



Australian Government
Australian Maritime Safety Authority

Reconciliation Action Plan: Reflect

July 2022 – January 2024



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RECONCILIATION
ACTION PLAN

REFLECT

Contents

Acknowledgement of Country	3
CEO's Foreword	4
Reconciliation Australia's Foreword	5
About our artwork	6
About AMSA	7
Community partnerships	9
Internal activities and initiatives.....	9
Australian Maritime Safety Authority Reconciliation Action Plan: Reflect July 2022 – January 2024	10

Acknowledgement of Country

*Australiawal Maritime Safety Authority ngoonawalwari dhawurawari dindi wanggiralidjinyin waro
Australiawal oo dhunudumulinggu warree mada gadung oo mariny.*¹

*The Australian Maritime Safety Authority pays our respects to the Traditional Custodians of
Country throughout Australia and their connections to land, sea and community.*

In the spirit of reconciliation, the Australian Maritime Safety Authority acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community.

We acknowledge and pay our respects to the Traditional Custodians of the lands on which our organisation operates, across Australia.

Aboriginal and Torres Strait Islander peoples have occupied Australia for tens of thousands of years, and their cultures, laws, ceremonies and connection to the land are strong and enduring. We pay our respect to their Elders past and present and the continuation of cultural, spiritual and educational practices of all Aboriginal and Torres Strait Islander peoples.

¹ The head office of the Australian Maritime Safety Authority is on Ngunawal Country. We thank Thunderstone Aboriginal Cultural Services for providing a translation of our Acknowledgement of Country in Ngunawal language.

CEO's Foreword

In the spirit of reconciliation, AMSA acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today. AMSA commits itself to ongoing acts of reconciliation.

This Reconciliation Action Plan is an important step forward in the agency's diversity and inclusion work, and one which all employees will have the opportunity to be a part of.

At AMSA, we recognise that caring for Country includes the marine environment. Indeed, our vision of safe and clean seas aligns with the important roles that Aboriginal and Torres Strait Islander peoples already undertake in caring for our sea, coasts and air.

AMSA recognises the value of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a framework for better recognising and protecting the rights of Aboriginal and Torres Strait Islander Australians. Our RAP is consistent with the principles of UNDRIP; particularly the importance of consulting Aboriginal and Torres Strait Islander peoples on decisions affecting them and that respects for Aboriginal and Torres Strait Islander peoples' knowledge, cultures and traditional practices contributes to sustainable and equitable development and proper management of the environment. Our RAP provides the strategy required to fulfil our commitment to these rights.

In the past year, AMSA has been actively engaging with Traditional Owners on a range of maritime issues including working with vessel operators in the Torres Strait to improve safety, conducting research into the potential impact of ship wake in the Torres Strait, and we completed works on Good Island through a cultural heritage management agreement. To better support AMSA's engagement with Traditional Owners we also launched our Indigenous Engagement Guidelines.

The drafting of a Reconciliation Action Plan is a further step in the right direction, and one we will continue building on and improving in the future.

Mick Kinley
Chief Executive Officer
Australian Maritime Safety Authority

Reconciliation Australia's Foreword

Reconciliation Australia welcomes Australian Maritime Safety Authority to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Australian Maritime Safety Authority joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Australian Maritime Safety Authority to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Australian Maritime Safety Authority, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



About our artwork

Titled: Search & Rescue

Artist: Michael J Connolly (Munda-gutta Kulliwari)

Creation Date: 25 August 2021

The Art is a 3 in 1 piece

The top section is the sky which has a plane in Flight.

The White lines are the Communication sound waves from the plane to the land and the Sea.

The Middle section is the Land and is recognised by the red ochre of Australia.

The land connects to the Aboriginal People.

The trees and the shrubs are part of the country.

The centre of the ground section is the symbol of a meeting place to discuss Business.

The U design is people sitting down, the dot in the U is to recognise women.

The U design with Spear and Boomerang are the Men (Hunters).

The dot lines through the centre of the Meeting place are the connections to the Sky and the Sea.

The Bottom Section is the Sea recognised by the Sea Turtle and Fish.

The white lines are the communication sound waves connecting the Sky,

The Land and the Sea.

The Story is completed and comes together as one of communication to help everyone to achieve the outcomes in search and rescue.

MICHAEL CONNOLLY (25/8/2021)

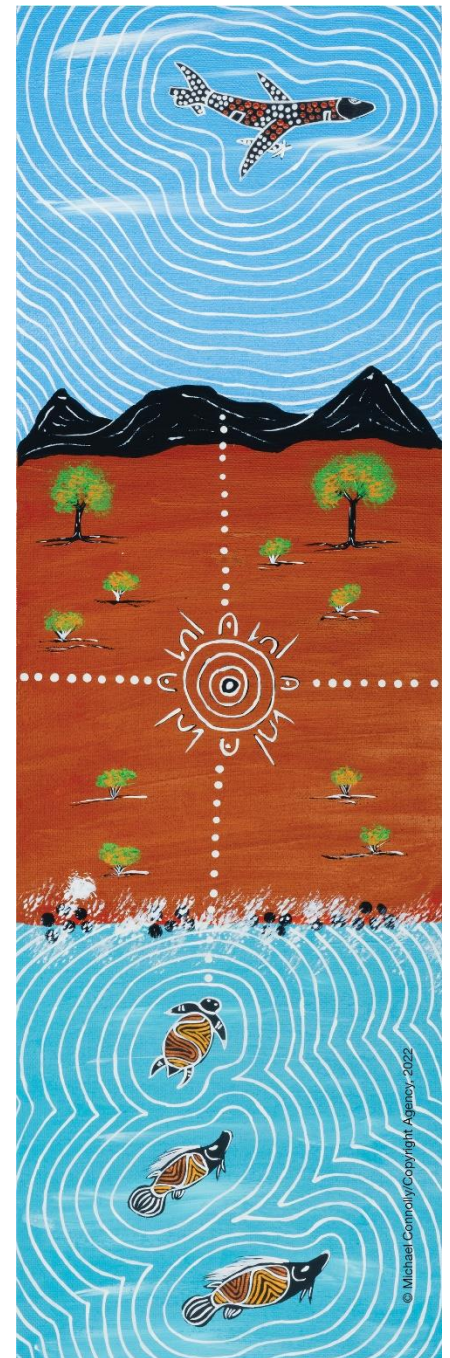
About the Artist

Michael Connolly is an Aboriginal from Charleville, south west Queensland and a descendant of the Kullilli

Tribe from the Thargomindah and Eulo region on his Father's side and from the Muruwari People from

Goodooga and Brewarrina region of north-west New South Wales on his Mother's side who can trace their

traditional trade and diplomatic links with Central Desert as well as South Australian and Northern New South Wales' Aboriginal Communities. With this rich Indigenous background and a unique way of interpreting his cultural heritage Michael is able to represent a unique perspective in the visual and performing arts that informs his significant work in cross cultural contexts.



About AMSA

Our business

The Australian Maritime Safety Authority (AMSA) is Australia's national agency responsible for maritime safety, protection of the marine environment, and maritime aviation search and rescue. Our vision is 'Safe and clean seas, saving lives', which links to sustainably caring for Country.

AMSA has approximately 440 employees. Currently two of our employees are Aboriginal and Torres Strait Islander people².

Our work has regional, national and global impacts. Our primary role is to:

- promote maritime safety and protection of the marine environment
- prevent and combat ship-sourced pollution in the marine environment
- provide infrastructure to support safe navigation in Australian waters
- provide a national search and rescue service to the maritime and aviation sectors
- provide, on request, services to the maritime industry on a commercial basis.

AMSA has employees located in 24 locations. Those are: Adelaide, Airlie Beach, Brisbane, Cairns, Canberra, Coffs Harbour, Darwin, Devonport, Fremantle, Geraldton, Gladstone, Hobart, Kalaru, Karratha, Launceston, London (UK), Mackay, Melbourne, Newcastle, Port Hedland, Port Kembla, Sydney, Thursday Island and Townsville.

²as at 31 July 2021.



AMSA Office Locations



Our RAP

A RAP will provide AMSA with an integrated strategy for mutually beneficial and respectful relationships with Aboriginal and Torres Strait Islander communities.

We regularly engage with Aboriginal and Torres Strait Islander stakeholders; including working with Torres Strait Islander vessel operators to promote a culture of safety and provide educational tools to help them assess and manage risks. Additionally, effective cultural heritage management agreements with Aboriginal and Torres Strait Islander landowners are vital for our Aid to Navigation objectives. AMSA recently implemented our Indigenous Engagement Guidelines to effectively engage, communicate, and work with Aboriginal and/or Torres Strait Islander communities. Our work also involves caring for Country, with protection of the marine environment vital to AMSA's vision and mission.

AMSA has set an employment target of 3% by 2025 for Aboriginal and Torres Strait Islander peoples. AMSA is working to establish relationships with organisations that will support us in achieving these employment targets, as well as providing the understanding of Aboriginal and Torres Strait Islander cultures to ensure mutually beneficial outcomes.

AMSA's Reconciliation Action Plan Champion is Michael Drake, an Executive Director in our organisation. Our RAP Champion is a sponsor for inclusion and diversity at AMSA, and he is committed to progressing the actions in our Reconciliation Action Plan. AMSA's RAP was developed by the RAP Working Group (RWG), steered by the Diversity Working Group (DWG) and endorsed by the Senior Executive. Implementation will be tracked by the RWG and DWG, and responsibility for individual actions and deliverables will be assigned to the relevant areas, identified below.

Our partnerships

Community partnerships

Aboriginal Cultural Heritage Management Agreement

In November 2019 AMSA signed an Aboriginal Cultural Heritage Management Agreement with the Kaurareg Native Title Aboriginal Corporation (KNTAC). This agreement covers the protection and management of all Aboriginal cultural heritage at 10 Aids to Navigation (AtoN) sites. The agreement details the processes to be followed during works on site, with works being classified as either low or high impact activities. Depending on the classification of the works, local Cultural Monitors are present on site to observe the works in the event of Aboriginal cultural heritage being discovered. The agreement also outlines requirements for engaging local Aboriginal and Torres Strait Islander workers when relevant. The Kaurareg community are from the lower Western Islands of the Torres Strait.

Internal activities and initiatives

Torres Strait Marine Safety Program

The Torres Strait Marine Safety Program (TSMSP) began in 2006 and was a joint initiative of organisations including the Torres Strait Regional Authority (TSRA), Maritime Safety Queensland (MSQ) and the Australian Maritime Safety Authority (AMSA). The Queensland Police Service (QPS) and National Maritime Safety Authority (NMSA) of PNG became program partners in later years. A number of successful projects have been implemented and the program is ongoing.

Torres Strait Indigenous Commercial Fishers Education Project

In May 2021 - AMSA commenced the Torres Strait Indigenous Commercial Fishers Education Project which aims to develop and deliver guidance and education to Aboriginal and Torres Strait Islander commercial fishers throughout the Torres Strait region on regulatory requirements that relate to their commercial vessel operations.

Working with the Poruma Island community

AMSA is conducting an investigation into the impacts of ship wake on Poruma Island in the Torres Strait in response to community concerns about the impact of shipping on erosion.

Community Liaison

AMSA's Customer Service Officer in the Thursday Island office is a proud Torres Strait Islander woman who is integral in AMSA's engagement with Aboriginal and Torres Strait Islander stakeholders and supporting internal business units as AMSA carries out its work in the region.

Aids to Navigation

As part of the AtoN capital works programme, stakeholder consultations are held with identified Aboriginal and Torres Strait Islander groups during the project planning stages.

Australian Maritime Safety Authority Reconciliation Action Plan: Reflect July 2022 – January 2024

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence, e.g. at universities and maritime colleges, the maritime industry, and government. 	January 2023	Executive Directors
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	June 2023	DWG Chair
	<ul style="list-style-type: none"> Ensure AMSA staff are familiarised with AMSA's Engaging with Indigenous, Aboriginal and Torres Strait Islander Communities document. 	July 2022	RAP Sponsor
	<ul style="list-style-type: none"> Continue AMSA's Traditional inhabitant boats (TIBs) campaign to promote a culture of safety within the TIB sector, helping operators better assess and manage risks on the water. 	January 2024	Manager Vessel Operations
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff via internal communication channels. 	May 2023	Advisor Internal Communications
	<ul style="list-style-type: none"> Communicate AMSA's support for NRW to external audiences via social media, email newsletters, and the media. 	May 2023	Deputy Chair
	<ul style="list-style-type: none"> RAP Working Group members provided the opportunity to participate in an external NRW event as AMSA representatives. 	27 May – 3 June, 2023	RAP Sponsor
	<ul style="list-style-type: none"> Hold an internal events to recognise NRW and involve staff including a guest speaker, Welcome to Country etc. 	May - June 2023	RAP Sponsor
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in external events to recognise and celebrate NRW. 	27 May – 3 June, 2023	Deputy Chair

3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. Using existing internal collaboration channels to provide cultural advice, protocols, resources and guidance. 	Maintain, report by January 2024	DWG Chair
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey, such as Indigenous staff networks in the public service. 	Maintain, report by January 2024	DWG Chair
	<ul style="list-style-type: none"> Develop communication strategies to celebrate, promote and recognise dates of significance, including but not limited to National Reconciliation Week and NAIDOC Week. 	Maintain, report by January 2024	Advisor Internal Communications
	<ul style="list-style-type: none"> Use our external channels to regularly share our journey and stories with our stakeholders. 	Maintain, report by January 2024	Senior Advisor External Relations
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	Maintain, report by January 2024	Deputy Chair
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	December 2022	HR Strategist
	<ul style="list-style-type: none"> As HR policies and procedures are developed and reviewed, ensure that they are inclusive of the needs of all employees or prospective employees. 	December 2022	HR Strategist

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	December 2022	DWG Chair
	<ul style="list-style-type: none"> Participate in the Jawun program and encourage participants to share their experience to increase organisational understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights. 	January 2024	HR Strategist
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation (in conjunction with strategic workforce planning) 	December 2022	HR Strategist
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. Liaison officers and Aids to Navigation (AtoN) team should identify different cultural groups and communities in areas where AMSA works. 	December 2022	Liaison Officers
	<ul style="list-style-type: none"> Include an Acknowledgment of Country at meetings (both external and internal) and public events, such as conferences. 	January 2024	Deputy Chair
	<ul style="list-style-type: none"> Continue Aids to Navigation (AtoN) engagement with the Kaurareg people and cultural inductions for sites included in the Kaurareg agreement. 	January 2024	Manager Asset Management & Preparedness
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Using internal collaboration channels to allow information to be easily accessed and referred to by staff. Creation of an animation. 	Maintain, report by January 2024. Animation to be developed by December 2022	Advisor Internal Communications
	<ul style="list-style-type: none"> Including an Acknowledgement of Country on communication materials (brochures, pamphlets) where appropriate. 	September 2022	Senior Advisor Digital Service Design
	<ul style="list-style-type: none"> Include an Acknowledgement of Traditional Owners on our website. 	September 2022	Senior Advisor Digital Service Design

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week via internal communication channels. 	July 2022, 2023	Advisor Internal Communications
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2022, 2023	Deputy Chair
	<ul style="list-style-type: none"> Work together with the social club to hold internal event(s) to recognise NAIDOC Week and involve staff including a morning tea, guest speaker, etc. 	July 2022, 2023	RAP Sponsor
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2022, 2023	RAP Sponsor
8. Visibly promote Aboriginal and Torres Strait Islander cultures within our organisation	<ul style="list-style-type: none"> Increase representation and recognition of Aboriginal and Torres Strait Islander cultures in our design work through: <ul style="list-style-type: none"> Imagery and inclusion of artwork (both digital and physical) generated by Aboriginal and Torres Strait Islander artists. Inclusion in AMSA's brand guidelines. 	December 2022	Senior Advisor Digital Service Design
	<ul style="list-style-type: none"> Ensure AMSA project plans and internal policy development includes a section to recognise/consider Traditional Owners and Custodians. 	August 2023	Manager Governance
	<ul style="list-style-type: none"> Collaborate with the Torres Strait Regional Authority to engage a Torres Strait Islander artist to paint an AMSA Challenger 604 rescue jet. 	August 2023	Manager Asset Management & Preparedness
	<ul style="list-style-type: none"> Communicate to external audiences the stories and histories of Aboriginal and Torres Strait Islander cultures within the maritime industry. Celebrate our shared vision of safe and clean seas. 	December 2022	Senior Advisor Digital Service Design
	<ul style="list-style-type: none"> Investigate renaming AMSA meeting rooms in local languages (e.g. in Ngunnawal in the Canberra office). This should include consulting with local communities and organisations such as the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) to find words relevant to AMSA's mission, and to ensure use of language is respectful and appropriate. The pronunciation of the words could also be included. 	August 2023	National Property Manager

Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment and identified positions within our organisation. This will consider opportunities for Aboriginal and Torres Strait Islander apprenticeships, traineeships, scholarships and mentoring. 	September 2022	HR Strategist
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	September 2022	HR Strategist
	<ul style="list-style-type: none"> Address unconscious biases in any recruitment, training or other publications through training. 	Maintain, report by January 2024	HR Strategist
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	September 2022	Senior Advisor Procurement
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	September 2022	Senior Advisor Procurement

Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	July 2022	DWG Chair
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	Maintain, report by January 2024	Deputy Chair
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	January 2024	DWG Chair
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	Maintain, report by January 2024	Deputy Chair
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	Maintain, report by January 2024	Deputy Chair
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	December 2022	DWG Chair
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we don't miss out on important RAP correspondence. 	June 2023	Deputy Chair
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August 2022, 2023	DWG Chair
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2022, 2023	RAP Sponsor
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	October 2023	RAP Sponsor

Contact details: Fei Choi, Director HR Strategy. Fei.Choi@amsa.gov.au

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