

Reconciliation Action Plan 2015 - 2017

FOGS
QUEENSLAND
FORMER ORIGIN GREATS



FOGS Executive Chairman Message

The Former Origin Greats (FOGS) remain committed to playing our role in the endorsement of and participation in reconciliation through internal and external associations and programs our organisation administer.

The development and publication of our Reconciliation Action Plan (RAP) has stipulated comprehensively our commitments and further enforces our genuine commitment to improve outcomes for Aboriginal and Torres Strait Islander peoples.

We are proud of the continued initiatives and programs that our organisation coordinates and facilitates both within schools and in the community. The FOGS have a proud history of Aboriginal and Torres Strait Islander members, whom have all contributed significantly to Queensland's success at State of Origin level and who assist through providing support to our programs.

On behalf of the FOGS I would like to acknowledge Reconciliation Australia and its continuing role within the community, providing education and promoting the importance of reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians.

I would also like to thank the team at Reconciliation Australia for their continuous support in assisting and providing guidance to the FOGS in the initial development of our RAP and its future growth. We look forward to working with them as we progress our commitments as an organisation.

Gene Miles

FOGS Executive Chairman
FOGS Queensland



Reconciliation Australia CEO Message

On behalf of Reconciliation Australia, I congratulate the Queensland Former Origin Greats (FOGS) on the launch of their first Reconciliation Action Plan (RAP)—an Innovate RAP.

Our RAP program is designed to drive social change in workplaces across Australia. In launching this RAP, FOGS joins more than 600 other RAP organisations helping us to steer change to improve the social and economic wellbeing of Aboriginal and Torres Strait Islander Australians.

This RAP formalises FOGS' long standing commitment to reconciliation and to addressing the gap that exists between Aboriginal and Torres Strait Islander peoples and other Australians. It strengthens FOGS' existing reconciliation programs, such as the successful ARTIE Academy, and makes important new commitments around employment, education and business opportunities for Aboriginal and Torres Strait Islander peoples.

As a non-profit, sporting organisation, FOGS is well placed to advance reconciliation through its strong community reputation and relationships within the football community. This RAP reflects the organisation's genuine commitment to achieving long-term, sustainable relationships for the benefit of all Australians.

I look forward to following the progress of FOGS' inaugural RAP and wish the organisation well as they advance on their reconciliation journey.

Justin Mohamed

Chief Executive Officer
Reconciliation Australia



Our Vision for Reconciliation

Reconciliation is everyone's business and is important to all Australians, whether Aboriginal, Torres Strait Islander, man or woman, boy or girl. Our vision for reconciliation is to assist in 'closing the education gap' between Aboriginal and Torres Strait Islander young peoples and their peers, to ensure positive transition period from school to work.

The Former Origin Greats (FOGS) understand Australia's unique cultures and believe in the importance of respectful relationships, perspectives and diverse cultural experiences. It is a concept that is always expanding and improving and requires continual collaboration. The Former Origin Greats are creating a holistic approach towards fostering new and strengthening existing relations with First Australian Peoples and communities. Through the organisation's Aboriginal and Torres Strait Islander initiatives, the firm foundations the programs are developed upon strive to make a difference to the lives of First Nation Peoples, providing sustainable opportunities through mutual respect and understanding.

Our Business

The Former Origin Greats (FOGS) is a not-for-profit organisation consisting of the 181 players who have represented Queensland at State of Origin level since its inception in 1980. State of Origin is an annual best of three Rugby League Football series held between two state representative sides, New South Wales and Queensland. State of Origin is arguably Australia's greatest sporting rivalry and is one of the country's premier sporting events.

Many of Australia's highest profile sportsmen are FOGS and as an organisation we are so proud of the contribution of Aboriginal and Torres Strait Islander Peoples have made to the great interstate rivalry we call State of Origin. Since the inception of State of Origin, just over 20% of the 179 members identify as Aboriginal or Torres Strait Islander elite athletes, which include Arthur Beetson, Mal Meninga, Gordon Tallis, Johnathan Thurston and Greg Inglis. Without the inimitable talent of these individuals it is fair to say that Queensland would not have experienced the success to date it has. Whilst the FOGS is an organisation built upon the foundations of Rugby League, our core business is centred on four key components:

- The commitment to raising funds for designated charities.
- To support the State of Origin series and State of Origin staff and players.
- Aiding in the development of Rugby League within Queensland.
- Actively mentor First Australian Peoples and communities throughout Queensland.

Focusing on key component four, FOGS work towards making a positive difference and contribute to closing the employment, education and economic inclusion gap between Aboriginal and Torres Strait Islander Peoples and the broader Australian community.

Our organisation is committed to playing an active role to make a positive difference in Aboriginal and Torres Strait Islander communities throughout Queensland. Through our programs, FOGS promotes social change by highlighting the importance of education and employment.

The FOGS have fifteen (15) staff of which one (1) identifies as an Aboriginal and Torres Strait Islander person. However, in addition to this a subsidiary of the organisation the ARTIE Academy has in excess of ten (10) First Australian ambassadors and mentors who are employed on a contractual basis, 100% of these employees are Aboriginal and Torres Strait Islander staff.

FOGS will utilise the profile and impeccable repute of the organisation to actively play a role in the Australian Government 'Closing the Gap' agenda and to also endorse social change with Aboriginal and Torres Strait Island peoples and communities throughout Queensland.

As an organisation we acknowledge, respect the values, cultural practises and beliefs of First Australian Peoples and continually strive to enhance our knowledge and cultural understanding.



Our Current Programs

ARTIE Academy

The ARTIE (Achieving Results Through Indigenous Education) Academy is a unique program exclusive to sixteen (16) State Schools throughout Queensland. The ARTIE Academy is named after FOG number 1 and renowned Aboriginal man, Arthur Beetson. A man proud of his heritage, whose name and legacy lives on every day through the 2000 students enrolled in the Academy.

The ARTIE Academy is an Australian Government funded program with a presence throughout Queensland, including North Queensland, Central Queensland, Sunshine Coast, Caboolture, Logan and Ipswich. The Academy provides an opportunity for over 2000 Aboriginal and Torres Strait Islander students from grade three to twelve (3-12) to participate in a program that encourages and rewards improvements in school attendance, behaviour, academic achievement and effort.

The ARTIE Academy promotes the importance of Aboriginal and Torres Strait Islander peoples cultural identity and awareness amongst its participants. The motto 'Inspire, Encourage, Succeed' forms the basis of a myriad of strategies that aim to improve the schooling endeavours of participating students. Strategies include:

- Attendance challenges conducted each school term that encourage ARTIE Academy members to attend school.
- Building relationships with participants through personalised tutoring, through the ARTIE Academy Tutoring Program.
- Support of Aboriginal and Torres Strait Islander students in their senior years of schooling through the 'ARTIE Greats Challenge'.
- Engagement with parents and the broader community through 'Parent Reward Programs'.
- Activity working with and continually striving to strengthen our association with Universities throughout Queensland, Academy Research Team (QUT Behavioural Economics Team), Government stakeholders and community members to deliver a culturally appropriate and informed Program that is analysed and tested for success.
- Implementation of innovation projects that not only capture and engage our ARTIE Academy students but also seek to promote acceptance and cultural understanding throughout school communities. The ARTIE Academy 'Reconciliation Challenge' aims to create an environment that promotes tolerance and acceptance by encouraging students and teachers to build cohesive working relationships.



The ARTIE Academy 'Reconciliation Challenge' is a competition involving sixteen (16) ARTIE Academy Schools, which aim to create an environment that promotes increased awareness and acceptance by encouraging all students and teachers to build strong cohesive working relationships.

The 'Reconciliation Challenge' is focused on individual interpretation of reconciliation through the arts which include, visual art, performing arts and creative writing as well as showcasing the dedication and commitment of schools towards cohesion. This challenge is an opportunity for young Queenslanders regardless of their heritage to express their understanding of reconciliation and have their voices heard. This competition promotes the organisation's vision of reconciliation through encouraging both Aboriginal and Torres Strait Islander peoples and their peers to showcase their unique cultures, beliefs and traditions through individual interpretation of reconciliation.

The FOGS as an organisation play a key role in the delivery of the ARTIE Academy program through the strength and repute of its brand, accessing and engaging community leaders and professional bodies, as well as providing links to high-profile Aboriginal and Torres Strait Islander role models. This is a key factor in reversing the cycle of barriers encountered by First Australian students and ensuring the active involvement in the ARTIE Academy to enhance their ability to reach every opportunity to succeed in achieving their goals in education and establish firm foundations post school.



Our RAP

Our RAP has been developed in consultation with various internal and external stakeholders, including the Board of Directors, Aboriginal and Torres Strait Islander community members, Senior Management and staff to ensure personal input and ownership into increasing our commitment to the Australian reconciliation journey. Through FOGS stakeholder inclusion, we ensure that our RAP applies to every person, program or service across the organisation, through employing a consultative process and ensuring holistic contribution towards reconciliation is upheld.

Our RAP Working Group is made up of seven (7) members comprising of the Executive Chairman, ARTIE Academy Program Manager, Human Resource Manager, Event Manager, Sponsorship Manager and two (2) Aboriginal and Torres Strait Islander community representatives. The ARTIE Academy Education Coordinators played an active role in consulting with key Aboriginal and Torres Strait Islander peoples, community groups and Elders to ensure that contributions towards the development of FOGS RAP supporting programs, processes, engagement and acknowledgements are culturally appropriate.

For further implementation, development and tracking progress of the FOGS RAP, the RAP Working Group will continue to follow processes supporting the holistic approach into the implementation of the RAP and seek the input of the ARTIE Academy Steering Committee. The ARTIE Academy Steering Committee is the operating structure of the ARTIE Academy and is driven by a committee comprising of Government representatives, school and community members. Currently there are seven (7) Aboriginal and Torres Strait Islander people who play an active role on the committee. The ARTIE Academy Steering Committee provides strategic advice and guidance to ensure the goals of the educational program remain relevant to the needs of Aboriginal and Torres Strait Islander peoples and respectful of the community our programs play an active role in.

In addition to this, our RAP will be revised prior to the expiry of the current RAP developed, all changes will be endorsed by the RAP Working Group and ARTIE Academy Steering Committee prior to final endorsement from Reconciliation Australia.

The RAP will outline the organisations achievements in terms of contributions towards 'Closing the Gap' in the areas of education and the transition period between school and work as well the impact the positive profile of the organisation has in in terms of strengthening existing and establishing new relations with key Aboriginal and Torres Strait Island community members. The revised RAP will also detail the organisation endeavours for the future in terms of objectives that are in the development stage and the revised holistic future approach to reconciliation.



Tribute to Arthur (Artie) Beetson

Arthur Henry Beetson, a proud Aboriginal man, he could “do it all” on the football field and “sell tickets”, the great Rugby League coach Jack Gibson once said.

He is Former Origin Great number one, a man instrumental in the creation and development of the great interstate rivalry which we call State of Origin. He may have been one of the best forwards Rugby League has ever seen, the first Aboriginal Australian man to captain a national sporting team, but outside the Rugby League arena he was a true leader for his people, an inspirational man who fought uncompromisingly for First Australian Peoples to be recognised and respected among society.

His respect within communities stems for his resilient nature, ability to overcome struggles and strong presence. His lasting beliefs and attitudes on Aboriginal and Torres Strait Islander peoples success in school and employment continue to inspire students Australia wide.

He advocated tirelessly for young First Australian Peoples to finish school and secure employment, further education or training, which is why the FOGS are proud to continue his legacy through a program named in his honour; the ARTIE Academy.



Relationships



We aim to continue to leverage existing and establish new relationships, create innovative projects that strengthen our level of engagement and encourage change with Aboriginal and Torres Strait Islander peoples and communities, we also aim to promote reconciliation, awareness and acceptance within our sphere of influence. We will continue to ensure cultural sensitivity and respect is always maintained, in effectively maintaining strong working relationships.

FOCUS AREA: Building Stronger Mutually Beneficial Relationships

Action

FOGS RAP Working Group actively monitors RAP development, including implementation of actions, tracking progress and reporting.

Performance Measures

RAP Working Group oversees the development, endorsement and launch of the RAP.

Responsibility

FOGS RAP Working Group Chair

Timeline

July 2015

Action

FOGS RAP Working Group actively monitors RAP development, including implementation of actions, tracking progress and reporting.

Performance Measures

RAP Working Group to meet two (2) times a year to monitor and report on RAP progress.

Responsibility

FOGS RAP Working Group Chair

Timeline

June / December 2015, 2016, 2017

Action

FOGS RAP Working Group actively monitors RAP development, including implementation of actions, tracking progress and reporting.

Performance Measures

Provide bi-annual updates of RAP progress to staff.

Responsibility

FOGS RAP Working Group Chair

Timeline

July / January 2015, 2016, 2017

Action

FOGS RAP Working Group actively monitors RAP development, including implementation of actions, tracking progress and reporting.

Performance Measures

FOGS RAP Working Group will continue to seek ongoing guidance and support from the ARTIE Academy Steering Committee.

Responsibility

FOGS RAP Working Group Chair

Timeline

June, December 2015, 2016, 2017



Action

Engage and consult with internal Aboriginal and Torres Strait Islander staff and Former Origins Greats to maintain cultural connection with First Nations Peoples and communities.

Performance Measures

Establish an internal Aboriginal and Torres Strait Islander Network group of four (4) to provide guidance to the RAP Working Group during the planning, implementation and review phases of RAP objectives.

Responsibility

FOGS RAP Working Group Chair

Timeline

December 2015

Action

Engage and consult with internal Aboriginal and Torres Strait Islander staff and Former Origins Greats to maintain cultural connection with First Nations peoples and communities.

Performance Measures

Aim to increase the number of Aboriginal and Torres Strait Islander people in this network by two (2) members over the length of the RAP.

Responsibility

FOGS RAP Working Group Chair

Timeline

December 2017

Action

Consult with external Aboriginal and Torres Strait Islander peoples, stakeholders and networks to maintain strong positive relationships.

Performance Measures

Develop and implement a plan to increase and maintain strong, positive relationships with external Aboriginal and Torres Strait Islander peoples, stakeholders and networks.

Responsibility

ARTIE Academy Program Manager

ARTIE Academy Education Coordinators

Timeline

December 2015

Action

Consult with external Aboriginal and Torres Strait Islander peoples, stakeholders and networks to maintain strong positive relationships.

Performance Measures

Continue to utilise our external relationships and networks of Aboriginal and Torres Strait Islander peoples as point of consult during planning and implementation of RAP initiatives.

Responsibility

ARTIE Academy Program Manager

ARTIE Academy Education Coordinators

Timeline

March 2016



Action

FOGS to celebrate and participate in National Reconciliation Week (NRW) and other significant Aboriginal and Torres Strait Islander days that promote stronger relationships between Aboriginal and Torres Strait Islander peoples and other Australians.

Performance Measures

FOGS to organise at least one internal event to celebrate and acknowledge NRW. All NRW events to be registered on the Reconciliation Australia website.

Develop and distribute an information and activities sheet to encourage FOGS employees to participate and celebrate in NRW.

Encourage employees to celebrate other significant Aboriginal and Torres Strait Islander days and/or events within the community.

Responsibility

ARTIE Academy Program Manager

ARTIE Academy Education Coordinators

Timeline

May 27 - June 3 2016/17

Action

Encourage FOGS Sponsors and Partners to develop a RAP and continue the sponsorship of Aboriginal and Torres Strait Islander events and programs.

Performance Measures

Develop and implement a strategic plan to communicate to and encourage the organisations sponsors and partners to investigate participating in Reconciliation Australia's RAP program.

Responsibility

Sponsorship Manager

Sponsorship Coordinator

Timeline

January 2016

Action

Encourage FOGS Sponsors and Partners to develop a RAP and continue the sponsorship of Aboriginal and Torres Strait Islander events and programs.

Performance Measures

Utilise FOGS sphere of influence to engage, encourage and promote to the wider community, partnerships they can develop with Aboriginal and Torres Strait Islander peoples and organisations.

Responsibility

Sponsorship Manager

Sponsorship Coordinator

Timeline

January 2016/2017



Action

Encourage FOGS Sponsors and Partners to develop a RAP and continue the sponsorship of Aboriginal and Torres Strait Islander events and programs.

Performance Measures

Initiate conversation by organising meetings with at least (2) Corporate Sponsors / Partners with regards to the development of a RAP.

Responsibility

Sponsorship Manager

Sponsorship Coordinator

Timeline

January 2016

Action

Encourage FOGS Sponsors and Partners to develop a RAP and continue the sponsorship of Aboriginal and Torres Strait Islander events and programs.

Performance Measures

Scope, develop and implement a plan for FOGS to sponsor at least two (2) Aboriginal and Torres Strait Islander events each year.

Responsibility

Sponsorship Manager

Sponsorship Coordinator

Timeline

December 2015

Action

Increase support and encourage participation in the ARTIE Academy Reconciliation Challenge.

Performance Measures

Support and encourage all ARTIE Academy Schools to participate in the Reconciliation Challenge in the forthcoming years 2016 and 2017.

Responsibility

ARTIE Academy Program Manager

ARTIE Academy Education Coordinators

Timeline

July 2016 and 2017

Action

Strengthen existing and develop new relationships with Queensland regions to increase community engagement and support in areas FOGS operate within.

Performance Measures

Review, update and implement a plan to increase community engagement and support within regions of which FOGS administers programs in.

Responsibility

ARTIE Academy Program Manager

Sponsorship Manager

Timeline

January 2016



Respect



FOGS will continue to ensure respectful relationships are built. Respect through understanding and recognition of the uniqueness of Aboriginal and Torres Strait Islander peoples, histories, cultures is important to FOGS, as it will foster increased awareness and understanding within our workplace, programs the organisation administer and the greater community we work in.

FOCUS AREA: Increased recognition and respect for First Australian Peoples of histories and cultures.

Action

Engage employees to increase understanding and awareness of Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements by providing continuous cultural learning, training and development.

Performance Measures

Capture baseline data on FOGS employee's current level of understanding around Aboriginal and Torres Strait Islander history, cultures and achievements.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

December 2015

Action

Engage employees to increase understanding and awareness of Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements by providing continuous cultural learning, training and development.

Performance Measures

Scope and develop a business case for cultural awareness, capability and development based on FOGS core business with findings presented to relevant HR/ Learning and Development area for their input.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

February 2016

Action

Engage employees to increase understanding and awareness of Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements by providing continuous cultural learning, training and development.

Performance Measures

Develop and pilot an Aboriginal and Torres Strait Islander cultural awareness training strategy that caters to the needs of different areas of the organisation.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

December 2016



Action

Engage employees to increase understanding and awareness of Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements by providing continuous cultural learning, training and development.

Performance Measures

RAP Working Group, Human Resources, and senior leaders to participate in cultural awareness training.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

December 2016

Action

Engage employees to increase understanding and awareness of Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements by providing continuous cultural learning, training and development.

Performance Measures

Provide opportunities for staff to participate in cultural awareness training.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

January 2016

Action

Continue to respect and adhere to Aboriginal and Torres Strait Islander cultural protocols such as 'Welcome to Country' and 'Acknowledgement of Country' and engage all employees in understanding the meaning and importance of the two ceremonies.

Performance Measures

Develop, implement and distribute an Aboriginal and Torres Strait Islander cultural protocol document for FOGS.

Responsibility

ARTIE Academy
Program Manager

Timeline

January 2016

Action

Continue to respect and adhere to Aboriginal and Torres Strait Islander cultural protocols such as 'Welcome to Country' and 'Acknowledgement of Country' and engage all employees in understanding the meaning and importance of the two ceremonies.

Performance Measures

Develop and maintain a list of contacts for organising a Welcome to Country from a local Traditional Owner for all regions FOGS operates within.

Responsibility

ARTIE Academy
Program Manager

Timeline

January 2016



Action

Continue to respect and adhere to Aboriginal and Torres Strait Islander cultural protocols such as 'Welcome to Country' and 'Acknowledgement of Country' and engage all employees in understanding the meaning and importance of the two ceremonies.

Performance Measures

Ensure local Traditional Owners of areas FOGS operate within are always invited to attend events hosted by FOGS.

Responsibility

ARTIE Academy
Program Manager

Timeline

January 2016

Action

Continue to respect and adhere to Aboriginal and Torres Strait Islander cultural protocols such as 'Welcome to Country' and 'Acknowledgement of Country' and engage all employees in understanding the meaning and importance of the two ceremonies.

Performance Measures

Identify at least one significant event for which a Welcome to Country from a local Traditional Owner will be provided.

Responsibility

ARTIE Academy
Program Manager

Timeline

December 2015

Action

Celebrate NAIDOC Week and provide opportunities for FOGS Aboriginal and Torres Strait Islander employees to engage with culture and community through NAIDOC Week events.

Performance Measures

Review HR policies and standards to ensure there are no barriers to employees participating in NAIDOC Week celebrations.

Responsibility

Executive Chairman

Timeline

July 2016 / 2017

Action

Celebrate NAIDOC Week and provide opportunities for FOGS Aboriginal and Torres Strait Islander employees to engage with culture and community through NAIDOC Week events.

Performance Measures

Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week Events

Responsibility

Executive Chairman

Timeline

July 2016 / 2017



Action

Continue commitment in increasing FOGS appreciation, acknowledgement and cultural integrity of Aboriginal and Torres Strait Islander peoples, Elders and communities.

Performance Measures

Consult with external Aboriginal and Torres Strait Islander peoples, Elders and stakeholders to embed cultural protocols into the development of new and existing FOGS administered programs.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Sponsorship Manager

Timeline

December 2015

Action

Continue commitment in increasing FOGS appreciation, acknowledgement and cultural integrity of Aboriginal and Torres Strait Islander peoples, Elders and communities.

Performance Measures

Create email signature blocks as an organisational template that acknowledge and respect Traditional Owners of the land.

Responsibility

IT Manager

Timeline

December 2015

Action

Continue commitment in increasing FOGS appreciation, acknowledgement and cultural integrity of Aboriginal and Torres Strait Islander peoples, Elders and communities.

Performance Measures

Purchase and display Aboriginal and Torres Strait Islander flags at FOGS Headquarters.

Responsibility

Executive Chairman

Timeline

August 2016

Action

Continue commitment in increasing FOGS appreciation, acknowledgement and cultural integrity of Aboriginal and Torres Strait Islander peoples, Elders and communities.

Performance Measures

Purchase and display appropriate Aboriginal and Torres Strait Islander artwork and imagery in FOGS office.

Responsibility

Executive Chairman

Timeline

December 2015



Opportunities



FOGS is committed to creating and increasing opportunities for Aboriginal and Torres Strait Islander peoples in the areas of Rugby League, education and employment in enhancing the ability to secure positive futures that will benefit the individual personally and the communities throughout Queensland.

FOCUS AREA: (Optional)

Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander employment opportunities within FOGS.

Performance Measures

Develop an Aboriginal and Torres Strait Islander employment and retention strategy.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

January 2016

Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander employment opportunities within FOGS.

Performance Measures

Review HR policies and procedures to ensure barriers to Aboriginal and Torres Strait Islander employees are able to be addressed.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

December 2015

Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander employment opportunities within FOGS.

Performance Measures

Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

December 2015



Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander employment opportunities within FOGS.

Performance Measures

Review, update and maintain database of Aboriginal and Torres Strait Islander talent for employment opportunities within FOGS.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

December 2015

Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander employment opportunities within FOGS.

Performance Measures

Advertise all job vacancies in Aboriginal and Torres Strait Islander media.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

December 2015

Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander supplier diversity within FOGS.

Performance Measures

Review and update procurement policies to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

December 2015

Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander supplier diversity within FOGS.

Performance Measures

Develop a plan for FOGS to publically promote business opportunities available.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

December 2015



Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander supplier diversity within FOGS.

Performance Measures

Review and reform procurement strategy, policy and processes so that supplier diversity principles can be incorporated into our procurement strategy.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

June 2016

Action

Investigate opportunities to increase Aboriginal and Torres Strait Islander supplier diversity within FOGS.

Performance Measures

Investigate commercial opportunities through engagement with Aboriginal and Torres Strait Islander economic development organisations such as Black Business Finder, South East Queensland Indigenous Chamber of Commerce and Supply Nation.

Responsibility

Executive Chairman

Human Resource
Manager

Timeline

June 2016

Action

Continue FOGS community work with regard to support and sponsor assistance with Aboriginal and Torres Strait Islander communities.

Performance Measures

Examine the effectiveness of FOGS organisational support and sponsorship to determine areas in which can be further reviewed and updated each year.

Responsibility

Sponsorship Manager

Sponsorship Coordinator

Timeline

December 2015 / 2016

Action

Continue to maintain and support FOGS involvement in the ARTIE Academy.

Performance Measures

Ensure all Key Performance Indicators per Government funding agreement are met and surpassed each year.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

December 2015



Action

Continue to maintain and support FOGS involvement in the ARTIE Academy.

Performance Measures

Develop and implement a plan to conduct an Internal review of the ARTIE Academy each year, through the utilisation of internal and external stakeholder findings / feedback.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

December 2015

Action

Engage ARTIE Academy Schools to participate in Narragunnawali, a Reconciliation Australia program, designed to promote reconciliation in schools.

Performance Measures

Promote FOGS RAP commitment to supporting the goals of Narragunnawali.

Provide information to all ARTIE Academy Schools about Narragunnawali.

Engage with external stakeholders (Principals, Deputy Principals, Heads of Department and School Community Members) to offer guidance and support whilst assisting to implement reconciliation initiatives.

Responsibility

ARTIE Academy
Manager

ARTIE Academy
Education Coordinators

Timeline

July 2016 and 2017

Action

Participate in extensive Queensland University of Technology evaluation of the ARTIE Academy Program and practises to maintain and successfully ensure effective engagement with Aboriginal and Torres Strait Islander students and to identify ways to improve learning outcomes.

Performance Measures

Develop a strategy to measure the impact of the ARTIE Academy on program participants.

Review student attendance, effort and behaviour data at the end of each school term to determine program effectiveness.

Develop and implement a plan to publicise research findings to all FOGS stakeholders in relation to the impact of the ARTIE Academy on student's educational outcomes.

Responsibility

Executive Chairman

ARTIE Academy
Program Manager

Timeline

December 2015



Tracking Progress and Reporting

Action

Internal review, reporting and progress to Senior Leadership.

Performance Measures

Develop and implement internal reporting mechanisms and system to record/ register all RAP related material and activities undertaken and achieved.

Responsibility

Executive Chairman

Human Resource Manager

Timeline

December 2016 / 2017

Action

Internal review, reporting and progress to Senior Leadership.

Performance Measures

RWG to provide bi-annual updates to FOGS senior leadership / FOGS Board on RAP progress.

Responsibility

Executive Chairman

Human Resource Manager

Timeline

July / January 2016, 2017

Action

Report accomplishments, challenges and lessons learnt to Reconciliation Australia through the RAP Impact Measure Report.

Performance Measures

Complete and submit RAP Impact Measurement Questionnaire to Reconciliation Australia annually.

Responsibility

Executive Chairman

Timeline

September 2016/2017

Action

Report accomplishments, challenges and lessons learnt to Reconciliation Australia through the RAP Impact Measure Report.

Performance Measures

Investigate opportunities to publically report on RAP achievements.

Responsibility

Executive Chairman

Timeline

December 2016



**Action**

Refresh FOGS RAP

Performance Measures

Liase with Reconciliation Australia to develop a new RAP based on learnings, achievements and challenges.

ResponsibilityFOGS RAP Working
Chair**Timeline**

December 2016

Action

Refresh FOGS RAP

Performance Measures

Submit draft RAP to Reconciliation Australia for formal endorsement.

ResponsibilityFOGS RAP Working
Chair**Timeline**

June 2017

