



Nirrumbuk Aboriginal Corporation were recipients of an INPEX Sponsorship to assist their Learning Centre.



INPEX Larrakia Advisory Committee during a recent cultural exchange to Tokyo.

2018 Actions

These actions help INPEX fulfil our 2018 Reconciliation Action Plan (RAP) commitments. They build upon our 2016 and 2017 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 2018, December 2018	Meet at least twice per year	Outcome achieved. Meetings held on 27 March, 19 July, 23 November.
RAP Working Group (RWG) actively monitors RAP development and implementation	December 2018	Ensure there are Aboriginal and Torres Strait Islander peoples on the RWG	Irene Stainton, Manager – Aboriginal Affairs and Neil Marshall, Aboriginal Affairs Advisor are 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"> • 15 February • 23 April • 16 June • 29 October
		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 each year.

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 2018	Organise two internal events during NRW	Lunch and Learn: Mr Ricky Grace, CEO and Founder, Role Models and Leaders Australia: Girls Academy Program – 29 May in Darwin at Bladin Point Lunch and Learn: Mr Bill Risk, INPEX Larrakia Advisory Committee Chairperson and Larrakia Elder: Explanation of Smoking Ceremony – 30 May in Perth.
		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 promoted to staff to encourage participation.
		Invite Aboriginal and Torres Strait Islander community members into our office to connect and share experiences	Wungening Aboriginal Corporation Drumbeat facilitators conducted workshop with External Affairs team – 3 May Lunch and Learn: Mr Shaun Nannup, Director, Wisdom in Your Life: Connection to Country – 29 May.
		Support an external NRW event	Banner purchased as part of the Government of Western Australia, Department of Local Government, Sport and Cultural Industries Reconciliation Week Street Banner Project. Banner displayed at Elizabeth Quay – 27 May to 3 June.
Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	March 2018	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 on 12 December 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 Development Corporation (LDC) and the Larrakia Nation Aboriginal Corporation (LNAC).
		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, Perth NAIDOC and Kullari NAIDOC in Broome.
Raise external awareness of our RAP to promote reconciliation across our sector	March 2018 May 2018 July 2018	Organise four events each year to promote reconciliation	INPEX coordinated the following events to raise awareness of reconciliation: <ul style="list-style-type: none"> • ‘A Taste of Harmony’ Luncheon as part of Harmony Day celebrations – 15 March • NRW events – 29 and 30 May • NAIDOC Week Events – 9, 12, 13 July

Respect

Action	Timeline	Deliverables	Outcome
Increase staff knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	September 2018	Enable staff self-identification of additional training needs through an annual RAP Engagement Survey	Annual RAP Survey circulated in September.
		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) recommenced in September. Darwin (Larrakia) authorised provider for onshore staff has been engaged and delivery dates are now being scheduled. All staff in Perth and onshore in Darwin undertake face-to-face training sessions.
	December 2018	All Australian-based directors undertake face-to-face cultural learning activities	All Australian-based directors have undertaken face-to-face cultural learning activities.
	December 2018	Continue to embed cultural awareness in the Diversity and Inclusion Value in all staff performance plans	Cultural Awareness continues to be a priority for INPEX's new workforce members, in addition to other cultural learning activities being provided company-wide throughout the year.
Demonstrate respect for Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	December 2018	Invite local Elders to provide a 'Welcome to Country', at three events or meetings annually, such as Harmony Day, National Reconciliation Week and NAIDOC Week	Outcome achieved, 'Welcome to Country' performed at all internal events.
		'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 start of important internal meetings	'Acknowledgement of Country' undertaken at start 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 peoples' 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. Review of policies and procedures occurs annually.
		Continue to display an 'Acknowledgement of Country' plaque in our office foyers	Acknowledgement plaques of local Traditional Owners in all office foyers.



Kullari NAIDOC 2018 Young Person of the Year, Bianca Graham, with INPEX Aboriginal Affairs Advisor, Neil Marshall.



Celebrating annual Top End NAIDOC events.

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 2018	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.
		Hold an internal NAIDOC Week event and another event, which is open to the public annually	Following events hosted: <ul style="list-style-type: none"> Perth NAIDOC Opening Ceremony, 9 July: event at Enex building foyer (open to all building tenants) which included a 'Welcome to Country', a performance by Gina Williams and Guy Ghouse from Wanjoo Pty Ltd, an Aboriginal art and artefacts display and Aboriginal food. Cultural display in INPEX Perth office reception area, NAIDOC Week 9-13 July, which attracted INPEX staff, other building tenants and external visitors. Damper morning tea held in Darwin: 12 July Damper morning tea held in Perth: 13 July.
		Support the Perth, Top End and Palmerston NAIDOC Week Committees	INPEX is a sponsor of these key events in Perth, Darwin and Broome: <ul style="list-style-type: none"> Support provided to Perth NAIDOC Committee by funding the: <ul style="list-style-type: none"> NAIDOC Perth Awards Night: 15 June NAIDOC Perth Ball: 13 July Support provided to Top End and Palmerston NAIDOC Committees by funding the: <ul style="list-style-type: none"> Palmerston NAIDOC Opening Ceremony: 8 July Top End NAIDOC Movie Night: 8 July Palmerston Indigenous Village NAIDOC Fun Day: 10 July Top End NAIDOC Family Fun Day: 13 July NAIDOC Ball Darwin: 14 July INPEX sponsored the Kullari NAIDOC Festival, 22 June - 15 July, which includes communities of Broome, Dampier Peninsula and Bidyadanga.
		Senior staff to verbally acknowledge NAIDOC Week and its importance	Senior staff verbally acknowledge NAIDOC Week at face-to-face briefings and through the inter/intranet and internal publications.
Support staff engagement in NAIDOC Week initiatives where practical	Staff provided with opportunities to participate in NAIDOC Week activities across the week, where practical.		



Members of Broome Girls Academy Program at Gantheaume Point.



INPEX staff participating in a Drumbeat Workshop.

Opportunities

Action	Timeline	Deliverables	Outcome
<p>Increase Aboriginal and Torres Strait Islander peoples' recruitment and retention</p>	<p>December 2018</p>	<p>Implement, review and update our Aboriginal and Torres Strait Islander Employment and Retention Strategy, to include professional development</p>	<p>Representatives from HR, Diversity and Inclusion and Aboriginal Affairs teams have worked collaboratively to undertake this task. As a result Aboriginal and Torres Strait Islander personnel have been retained and overall numbers have increased across 2018.</p> <p>The professional development aspect of the Strategy is still under development.</p>
		<p>Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development</p>	<p>Diversity and Inclusion team continue to consult with a cross section of Aboriginal and Torres Strait Islander personnel in efforts to improve employment outcomes.</p> <p>Professional Development ideas have also been considered with a broader strategy to be developed in 2019.</p>
		<p>Implement an Aboriginal and Torres Strait Islander peoples' professional mentoring network</p>	<p>Aboriginal and Torres Strait Islander mentors now located in Darwin and Perth offices including the capacity for gender specific mentoring in anticipation of Solid Pathways Program implementation.</p>
		<p>Identify appropriate communications channels to reach Aboriginal and Torres Strait Islander peoples during the recruitment process</p>	<p>Strategy devised through greater collaboration between HR and Aboriginal Affairs teams to ensure early identification of upcoming employment roles and Aboriginal and Torres Strait Islander candidates through external networks.</p>
<p>Increase Aboriginal and Torres Strait Islander peoples' recruitment and retention in our third party contracts</p>	<p>December 2018</p>	<p>Set Aboriginal and Torres Strait Islander peoples' employment targets for INPEX operations subcontractors</p>	<p>INPEX operations subcontractors have agreed to employ an average of 60 Aboriginal and Torres Strait Islander individuals each year during operations.</p>



2018 UWA INPEX Aboriginal and Torres Strait Islander Scholarship recipients (Left –Right): Anika Gosling, Jack Collard and Ashley Maroney.



TRACE Human Resources Manager, Agie with a number of Aboriginal and Torres Strait Islander employees in Darwin.

Action	Timeline	Deliverables	Outcome
Support Aboriginal and Torres Strait Islander peoples' Educational Participation	December 2018	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 2018	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 Australia-wide who are studying full-time degrees at a tertiary institution.