



Irene Stainton (Manager, Aboriginal Affairs), Ricky Grace (CEO and Founder of Role Models and Leaders Australia) and Bill Townsend (General Manager, External Affairs and Joint Venture).



Representative Director, President and CEO INPEX CORPORATION, Toshiaki Kitamura with performers from Maar Koodjal.

2017 Actions

These actions help INPEX fulfil our 2017 Reconciliation Action Plan (RAP) commitments. They build upon our 2016 efforts and are consistent with the requirements of Reconciliation Australia's Stretch RAP framework.

Relationships

Action	Timeline	Deliverables	Outcome
RAP Steering Committee oversees RAP development and implementation	June 2017, December 2017	Meet at least twice per year	Outcome achieved, however December 2017 meeting was rescheduled to 5 April 2018 due to conflicting schedules of senior management.
RAP Working Group (RWG) actively monitors RAP development and implementation	December 2017	Ensure there are Aboriginal and Torres Strait Islander peoples on the RWG	Irene Stainton, Manager – Aboriginal Affairs and Neil Marshall, Aboriginal Affairs Advisor are both members of the RWG
		Meet at least four times per year to monitor and report on RAP implementation to the group in January, April, August, November	RAP Working Group meetings held: <ul style="list-style-type: none"> • 6 February 2017 • 17 April 2017 • 12 June 2017 • 5 October 2017
		Engage our senior leaders in the delivery of RAP outcomes	Senior Leaders are members of the RAP steering committee and are regularly updated on RAP progress.
		Appoint an internal RAP champion from senior management	Bill Townsend – General Manager, External Affairs and Joint Venture Connor Walker – Director, Operations – Ichthys Project.
Maintain and revise terms of reference for the RWG			RAP working group terms of reference established in 2016 and revised in December.

Action	Timeline	Deliverables	Outcome
Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff	27 May - 3 June 2017	Organise two internal events during NRW	Drumbeat Cultural Performance – Monday 29 May 2017 Past, Present and Future since the Referendum presentation – Thursday 1 June 2017.
		Register all NRW events via the Reconciliation Australia website	Events registered on Reconciliation Australia website.
		Encourage staff to participate in external events to recognise and celebrate NRW	Schedule of external NRW activities circulated to staff to encourage participation.
		Invite Aboriginal and Torres Strait Islander community members into our office to connect and share experiences	Wungening Aboriginal Corporation staff were engaged to conduct a Drumbeat performance and workshop with INPEX staff.
Support an external NRW event	Banner purchased as part of the Government of Western Australia, Department of Aboriginal Affairs NRW banner project.		
Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	March 2017	Implement and review an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	INPEX 2018 Aboriginal and Torres Strait Islander engagement plan approved 10 March 2017. Plan is reviewed and updated annually.
		Develop guiding principles in consultation with two local (Darwin) Aboriginal and Torres Strait Islander organisations and/or groups	Guiding principles document developed through Terms of Reference for the INPEX Larrakia Advisory Committee, which was formed through consultation with the Larrakia Nation Aboriginal Corporation (LNAC) and the Larrakia Development Corporation (LDC).
		Commit to establishing four formal two-way partnerships relevant to our sphere of influence	INPEX Australia has formal two-way partnerships with the following organisations: Role Models and Leaders Australia, Larrakia Development Corporation, Amity Community Services, Nirrumbuk Aboriginal Corporation, Wungening Aboriginal Corporation, Top End NAIDOC and Perth NAIDOC.
Raise external awareness of our RAP to promote reconciliation across our sector	March 2017	Develop, implement and review a strategy to communicate our RAP to all relevant internal and external stakeholders and make our RAP available to all stakeholders	INPEX's RAP is available on the INPEX corporate website. INPEX hosted public and internal RAP launch events in Darwin and Perth. These events included key internal and external stakeholders to support understanding and engagement with INPEX's RAP. INPEX continues to assist in the development of RAPs for various corporations and government departments as requested.
	February 2017, April 2017, July 2017 and October 2017	Organise four events each year to promote reconciliation	INPEX coordinated the following events to raise awareness of reconciliation: <ul style="list-style-type: none"> • Harmony Week lunch – 16 March • National Reconciliation Week events – 29 May and two events on 1 June (Darwin and Perth) • NAIDOC Week Events – 3, 6 and 7 July

Respect

Action	Timeline	Deliverables	Outcome
Increase staff knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	December 2017	Continue to embed cultural awareness in the Diversity and Inclusion value in all staff performance plans	INPEX has continued to assess staff on cultural awareness competence as part of the Diversity and Inclusion value.
		Identify cultural learning requirements specific to individual workforce training needs	This action is still being developed as a broader plan moving forward into the operations phase.
		All RAP Working Group members undertake face-to-face cultural learning activities	All RAP Working Group members have undertaken face-to-face cultural learning activities.
		All new staff undertake face-to-face cultural awareness training within six months of job start	Aboriginal Cultural Awareness (ACA) Program in Perth (Nyoongar) currently being reviewed. Discussions are progressing in Broome (Yawuru) for development of a video conferencing package for offshore staff and an RFQ is currently open for a Darwin (Larrakia) authorised provider for onshore staff. All staff in Perth and onshore in Darwin undertake face-to-face training sessions.
	Identify other opportunities to increase the visibility of Aboriginal and Torres Strait Islander cultures throughout our offices	INPEX completed a room naming ceremony at the Darwin Operations Complex with Larrakia language names being used for key meeting rooms. The room names were selected in consultation with the INPEX Larrakia Advisory Committee and an explanation of the name on the plaque is provided outside the room.	
	September 2017	Enable staff self-identification of additional training needs through an annual RAP Engagement Survey	Annual RAP Survey to be circulated by end of June 2018.
	March 2017	Communicate the Share Our Pride online learning to all staff	'Share Our Pride' online learning published to the INPEX Australia intranet site on 19 January 2018.
Demonstrate respect for Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	December 2017	Invite local Elders to provide a 'Welcome to Country', at three events or meetings annually, such as NAIDOC Week, National Reconciliation Week and Harmony Week	Outcome achieved, 'Welcome to Country' performed at all internal events on the Aboriginal and Torres Strait Islander calendar.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	December 2017	'Acknowledgement of Country' to be provided by INPEX speakers at all other events	'Acknowledgement of Country' undertaken by INPEX speakers at all events.
		Include 'Acknowledgement of Country' at the commencement of important internal meetings	Acknowledgement of Country undertaken at commencement of all internal meetings/gatherings of significance.
		Regularly review HR policies and procedures to ensure no unreasonable obstacles exist to hinder participation in company sponsored Aboriginal and Torres Strait Islander cultural activities	HR, Diversity and Inclusion and Aboriginal Affairs teams work closely to ensure all internal strategies such as RAP, Diversity and Inclusion and HR align and that participation is enabled.



Sharon Greenof, Project Officer with Amity Community Services, with young people from the Darwin area and Sean Kildare, INPEX General Manager Darwin.



INPEX Manager, Aboriginal Affairs, Irene Stainton at the signing of the Larrakia School Participation Program with members of the INPEX Larrakia Advisory Committee and Larrakia Development Corporation (Left to Right: Nigel Browne, Bill Risk, Irene Stainton, Mark Motlop, Eddie Cubillo and Kelvin Costello).

Action	Timeline	Deliverables	Outcome
Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week	July 2017	Continue to provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events	All Aboriginal and Torres Strait Islander staff are provided with opportunities and given approval to attend and participate in local NAIDOC Week events, where practical.
		Continue to support all staff to participate in local NAIDOC Week events	All staff provided with approval to attend/participate in local NAIDOC Week events annually, where practical.
		Increase cultural engagement within our organisation to demonstrate appreciation of Aboriginal and Torres Strait Islander peoples, actively encouraging staff participation in cultural activities	Following events hosted: <ul style="list-style-type: none"> • Annual Harmony Day Event: 'A Taste of Harmony' Luncheon on Thursday 16 March 2017 • Drumbeat Performance from Wungening Aboriginal Corporation • Guest Speaker: Michael Massingham, Amity Community Services as part of NRW. Discussed Amity Services for youth at risk in Darwin. • Perth NAIDOC Opening Ceremony: Event at Enex Building foyer open to other tenants of the building and included a 'Welcome to Country', Aboriginal performers, Aboriginal art and artefacts display and local Aboriginal food • Damper morning tea in Darwin and Perth • NRW Banner Project • Perth and Darwin NAIDOC Ball attendance
		Hold an internal NAIDOC Week event and another event, which is open to the public annually	Event hosted in the foyer of the Enex Building, 100 St Georges Terrace which is also open to the public and other building tenants.
		Support the Perth, Top End and Palmerston NAIDOC Week Committees	Sponsorship and attendance at the NAIDOC Week Awards night. INPEX is a sponsor of these key events in Darwin and Perth.
		Senior staff to verbally acknowledge NAIDOC Week and its importance during INPEX NAIDOC Week events.	Senior staff verbally acknowledge NAIDOC Week via a number of mediums including internet, verbally and regular internal publications.
Support staff engagement in NAIDOC Week initiatives where practical	Staff provided with opportunities to participate in NAIDOC Week activities across the week.		



INPEX's first Aboriginal Scholarship awardees Sienna Howard and Ziggy Fatnowa with Aboriginal Affairs Manager Irene Stainton and Director Corporate Coordination Hitoshi Okawa.



Bill Townsend, General Manager External Affairs and Joint Venture, welcoming staff to a NAIDOC Week event.

Opportunities

Action	Timeline	Deliverables	Outcome
Increase Aboriginal and Torres Strait Islander recruitment and retention	December 2017	Implement, review and update our Aboriginal and Torres Strait Islander Employment and Retention Strategy, to include professional development	Representatives from HR, Diversity and Inclusion and Aboriginal Affairs have worked collaboratively to undertake this task and all Aboriginal staff were retained across 2017. The professional development aspect of the Strategy is still under development.
		Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	Diversity and Inclusion team have consulted with a cross section of Aboriginal and Torres Strait Islander employees regarding employment strategies and as a direct result, regular meetings to discuss upcoming roles and advertising approaches to maximise exposure to Aboriginal and Torres Strait Islander applicants has been established. Professional Development ideas have also been considered with a broader strategy to be developed in 2018.
		Implement an Aboriginal and Torres Strait Islander professional mentoring network	Currently a professional mentoring network is provided under the mainstream mentoring program for INPEX. Greater consideration is being given to the applicability of an Aboriginal and Torres Strait Islander specific professional mentoring network. This is due to a number of matters including determining the purpose and specific types of mentoring.
		Identify appropriate communications channels to reach Aboriginal and Torres Strait Islander peoples during the recruitment process	Strategy devised through greater collaboration between HR and Aboriginal Affairs team to ensure early identification of upcoming employment roles and identification through external networks.



Aboriginal Affairs Manager Irene Stainton explaining the interpretation of the RAP artwork with members of the RAP Working Group.



The Ichthys LNG Project is a proud supporter of the Palmerston Girls Academy.

Action	Timeline	Deliverables	Outcome
Increase Aboriginal and Torres Strait Islander recruitment and retention in our third party contracts	December 2017	Set Aboriginal and Torres Strait Islander employment targets for INPEX Operations subcontractors for the next Project phase	Ongoing discussions between Australian Industry Participation, Contracts team and the Aboriginal Affairs teams to ensure greater alignment between INPEX RAP commitments and those of our subcontractors. A number of Operations subcontractors have reporting requirements and targets as part of their contract. Also greater exploration of upcoming packages that may be suitable for Aboriginal and Torres Strait Islander businesses in addition to employment targets.
Support Aboriginal and Torres Strait Islander Educational Participation	December 2017	Provide two university based scholarships annually for Aboriginal and Torres Strait Islander students	Two INPEX Aboriginal and Torres Strait Islander Scholarships (scholarship ID: F71265) provided to University of Western Australia to encourage and assist high achieving students to commence an undergraduate degree course. Value of A \$5,000 per annum over three years www.scholarships.uwa.edu.au
	March 2017	Provide three additional university based scholarships for Larrakia people	INPEX provides the Larrakia Development Corporation with support to fund the Larrakia Development Corporation scholarship program. The scholarship program is open to Larrakia students of all ages who are studying fulltime degrees at a tertiary institution Australia-wide.
Increase Aboriginal and Torres Strait Islander supplier diversity	December 2017	Become a member of the Northern Territory Indigenous Business Network	INPEX is Gold Sponsor of the Northern Territory Indigenous Business Network.