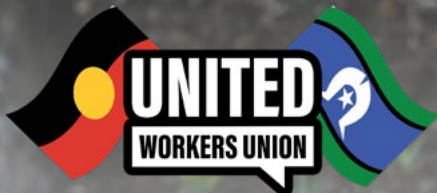


Innovate Reconciliation Action Plan

February 2022 - February 2024



RECONCILIATION
ACTION PLAN

INNOVATE



Cover page: Mandy Dewey, Teacher Aide, UWU Delegate and founding member of UWU First Nations Roundtable.

This page: Elsie Abua from Boigu Island, Torres Strait UWU Delegate and School Cleaner in Cairns QLD.

WARNING TO READERS:

Aboriginal and Torres Strait Islander readers are advised that the following publication may contain images and names of people who have died.

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Message from the National President and National Secretary

This is the United Workers Union's first Reconciliation Action Plan. As one of the biggest trade unions in the country, with a large membership and potential membership of First Nations peoples, our RAP reflects our commitment to learn, listen and grow so that our union can be a positive force for change and justice for all First Nations people.

Our RAP builds upon the many years of committed work by members of the United Workers Union First Nations Roundtable.

They have generously guided the development of our plan, working with our Reconciliation Advisory Group. Being in a room (or on a zoom link!), working together for many months, sharing stories and capturing our collective passion and ideas for change has been a transformational experience for all involved. We thank everyone sincerely for their contribution to that process, particularly our co-Chairs Mandy Dewey and Wayne Costelloe.

Undertaking this work has also given our union an opportunity to focus on what United Workers Union can become if we truly embrace truth-telling and walk in solidarity with First Nations members and communities. It has challenged us to reflect on our past honestly and in doing so, acknowledge that we can – and must – do better.

As a trade union, we will draw on our proud, fighting spirit to make sure we achieve initiatives in our RAP. We also bring our commitment to follow the leadership of First Nations members and heed their wise advice.



Jo Schofield
National President
RAP Champion



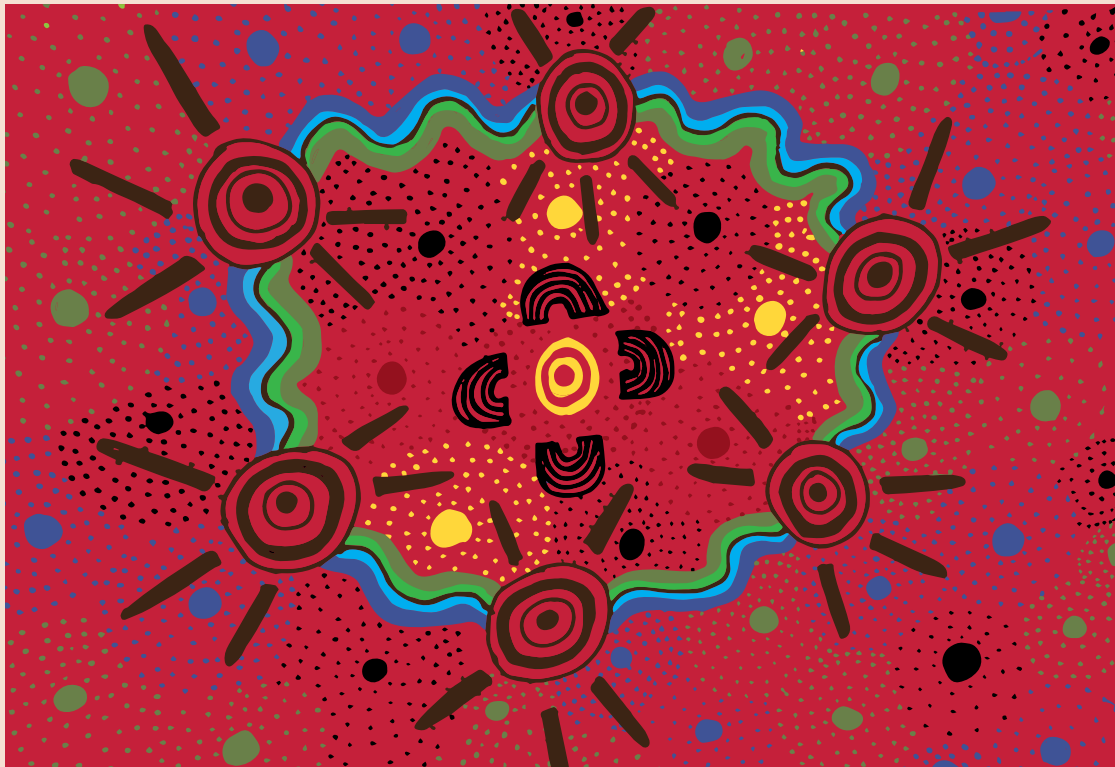
Tim Kennedy
National Secretary



Acknowledgement

The United Workers Union is a national trade union. We acknowledge and respect the continuing spirit, culture and contribution of Traditional Custodians on the lands where we work, and pay respects to Elders, past, present and emerging.

We extend our respects to Traditional Custodians of all the places that United Workers Union members live and work around the country.



This piece has significant meaning to me and my family. The full circles around each other, located in the middle, starting from the inner circle, represents: my great grandmother who was stolen from her mother as a toddler, my grandmother who was born in the mission, my mother who is my strength in everything I do, and me. The five brown lines represent my children and connection to our past and present family.

The blue & green lines joining us is our connection to our people black, the land green, the water blue.

The meeting place in the middle represents the three generations still living: my mother, me and my children. It doesn't matter where we are or how far we may be apart we come together physically and spiritually to connect with our ancestors who have passed.

The inner dots represent Aboriginal land, in our colours red yellow and black.

The outer circles represent the Torres Strait Islands and it's people, in green, blue and black. The dots represent the many islands of our seas.

My families strong line of women and their fight has made me the resilient woman I am today. Very personal.

Artist Statement: Carol McCormack, First Nations Roundtable Member



Wayne Costelloe, UWU Indigenous Development Officer presenting Cultural Competency training to UWU staff in Brisbane in 2021.

Message from Chief Executive Officer Reconciliation Australia

Reconciliation Australia commends United Workers Union on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for United Workers Union to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, United Workers Union will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. United Workers Union is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals United Workers Union's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations United Workers Union on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
*Chief Executive Officer
Reconciliation Australia*



Bindi Lavelle, UWU Delegate at Queensland Children's Hospital.

Message from the Co-Chairs

As a founding member of the United Workers Union First Nations Roundtable, I am honoured to be a Co-chair on the Reconciliation Action Plan Working Group.

The extensive consultations with staff and members, mostly on Zoom due to Covid 19 restrictions, was both challenging and rewarding.

Working with such a diverse and vibrant group has been a great pleasure. We listened, we cried and we laughed together on an inspirational journey to empower First Nations members and staff of United Workers Union.

Reconciliation really is more than a word.

I am proud to be a member of a union that shows leadership and is determined to take action in reconciling cultural differences and creating opportunities for First Nations peoples.

This only works when we all work together, and that is core union business.



Mandy Dewey

Reconciliation is core union business.

I know this to be true because I have been a part of the Union movement for most of my working life. My introduction to unions was when I held a position with an employer for about three years. During my whole time with that employer I was on three monthly contracts. When the contract came to an end I wouldn't know if I had a job the next day until I asked at which point I was told, "oh yes, come in". I was also moved from position to position. I later found out that if an employee was in the same position for twelve months he/she could be appointed permanently to that position.

The power the employer had over me with insecure employment was tremendous and soul destroying. Particularly at a time when I was caring for my Mother after my Father passed away.

This was when I met my local Union organiser who asked me to join up. I was so scared about losing my job if I joined a Union. The Organiser spoke with me about what's happening at work and asked me if it was fair and if I wanted to do anything about it. So, I went along to a meeting and found out that I wasn't alone in being treated this way. I also found out that First Nations employees are more likely to be in insecure employment, overrepresented in the lower salary levels and extremely underrepresented at the middle and higher salary levels.

My involvement with the Union gave me hope and strength back after being beaten down for so long and I have come to know that Unions are the best hope for working people, especially those who are struggling to make ends meet. First Nations workers are still overrepresented in this group of workers.

This is why I say that reconciliation is core Union business. Unions bring people together for the betterment of all in our country.

This is a long journey and I invite you to come join us on it, please.



Wayne Costelloe



Kay Gehan, Aboriginal and Torres Strait Islander Project Officer in Darwin, NT.

Our Vision

The United Workers Union's vision for reconciliation is one of solidarity and partnership with First Nations peoples, one where we empower the voice and activism of First Nations members within our union and within the broader communities in which we live and work.

Our Reconciliation Action Plan establishes practical steps to achieve our vision.

It commits to increase the active participation and leadership of First Nations peoples in the union. It strengthens the authority that First Nations members have over any decision that impacts upon them or the communities in which they live and work. It establishes a program of active engagement through cultural learning, so that everyone who works at the United Workers Union is truly informed about First Nations peoples and their past, actively listens to stories told by First Nations peoples and participates in truth-telling as a path to reconciliation.

We acknowledge that the British invasion and colonisation of Australia was based on the violent displacement of Aboriginal and Torres Strait Islander peoples from their land. We recognise the resistance of First Nations peoples and the injustice that was caused through progressive waves of racist and discriminatory policy, which continue today.

We believe that all at United Workers Union have a role to play in challenging injustice and in building inclusive and respectful places in our union that will support self-determination and embed reconciliation activism into the day to day work of our union.

When Prime Minister Gough Whitlam poured the soil from his land into the hand of Gurindji Elder Vincent Lingiari to show that the struggle which started as one for equal pay and conditions and, after a seven year strike, ended in the Gurindji people winning their traditional lands back, our Union quietly celebrated. The Gurindji strikers were supported by the North Australian Workers Union (now the United Workers Union). This is one of the many stories of our union's proud history in supporting the struggles of First Nations peoples – one that we continue today through our Reconciliation Action Plan to realise the vision of respect, justice and fairness.

The UWU is a dynamic place filled with many voices and every voice is important to achieving wins for members. The voices of First Nations members, staff and their communities has an important and unique position in our Union and guides the Union as we grow into our potential as leaders in the Reconciliation movement.

Just like Uncle Vincent Lingiari, First Nations members of UWU live and work in many industries and in all parts of our country – from the communities of the central desert, remote islands of the Torres Strait and towns and cities across our country. We embrace and celebrate the diversity of First Nations members because it makes us stronger and more united as one Union.

We know that our strength comes from walking beside and shoulder to shoulder with members as we grow and build our power together. Growing our union membership and building the power of our members is important for our future and our Reconciliation Action Plan positions us to act on our vision statement and hold true to the Elders that have come before us.

We stand on the shoulders of the courageous women and men who came before us in their struggles for social justice and equity at work. We thank them for their service and promise that we will honour their legacy through our Reconciliation Action Plan.



Left to right: Donna Plummer (ancillary staff in regional SA health), Tammy Thomas (ancillary staff in regional SA health) at Reconciliation Week 2022 morning breakfast in SA. Pictured in front of their artwork painted and donated for the raffle to raise funds for the First Nations distress fund.

Our Union

The United Workers Union's vision for reconciliation is one of solidarity and partnership with First Nations peoples, one where we empower the voice and activism of First Nations members within our union and within the broader communities in which we live and work.

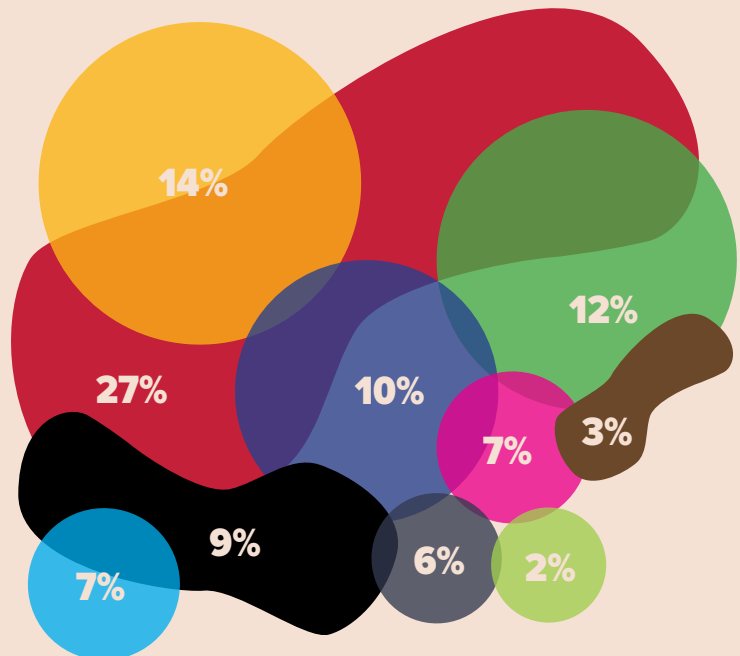
UWU, like all trade unions exist for the sole purpose of bettering the lives of their members through industrial, social, community and political campaigns.

This involves us in activities that promote equality and fair treatment for working people, such as:

- Visiting and organising in workplaces to recruit members so as to enable members to take action and advocate about the issues that are important to them;
- Building capacity through training and development to support members to take leadership about issues that matter to them;
- Bargaining with employers to improve wages, conditions and working rights in workplaces and across industries. The UWU has hundreds of such agreements which are re-negotiated every 2-3 years;
- Campaigning in the community and politically for social justice and improved public policy outcomes in sectors where UWU members work;
- Providing advice, advocacy and taking legal cases to courts and tribunals to advance members' rights or assist them when they have been unfairly treated by their employer.

UWU has 150,000 members across more than 45 industries and the work that members' do touches the lives of millions of people, every single day. UWU members educate our children, provide health, home, community and aged care, they are cleaners and security officers; they manufacture and move our goods from warehouses and across supermarket supply chains; they pick, pack and serve our food on farms, in food processing and in hospitality venues.

The below diagram demonstrates the diversity of industries and sectors where UWU members work:



Public Sector	27%	Casinos	7%
Logistics	14%	Property Services	7%
Food & Beverage	12%	Aged Care	6%
Allied Industries	10%	Farms	3%
Early Childhood Educators	9%	Hospo Voice/Homecare	2%

There are 1,900 members of UWU who currently identify as Aboriginal and/or Torres Strait Islander people, working across many of the sectors of our union's coverage, including those providing services to First Nations communities, such as:

- Health, municipal, mining and community services in remote communities in the Northern Territory.
- Specialist Aboriginal and/or Torres Strait education and support roles in schools in WA and Queensland.
- Paramedics working in Western Australia, Northern Territory, Queensland and Victoria.
- Home Carers working in dedicated Aboriginal services in NSW.
- Hospitality employees working in Aboriginal Hostels around Australia.

Our Union *(continued)*

UWU employs 611 permanent employees, as well as providing programs for members to participate in paid employment as organisers. UWU has offices in Brisbane, Gold Coast, Cairns, Townsville, Toowoomba, Rockhampton, Sunshine Coast, North Melbourne, Docklands (Melbourne), Glebe and Parramatta (NSW), Canberra, Hobart, Perth, Bunbury, Adelaide and Darwin. The area of Alice Springs and surrounds is serviced through remote organising from the Darwin office.

The UWU employs six staff who identify as First Nations peoples, most of whom are in senior roles, leading cultural and other significant work programs of the union.

UWU is affiliated to state Trades and Labor Councils, and to the Australian Council of Trades Unions, along with the Australian Labor Party. UWU is also affiliated to regional and global unions and is a member and/or sponsor of several progressive community based organisations, including the First Nations Workers Alliance.

The role of First Nations members in leadership in the Union

The UWU was formed through an amalgamation between United Voice and the National Union of Workers in 2019. The merger was supported by over 46,000 members in one of the largest voluntary union ballots in Australian union history. The union is governed by a Member Council elected from the general membership every four years. There are 50 members on the Council, elected from a variety of industries and workplaces. The Council sits with the National Executive to set the direction and give shape to our new union. Two members of Member Council are First Nations peoples.

At its first meeting, the Member Council unanimously supported the creation of a First Nations Roundtable to provide an authoritative voice to direct and guide campaigns related to justice and empowerment of First Nations peoples. This will be achieved through a greater focus within our union on organising, activism and growth in First Nations membership.

At this, the first meeting of the new United Workers Union Member Council, we move to formally establish the United Workers Union First Nations Roundtable.

In doing so, we acknowledge with pride, the role of our predecessor unions in fighting shoulder to shoulder with First Nations peoples to support their struggle for justice and equality. We commit the United Workers Union to continue to organise and stand in solidarity with First Nations peoples.

Council congratulates members who have given shape to the Terms of Reference of the Roundtable, and the officials that have contributed to their work. We endorse the Terms of Reference and membership as outlined to this meeting and support their ambition for our union.

We further commit this Council to past resolutions of the United Voice National Council to stand with Aboriginal and Torres Strait Islander peoples to support the Statement from the Heart; and to campaign to end the racist and discriminatory Community Development Program.



Aged Care members on Thursday Island in the Torres Strait joined the national aged care walkoffs in May 2022 to demand cultural respect, better pay and conditions.

Our RAP

Engagement with Employees

All employees at United Workers Union were given an opportunity to have input into our Reconciliation Action Plan and hundreds participated in workshops over late 2019-early 2020, providing invaluable feedback about what mattered most to them.

Employees felt that our commitment to reconciliation is motivated by our social justice obligation which is part of the core work we do as a trade union. There was a strong sense that we must hold ourselves accountable, and that practical steps in the RAP must be supported by learning, education and planning. This included building understanding about how non-Indigenous people benefit from the displacement of First Nations people, and ensuring we address issues of racism as part of our reconciliation work.

Above all, the vision of our employees is to empower and support First Nations members and activists through our organising, to look for ways to increase First Nations representation in leadership and tie reconciliation activism into the day-to-day industrial and organising work of the union.

Employees: What short-term and long-term goals would allow us to track our path towards Reconciliation?





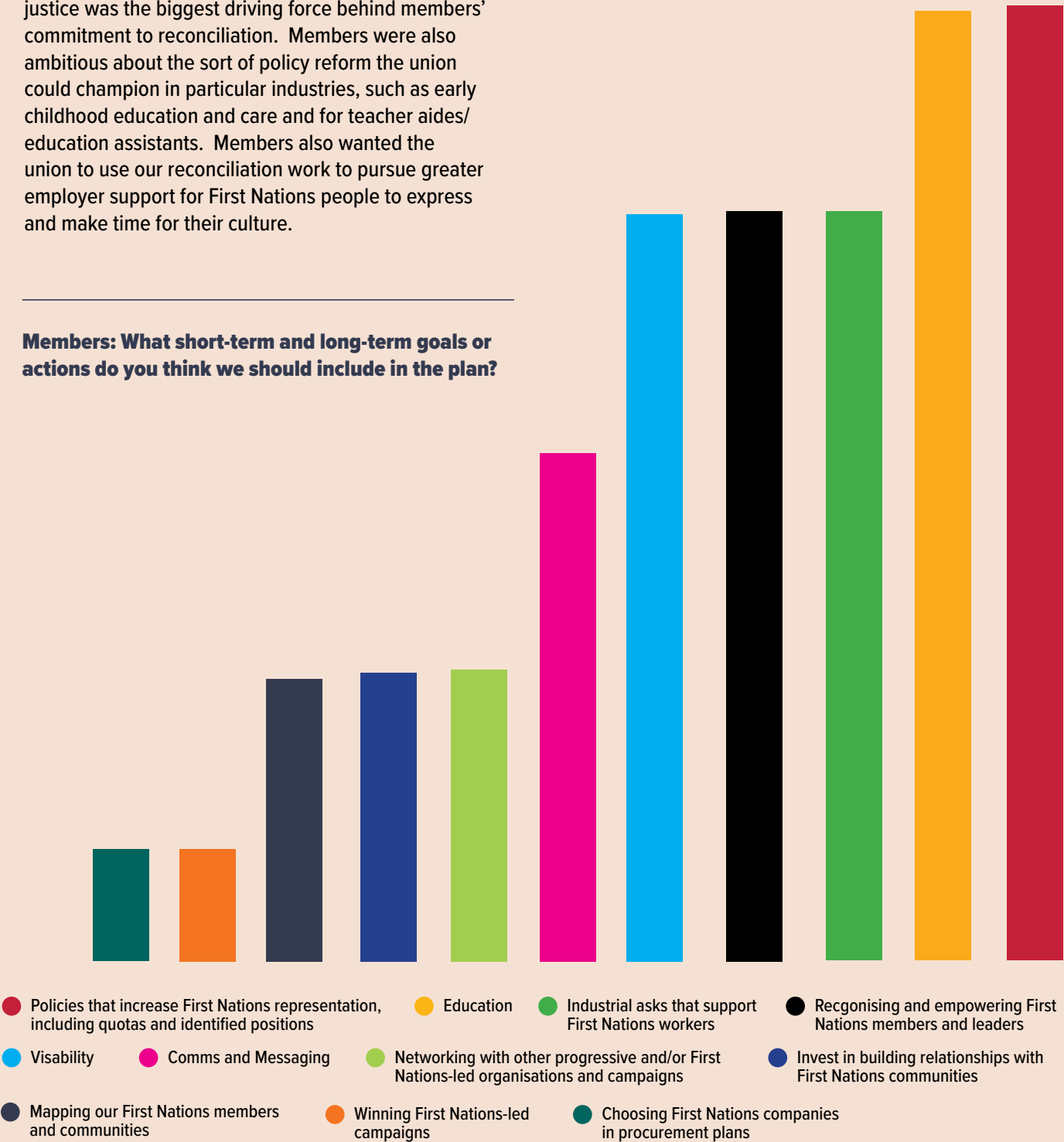
*Wayne Kurnoth and Valmae Morrison, Aboriginal and Torres Strait Islander Regional Organisers NT
with UWU Members from West Daly Regional Council in Wadeye, NT.*

Engagement with Members

Member consultations were held in November 2019. Getting hard working members together was challenging and greatly hindered by COVID-19. One of our learnings is that we need to provide more time to consult widely and locally.

As with employees, the core union value of social justice was the biggest driving force behind members' commitment to reconciliation. Members were also ambitious about the sort of policy reform the union could champion in particular industries, such as early childhood education and care and for teacher aides/ education assistants. Members also wanted the union to use our reconciliation work to pursue greater employer support for First Nations people to express and make time for their culture.

Members: What short-term and long-term goals or actions do you think we should include in the plan?



Advisory Group and Ambassadors

These deep and meaningful consultations help our Reconciliation Action Plan Advisory Group to shape the final plan. Employee representatives to the Advisory Group were selected following an Expression of Interest process across all staff and workplaces of the UWU. Staff members were selected based on their lived experience and/or commitment to furthering the position of First Nations peoples within our union. Advisory Group members undertook this work with great commitment, passion and ambition, meeting together on several occasions and forming smaller working groups to develop drafts for each of the pillars. The group met in person for two days in February/March 2021 to finalise the draft RAP.

All members have undertaken cultural competency training as part of their participation on the Advisory Group.

The Reconciliation Action Plan Advisory Group Members

First Nations representatives

Wayne Kurnorth, Aboriginal and Torres Strait Islander Organiser NT

Carol McCormack, Aboriginal and Islander Education Officer WA, Member Council and First Nations Roundtable member.

Haidee Noonan, CQI /PHMO Administration Officer AMSANT NT, First Nations Roundtable member

Employee representatives

Liam Armstrong, Member Rights, VIC

Anne Ashwood, Public Sector Organiser, SA

Paige Chowdhury, Home Care Organiser, NSW

Heath Lamaro, Co-ordinator, Logistics, VIC

Paul McNicol, Logisitcs Organiser, QLD

Chanda Parmar Bonta, National Equity, Diversity and Inclusion Co-Ordinator, WA

Carl Ratana, Property Services, QLD

Rathy Srikanthan, Researcher, NSW

Ben Weston, Communications Officer, QLD (to May 2021)

Co-Chairs

Mandy Dewey, First Nations Teacher Aide, Kuranda, UWU First Nations Roundtable member

Wayne Costelloe, First Nations Leadership and Development Officer, UWU

Marj O'Callaghan, Deputy Director, Equity and Democracy (to Dec 2020)

National Executive members

Lyndal Ryan, Executive Director

Jo Schofield, President (RAP Champion)

Reconciliation Action Plan Ambassadors

Ambassador roles were created to help champion the RAP process, and to support the Advisory Group in its work. Employee ambassadors also participated in formal Advisory Group meetings or discussion groups and made a valuable contribution to the drafting of the RAP.

Member Council Ambassadors

Evalyn Clow, Member Food and Beverage, Vic

Kerrie Devir (resigned July 2021), Member, Early Childhood Education and Care, Vic

Suzanne Gounder, Member, Casino's Vic

Maria Halwood, Member, Teacher Aide, Qld



United Workers Union Reconciliation Advisory Group meeting in Sydney in 2021.

The Advisory Group will continue to have an important role in overseeing and supporting the implementation of our Reconciliation Action Plan. Members of the Advisory Group will transition to a re-purposed Reconciliation Action Working Group, whose membership will be expanded so that it is open to all First Nations employees.

Our Reconciliation Action Plan follows years of work by many people, who have built trust and relationships with First Nations members and communities to set us on this path to truth telling and reconciliation.

Thank you to Wayne Kurnorth, Heath Mitchell, Marj O'Callaghan, Erina Early, and our regional organising teams in Far North Queensland and Northern Territory.

We also acknowledge the vision and leadership of the members of the First Nations Roundtable who have guided the United Workers Union along this journey of Reconciliation in our Union and Australia. All decisions of the UWU are guided by the FNRT and their endorsement is sought before we act upon them.

Relationships

Building and strengthening the respectful relationships we have with First Nations members, their communities and organisations is critical to advancing the voice and place of First Nations peoples in the United Workers Union and in the broader labour movement.

We will do this by:

- Continuing to support the leadership of the First Nations Roundtable, a body formally established with the authority of the Rules of the union
- In partnership with First Nations members explore relationships that strengthen the unions engagement with First Nations people and communities
- Building programs that are culturally safe/informed and inclusive of the participation of First Nations people and members in the union
- Using our sphere of influence (with members, workplaces, employers, communities, and through our affiliations and partnerships) to promote just, fair and inclusive outcomes for First Nations peoples

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Continue to develop and implement an engagement plan to work with First Nations members, stakeholders and organisations, under the guidance of the First Nations Roundtable.	February 2022	First Nations Roundtable Co-Convenors
	1.2 Maintain and regularly update a database of Aboriginal and/or Torres Strait Islander members, stakeholders and organisations.	August 2022 February 2023 August 2023	National Research Co-ordinator
	1.3 Deepen knowledge about how to work with local Aboriginal and/or Torres Strait Islander organisations as part of UWU workplace and community organising, seeking cultural guidance from local members, stakeholders and organisations.	March 2022	First Nations LDO
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Access National Reconciliation Week resources and materials circulating across UWU to communicate our public support for reconciliation and promote the participation in NRW events.	May 2022	Co-ordinator, Communications
	2.2 Organise an event for all UWU employees to participate in that will deepen their understanding of NRW.	27 May – 3 June, 2022, 2023	First Nations LDO
	2.3 Ensure Senior Leaders and the Reconciliation Action Working Group participate in at least one NRW event.	27 May – 3 June, 2022, 2023	First Nations LDO
	2.4 Communicate with members and support them to celebrate NRW by holding events in their workplaces and communities.	27 May – 3 June 2022, 2023	First Nations LDO
	2.5 Register all UWU reconciliation events on NRW website.	27 May – 3 June 2022, 2023	Co-ordinator, Communications

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	3.1 Map worksites and companies where UWU members work that have Reconciliation Action Plans and provide information to industry teams.	October 2022	National Research Co-ordinator
	3.2 Develop a strategy to engage our members in reconciliation.	February 2022	First Nations LDO
	3.3 Utilise relationship with external organisations to positively influence them to advance reconciliation	February 2022	National President
	3.4 Promote First Nations peoples and culture on the union's landing page of the website, providing access to tools and resources to promote reconciliation (moderated through the First Nations Leadership and Development Officer).	February 2022	Co-ordinator, Communications
	3.5 Ensure all who work at UWU are aware of reconciliation and support them to contribute to relationship building by providing resources and updates on the internal website.	February 2022	National President (with team)
	3.6 Provide a copy of the RAP and information about reconciliation resources at all employee inductions.	February 2022	Deputy Director, PCC
4. Promote positive race relations through policies and anti-discrimination strategies	4.1 Conduct a review of HR policies to identify existing anti-discrimination provisions and future needs	March 2022	Deputy Director, People Culture and Change (PCC)
	4.2 Consult with First Nations employees, and the First Nations Roundtable about the UWU anti-discrimination policy to identify gaps or areas for improvement	May 2022	Deputy Director, PCC
	4.3 Ensure that all retention/hiring strategies include positive opportunities for encouraging First Nations applicants.	February 2022	Deputy Director, PCC
	4.4 Prioritise all First Nations applicants to achieve an interview stage and to provide constructive feedback.	February 2022	Deputy Director, PCC
	4.5 Educate employees, including senior leaders, on the effects of racism.	May 2022	Equity Diversity and Inclusion Co-ordinator



Left to right: Mandy Dewey (Teacher Aide), Kay Gehan (Organiser), Angela Beatson (Paramedic), Aunty Pamela Honeysett (Aged Care Worker), Carol McCormack (Aboriginal Education Worker) standing in front of the United Workers Union Delegates Convention canvas, with 450 members signing and leaving a fingerprint. The artwork signifies the support UWU members have given to support our Union's commitment to the Uluru Statement from the Heart and in getting a YES vote in the referendum.

The United Workers Union – as one of the largest and most diverse unions in Australia – has a responsibility to inform and educate employees, members and the broader community to build respect and understanding about First Nations cultures, lands and histories.

We will do this through programs and campaigns that strengthen cultural learning and embed it in union practices by:

- Listening to First Nations members and their stories;
- Elevating First Nations members' and community voices at events and forums in our union;
- Creating opportunities for all members and employees to engage in truth telling, which is centred on trust, respect and honesty;

Supporting learning by developing tools, resources and protocols, in consultation with First Nations employees and the First Nations Roundtable.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1a Continue to implement a cultural learning program for all employees and senior leaders, in consultation with the First Nations Roundtable.	February 2022	First Nations Leadership and Development Officer (First Nations LDO)
	5.1b Review and update the strategy each year in response to outcomes and feedback	February 2023 February 2024	
	5.2 Monitor and track participation of employees in cultural learning training	May 2022 May 2023	Co-ordinator, PCC
	5.3 Integrate training into all new employee inductions and Performance Development Reviews.	May 2022	Co-ordinator, PCC
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by establishing and observing cultural protocols at all union meetings, forums and events.	6.1 Develop and communicate unionwide cultural protocols that include Welcome to Country and Acknowledgement of Country. Apply at all union events.	February 2022	First Nations LDO
	6.2 Educate employees to increase their understanding of the purpose and significance of cultural protocols and ensure all teams observe cultural protocols by integrating an Acknowledgement of Country into all meetings and events.	February 2022	First Nations LDO
	6.3 Inform members at all meetings about why the union observes cultural protocols, such as an Acknowledgement of Country.	February 2022	First Nations LDO
	6.4 Establish safe and inclusive spaces at all union events that are supportive for First Nations members to speak and contribute and address other members about First Nations members campaigns and issues	February 2022	First Nations LDO
	6.5 Display an Acknowledgement of Country in all union offices, email signatures and log-ins. Encourage staff to include the name of the lands on which they work in their email signature.	November 2022	Executive Director, Finance, Governance and Administration

Action	Deliverable	Timeline	Responsibility
	6.6 Develop communications resources that can be used to support the use of cultural protocols.	February 2022	Co-ordinator, Communications
	6.7 Compile a list of cultural contacts in each location of UWU offices.	July 2022	RAWG members in each location
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Develop a calendar of key events celebrating First Nations communities and history, and identify UWU involvement including through local sponsorship, and stalls at community events.	April 2022	First Nations LDO
	7.2 Promote NAIDOC week through the union's website and social media and member communications, including links to community and union events (where held).	4-11 July 2022 and 2023	Co-ordinator, Communications
	7.3 Encourage all employees to participate in a UWU NAIDOC Week event, and remove any barriers that might prevent participation	4-11 July 2022 and 2023	National President
	7.4 Ensure RAWG participate in NAIDOC week events, including external events where possible.	4-11 July 2022 and 2023	RAWG
	7.5 Promote respect through acknowledgement of International Day for the Elimination of Racism and promote positive messages across social media, which includes a focus on First Nations peoples.	21 March 2022 and 2023	Equity, Diversity and Inclusion Co-ordinator
8. Use UWU public and member Communications to promote respect for Aboriginal and/or Torres Strait Islander peoples through positive, safe messages	8.1 Actively seek out opportunities to include a First Nation's voice in all union materials and communications, whether workplace, industry, or national.	February 2022	Co-ordinator, Communications
	8.2 In communications that promote First Nations issues and campaigns, include an option for all members to update their membership to reflect Aboriginal and Torres Strait Islander identity, where they have not done so.	February 2022	Co-ordinator, Communications
	8.3 Include an Acknowledgement of Country in all public submissions of UWU.	February 2022	National Research Co-ordinator
	8.4 Create merchandise that acknowledges solidarity with First Nations people and work towards incorporating First Nations artwork in the union's "brand" so it is included in all that we do. Support UWU First Nations members first.	February 2022	Co-ordinator, Communications



Collage created using messages submitted by UWU staff to identify what Reconciliation means to them as part of Reconciliation Week in 2020.

Opportunities

By working in solidarity with First Nations staff and members, the United Workers Union aims to create opportunities for greater participation within the union and labour movement.

United Workers Union embraces the opportunity to engage with First Nations members to develop employment and career pathways, and an opportunity to implement and develop programs that will promote First Nations membership growth, increase employment, develop union leaders and build capacity that reflects the size, breadth and diversity of our union.

This will look like:

- Investment in opportunities for United Workers Union First Nations employees and members with a focus on creating meaningful employment
- Improvement in socio-economic outcomes for First Nations members, employees and communities
- Positive impact on First Nations peoples and organisations through United Workers Union policies and processes
- Being leaders and role models in the union movement.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing First Nations recruitment, retention and professional development	9.1 Build an understanding of current First Nations employees to inform future employment and professional development opportunities.	March 2022	Co-ordinator, PCC
	9.2 Identify and remove any barriers to participation in training, professional development and progression outcomes of First Nations employees.	May 2022, 2023	Co-ordinator, PCC
	9.3 Develop and implement a recruitment, retention and professional development strategy in consultation with First Nations employees and members.	September 2022	Co-ordinator, PCC
	9.4 Advertise job vacancies to reach First Nations stakeholders	April 2022	Deputy Director, PCC
	9.5 Increase the percentage of First Nations employees in our workforce	February 2023	Deputy Director, PCC
	9.6 Support First Nations delegates by providing opportunities for paid employment in the union, including through a dedicated First Nations Member Organiser and/or Political Organiser program ensuring gender equity and regional diversity amongst participants	September 2022	Co-ordinator, PCC
	9.7 Review HR procedures to remove any barriers to First Nations participation in our workforce.	April 2022	Deputy Director, PCC
	9.8 Advertise for a First Nations Organising Lead to support industry growth and targeted organising (as per 11.2).	August 2022	National President
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1 Develop and implement a First Nations procurement strategy	August 2022	Executive Director, FGA
	10.2 Investigate Supply Nation membership	August 2022	Executive Director, FGA
	10.3 Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses	August 2022	Executive Director, FGA
	10.4 Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff	August 2022	Executive Director, FGA

Action	Deliverable	Timeline	Responsibility
	10.5 Develop commercial relationships with First Nations businesses	July 2022	Executive Director, FGA
	10.6 Investigate opportunities for UWU to provide services to other organisations, such as through the delivery of cultural competency and First Nations leadership development training.	February 2022	First Nations LDO
11. Introduce strategies that support the increased participation of First Nations peoples in the union	11.1 Undertake research and industry analysis to identify where First Nations members (or potential members) work	May 2022	National Research Co-ordinator
	11.2 Introduce a pilot in two industries that focusses on increasing membership and participation and supports learning about culturally inclusive models of organising. The selection of industries will be via a national Expression of Interest process involving all interested teams.	May 2022	Co-ordinator, PCC
	11.3 Report on pilot outcomes and make recommendations to support learning across all industry teams.	March 2023	Co-ordinator, PCC
	11.4 Run the First Nations workplace leadership program in every state and territory at least once each year and expand the program in response to membership demand and growth.	February 2022	First Nations LDO
	11.5 Report monthly on growth in membership using February 2022 as the baseline. Integrate reporting into the National Membership dashboard.	April 2022	Data and Systems Co-ordinator
12. Attract, develop and promote First Nations peoples to leading roles in the union, with a focus on gender equity	12.1 Survey staff to establish and record First Nations identity, and ensure data is captured for new employees	May 2022	First Nations LDO
	12.2 Consult with First Nations employees about the establishment of a Network or formal mechanism for collaboration, advice and support	February 2022	National President
	12.3 Create position/s for First Nations representation in leadership to oversee all aspects of First Nations work.	February 2023	National President
	12.4 Actively seek opportunities for women, and ensure that women comprise at least 50% of representatives on formal and informal First Nations leadership bodies.	February 2023	Co-ordinator, Strategic Power
13. Advocate for positive changes in Enterprise Bargaining Agreements to better support First Nations union members'	13.1 Draft model clauses which outline key rights (such as cultural leave) for inclusion in Enterprise Bargaining Agreements and circulate to all industry teams	July 2022	Co-ordinator, Strategic Power
	13.2 Monitor take up of the model clauses	July 2022	Co-ordinator, Strategic Power
	13.3 Train all industry teams to have conversations with members about the importance of the model clauses	July 2022	First Nations LDO

Action	Deliverable	Timeline	Responsibility
14. Establish a First Nations National Conference	14.1 Hold a two yearly Conference, launched in 2022 to consolidate and strengthen First Nations networks across UWU. The Conference will: <ul style="list-style-type: none"> • Showcase the opportunities and programs of our union to First Nations members and potential members • Celebrate the achievements of Member Organisers / trainees through a graduation ceremony • Celebrate and communicate about First Nations campaigns to our wider union membership 	November 2022	National President
	14.2 Develop a Conference Plan and Budget, which support/resources for First Nations employees to lead the Conference development in consultation with members	July 2022	National President
	14.3 Work with First Nations employees and members to develop communications, advertising and promotion	July 2022	Co-ordinator, Communications
15. Support Community Development Program workers and First Nations Workers Alliance campaigns	15.1 Develop a community membership fee that can be applied to CDP program participants or unemployed First Nations workers.	August 2022	Executive Director, Finance, Governance and Administration
	15.2 Develop information and material in appropriate language and formats so as to promote community membership.	September 2022	Co-ordinator, Communications
	15.3 Promote membership of the First Nations Workers Alliance within UWU and in partnership with other affiliated organisations.	March 2022	Regional Co-ordinator, Allied Industries



Mandy Dewey, presenting at the United Workers Union Delegates Convention 2022 in Gold Coast.

The UWU will focus on systems, reporting and review to ensure that we are on track to deliver the ambition of our Reconciliation Action Plan. Oversight will be provided by the First Nations Roundtable, with overall responsibility for outcomes sitting with the National Executive.

Members of the proposed Reconciliation Action Working Group are from a range of different teams and locations in the union and will be well placed to continue to monitor outcomes, reporting to the First Nations Roundtable, and the National Executive.

Action	Deliverable	Timeline	Responsibility
16. Uphold the central place of the First Nations Roundtable in leading and guiding all RAP actions	16.1 Expand membership of the First Nations Roundtable to include members from all states and territories	July 2022	First Nations Roundtable Co-Convenors
	16.2 Develop a standing agenda item for all First Nations Roundtable meetings to report on RAP progress and outcomes, and provide formal reports each quarter.	August 2022	First Nations Roundtable Co-Convenors
	16.3 Provide regular reports that publicise and promote the activities of the First Nations Roundtable in driving engagement, via video, social media and other communications	October 2022, 2023 and 2024	Co-ordinator, Communications
	16.4 Provide opportunities for the First Nations Roundtable to report on its activities at the 2022 National Member Convention	July 2022	National President
17. Establish and maintain an effective RAP Working group (RAWG) to drive governance of the RAP	17.1 Maintain and expand First Nations representation on the Reconciliation Action Working Group to drive RAP actions.	March 2022	National President
	17.2 Establish and apply a Terms of Reference for the RAWG	April 2022	National President
	17.3 Meet at least four times per year to drive and monitor RAP commitments	February, May, August, November 2022 and 2023	National President
18. Provide appropriate support for effective implementation of RAP commitments	18.1 Define resource needs for RAP implementation	February 2022 & June 2022 for 2022-3 FY	National President
	18.2 Engage our senior leaders and other staff in the delivery of RAP commitments, reporting to the National Executive every six months on progress.	February and September 2022 and 2023	Executive Director, RAWG
	18.3 Define and maintain appropriate systems to track, measure and report on RAP commitments	June 2022	National President
	18.4 Appoint and maintain an internal RAP Champion from senior leadership	March 2022	National President

Action	Deliverable	Timeline	Responsibility
19. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	19.1 Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire	August 2022, 2023	First Nations Roundtable Co-Convenors with National President
	19.2 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 September 2022 and 2023	First Nations Roundtable Co-Convenors with National President
	19.3 Report RAP progress to all staff and senior leaders quarterly, including First Nations Roundtable members	From July 2022	Co-ordinator, Communications
	19.4 Publicly report our RAP achievements, challenges and learnings annually	December 2022, 2023	Co-ordinator, Communications
	19.5 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	May 2022	First Nations LDO
	19.6 Work with the Data and Systems team to obtain quality data and regular reports (at least quarterly) to address: <ul style="list-style-type: none"> Membership growth Industry and workplace data Other information 	1 June, 1 September, 1 December, 1 March 2022, 2023, 2024	Data and Systems Team reporting to the Reconciliation Action Working Group
20. Continue our reconciliation journey by developing our next RAP	20.1 Register via Reconciliation Australia's website to begin developing our next RAP	December 2023	First Nations LDO

Innovate Reconciliation Action Plan



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