

Attachment B

**Stretch Reconciliation Action Plan
Engagement Report March 2025**

Engagement report – Stretch reconciliation action plan 2025-2028



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Overview

Project background

This consultation has informed the development of our new Stretch reconciliation action plan (RAP), which is our third plan. Our Innovate RAP was adopted in 2015. We moved to a Stretch RAP from 2020 to 2023 and sought an extension with Reconciliation Australia to extend for 12 months as we prepared the next plan.

Our Stretch reconciliation action plan 2025-2028 helps us take meaningful steps to strengthen relationships, build respect and create opportunities with Aboriginal and Torres Strait Islander communities. We work on many activities and programs with Aboriginal and Torres Strait Islander peoples and organisations. Part of this work is outlined in our previous Stretch reconciliation action plan. Doing this work we've:

- increased employment of Aboriginal and Torres Strait Islander employees
- engaged more Indigenous businesses
- provided many grants to Aboriginal and Torres Strait Islander organisations and artists
- recognised Aboriginal and Torres Strait Islander histories, cultures and achievements in Sydney
- celebrated culture through NAIDOC Week events, National Reconciliation Week and other major events.

Purpose of engagement

Consultation on key aspects of our draft Stretch RAP's directions and priorities occurred between 23 January and 24 February 2025.

This consultation informed community members that the City of Sydney was gathering feedback to help shape the actions and deliverables of our Stretch RAP.

Engagement summary

This report outlines the engagement activities that took place in January and February 2025 to gather feedback on the draft Stretch RAP 2025-2028. It also summarises the key findings from this consultation, which have been used to further develop the plan.

77 surveys were completed during the consultation period, and 4 written submissions (emails) were received between 23 January and 24 February 2025.

For face-to-face opportunities, employees attended community events, meetings and programs to encourage and support community members to provide feedback and complete the survey. Using postcards and posters with a QR code link, and digital tablets employees created opportunities for people to complete the survey at:

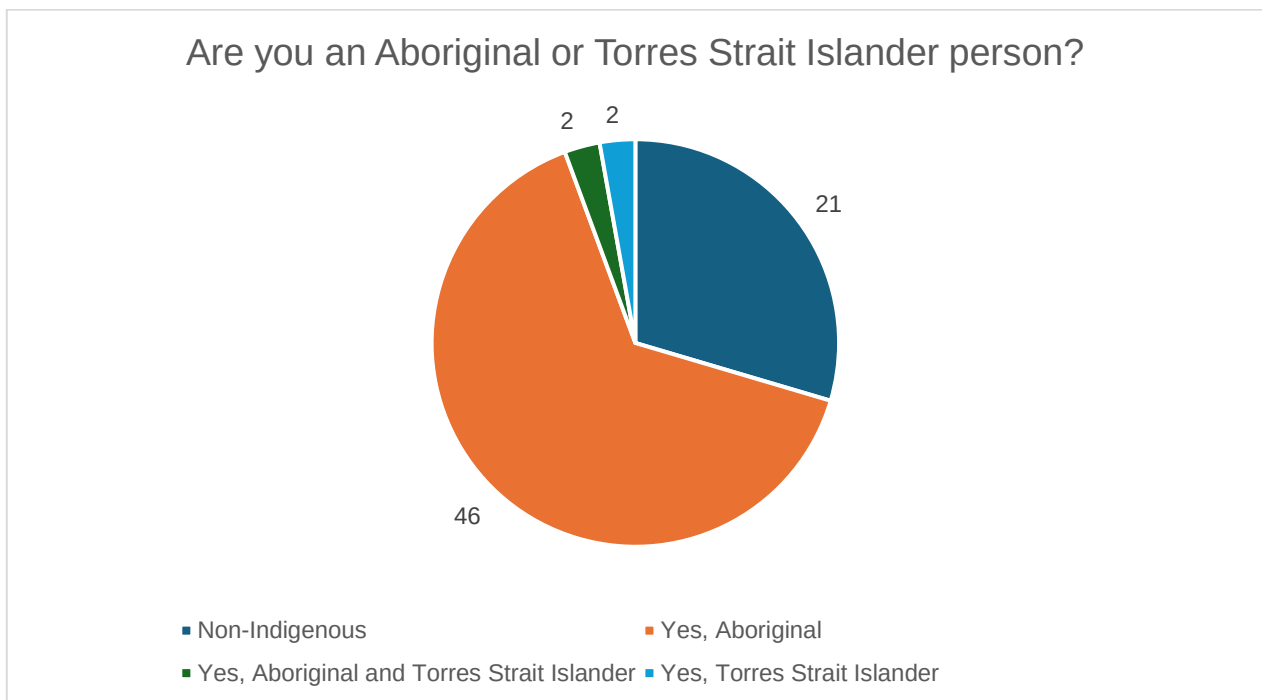
- Yabun at the City's stall on 26 January
- Redfern Community Centre on Tuesday 18 February
- Summer on the Green, Waterloo on Friday 21 February

- The Sydney Your Say page had 922 page visits, and the draft Stretch RAP document was downloaded 107 times from the website.

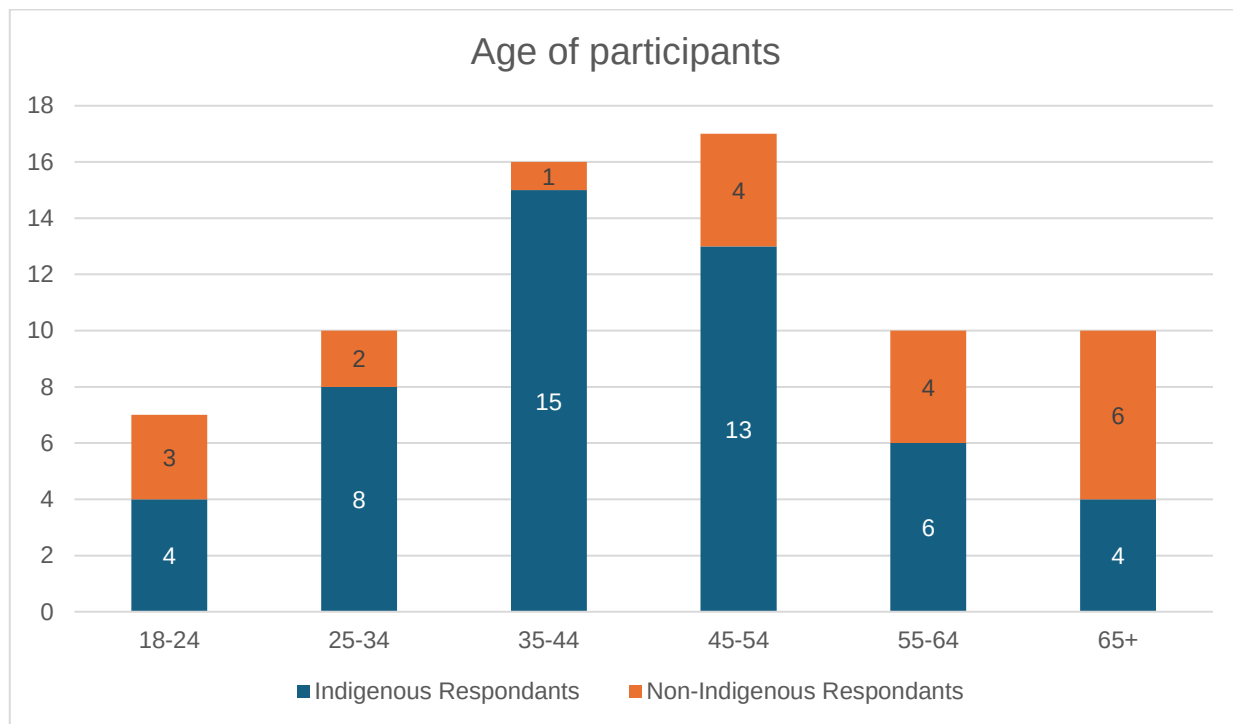
Demographic data

We asked respondents 'Are you an Aboriginal or Torres Strait Islander person?'. Options to respond were 'Aboriginal', 'Aboriginal and Torres Strait Islander', 'Torres Strait Islander' or 'No'.

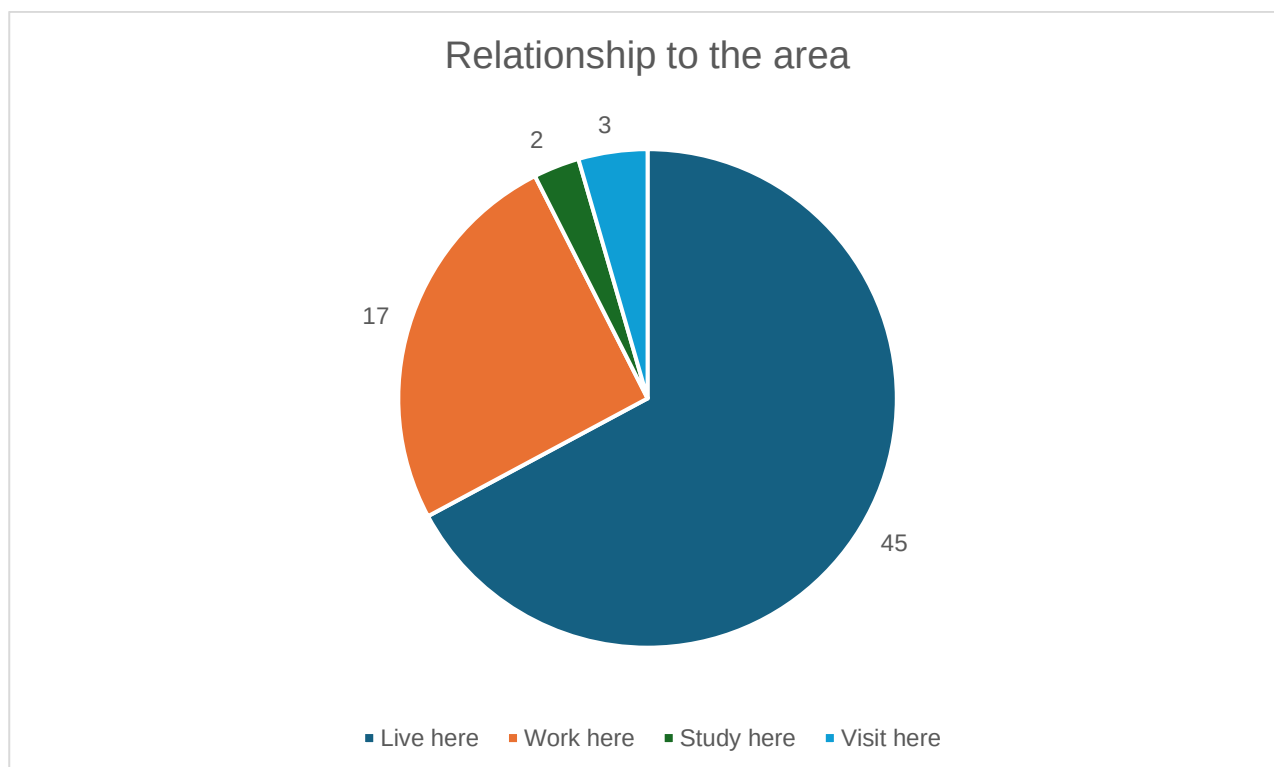
The majority of respondents were Aboriginal (46), followed by 21 participants identifying as both Aboriginal and Torres Strait Islander, and 2 as Torres Strait Islander. There were 21 non-First Nations respondents. There were 6 people who didn't answer this question. From the email submissions, 2 were from individuals that didn't disclose and 2 were from First Nations identified businesses.



Age: The data indicates that Aboriginal and Torres Strait Islander respondents were most represented in the 35-44 age group (15 participants), while non-Indigenous respondents had the highest representation in the 65+ age group (6 participants).



Relationship to area: The highest concentration of participants were respondents who live within our local area, followed by people who work here. Additionally, there were a small number of participants who visit the area and who study in the area.



Executive Summary

Engagement findings

This was the first time we have consulted the broader community on our reconciliation action plan. We used our channels and engagement support to seek input from a range of stakeholders. The majority of responses came from Aboriginal and Torres Strait Islander people (52). The majority of overall respondents live in our local area and include a wide range of ages from 18 to 65+.

We identified a number of focus areas in the Stretch RAP. In this consultation we wanted to understand the relative importance of these focus areas, why they're important and what else is important to the community.

Strong overall support

Overall, there is great support for the City of Sydney doing this work to progress our reconciliation commitments. Based on the survey's result, 87% of respondents agreed on the importance of all focus areas.

The focus areas we featured in the survey were:

- strengthening engagement including community relations, partnership and consultation with Aboriginal and Torres Strait Islander communities
- anti-discrimination actions and raising awareness of the impacts of racism
- cultural awareness including training and action to increase knowledge and understanding of Aboriginal and Torres Strait Islander people, cultures and histories
- respect and recognition of Aboriginal and Torres Strait Islander cultural and community protocols
- supporting and participating in NAIDOC Week activities
- recruiting, retaining and supporting Aboriginal and Torres Strait Islander employees
- increase engagement with Indigenous businesses and entrepreneurship through business programs and procurement activities

The three areas most important to respondents were:

1. anti-discrimination and awareness of the impacts of racism (89%)
2. respect and recognition of Aboriginal and Torres Strait Islander protocols (85%)
3. strengthening community relations, partnership and consultation with Aboriginal and Torres Strait Islander communities (83%).

Priorities of First Nations and non-First Nations respondents

98% of Aboriginal and Torres Strait Islander respondents thought all of the Stretch RAP focus areas were either very or somewhat important.

The most important priorities for Aboriginal and Torres Strait Islander respondents were 'Recruiting, retaining and supporting Aboriginal and Torres Strait Islander employees'

(98%) and 'Respect and recognition of Aboriginal and Torres Strait Islander cultural and community protocols' (98%).

Non-First Nations respondents felt that 'Anti-discrimination and awareness of the impacts of racism' (71%) and 'Respect and recognition of Aboriginal and Torres Strait Islander cultural and community protocols' (57%) were the most important areas to focus on.

Why these focus areas are important

When asked why respondents felt that way about the importance of each focus area, key themes emerged in their comments. The most common reason was about strengthening the relationship between the City of Sydney and the wider community with Aboriginal and Torres Strait Islander people.

Many respondents emphasised the role of the City of Sydney in leading reconciliation efforts and supporting Aboriginal and Torres Strait Islander community-led initiatives. Strengthening engagement with Aboriginal and Torres Strait Islander communities, increasing awareness of racism, and embedding cultural protocols were identified as essential steps toward building a more respectful and equitable society.

What else is important to focus on

Respondents highlighted the need for deeper and more effective community consultation with Aboriginal and Torres Strait Islander people. There was strong interest in accountability and transparency along with the desire to be self-determining and involved in decision-making.

Other feedback included enhancing Indigenous economic opportunities, increasing cultural awareness and cultural safety, greater youth engagement and developing co-designed initiatives that prioritise genuine partnership.

The feedback underscores a community sentiment to move beyond symbolic gestures towards substantive, collaborative approaches that respect Aboriginal and Torres Strait Islander peoples' sovereignty and create tangible pathways for economic and social advancement.

Detailed feedback

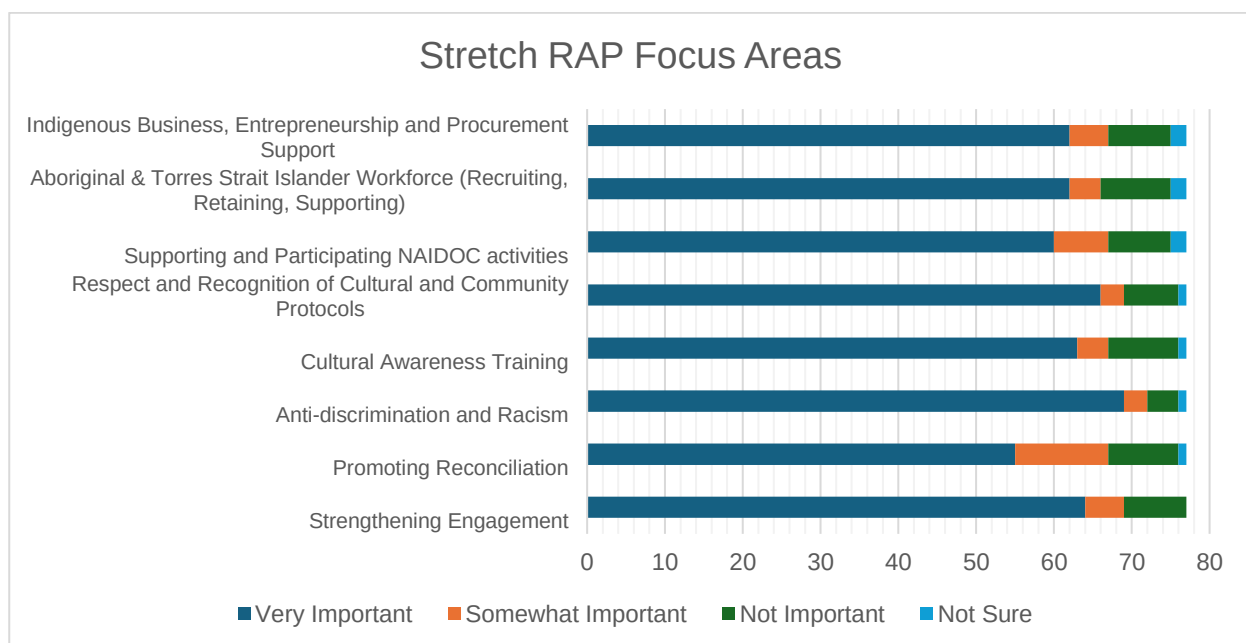
Survey findings

The consultation asked for people's perceived importance of key focus areas of the Stretch RAP. We asked for feedback on how important the areas are, why they think that and what else we should focus on.

Question 1: 'These are the action plan's focus areas – how important are they to you?'

We asked respondents to select from options of 'Very important', 'Somewhat important', 'Not important' and 'Not sure' for each of the listed focus areas. These focus areas were selected as a high-level summary of the overarching actions in our plan.

All priority areas received strong support, as the data demonstrates in the graphs shown below.

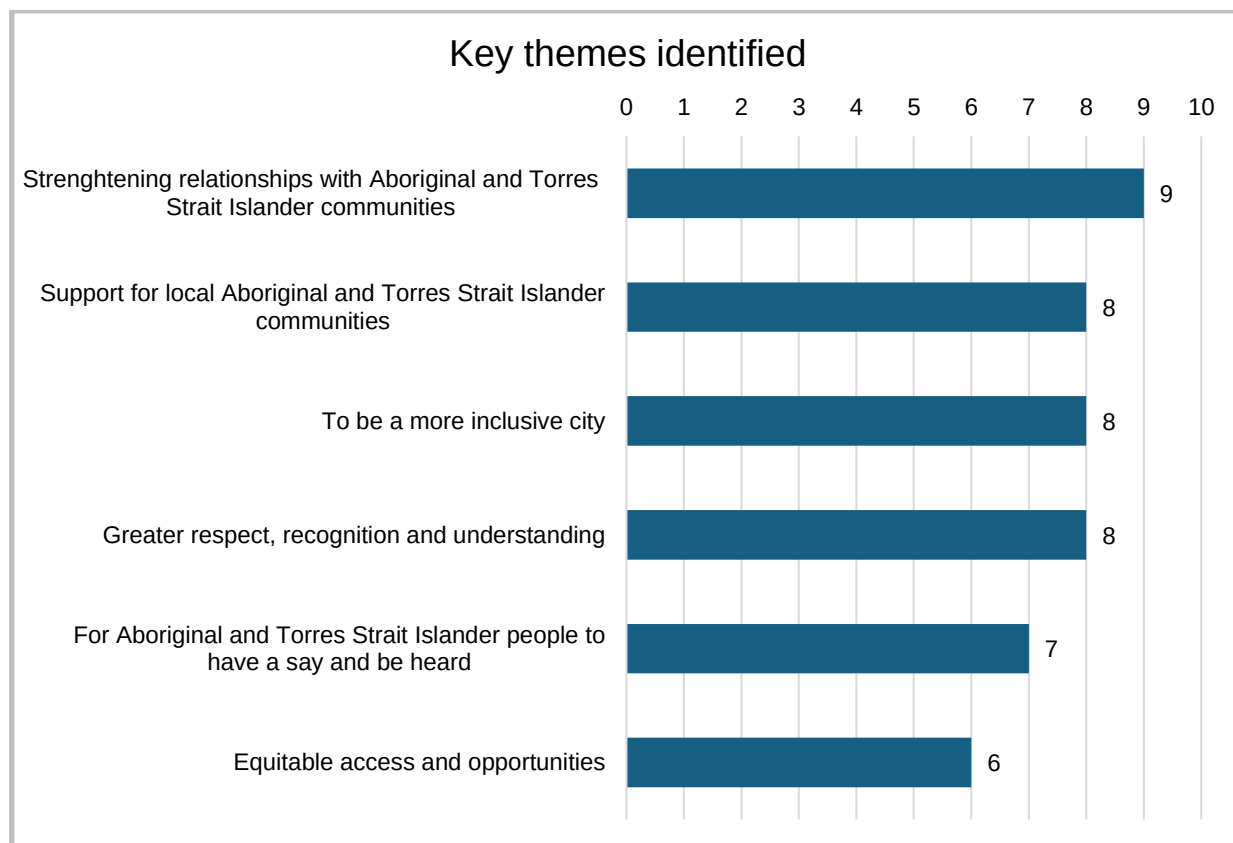


The overwhelming majority of Aboriginal and Torres Strait Islander respondents thought all areas are very or somewhat important (98%).

3 respondents responded to every area as 'not important', and another 3 felt all were not important except 'anti-discrimination' which they felt was 'somewhat important'.

Q2: Tell us why you think these focus areas are important?

The community was asked why they felt these priority areas were important, with responses highlighting key themes such as relationships, inclusivity, community support, opportunities, respect and equity.



Strengthening relationships with Aboriginal and Torres Strait Islander communities

The most commonly cited response for why the focus areas are important were about relationships. Respondents emphasised the importance of fostering a society where Aboriginal and Torres Strait Islander peoples are valued, seen and respected. This refers to how the City of Sydney should focus on stronger and more meaningful relationships with Aboriginal and Torres Strait Islander communities. It also refers to how we can lead and support relationships between Aboriginal and Torres Strait Islander people and the wider community to improve social cohesion and wellbeing.

Support for local Aboriginal and Torres Strait Islander communities

Another common response included the need to ensure visible and tangible outcomes for local Aboriginal and Torres Strait Islander communities. This was about how the focus areas should support the needs and wants of the local community, and how this is an important responsibility of the City of Sydney. People said this support is vital to strengthen communities and the betterment of the people.

Inclusion promotes listening, social cohesion and heals communities

There was a recognition that inclusion and inclusivity will not only improve Aboriginal and Torres Strait Islander communities' outcomes but more broadly lead to a more respectful, balanced and proactive society. Some comments highlighted how it supports healing and is a way of addressing social injustice and inequities. This also is about how we include

guidance and input from Aboriginal and Torres Strait Islander people in the community and the organisation.

Greater respect, recognition and understanding

A recurring theme is the need for ongoing recognition of Aboriginal history and culture within the city. Respondents point out that it is not just about symbolic acknowledgment but about deep respect and recognition. Outdated colonial monuments should be reconsidered as part of making the city a culturally safe place. Furthermore, there is a need to increase the wider community's awareness and understanding of our shared history, and Aboriginal and Torres Strait Islander peoples' cultures and lived experiences.

For Aboriginal and Torres Strait Islander people to have a say and be heard

Another theme was for Aboriginal and Torres Strait Islander people to have a say in decisions that impact them. Some First Nations respondents expressed that their voices have been marginalised for too long, and there was a strong sentiment for Aboriginal and Torres Strait Islander people to be actively involved in shaping policies and initiatives that affect their communities.

Equitable access and opportunities

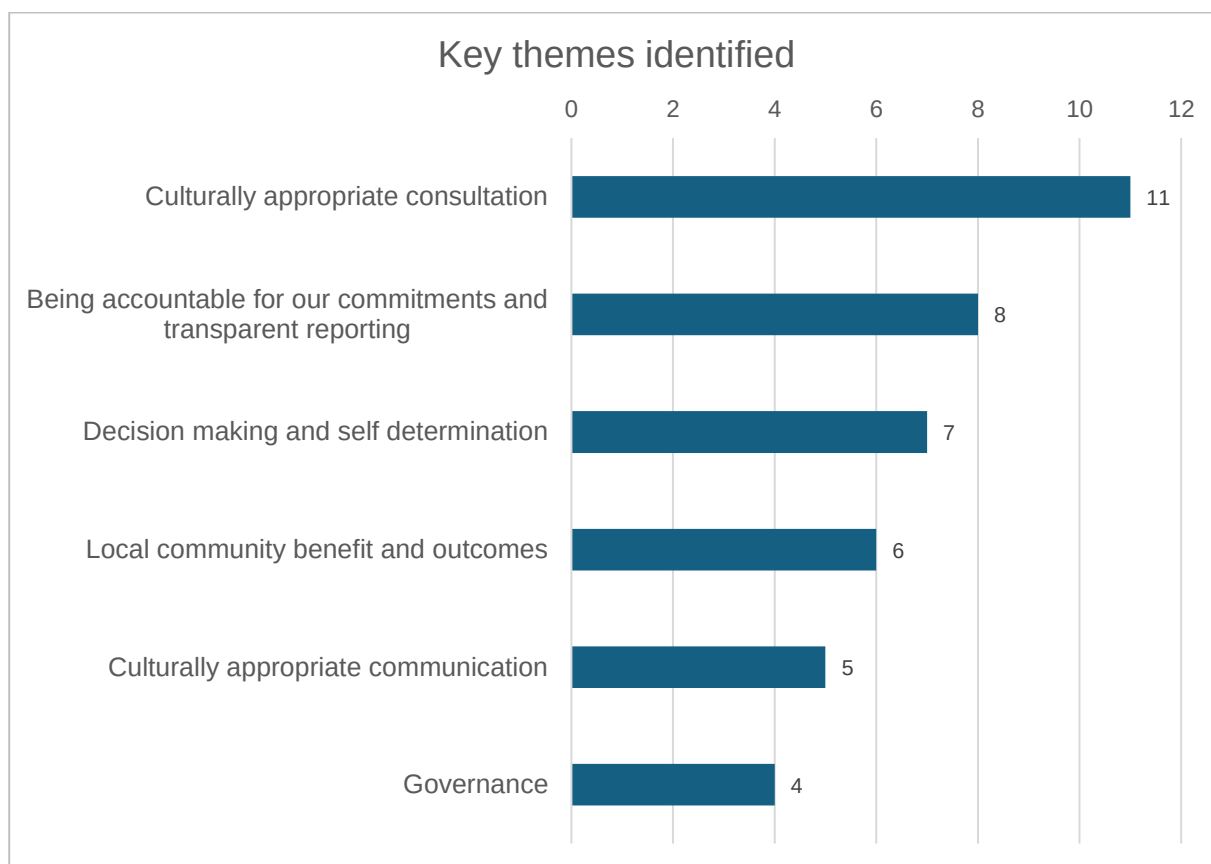
The survey results emphasised the need for equity, particularly in terms of ensuring fairness and equality experienced by Aboriginal and Torres Strait Islander people. Many respondents highlighted the importance of extending the same rights, opportunities, and respect to Aboriginal and Torres Strait Islander people as those given to other community members. This included examples of creating opportunities to increase employment, economic development, education and access to housing.

Other concerns raised

There were 8 largely unsupportive survey respondents and 1 unsupportive email submission. Some respondents expressed dissatisfaction with how the reconciliation process was being handled, citing the 2023 referendum results. The council use of resources was also questioned, with respondents suggesting that efforts may not be directed effectively towards fostering unity in their view.

Q3: How else can the City strengthen reconciliation and improve community outcomes with our Stretch reconciliation action plan?

Community feedback on strengthening reconciliation and improving outcomes through the Stretch RAP identified priority areas including culturally appropriate consultation, decision-making, accountability, culturally appropriate communication and governance.



Culturally appropriate consultation

The most common theme called for culturally appropriate consultation with Aboriginal and Torres Strait Islander communities. These included comments about wanting more opportunities to provide input as well as ideas for consultation activities. We heard that community want ‘on the ground’ activities, workshops, coming together in community gatherings that are face-to-face. The community emphasised the importance of listening.

Being accountable for our commitments and transparent reporting

Accountability was highlighted, with respondents urging the city to ensure open and honest dialogue and following through on our commitments. This also includes increased visibility of how their feedback and advice is being listened to and acted on.

Decision making and self determination

Decision-making and self-determination mean that Aboriginal and Torres Strait Islander communities must have real authority over their land, governance and economic futures - beyond consultation and into shared leadership. This includes embedding First Nations leadership in decision-making structures, removing planning barriers that limit Aboriginal land use, strengthening economic opportunities for generational wealth and holding institutions accountable to ensure promises translate into action.

Local community benefit and outcomes

Participants stressed that reconciliation should go beyond symbolic gestures and focus on local, tangible actions and outcomes that enrich the lives of Aboriginal and Torres Strait Islander people. The work should be tangible, realistic and meet the needs of local community members.

Culturally appropriate communication

We heard that how we communicate and engage with Aboriginal and Torres Strait Islander communities could be improved. This would be through more effective face-to-face and

word-of-mouth techniques. There was mention of using hard copy materials and not excluding people that don't have access to internet, smart phones and computers. The types of communications are important in promoting opportunities, accessing our programs and activities, and clearly reporting back on how we're tracking in our RAP commitments.

Good governance and transparency

Many responses suggest that the governance framework should be transparent, inclusive and responsive. This includes how we plan for the work, operationally and how it is implemented across the organisation. It is also about reporting back to the community and being transparent in how we track and monitor the delivery of the plan.

Other concerns raised

Of the unsupportive respondents, their comments varied. Some suggested this perpetuates a victim myth. Another suggested this is promoting one race over another. There was 1 comment relating to the outcome of the 2023 referendum and the implied opposition to reconciliation. Another suggested that the same focus is put on 'Australia Day and Australian celebrations'.

Written submissions

Overview

We received 4 written submissions (emails) during the consultation:

- 2 from First Nations business operators
- 2 from individuals

Key themes

The key concerns of community members who contributed written submissions were:

- 1 individual highlighted their concerns with equality and not promoting one group of people over another. They referred to what they feel is an over emphasis on Aboriginal culture.
- 1 individual was supportive of areas such as respect and opportunities but made a point of education being 'the root of everything'. They also felt there was no detail about 'how people would be employed' in the RAP.
- The 2 business submissions were supportive and shared their service offerings as potential ways to work together in relation to the plan. This relates to the RAP initiatives to increase the diversity and spend with First Nations businesses.

Appendices

Appendix A: Communications overview

The following is a snapshot of outcomes from marketing and communications activities undertaken to support the consultation. Activities reached a range of audience segments through City of Sydney channels.

Activity	Outcome
Sydney Your Say webpage	• 922 views • 107 downloads
Social media posts: LinkedIn	• 25,504 reach • 191 click throughs
Notification email to key stakeholders	• To 121 unique recipients on 23 January 2025
Follow up reminders by First Nations Leadership team throughout February	
eNewsletters	
Sydney Your Say February edition	• 5112 subscribers sent on 7 February 2025 – 360 click throughs
CoS News edms	• 27 January: 8,608 recipients opened; 41 click throughs • 11 February: 8,552 recipients opened; 27 click throughs • 18 February: 5,825 recipients opened; 46 click throughs
First Nations Opportunities newsletter	• 55 recipients opened • 2 click throughs
Community centre newsletters between 4-10 February	• 2,102 recipients opened • 23 click throughs
Community radio:	
Koori radio Ads 7-20 February 2025	

Black Chat interview 4 February 2025

- 5 click throughs on city.sydney/reconciliation (URL used only in radio ad)

Face-to-face engagement

Yabun, 26 January 2025, Victoria Park

- Distributed 100 postcards with link to Sydney Your Say

First Nations response pop-up at Redfern Community Centre

- engaged people attending programs and activities, using tablet device to complete surveys

Summer on the Green, 21 February 2025, Waterloo Green

- engaged people attending this community event to complete surveys
-



Yabun, 26 January 2025, Victoria Park.

Appendix B: Communications activities

Sydney Your Say web page:

Policy & planning changes

Your say on our Stretch reconciliation action plan 2025–2028

Under review

Contributions to this consultation are closed for evaluation and review. The project team will report back on key outcomes.

PUBLIC CONSULTATION PERIOD
23 January 2025 to 24 February 2025

What we're doing

Our Stretch reconciliation action plan helps us take meaningful steps to strengthen relationships, build respect and create opportunities with Aboriginal and Torres Strait Islander communities.

We work on many activities and programs with Aboriginal and Torres Strait Islander people and organisations. Part of this work is outlined in our Stretch reconciliation action plan. Doing this work we've:

- increased employment of Aboriginal and Torres Strait Islander staff
- engaged more Indigenous businesses
- provided many grants to Aboriginal and Torres Strait Islander organisations and artists
- recognised Aboriginal and Torres Strait Islander histories, cultures and achievements in Sydney
- celebrated culture through NAIDOC Week events, National Reconciliation Week and other major events.

We're developing our new Stretch reconciliation action plan, which is our third plan.

Preston Peachey
PROGRAM MANAGER - FIRST NATIONS STRATEGY
02 9265 9333
sydneyyoursay@cityofsydney.nsw.gov.au
COPY EMAIL ADDRESS

Why we're doing this

Our vision for reconciliation is a Sydney that values the living cultures of Aboriginal and Torres Strait Islander peoples, embraces the truthful reflection of the history and experiences of First Nations people, and is dedicated to equity, opportunity and respect for Aboriginal and Torres Strait Islander communities.

In taking action we strive to reflect the needs and aspirations of Sydney's First Nations communities and recognise their impact and contribution. We will listen to and elevate the voices of Aboriginal and Torres Strait Islander peoples.

We want to focus on the community's needs and aspirations and how best to strengthen relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples.

Your feedback will help us shape the actions and deliverables of our Stretch reconciliation action plan.

Stretch reconciliation action plan 2025–2028

We've prepared a draft of our new Stretch reconciliation action plan, which is based around [Reconciliation Australia's](#) core pillars of relationships, respect and opportunities.

Relationships	✓
Respect	✓
Opportunities	✓

Read our draft plan

Stretch reconciliation action plan 2025-2028 (draft)
PDF - 479.9 KB - Last modified 23 January 2025

Microsoft Word version
DOCX - 109.61 KB - Last modified 23 January 2025

How you can give feedback

Consultation closes at 5pm on Monday 24 February 2025.

1 Complete our survey

You'll need to log in with a City of Sydney account to complete the survey. If you don't have an account, it's easy to create one.

2 Email or post your feedback

You can give your feedback by email to sydneyyoursay@cityofsydney.nsw.gov.au or post to:

Preston Peachey, Program Manager – First Nations strategy
City of Sydney
GPO Box 1591
Sydney NSW 2001

3 Talk to us

You can speak to us in person and give your feedback at City of Sydney pop-up consultation stands (weather permitting) at:

- 26 January – Yabun, Victoria Park (10am–3pm)
- 21 February – Summer on the Green, Waterloo Green (2pm–5pm)

Other ways you can give feedback

Talk to us in person	✓
If you are Deaf or have complex communication needs	✓
If you need an Interpreter	✓

Inclusion in Sydney Your Say eNewsletter on 7th of February:

Sydney Your Say

CITY OF SYDNEY 



Photo: Joseph Mayers/City of Sydney

Your say on our Stretch reconciliation action plan

Our vision for reconciliation is a Sydney that values the living cultures of Aboriginal and Torres Strait Islander peoples. It embraces the truthful reflection of the history and experiences of First Nations peoples and is dedicated to equity, opportunity and respect for Aboriginal and Torres Strait Islander communities.

Our Stretch reconciliation action plan helps us take meaningful steps to strengthen relationships, build respect and create opportunities with Aboriginal and Torres Strait Islander peoples.

Your feedback will help us shape the goals and actions of the plan. Share your thoughts by Monday 24 February.

[Read more](#)

Inclusion in First Nations opportunities newsletter – 30 January



Your say on our Stretch reconciliation action plan

Help us create opportunities, build respect and nurture relationships with Aboriginal and Torres Strait Islander communities.

We're working on our Stretch reconciliation action plan 2025-2028. Your feedback will help us develop the draft.

Inclusion in CoS news newsletter



Have your say on our draft Stretch reconciliation action plan 2025-2028

Complete our short survey. Your feedback will help us create opportunities and strengthen relationships with Aboriginal and Torres Strait Islander communities.

Posters in City of Sydney Libraries and Community Centres:

CITY OF SYDNEY 

Have your say on our Stretch Reconciliation Action Plan 2025-28

Help us create opportunities, build respect and nurture relationships with Aboriginal and Torres Strait Islander communities.

We're working on our Stretch Reconciliation Action Plan 2025-2028.

Your feedback will help us develop the draft plan.

Scan the QR code or visit city.sydney/stretch-rap to complete our short survey.

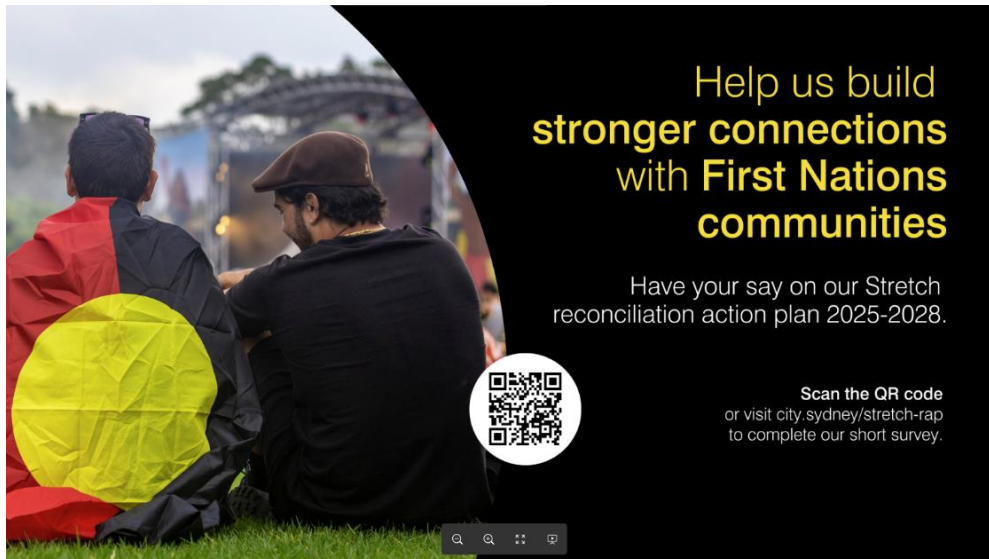




Postcards: distributed at community centres, community events and distributed throughout community organisations. 200 copies printed, 43 click throughs on city.sydney/stretch-rap (short URL used on poster, postcard and digital screen at 119 Redfern Street)



Digital screen content displayed at 119 Redfern Street:



Social media: The consultation was advertised on LinkedIn.

City of Sydney
58,378 followers
Promoted

Your feedback will help us create opportunities and strengthen relationships with Aboriginal and Torres Strait Islander communities. Complete our short survey by 24 February.



What's your vision for reconciliation in Sydney?

Have your say on our Stretch reconciliation action plan
cityofsydney.nsw.gov.au [Learn more](#)

Like Comment Repost

City of Sydney
58,378 followers
Promoted

What's your vision for reconciliation in Sydney? The City of Sydney Stretch reconciliation action plan 2025-2028 is open for your feedback until 24 February.



Have your say on our reconciliation action plan

Complete our short survey
cityofsydney.nsw.gov.au [Learn more](#)

Appendix C: Consultation materials

Consultation on Survey Monkey website.

The Stretch Reconciliation Action Plan 2025-2028 consultation

Our Stretch reconciliation action plan 2025-2028 helps us take meaningful steps to strengthen relationships, build respect and create opportunities with Aboriginal and Torres Strait Islander communities.

* 1. These are the action plan's focus areas - how important are they to you?

	Not important	Somewhat important	Very important	Not sure
Strengthening engagement including community relations, partnership and consultation with Aboriginal and Torres Strait Islander communities.	☐	☐	☐	☐
Promoting reconciliation and National Reconciliation Week.	☐	☐	☐	☐
Anti-discrimination actions and raising awareness of the impacts of racism.	☐	☐	☐	☐
Cultural awareness including training and action to increase knowledge and understanding of Aboriginal and Torres Strait Islander people, cultures and histories.	☐	☐	☐	☐
Respect and recognition of Aboriginal and Torres Strait Islander cultural and community protocols.	☐	☐	☐	☐
Supporting and participating in NAIDOC Week activities.	☐	☐	☐	☐
Recruiting, retaining and supporting Aboriginal and Torres Strait Islander employees.	☐	☐	☐	☐
Increase engagement with Indigenous businesses and entrepreneurship through business programs and procurement activities	☐	☐	☐	☐

2. Tell us why you think these focus areas are important.

3. How else can the City of Sydney strengthen reconciliation and improve community outcomes with our Stretch Reconciliation Action Plan?

About you.

About you: Information about who is answering this survey is important so we can be sure we capture a range of views from different people.

Your responses will remain anonymous, they will be added to those of other respondents to form aggregated tables. This information is not used in any other way.

4. Thinking about the City of Sydney local area, which of the following applies to you? (If more than one applies to you please list them in the "Other" text box)

- ☐ I live here
- ☐ I work here
- ☐ I visit here
- ☐ I study here
- ☐ I own property
- ☐ I own a business
- ☐ Other (please specify)

* 5. What suburb do you live in?

* 6. Are you an Aboriginal or Torres Strait Islander person?

- ☐ Yes, Aboriginal
- ☐ Yes, Torres Strait Islander
- ☐ Yes, Aboriginal and Torres Strait Islander
- ☐ No

7. Which age group are you in?

- ☐ Under 18
- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+

8. Name

* 9. Email address

Privacy and personal information protection notice

Purpose of collection: For the City of Sydney to inform the community about our Stretch Reconciliation Action Plan and gather feedback.

Intended recipients: City of Sydney employees and approved contractors.

Supply: The supply of this information is voluntary.

Access/Correction: Contact the City of Sydney on 02 9265 9333 or at council@cityofsydney.nsw.gov.au to access or correct your personal information.

Storage: City of Sydney, located at 456 Kent Street Sydney NSW 2000, is collecting this information and will store it securely.

Other uses: The City of Sydney will use your personal information for the purpose for which it was collected and may use it as is necessary for the exercise of other functions.

Further details on how the City of Sydney manages personal information, please refer to our [privacy management plan](#).

Appendices D: Survey results

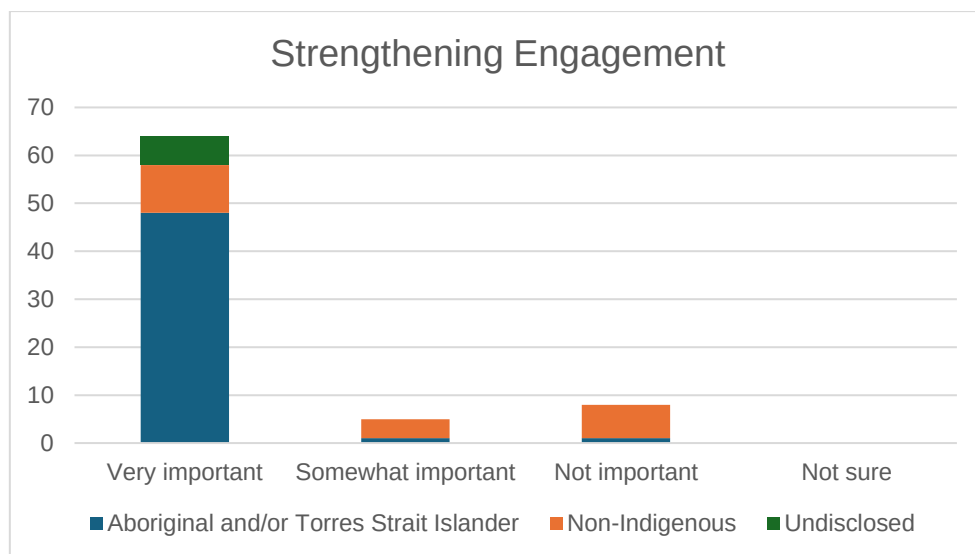
Overview: A more detailed breakdown of differing responses of First Nations and non-First Nations respondents.

The survey evaluates the importance of eight key priorities aligned with our Stretch RAP. The results show a strong consensus, particularly among Aboriginal and Torres Strait Islander participants, who uniformly rated all priorities as "Very important." Non-Indigenous participants exhibited a more varied response, with some areas receiving mixed levels of importance.

Overall, there is broad support for strengthening community relations, promoting reconciliation, and advancing cultural awareness, but the survey also highlights areas where further engagement and education may be needed to align perspectives.

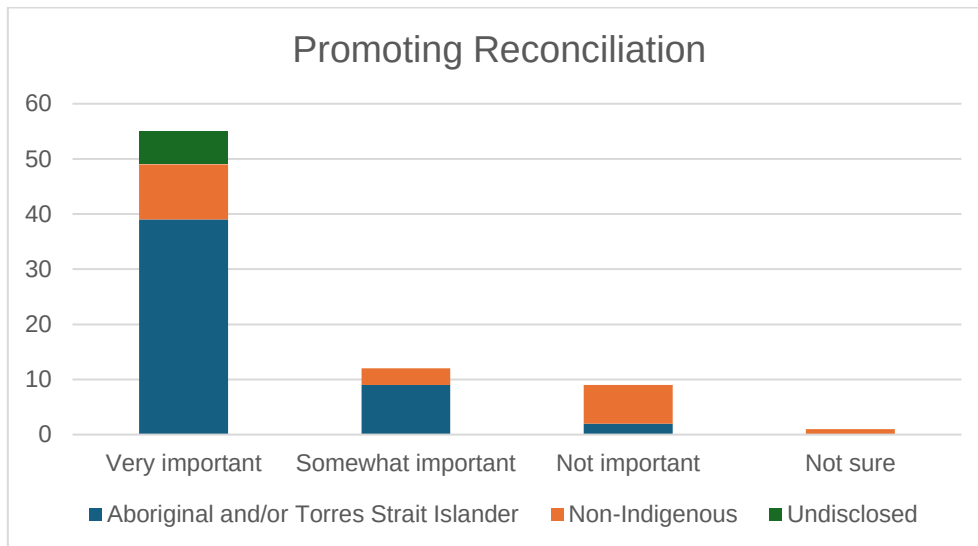
Priority Areas

1. Strengthening engagement including community relations, partnership and consultation with Aboriginal and Torres Strait Islander communities.



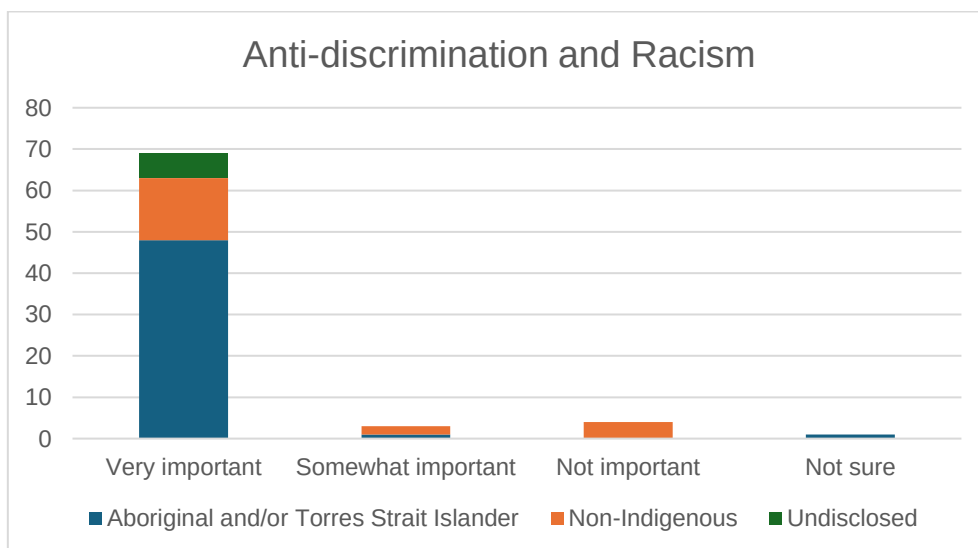
- Aboriginal and Torres Strait Islander participants viewed this priority as "Very important," indicating a strong need for meaningful community engagement.
- Non-Indigenous responses were more varied, with some marking this area as "Not important" or "Somewhat important."
- Undisclosed participants also rated this as "Very important," reflecting a broad recognition of its significance for building partnerships and trust

2. Promoting reconciliation and National Reconciliation Week.



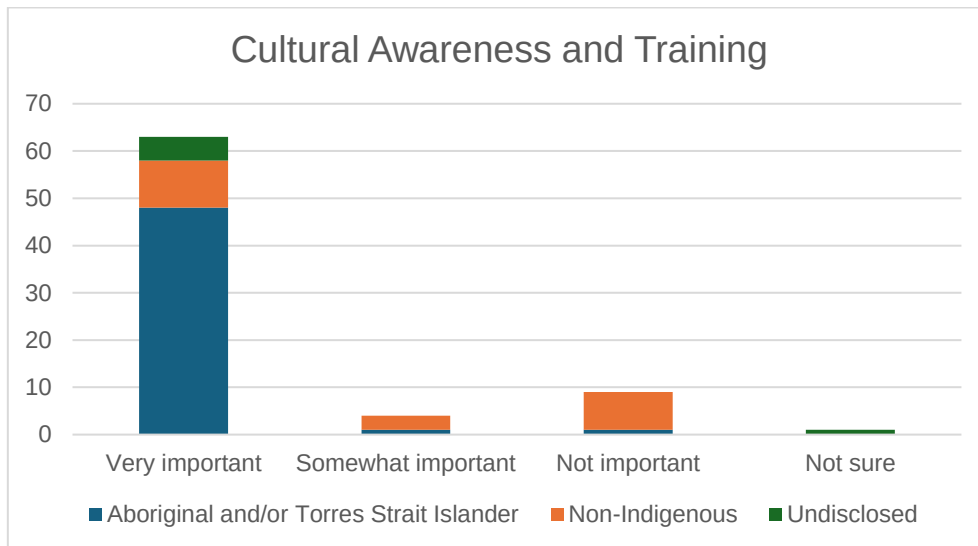
- Aboriginal and Torres Strait Islander respondents emphasised the importance of reconciliation, with all marking this priority as "Very important."
- Non-Indigenous responses ranged, with some seeing it as "Very important," while others rated it lower.
- Similarly, Undisclosed participants marked this as "Very important," showing general support for national reconciliation efforts.

3. Anti-discrimination actions and raising awareness of the impacts of racism.



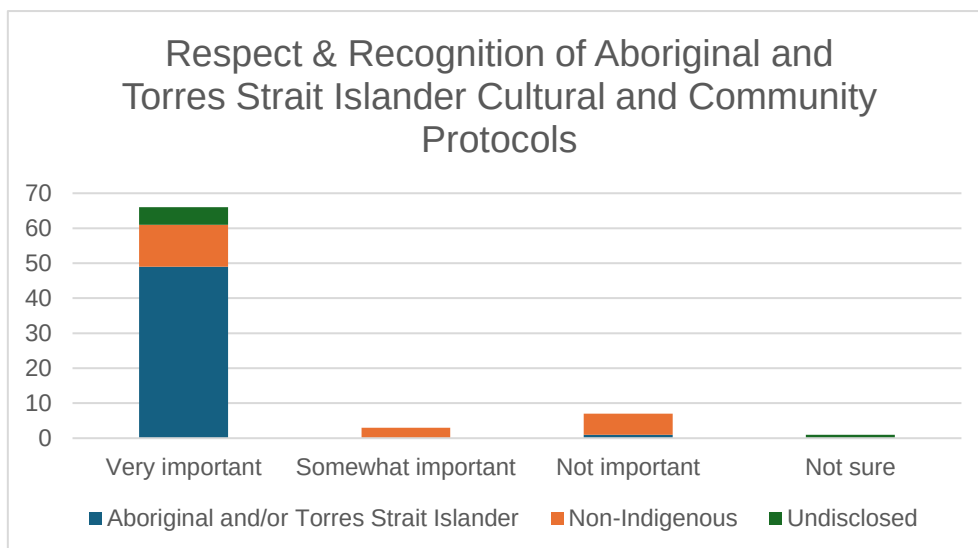
- All Aboriginal and Torres Strait Islander participants rated this as "Very important," underlining the critical need to address racism.
- Non-Indigenous responses varied, with some rating this as "Very important" and others indicating less importance.
- The Undisclosed group similarly placed this priority as "Very important," highlighting widespread support for anti-discrimination efforts.

4. Cultural awareness including training and action to increase knowledge and understanding of Aboriginal and Torres Strait Islander people, cultures and histories.



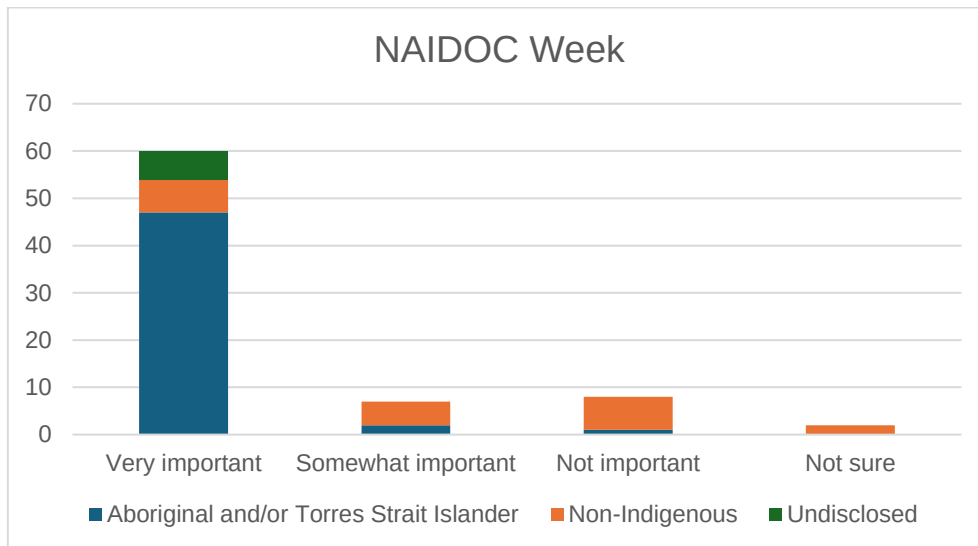
- Aboriginal and Torres Strait Islander participants consistently rated cultural awareness as "Very important," reflecting its importance in fostering understanding and respect.
- Non-Indigenous responses ranged from "Not important" to "Very important," with some indicating uncertainty or a lower level of engagement.
- Undisclosed participants predominantly marked this as "Very important."

5. **Respect and recognition of Aboriginal and Torres Strait Islander cultural and community protocols.**



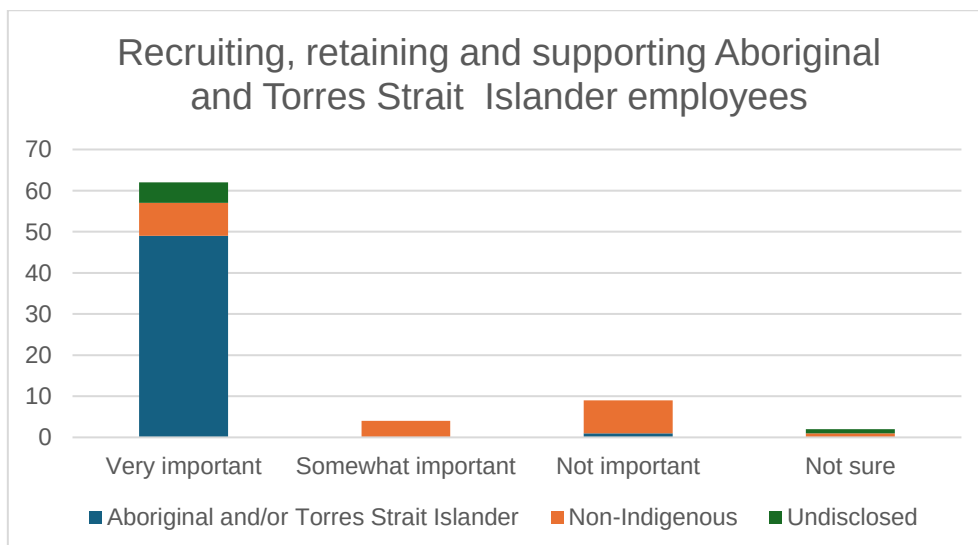
- Aboriginal and Torres Strait Islander respondents uniformly rated the recognition of cultural protocols as "Very important," emphasising the necessity of cultural respect in all settings.
- Non-Indigenous responses varied from "Not important" to "Very important," indicating differing views on the significance of cultural protocol recognition.
- The Undisclosed group also showed strong support for this priority, with most marking it as "Very important."

6. **Supporting and participating in NAIDOC Week activities.**



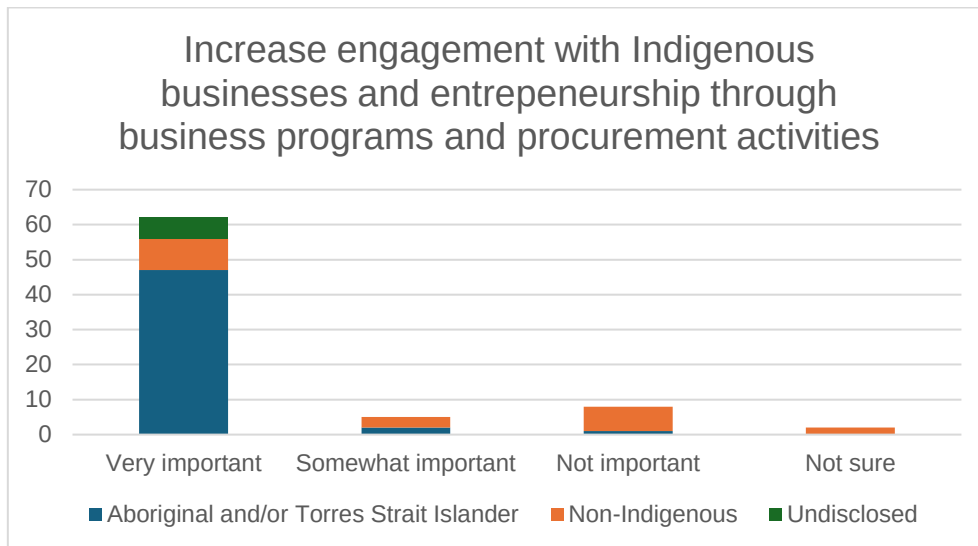
- This priority was seen as "Very important" by all Aboriginal and Torres Strait Islander respondents, highlighting the importance of NAIDOC Week activities in celebrating Indigenous culture.
- Non-Indigenous responses were varied, with some marking it as "Very important," while others indicated less certainty or importance.
- The Undisclosed group similarly showed strong support for this priority.

7. Recruiting, retaining and supporting Aboriginal and Torres Strait Islander employees.



- Aboriginal and Torres Strait Islander participants rated this priority as "Very important," reflecting a clear demand for increased employment opportunities and support for Indigenous employees.
- Non-Indigenous responses varied, with some marking it as "Not important" or "Somewhat important," suggesting that there may be room for further awareness and understanding.
- Undisclosed respondents overwhelmingly supported this priority, rating it as "Very important."

8. Increase engagement with Indigenous businesses and entrepreneurship through business programs and procurement activities.



- Aboriginal and Torres Strait Islander participants rated this area as "Very important," indicating strong support for fostering Indigenous entrepreneurship and business opportunities.
- Non-Indigenous responses varied, with some marking it as "Very important" while others rated it less highly.
- Undisclosed participants also placed high importance on this priority, reflecting support for Indigenous business engagement.

