

## Reflect Reconciliation Action Plan





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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.

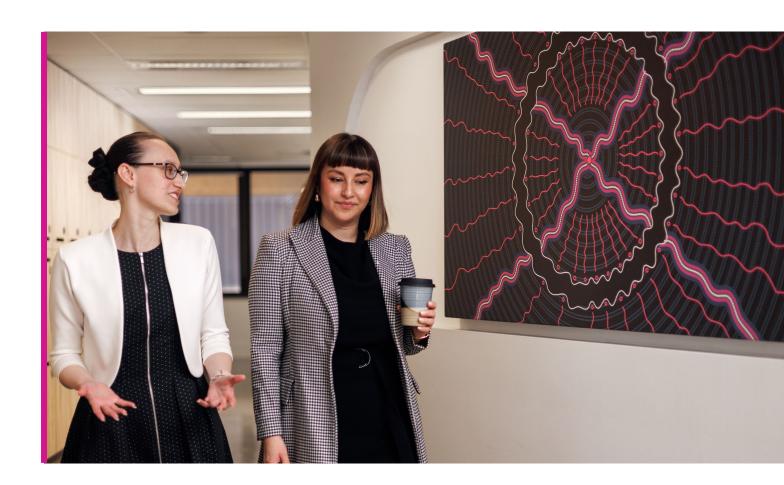
## **Our business**

Evinact is a purpose-driven organisation that specialises in data, Al 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.

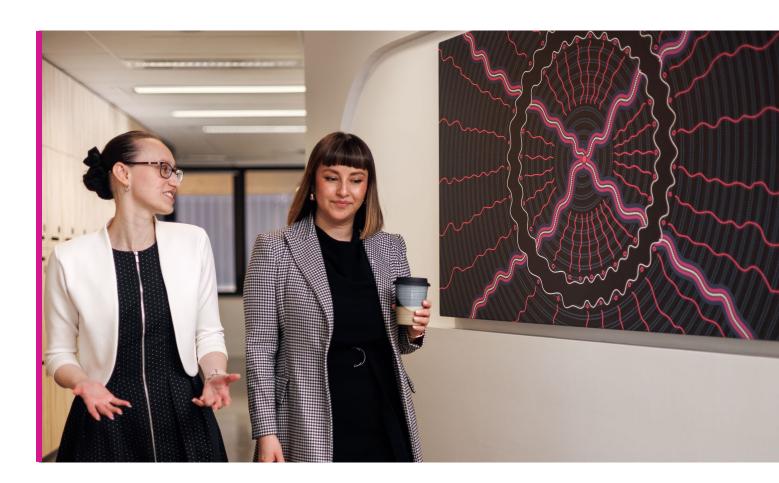
#### Artwork by David Williams

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:

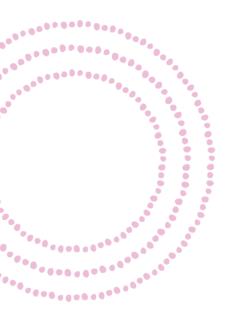
- Build on our foundational knowledge and cultural capability.
- Strengthen relationships with Aboriginal and Torres Strait Islander peoples and organisations.
- Identify and act on new opportunities to contribute to reconciliation through our business practices and partnerships.

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 Birrunga 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.

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## Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	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
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources 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
3. Promote reconciliation through our sphere of influence.	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 likeminded 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
4. Promote positive race relations through anti-discrimination strategies.	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
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	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
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	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
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	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
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	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
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	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
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	March 2026	Senior Manager
	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
11. Provide appropriate support for effective implementation of RAP commitments.	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
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2027	Senior Consultant

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