



Australian Government

**Australian Commission for
Law Enforcement Integrity**



Reconciliation
ACTION PLAN
INNOVATE RAP

Australian Commission for Law Enforcement Integrity (ACLEI)

Reconciliation Action Plan (RAP) for the years 2016 to 2018

Foreword

The Australian Commission for Law Enforcement Integrity (ACLEI) is committed to building mutually respectful relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians that allow us to work together and achieve objectives that advantage all Australians.

ACLEI's role is to detect, investigate and prevent serious and systemic corruption issues in the agencies that come under its jurisdiction. ACLEI strives to achieve its objectives by recognising opportunities for building working relationships that are based on mutual trust and respect. ACLEI calls this approach an 'Integrity Partnership' and it is this approach that we commit to in order to cultivate strong relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. In adopting this Reconciliation Action Plan (RAP), ACLEI recognises the positive opportunities the RAP provides by promoting diversity, creating employment and development opportunities, and putting goodwill into action.

I would like to emphasise that meeting the RAP objectives is a responsibility that is shared by all ACLEI staff members. The ACLEI RAP will be most effective in our agency when we value and encourage diversity and build a culture of mutual collaboration, learning and respect. I therefore encourage all ACLEI staff members to contribute to the achievement of the objectives outlined in the RAP.

With these considerations in mind, I am pleased to present ACLEI's Reconciliation Action Plan for the years 2016 – 2018.

Michael Griffin AM

Integrity Commissioner

Our Vision for Reconciliation

Our vision for reconciliation is to recognise and establish opportunities for building relationships with Aboriginal and Torres Strait Islander peoples based on mutual trust, respect and autonomy. The overarching goal of our RAP is to provide definitive measures that serve to increase awareness of Aboriginal and Torres Strait Islander cultures within our agency and to recognise the special place Aboriginal and Torres Strait Islander peoples occupy as the first Australians.

Our Purpose

The Integrity Commissioner, supported by ACLEI, is responsible for detecting, investigating and preventing serious and systemic corruption issues in prescribed law enforcement agencies.

The Integrity Commissioner considers the nature and scope of corruption revealed by investigations, and reports annually on any patterns and trends in corruption in Australian Government law enforcement. Accordingly, ACLEI collects intelligence about corruption in support of the Integrity Commissioner's functions.

ACLEI also aims to understand corruption and prevent it. When, as a consequence of performing his or her functions, the Integrity Commissioner identifies laws of the Commonwealth or administrative practices of government agencies that might contribute to corrupt practices or prevent their early detection, recommendations can be made for these laws or practices to be changed. The very nature of ACLEI's role emphasises its duty in promoting fair dealing in the treatment of all Australians.

At present being a very small agency with less than 40 full time employees, ACLEI does not have anyone who identifies as being from an Aboriginal and/or Torres Strait Islander background. However in future, as part of our RAP commitments, ACLEI aims to undertake targeted recruitment in order to employ Aboriginal and Torres Strait Islander peoples.

Our RAP Journey

This document outlines our agency's RAP and the steps that we will take to achieve our commitment in bridging the gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Being a small and specialised agency, ACLEI faces a unique set of challenges in progressing our RAP. In relation to recruitment and employment strategies, ACLEI has found that it is particularly difficult to participate in Australian Public Service (APS) wide programs due to our small size and specialised employment structure. In addition, ACLEI does not have public policy responsibilities and is not directly involved in delivering services to the general community. Accordingly, the only avenue for ACLEI to directly affect the socio-economic situation of Aboriginal and Torres Strait Islander

peoples is through their employment. Another important objective in implementing this RAP is to raise awareness about Aboriginal and Torres Strait Islander peoples, histories, cultures and the opportunities that cultural diversity can bring to our agency.

The ACLEI RAP sets a two year plan for reconciliation activity within our agency. The plan will be championed by the Integrity Commissioner internally within ACLEI, as well as externally within the APS. The RAP was developed by the RAP working group (RWG) consisting of the senior members of the ACLEI Executive in conjunction with Aboriginal and Torres Strait members of the Attorney Generals Indigenous Portfolio Network. The working group will conduct periodic meetings where objectives achieved are reviewed and noted and new objectives are identified. Our progress against the plan will be reported annually to Reconciliation Australia (RA) and yearly updates will be featured in our agency's Annual Report.

Relationships

Relationships are the key to ACLEI's success in its fight against corruption. Positive relationships enhance our effectiveness and are vital in ensuring that our agency's objectives continue to be met and exceeded.

Focus area

To develop, sustain and promote respectful relationships between our agency and Aboriginal and Torres Strait Islander peoples and communities in order to build cultural competence in the performance of our duties and in the delivery of our objectives.

Item	Action	Responsibility	Timeline	Measurable Target
1.	Increase internal awareness of the ACLEI commitment to reconciliation in order to further engagement and cultural awareness of ACLEI staff members and internal stakeholders.	Executive Director Secretariat	July 2017	Develop an Intranet page which contains our RAP, contacts database and links to appropriate resources. RAP included in employee induction material.
2.	Build ACLEI's relationship with Reconciliation Australia (RA) and its networks for mutual benefit.	Director Corporate Services	July 2016	Encourage staff to access RA's online information 'Share our Pride' site; and promote RA's other resources and networks. Annual survey of staff through the online RA network, to determine the use of RA's resources.
3.	The RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	RWG	November annually March and November annually	RWG oversees the development, endorsement and launch of the RAP. Meet at least twice per year to monitor and report on

				RAP implementation.
4.	Celebrate reconciliation events by providing opportunities for Aboriginal and Torres Strait Islander employees and non-Indigenous employees to build relationships.		27 May- 3 June 2016 & 2017	<p>Increase employee awareness about Sorry Day, National Reconciliation Week (NRW).</p> <p>Organise opportunities for attendance by ACLEI staff at NRW events.</p> <p>Organise at least one internal event each year.</p>

Respect

Respect underpins the very nature of ACLEI's role as a leading anti-corruption agency. ACLEI is committed to its involvement in reconciliation, through both APS wide initiatives and by raising awareness and knowledge of Aboriginal and Torres Strait Islander histories and cultures within the agency. We strive to achieve this goal not only through appropriate internal policies and procedures, but also through encouraging values and behaviours within the agency that support everyone playing their part in building better relationships within the broader Australian community.

Focus area

We will focus on ensuring that ACLEI continues to be an agency that values diversity and acknowledges the valuable experience and input of people from all backgrounds. Particular attention will be given to promoting cultural awareness among ACLEI staff.

Item	Action	Responsibility	Timeline	Measurable Target
1.	Improve understanding of Aboriginal and Torres Strait Islander cultures to increase understanding and appreciation of different cultural backgrounds.	Director Corporate Services	June 2017 June 2017	Develop and pilot a cultural awareness training strategy for ACLEI employees. In particular, provide opportunities for RWG members, RAP Champions, and other key staff members who have a leadership role within the department to participate in training. Cross cultural training to be provided to all ACLEI staff.
2.	Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies and awareness of Aboriginal and Torres Strait Islander cultures within the Agency.	HR Officer	June 2016	Develop, implement and communicate a protocol document for ACLEI. Encourage staff to attend a Welcome to Country at the Attorney Generals'

			June annually	Department. Invite a Traditional Owner to conduct a Welcome to the Country Ceremony at least one significant event each year.
3.	Encourage celebrations of Aboriginal and Torres Strait Islander cultural events such as National Aborigines and Islanders Day Observance Committee (NAIDOC) Week.	HR Officer	June annually February 2016 June annually	ACLEI employees will be made aware of events held during NAIDOC week, such as the Aboriginal Hostels Limited Luncheon and will be given opportunities to participate in these events. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week events. ACLEI will encourage involvement in other cultural events throughout the year by promoting significant events through all staff emails and other communication tools.
4.	Respect and recognise Aboriginal and/or Torres Strait Islander cultures in ACLEI offices.	HR Officer	June 2016	ACLEI will display Aboriginal and Torres Strait Islander artwork in prominent public places within ACLEI.

			February 2016	Ensure that any Aboriginal and Torres Strait Islander artwork displayed throughout our offices has a plaque of recognition.
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			February 2016	<p>advertising these positions in the National Indigenous Times and/or the Koori Mail.</p> <p>Review HR procedures and policies to ensure any possible barriers to Aboriginal and Torres Strait Islander employees, are addressed.</p>
			June 2016	<p>Engage with Aboriginal and Torres Strait Islander employees to consult on recruitment and retention strategies, including professional development.</p>
2.	Investigate opportunities to increase supplier diversity within ACLEI.	Director Corporate Services together and the Chief Finance Officer	June 2017	<p>Review procurement policies to ensure that any possible barriers to Aboriginal and/or Torres Strait Islander businesses are able to be addressed.</p>
			June 2017	<p>Become a member of Supply Nation and educate staff about using Aboriginal and/or Torres Strait Islander businesses.</p>
			June 2017	<p>Develop at least one commercial relationship with an Aboriginal and/or</p>

				Torres Strait Islander business.
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Tracking progress and reporting				
Item	Action	Responsibility	Timeline	Measurable Target
1.	Report progress to the Governance Board.	Director Corporate Services	October, annually	Report to include achievements, milestones as well as on possibilities for future improvement.
2.	Report progress in the Annual Report.	Assistant Director Strategic Engagement	October, annually	Annual Report includes examples of completed tasks and actions.
3.	Report progress to Reconciliation Australia (RA).	HR Officer	September, annually	Complete and submit the RAP Impact Measurement Questionnaire to RA annually.

Contact details

For further information please contact ACLEI Corporate services on corporate@aclei.gov.au or on 02 6141 2300