



2023-2024 RAP progress report

Our Innovate RAP serves as our road map to turning good intentions into action. During the first year of our Innovate stage, we have taken time to strengthen our reconciliation foundations, and to pursue opportunities to increase First Nations voices in the design of our programs and services. During the second year of our Innovate stage, we will focus on encouraging business units to pilot strategies that support our endeavor to achieve our reconciliation goals.

OUR IMPACT

Surveys such as the Annual Working for Queensland (WFQ) survey provide insight into the impact of our deliverables within our Reconciliation Action Plan.



2024 Deadly choices corporate touch tournament

IMPACT SNAPSHOT

4 staff

Identify as Aboriginal and/or Torres Strait Islander

100% staff

Completed annual mandatory SBS Core Inclusion training

93% of staff agree

Cultural practices are acknowledged and celebrated

82% of staff agree

QLeave provides a culturally safe work environment

66% of staff agree

"I am confident in embedding the perspectives of Aboriginal peoples and Torres Strait Islander peoples in my work."

64% of staff agree

"I consider the way my work may impact Aboriginal and Torres Strait Islander peoples."

2023-2024 RAP progress highlights

STAKEHOLDER ENGAGEMENT

- QLeave completed **31** Aboriginal and Torres Strait Islander Stakeholder Engagement activities.
- QLeave held information stalls at NAIDOC community events in Mackay, Townsville, Cairns and Brisbane.
- **\$18,618** was spent with Aboriginal and Torres Strait Islander owned businesses.
- Far North Qld Stakeholder Engagement was increased.

STAFF DEVELOPMENT

- RAP Induction program was implemented for new staff, with **22** RAP Inductions conducted as part of our new staff experience.
- **145** staff participated in National Reconciliation Week hybrid training, delivered by Australians Together.
- **24** employees have attended a personalised Acknowledgement of Country training with training facilitator Blak Diamond Dreaming.
- **3** Immersive cultural experiences were offered to QLeave employees, including a Welcome to Country, Smoke Ceremony and Traditional Weaving.
- Unconscious bias awareness training was provided to all staff.
- Annual mandatory Cultural Awareness training was provided to staff.

CORPORATE ACTION

- The Cultural Protocol, Aboriginal and Torres Strait Islander Recruitment and Retention Strategy and Cultural Learning Actions was released in Sharepoint.
- Aboriginal and Torres Strait Islander flags are now displayed in the office.
- An Acknowledgement of Country plaque was placed for display in the upstairs and downstairs Northgate office.
- National Reconciliation week and NAIDOC week were added to QLeave's significant dates calendar.
- QLeave conducted an Anti-discrimination policy review.



QLeave in Bamaga, Far North Queensland



Smoking ceremony at the QLeave Northgate office

Innovate RAP progress

Through Innovate RAP, QLeave has committed to providing a total of 67 deliverables. As of 2023 - 2024, 57% of these deliverables have been completed.

RELATIONSHIPS

We strive to build and strengthen meaningful relationships as we learn how we could consider the perspective of First Nations peoples in our ways of working.

Deliverables:

- Not yet started: 2
- In Progress: 8
- Completed: 10

OPPORTUNITIES

We will continue to strengthen our employees cultural capability through ongoing cultural learning, and encourage business partnering to improve outcomes in areas of Recruitment and Procurement.

Deliverables:

- Not yet started: 3
- In Progress: 7
- Completed: 5

RESPECT

Our staff are invited to participate in various cultural learning opportunities. Staff are encouraged to demonstrate respect by offering an Acknowledgement of Country at important meetings or events.

Deliverables:

- In Progress: 4
- Completed: 17

GOVERNANCE

Establishing an effective reporting and tracking system to build accountability is our 2025 priority.

The implementation of project management software, Weavr, increases program visibility.

Deliverables:

- Not yet started: 2
- In Progress: 3
- Completed: 10