



# AFP RECONCILIATION ACTION PLAN INNOVATE 2018-2020 – Summary Achievements

## INTRODUCTION AND COMMITMENT

The Australian Federal Police (AFP) recognises that reconciliation must live in the hearts, minds and actions of all Australians as we move forward, empowering our nation through respectful relationships between the wider Australian community and Aboriginal and Torres Strait Islander people.

The practical steps outlined in an AFP Reconciliation Action Plan Innovate 2018-2020 (the RAP) builds strong relationships and opportunities, enhancing respect between Indigenous Australians and the AFP. The RAP sets out the actions that the AFP take to connect with Aboriginal and Torres Strait Islander Australians within the workplace and our community.

The RAP also outlines the responsibility of policing services provided to the Australian Capital Territory (ACT) for community engagement delivering the opportunity to learn about diverse views, insights and issues within the Aboriginal and Torres Strait Islander communities.

## OUTCOMES AND ACHIEVEMENTS

### Relationships

- RAP Advisory Board with Indigenous representation implemented and convened quarterly.
- Increased engagement through the AFP's Aboriginal and Torres Strait Islander staff network, the Malunggang Indigenous Officers Network (MION) which fosters and supports the recruitment, retention and career development of AFP Aboriginal and/or Torres Strait Islander staff.
- Celebration of National Reconciliation Week and NAIDOC Week across the organisation each year with participation in internal and external activities during these significant weeks.
- Supervisors, buddies and mentors of the AFP Directions Traineeship Program (Directions Program) participants are provided with appropriate cultural awareness training to support trainees.

- ACT Chief Police Officer's continued commitment to the Aboriginal and Torres Strait Islander Advisory Board to collaborate on ACT Policing engagement with Aboriginal and Torres Strait Islander people in the ACT.
- ACT Policing increased engagement in Aboriginal and Torres Strait Islander Community Forums.

### Respect

- Acknowledgement of Country protocols embedded into organisational practices, with provision of Acknowledgement of Country cards provided to AFP Executive and AFP Command offices around Australia.
- Acknowledgement of Country embedded in AFP email signature block.
- Enhanced three tiered program of Aboriginal and Torres Strait Islander Cultural Awareness training to AFP recruits including face-to-face delivery by MION members.
- The Ben Blakeney Memorial Awards are held each year to all AFP staff who, above all others, demonstrate commitment and drive in support of the ideals of MION. These ideals include strengthening partnerships, promoting diversity and raising awareness of Indigenous issues as well as promoting career advancement for Indigenous employees.
- ACT Policing collaborate with the Aboriginal and Torres Strait Islander Elected Body to engage community.
- Attendance by ACT Chief Police Officer to the ACT Aboriginal and Torres Strait Islander Justice Caucus Group.
- Provision in AFP Enterprise Agreement for Aboriginal and Torres Strait Islander staff members to participate in NAIDOC events and/or activities.
- AFP sponsorship of ACT local NAIDOC awards in consecutive years; 'Youth of the Year' and 'Caring for Country' awards.





## Opportunities

- Embedded targeted entry level pathway. The Directions Program is an integrated employment and development program specifically for Aboriginal and Torres Strait Islander people and offers a nationally recognised qualification of a Diploma in Project Management.
- The 2020 Directions Campaign resulted in the highest number of applications received to date by the AFP (132).
- Increased numbers of Aboriginal and/or Torres Strait Islander Trainees employed in the Directions Program for the 2018-2020 period.
- Creation of state based positions, allowing some participants to remain in their home locations/country.
- Provision of Indigenous buddies and access to professional mentors to assist the Directions Program participants with experience and career development in the AFP.
- Changed language in all employment advertising to encourage applications from Aboriginal and/or Torres Strait Islander people.
- ACT Policing active involvement in the Warrumbul and Galambany Courts, to increase Police involvement with young offenders to divert them away from the Criminal Justice system.
- ACT Policing participation in local National Reconciliation Week and NAIDOC week activities and celebrations, provides sponsorship and support to local sporting activities programs to proactively engage at risk Aboriginal and/or Torres Strait Islander youth.
- ACT Policing increased capacity in Aboriginal Liaison Officers' representation for effective community engagement.
- Increased opportunities presented for Indigenous leadership training.
- Revised procurement governance and guidelines to promote Indigenous procurement contributing towards Commonwealth targets.
- AFP attendance at Supply Nation Trade Shows to build business relationships.

## Tracking and Reporting

- Continual participation and submission of RAP Impact Measurements to Reconciliation Australia.
- Quarterly RAP Advisory Board minutes reported to AFP Diversity Council.

## CHALLENGES AND LEARNINGS

Through implementation of the RAP and collaboration between the MION and RAP Advisory Board, the AFP is continually learning and adapting to attract and retain Aboriginal and Torres Strait Islander people. The AFP is committed to providing an inclusive workplace and rewarding careers, as well as addressing issues faced by these members that may impact on their progress and success.

In publishing updates on how the AFP is moving towards its reconciliation journey, the AFP confirms its commitment to the intention, actions and outcomes within the RAP and its commitment to the Australian community, AFP partner agencies and Government.

ACT Policing commitment to and engagement in the local Aboriginal and Torres Strait Islander communities during the term of this RAP has resulted in more cohesive relationships and a stronger understanding of the issues that affect both communities.

The AFP ensures ongoing review of the RAP is prioritised and new initiatives are implemented to improve outcomes for AFP Indigenous employees and communities.

## ONGOING COMMITMENT

The new phase of the AFP's reconciliation journey has commenced with preparations well underway for the next Reconciliation Action Plan to be developed by Indigenous and non-Indigenous representatives.

The next RAP will reflect the AFP's enduring commitment to improving outcomes for our Aboriginal and Torres Strait Islander members. It will provide opportunity for all staff and the Australian community to understand that our nation is enriched by acknowledging, celebrating and preserving the unique and enduring cultures, languages and identities of Indigenous Australians.

