



RECONCILIATION  
ACTION PLAN

REFLECT

# Reflect Reconciliation Action Plan

January 2026 – June 2027



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## Acknowledgement of Country

We acknowledge the Traditional Owners of the land where we work and live and pay our respects to Elders past, present and emerging. We celebrate the stories, cultures and traditions of Aboriginal and Torres Strait Islander Elders of all communities who also work and live on this land.

# Statement from CEO of Reconciliation Australia



**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia

Through this plan, Evinact continues to play an important role in a network of more than 3000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP continues the journey and primes the workplace for future RAPs and reconciliation initiatives. The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

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

**Congratulations Evinact on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.**



# Statement from CEO of Evinact



## Neil Makepeace

Chief Executive Officer  
Evinact

At Evinact, we are committed to meaningful reconciliation. As we embark on our second Reflect RAP, we reflect on the progress made since our first plan and reaffirm our dedication to building respectful relationships and creating opportunities with Aboriginal and Torres Strait Islander peoples.

When we developed our first Reflect RAP, we were GWI. After 15 years of operation, we are now Evinact. Our mantra of 'evidence into action' lines up with what today's customers want. Not theory, but action and results. This focus on meaningful action drove our first RAP and continues to guide our second Reflect RAP.

Our journey so far has deepened our understanding of reconciliation and strengthened our resolve to embed these principles in everything we do. This RAP is both a continuation and an evolution, guided by what we have learned and by our ambition to make a greater impact as Evinact.

As we embark on our second Reflect RAP under our new identity, we are committed to building authentic relationships with Aboriginal and Torres Strait Islander peoples, learning from the past, and shaping a future where respect and opportunity are at the heart of our business.

Our company's Purpose is to harness the power of data and digital to create lasting impact in the world. This RAP is not just a document; it is a public commitment to listen, learn and act to help create that lasting difference. We will challenge ourselves to move beyond words, embedding reconciliation into our culture, our work, and our impact. We look forward to walking this path together, with openness and accountability.

# Our business

Evinact is a purpose-driven organisation that specialises in data, AI and digital. We give governments, businesses and communities the evidence they need to act. Headquartered in Brisbane, with a national reach, we partner with organisations across Australia to deliver solutions that create lasting value for communities and clients.

Our team of more than 20 professionals brings together diverse expertise in data, technology and organisational change. We are united by our values to be impactful, responsive, unbiased, relentless, supportive, and act with integrity, which guide everything we do.

As Evinact, we are committed to fostering a workplace where every voice is valued and where Aboriginal and Torres Strait Islander perspectives are respected and included.

Since our first Reflect RAP, we have taken steps to better understand the cultural diversity of our workforce and are committed to increasing Aboriginal and Torres Strait Islander representation at all levels of our organisation. We currently have one Aboriginal team member and are actively working to grow this representation.





# About the artwork

## Community. Knowledge. Two-Way Learning.

### Artwork by David Williams

This piece represents the knowledge sharing and strength in community. Community being the individual, organisation or family represented in the centre. This brings clarity and strength represented by the large band. This process is ongoing, and extends beyond the borders of the work representing a cultural dynamic landscape in which we learn and share knowledge.

### About the Artist

David is a proud Wakka Wakka man from Central Queensland who founded Gilimbaa in 2008 – a full-service creative agency specialising in Indigenous preservation, education, and storytelling. Influenced by his immediate family and Elders, David uses his creative talent to connect his culture with the wider community.



# Our RAP

This is Evinact's second Reflect RAP. Our first RAP laid the groundwork for cultural learning, relationship-building, and inclusive practices.

## Through this new RAP, we aim to:

- Build on our foundational knowledge and cultural capability.
- Strengthen relationships with Aboriginal and Torres Strait Islander peoples and organisations.
- Identify and act on new opportunities to contribute to reconciliation through our business practices and partnerships.

Our RAP will be championed by Senior Manager, Mainaaz Oakley, who leads a cross-functional RAP Working Group responsible for engagement, implementation, and accountability. One member of the Working Group identifies as a First Nations person.

## Since our first Reflect RAP, Evinact has:

- Established a RAP Working Group with representation from across the organisation.
- Initiated partnerships and conversations with Aboriginal and Torres Strait Islander organisations.
- Supported staff participation in cultural awareness training and community events.
- Reviewed recruitment and procurement processes to identify barriers and opportunities for Aboriginal and Torres Strait Islander inclusion.
- Developed an Acknowledgement of Country policy to guide consistent and respectful practice across the organisation.

In 2025, our team participated in National Reconciliation Week events and engaged with local Aboriginal organisations, such as Birrunnga Gallery, deepening our understanding and building new relationships.

# Our reconciliation activities

Through our first RAP, we identified several challenges, including varying levels of staff engagement and confidence, the need for more consistent and meaningful relationship-building with Aboriginal and Torres Strait Islander partners, cultural capability efforts that were too activity-based rather than embedded in daily practice, and early process changes that lacked clear measures and accountability.

## **For this second RAP, we will:**

- Deepen engagement with Traditional Owners and community leaders through more regular and intentional engagement.
- Strengthen cultural capability by embedding protocols and offering ongoing learning, not just one-off activities.
- Improve accountability and tracking by setting clear targets, responsibilities, and feedback mechanisms.
- Increase staff participation and confidence through better communication, planning, and opportunities to be involved.
- Continue to track our progress through regular reporting and feedback from staff and partners.



# Relationships



| ACTION  | DELIVERABLE  | TIMELINE             | RESPONSIBILITY             |
|---|--|----------------------|----------------------------|
| <b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b> | Continue to identify new RAP organisations in the RAP network that we can approach to collaborate with on our reconciliation journey.  | September 2026       | Associate Director         |
|   | Continue to research and extend our understanding of best practice approaches that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. | May 2027             | Associate Director         |
| <b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>   | Circulate Reconciliation Australia's <a href="#">NRW resources</a> and reconciliation materials to our staff.  | May 2026             | Marketing                  |
|   | RAP Working Group members to participate in an external NRW event.   | 27 May - 3 June 2026 | Marketing                  |
|   | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.   | 27 May - 3 June 2026 | Marketing                  |
| <b>3. Promote reconciliation through our sphere of influence.</b>   | Continue to share our ongoing commitment to reconciliation to all staff.   | March 2026           | Marketing                  |
|   | Make contact with membership associations that our organisation can engage with on our reconciliation journey.   | June 2026            | Director                   |
|   | Identify organisations with a RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.                                    | June 2026            | Director                   |
|   | Develop an understanding of Indigenous Cultural and Intellectual Property (ICIP).  | June 2026            | Senior Consultant          |
| <b>4. Promote positive race relations through anti-discrimination strategies.</b>   | Continue to research best practices and policies in areas of race relations and anti-discrimination.   | April 2026           | Partner                    |
|   | Conduct a review of HR policies and procedures to incorporate learnings from our RAP.  | August 2026          | Corporate Services Manager |

# Respect



| ACTION  | DELIVERABLE   | TIMELINE                | RESPONSIBILITY    |
|---|---|-------------------------|-------------------|
| <b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b> | Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. | July 2026               | Senior Consultant |
|   | Continue to monitor and review participation in cultural learning.  | June 2027               | Senior Consultant |
| <b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>   | Continue to develop and deepen our understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.                      | April annually          | Manager           |
|   | Continue to increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.              | August 2026             | Manager           |
| <b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>  | Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.   | June 2026               | Marketing         |
|   | Promote NAIDOC Week external events in our local area to staff.   | June 2026               | Director          |
|   | RAP Working Group to participate in an external NAIDOC Week event.  | First week in July 2026 | Director          |

# Opportunities



| ACTION   | DELIVERABLE   | TIMELINE       | RESPONSIBILITY             |
|--|---|----------------|----------------------------|
| <b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b> | Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.   | August 2026    | Partner                    |
|  | Continue to monitor Aboriginal and Torres Strait Islander staffing to identify trends and opportunities for future employment and professional development. | August 2026    | Corporate Services Manager |
| <b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>                  | Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.  | September 2026 | Partner                    |
|  | Investigate new ways to support Aboriginal and Torres Strait Islander business owners.  | June 2026      | Partner                    |





# Governance



| ACTION  | DELIVERABLE   | TIMELINE               | RESPONSIBILITY    |
|---|---|------------------------|-------------------|
|   | Maintain a RWG to govern RAP implementation.  | March 2026             | Senior Manager    |
| <b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>  | Review and update the Terms of Reference for the RWG.   | January 2026           | Senior Consultant |
|   | Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG.  | May 2027               | Senior Manager    |
|   |   |                        |                   |
| <b>11. Provide appropriate support for effective implementation of RAP commitments.</b>   | Define resource needs for RAP implementation.   | March 2026             | Senior Manager    |
|   | Engage senior leaders in the delivery of RAP commitments.   | May 2026               | Partner           |
|   | Maintain a senior leader to champion our RAP internally.  | May 2027               | Senior Manager    |
|   | Define appropriate systems and capability to track, measure and report on RAP commitments.  | June 2026              | Senior Manager    |
| <b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b> | Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. | June annually          | Senior Consultant |
|   | Complete and submit the annual RAP Impact Survey to Reconciliation Australia.   | 30 September, annually | Senior Consultant |
|   | Communicate our RAP progress to internal and external stakeholders.   | January 2027           | Senior Consultant |
|   | Include a standing RAP progress agenda item in monthly company meetings.  | June 2027              | Senior Manager    |
| <b>13. Continue our reconciliation journey by developing our next RAP.</b>  | Register via Reconciliation Australia's website to begin developing our next RAP.   | April 2027             | Senior Consultant |

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