP Working Group (RWG) is charged with driving engagement with the RAP and embedding initiatives across the business. Comprised of eight team members representing various departments and levels of management, ICC Sydney's RWG also includes two external community representatives who have generously volunteered their time to work alongside ICC Sydney team members and guide the implementation of associated activities and initiatives.

The RWG meets quarterly and is led by the executive sponsor and team member who sit on ICC Sydney's Diversity and Inclusion Committee, with progress against RAP initiatives reported back to the Diversity and Inclusion Committee on a regular basis.

Nathan Moran
Chief Executive Officer
Metropolitan Local Aboriginal Land Council
External Representative

"As a significant organisation for Sydney's Aboriginal and Torres Strait Islander peoples, Metropolitan Local Aboriginal Land Council is committed to furthering respect and acknowledgement of our communities. We welcome the opportunity to work alongside ICC Sydney to achieve this."

Aunty Margret Campbell
Chairperson
NSW Aboriginal Tourism Operators Council
External Representative

"With more than a million people welcomed through its doors every year, ICC Sydney is in a unique position to facilitate connections between international and interstate visitors and local First Nations businesses via employment and economic development, which is helping to strengthen and celebrate our diverse cultures in an innovative and purposeful way."

Samantha Glass
Director of Corporate Affairs and Communication
Communications
First Nations Executive Sponsor

"We have the privilege of welcoming more than a million visitors each year, for many of whom this may be their first Australian experience. That's why we believe it is our obligation to celebrate and acknowledge Australia's First Nations. By continuing to build a welcoming and inclusive culture, we hope to extend career opportunities for more First Nations peoples encouraged to join our team."

Laura Goddard
Corporate Social Responsibility Executive
Communications
RWG Chairperson

"As a passionate advocate for community engagement, I see ICC Sydney's RAP as a great way to engage with our local First Nations communities and provide opportunities to further their engagement and participation through various aspects of our business."

Margaret Bolt
Cleaner
Presentation Services

"I was unemployed for maybe 10 years and never had any feedback as to why. It was ICC Sydney that helped me achieve employment as an Aboriginal woman, and I am grateful for that and to be a part of this working group."

Anita Bosevski
Talent Acquisition Manager
Human Resources

"I am invested in delivering the initiatives within the RAP as I am proud of ICC Sydney's vision for Reconciliation and promoting a respectful partnership that encompasses acknowledgement, celebration and engagement with Australia's First Nations."

Marie De Bella
Learning and Development Manager
Human Resources

"Working in learning and development I am committed to providing training and educational opportunities for our new and existing First Nations employees. I welcome initiatives to increase the understanding and cultural awareness for our existing employees to promote diversity and inclusion at ICC Sydney."

Sharon Foster
Event Planner
Event Planning

"I have a personal passion to be inclusive of all members of our community, in particular, those who are under-represented. I volunteered for the RWG hoping to get to know some of our First Nations people and promote positive stories that reflect their community."

Jordan Porteous
Customer Service Coordinator
Customer Service

"We are living in extraordinary days, and I believe now is the time to be engaging, celebrating and acknowledging Australia's First Nations communities locally and across the nation."

Gregory Andrews
Food and Beverage Floor Manager
Culinary

"To be involved in this unique program will give me the opportunity to understand, learn, listen and better communicate the stories, beliefs and customs of Australia's First Nations people to others."

RAP Deliverables

Relationships

ICC Sydney is a meeting point for Sydney-siders, reflecting the traditional and ongoing practices of the land where First Nations peoples gathered to share food, knowledge and stories. It is also the gateway to Sydney for hundreds of events each year, acting as a conduit between local communities and the visitors from across Australia and the world which it welcomes.

With its core values in mind, ICC Sydney works in collaboration with internal and external stakeholders to develop trusted connections that deliver success for clients and communities alike.

In developing its inaugural RAP, ICC Sydney has established a number of relationships with First Nations stakeholders including businesses, community organisations and representative bodies, which it will continue to build on to celebrate, acknowledge and engage with First Nations cultures and peoples.

Action	Deliverable	Timeline	Responsibility
The RAP Working Group (RWG) actively monitors RAP development, and implementation of actions, tracking progress and reporting.	Ensure First Nations Peoples are represented on the RWG by distributing an expression of interest and invitation for key First Nations employees to participate.	September 2018, September 2019	Director of Corporate Affairs and Communication
	Ensure the RWG oversees the development, endorsement and launch of the RAP.	September 2018	Corporate Social Responsibility Executive
	Establish Terms of Reference for the RWG.	September 2018	Corporate Social Responsibility Executive
	Convene the RWG quarterly to monitor and report on RAP implementation and outcomes.	March / June / September / December 2018, 2019, 2020	Corporate Social Responsibility Executive
	Establish an external First Nations Advisory Group to provide cultural advice and guidance.	October 2018	Corporate Social Responsibility Executive
Celebrate, promote and support participation in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between First Nations Peoples, team members and the wider community.	Organise an annual, internal NRW event each year, promoting Reconciliation and generating awareness across the business.	May 2019, 2020	Event Planning Representative
	Promote external NRW events and Reconciliation Australia's NRW resources to ICC Sydney employees through internal communications channels.	May 2019, 2020	Communications Representative
	Promote the participation of all team members in external NRW events, ensuring that RWG team members participate.	May 2019, 2020	Corporate Social Responsibility Executive
	Invite First Nations community members and stakeholders to participate in a hosted community event during NRW.	April 2019, April 2020	Corporate Social Responsibility Executive
	Register NRW events on Reconciliation Australia's NRW website, ensuring they are accessible to the wider community.	April 2019, April 2020	Corporate Social Responsibility Executive
	Support an external NRW event delivered by First Nations partners through the provision of venue space, labour and/or in kind support.	May 2019, 2020	Corporate Social Responsibility Executive
Develop and maintain mutually beneficial relationships with First Nations Peoples, communities and organisations to support positive outcomes.	Identify and develop genuine partnerships with First Nations organisations and stakeholders who are working to address community needs. In particular, look to develop partnerships with First Nations businesses and educational institutions to support client facing activities.	September 2018, 2019	Corporate Social Responsibility Executive
	Develop and implement an engagement plan to work with identified First Nations stakeholders.	November 2018	Director of Corporate Affairs and Communication
	Meet with local First Nations stakeholders to develop guiding principles for future engagement.	November 2018	Director of Corporate Affairs and Communication
Raise internal and external awareness of ICC Sydney's RAP to promote Reconciliation across our business and sector.	Implement and review a communications strategy to promote ICC Sydney's RAP to all internal and external stakeholders.	September 2018	Director of Corporate Affairs and Communication
	Promote Reconciliation through ongoing, active engagement with all stakeholders.	December 2018, 2019	Corporate Social Responsibility Executive
	Communicate quarterly RAP updates to ICC Sydney team members via ICC Sydney's intranet, monthly newsletters and team meetings.	March / June / September / December 2018, 2019, 2020	Communications representative
	Communicate key First Nations initiatives to ICC Sydney clients and stakeholders through monthly client newsletters, social media and annual reports.	December 2018, 2019	Communications representative
	Promote editorial content relating to First Nations initiatives through internal and external media channels.	December 2018, 2019	Communications representative

Respect

ICC Sydney is proud to stand on the lands of the Gadigal peoples of the Eora Nation.

As a prominent landmark within a precinct that welcomes millions of visitors each year, ICC Sydney has an opportunity to further understanding and appreciation of First Nations cultures on a large scale.

In acknowledging the heritage of the wider Darling Harbour precinct, ICC Sydney is committed to respectfully celebrating First Nations lands and cultures with internal team members, clients, stakeholders, visitors and the broader population.

Action

Engage ICC Sydney team members in continuous cultural learning opportunities to increase understanding and appreciation of First Nations cultures, histories and achievements.

Deliverable

Timeline

Responsibility

Engage ICC Sydney employees in understanding the significance of First Nations cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.

Provide opportunities for First Nations team members to engage with their cultures and communities by celebrating NAIDOC Week.

Recognise and celebrate First Nations cultures and dates of significance.

Identify cultural learning requirements specific to ICC Sydney team member needs and business segments.	October 2018, 2019	Learning and Development Manager
In partnership with EORA College and First Nations educational partners, develop and implement a multi-faceted First Nations cultural awareness training strategy for team members in all departments across the business, considering various ways cultural learning can be provided.	November 2018, 2019	Learning and Development Manager
Provide opportunities for key internal stakeholders to participate in cultural training (including Executive Leadership Team, RWG, HR Managers and Team Leaders) through face-to-face and online platforms.	January 2019, 2020	Learning and Development Manager
Investigate opportunities to work with local Traditional Owners and/or First Nations consultants to develop cultural awareness training.	January 2019, 2020	Learning and Development Manager
Develop, implement and communicate a cultural protocol document including an outline of the significance of, and difference between a Welcome to Country and an Acknowledgement of Country. Circulate the document internally and provide to all event clients.	October 2018	Corporate Social Responsibility Executive
Invite a Traditional Owner to provide a Welcome to Country at significant internal events, including ICC Sydney's annual awards night – The Extraordinaries.	July 2019, 2020	Director of Human Resources
Include an Acknowledgement of Country at the commencement of monthly ICC Sydney team meetings and all other important internal and external meetings.	December 2018, 2019	Chief Executive Officer
Invite Traditional Owners to attend an internal educational session and explain the significance of First Nations cultural protocols to ICC Sydney team members.	April 2019, 2020	Learning and Development Manager
Collaborate with local First Nations artists to develop a bespoke, artistic Acknowledgement of Country to display in the foyer area of ICC Sydney.	October 2018	Corporate Social Responsibility Executive
Project an Acknowledgement of Country on the 19 digital screens lining Tumbalong Park outside ICC Sydney, to be displayed intermittently.	January 2019	Corporate Social Responsibility Executive
Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	September 2018	Corporate Social Responsibility Executive
Encourage team members to include an Acknowledgement of Country at the commencement of all meetings.	December 2018, 2019	Chief Executive Officer
Review policies and procedures to ensure there are no barriers to team members participating in NAIDOC Week.	May 2019, 2020	Director of Human Resources
Support all team members to participate in NAIDOC Week events, promoting activities through internal communication channels.	July 2019, 2020	Director of Human Resources
Provide opportunities for all First Nations team members to participate with their cultures and communities during NAIDOC Week.	July 2019, 2020	Director of Human Resources
Collaborate with First Nations partners and stakeholders to support external NAIDOC Week community events, building ICC Sydney's engagement with local Elders and community stakeholders.	July 2019, 2020	Corporate Social Responsibility Executive
Promote and recognise First Nations dates of significance through internal communication channels.	December 2018, 2019	Communications representative
Promote local community events recognising these dates of significance to team members.	December 2018, 2019	Communications representative
Develop internal imagery, artwork and collateral that appropriately represents First Nations Peoples.	December 2018, 2019	Communications representative

Opportunities

Fostering diversity and inclusion across all aspects of its business is a core value for ICC Sydney which extends to our engagement with First Nations peoples and cultures.

Spanning a diverse range of activities, from hospitality to building services and event management, ICC Sydney's operations provide numerous platforms for furthering employment and business opportunities for individuals and organisations alike.

Working with community partners and stakeholders such as KARI, Supply Nation, NATOC and the NSW Indigenous Chamber of Commerce, ICC Sydney will continue to explore pathways to employment and supplier inclusion throughout the delivery of this RAP.

Action

Investigate opportunities to improve and increase First Nations employment outcomes at ICC Sydney.

Deliverable

Timeline

Responsibility

Investigate opportunities to improve and increase First Nations employment outcomes at ICC Sydney.	Survey all ICC Sydney team members to capture an accurate summary of First Nations employment and engagement across the business.	August 2019, 2020	Director of Human Resources
	Review ICC Sydney's policies and procedures to consider and remove any barriers to employment for current and future First Nations team members.	September 2018, 2019	Talent Acquisition Manager
	Collect information on all consenting First Nations team members to inform future employment opportunities.	August 2019, 2020	Director of Human Resources
	In partnership with Eora College and other key First Nations partners and stakeholders, create opportunities to run biannual pre-employment training programs for First Nations Peoples.	April 2019, September 2019, April 2020	Talent Acquisition Manager
	RWG and Diversity and Inclusion Committee, in consultation with First Nations team members, to develop and implement a First Nations employment and retention strategy, which includes opportunities for promotion and professional development.	January 2019	Talent Acquisition Manager
	Develop a mentoring network for First Nations team members and their managers, which is supported by the RWG and external consultants and made available when team members join ICC Sydney.	January 2019	Learning and Development Manager
	Engage with existing First Nations team members to consult on employment strategies, including professional development.	January 2019, 2020	Learning and Development Manager
Investigate opportunities to incorporate First Nations supplier diversity within ICC Sydney's supply chains.	Advertise vacancies across First Nations media.	December 2018, 2019	Talent Acquisition Manager
	Review procurement policies and procedures to identify and remove barriers to First Nations businesses engaging with ICC Sydney.	October 2018, 2019	Procurement Manager
	Identify opportunities to involve First Nations suppliers across the business, developing and communicating a list of preferred First Nations suppliers across categories including: Cultural acknowledgements Food and produce Performance and art Cultural tours	January 2019, 2020	Corporate Social Responsibility Executive
	Enable at least one First Nations owned business to become a preferred supplier each year.	January 2019, 2020	Procurement Manager
Create and support opportunities that increase exposure of event clients and visitors to First Nations peoples, cultures and businesses.	Identify First Nations businesses, appropriate to the size and scale of ICC Sydney, to engage with through memberships with Supply Nation and the NSW Indigenous Chamber of Commerce.	December 2019	Corporate Social Responsibility Executive
	Connect event clients with accredited First Nations businesses, to deliver a range of services through ICC Sydney's event Legacy Program.	December 2018, 2019	Corporate Social Responsibility Executive
	Promote First Nations cultural and travel experiences to event clients to consider as part of their event program and delegate experience.	December 2018, 2019	Corporate Social Responsibility Executive
	Develop a video and audio resource for event clients to utilise, Acknowledging Country, that promotes awareness and engagement with First Nations heritage and cultures.	October 2018	Director of Corporate Affairs and Communication
Highlight native Australian ingredients through ICC Sydney's Feeding Your Performance initiative, featuring a signature 'bush tucker' dish in ICC Sydney's menu.	December 2018, 2019	Director of Culinary Services	

Governance, Tracking Progress and Reporting

Committed to ensuring the success of its initiatives, ICC Sydney adopts a proactive approach to tracking progress and reporting.

Measuring the success of initiatives provides a benchmark from which to improve and will enable ICC Sydney to monitor its progress towards achieving the goals outlined within this RAP.

Action	Deliverable	Timeline	Responsibility
Report RAP achievements, challenges and learnings to Reconciliation Australia.	RWG to collect data for the RAP Impact Measurement questionnaire.	July 2019, 2020	Corporate Social Responsibility Executive
	RWG to seek internal approval to submit the RAP Impact Measurement questionnaire to Reconciliation Australia.	August 2019, 2020	Corporate Social Responsibility Executive
	Complete and submit the RAP Impact Measurement questionnaire to Reconciliation Australia annually.	September 2019, 2020	Corporate Social Responsibility Executive
	Develop and implement systems to track, measure and report on RAP activities.	December 2018, 2019	Corporate Social Responsibility Executive
	Investigate participating in the RAP Barometer.	May 2020	Director of Human Resources
Report RAP achievements, challenges and learnings internally and externally.	RWG to track, measure and report on RAP initiatives, achievements and learnings. Reports to be delivered to the Diversity and Inclusion Committee quarterly.	March / June / September / December 2018, 2019, 2020	RWG Chairperson Communications Department
	Publicly report on ICC Sydney's RAP achievements, challenges and learnings in annual performance reports.	February 2019, 2020	Director of Corporate Affairs and Communication
Review, refresh and update RAP.	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	May 2020	Corporate Social Responsibility Executive
	Send draft RAP to Reconciliation Australia for review and feedback.	June 2020	Corporate Social Responsibility Executive
	Submit draft RAP to Reconciliation Australia for formal endorsement.	August 2020	Corporate Social Responsibility Executive

Thank You

The development of ICC Sydney's inaugural RAP has been made possible through the support and guidance of a number of key stakeholders. In particular, ICC Sydney would like to thank and acknowledge Metropolitan Local Aboriginal Land Council for their guidance, Drew Roberts and Jody Orcher (Shared Knowledge) for asking the right questions, Aunty Pam and Eora College for their collaboration and Aunty Margret for her enthusiasm and engagement.

Contact Details

Laura Goddard

Corporate Social Responsibility Executive

Laura is a passionate community advocate, dedicated to co-creating meaningful change with local communities.

As Corporate Social Responsibility (CSR) Executive at ICC Sydney, Laura is responsible for developing and maintaining relationships with stakeholders, community groups and ICC Sydney's extraordinary team to deliver on ICC Sydney's CSR Plan.

csr@iccsydney.com

+61 2 9215 7161

    @ICCSyd /// #ICCSydney