



# Talent

## Reconciliation Action Plan

July 2023 - July 2024



RECONCILIATION  
ACTION PLAN

REFLECT

# Acknowledgement of Country

Talent acknowledges the Traditional Custodians of the lands on which we work and live. We pay our respects to the Elders past, present and emerging, and recognise their continuing connection and contribution to the land and waters.

## Our RAP Artwork



The artwork by Ngarrindjeri artist Jordan Lovegrove represents Talent on their Reconciliation Journey. The large meeting place symbolises Talent at the beginning of their reconciliation journey. Their journey towards reconciliation is depicted by the pathway coursing through the artwork. Talent, guided by their core values of lead the way, strive for better and give a damn, are inspired to forge ahead. The meeting places in the top section represent the diverse communities and individuals Talent Rise works with. They provide life-changing employment opportunities and support to help young people facing barriers to employment through training, workshops, coaching, and mentoring. The pattern in the bottom section signifies Talent's growth and commitment to creating rewarding experiences for customers, clients, colleagues, and the community.



Jordan Lovegrove is a talented Ngarrindjeri artist known for his captivating contemporary and abstract art. With 12 years of experience, Jordan has developed a vibrant and dynamic style, drawing inspiration from his Ngarrindjeri heritage, his artwork showcases cultural symbolism and a unique artistic vision.

Alongside his art, Jordan is also skilled in graphic design, specializing in creating visually appealing reports, Reconciliation Action plans, logos & branding. Proficient in vector and digital artwork, he seamlessly blends traditional and modern techniques to produce visually stunning and contemporary designs.

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## Terminology

Throughout this Reconciliation Action Plan, we have used the terms 'First Nations', 'Aboriginal and Torres Strait Islander' and 'Indigenous' interchangeably. We acknowledge that throughout Aboriginal and Torres Strait Islander communities there are diverse opinions on terminology used to describe First Nations peoples, and we use these terms with respect.

# A message from Talent, Chief Executive Officer

## Mark Nielsen



From all of us at Talent, we are extremely proud to present our first Reconciliation Action Plan (RAP). Throughout this plan, and future plans, we are committed to establishing and maintaining a deeper understanding of Aboriginal and Torres Strait Islander peoples across Australia. Since our inception in Perth in 1995, the home of the Whadjuk Nyoongar people, Talent has been committed to ensuring diversity is prevalent and that we are living to our values of Lead the Way; Strive for Better; and Give a Damn. We are proud to have fostered a culture where our team members embrace and drive these. We are strong believers of being able to bring your most authentic self to your job and workplace and know this assists all our team members feel safe, respected, listened to and heard. This plan is our first step, but a step that we feel is crucial to our evolution and to our DEI practices.

For Talent, our vision of empowering people to build a better world of work starts from within. This means investing, educating and above all following through on what we say we are going to do to help build a better working world that future generations can feel proud of. Internally, we have success with diversity across gender, age, and sexual orientation however we recognise that there is a path for us to improve our diversity with First Nations peoples.

For over 28 years, we have built meaningful relationships with our clients and candidates, and from that have become a trusted advisor to many large corporations here in Australia and around the globe. We understand and recognise the influential role we play in helping shape workplaces of all industries as recruitment specialists. We know we need to do better internally, as well as help our clients do better.

Our commitment to breaking from the pack and living to our values led to our launch of Talent's charitable foundation, Talent RISE, in 2014. The sole belief and backbone of RISE is helping young people with barriers to employment find meaningful work. We are proud to have helped over 500 young people into roles globally and facilitated workshops and support initiatives with over 3,500 young people. With this knowledge and motivation, we want to understand how we can better support Aboriginal and Torres Strait Islander peoples and know it is a continuous journey.

Creating this RAP is an opportunity to reflect, listen, learn, and build on Talent's personal pathway to evolve as a business and become an ally of Aboriginal and Torres Strait Islander peoples within our organisation and within the recruitment community. Our commitment to our values, our mission, and our vision have helped shape our goals in this RAP plan and we look forward to strengthening our connections to First Nations people.

A message from Reconciliation Australia,  
Chief Executive Officer

# Karen Mundine



Reconciliation Australia welcomes Talent International to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Talent International joins a network of more than 2,200 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 close to 3 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 will lay the foundations, priming 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 increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Talent International 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 first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Talent International, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

# Our Business

Talent is a global technology and digital recruitment specialist committed to creating a better world of work for all. We bring real value to people and organisations by building highly skilled and engaged teams, rethinking technology solutions and improving lives by creating a strong sense of belonging. Talent employs 270 people in Australia and 350 globally, with offices located in Melbourne, Canberra, Brisbane, Adelaide, Perth, and our head office is in Sydney on Gadigal land. While the number of First Nations peoples employed at Talent is currently unknown, we will undertake measures to accurately capture this information in the future, and we will work within this RAP to determine culturally appropriate ways to understand this.

We pride ourselves in ‘breaking from the pack’ with year-on-year growth since our inception in 1995, and we are committed to creating the most rewarding experiences for our customers, clients, colleagues, and community. Our values are not just words on a poster. They guide everything we do. Lead the way, strive for better, give a damn. We are determined to build a better world of work, giving back to our community to improve the lives of everyone we work with and create a true sense of belonging for all.



# About Talent RISE

Talent RISE is the charitable foundation of Talent and was established in Australia in 2014 to provide life changing employment opportunities to young people facing challenging barriers to employment. We provide work readiness training, workshops, coaching and mentoring to help young people into employment and empower them to build thriving, sustainable careers. With a core focus on working closely with potential employers to source job opportunities across the private and public sector, Talent RISE Australia has successfully placed over 260 young people into meaningful employment across the country.

Partnering with other leading not-for-profit organizations, Talent RISE is committed to positive employment outcomes for the young people we work with, showing them what's possible by inspiring, empowering and positively impacting them through opportunities for entry-level jobs, work experience, internships, and training.



# Our RAP

As an Australian-founded business, our RAP is an important first step in our reconciliation journey. Our business mission is to bring real value to people and organisations by building highly skilled and engaged teams, rethinking technology solutions, and improving lives by creating a strong sense of belonging. To truly impact lives for the better, we understand this begins with embracing our responsibility to take positive steps towards reconciliation. This RAP is our formal commitment to reconciliation.

Reconciliation aligns with Talent's core values – lead the way; strive for better; and give a damn. As a business, we are always striving for progress and believe in people and their potential. We're professionally human, and we're passionate about helping others grow. This directly aligns with the fundamental vision and values of Reconciliation, and we are striving to be a First Nations inclusive organisation.

Implementation of our Reflect RAP will be instrumental in providing guidance and structure to achieve key reconciliation milestones whilst engaging meaningfully and respectfully with Aboriginal and Torres Strait Islander peoples. This will be achieved by strengthening our relationships with First Nations communities and embedding reconciliation throughout our businesses. As part of our RAP, Talent is committed to increasing employment opportunities for Aboriginal and Torres Strait Islander peoples in our company and through our charitable foundation Talent RISE.

Whilst we acknowledge that we are in the early stages of our reconciliation journey, we have taken some fundamental steps to initiate our journey including; becoming members of Supply Nation, creating a RAP working group, and appointing a RAP champion who is responsible for driving and championing internal engagement and awareness of the RAP. Our RAP champion is the Chief Executive officer of Talent RISE.



The role of the Reconciliation Working Group to date has been to formulate, oversee, and review the Reconciliation Action Plan and on an ongoing basis it will implement and evolve the actions contained in this plan as we progress in our reconciliation journey. Our Reconciliation Action Plan Working Group includes representation from across our varied business units, a range of staff levels and geographic locations. As none of the members of the RAP working group identify as First Nations, it will be important to establish this crucial representation within the group at the start of our journey. We propose to do this by engaging with an Indigenous business offering RAP implementation assistance. Our membership with Supply Nation will help us to identify an organisation to support us in this area.

Our Talent RAP Working Group consists of the following staff:

- **Karen Graham**  
Executive Sponsor and RAP Champion - Chief Executive Officer, Talent RISE
- **Georgia Townsend**  
People and Culture Lead
- **Lauren Johnson**  
Senior Talent Acquisition Partner and RA Key contact, Sydney
- **Kerryn Rudge**  
Bid Manager, Melbourne
- **Edwin Foo**  
Principal Account Manager, Perth
- **Catherine Wiggett**  
Practice Manager, Sydney
- **Amanda Vitucci**  
Head of Communications APAC, Sydney
- **Nick Doyle**  
AVEC, Brisbane
- **Matthew Coffey**  
Yorkway Private, Sydney

Our commitment to increasing our internal diversity at Talent with First Nations people is something we are very passionate about.

# Our partnerships/ current activities

## Supply Nation

In March 2023, Talent International became a member of Supply Nation. We have now started the journey to explore procurement opportunities with the Indigenous business sector.

## Mirri Mirri

In 2021, Talent/RISE engaged with Mirri Mirri, an Aboriginal owned company helping all Australians improve their understanding and awareness of our Indigenous cultures. The objective of this was for employees to receive training to build skills and greater understanding of Aboriginal histories, culture and communities, and how to engage with/develop relationships with Aboriginal people.

## Clontarf Foundation

In 2021, Talent RISE was introduced to the Clontarf Foundation by Mirri Mirri to support young people in their program who would benefit from work-readiness support and employment opportunities. Clontarf referred 2 young people, who RISE met with and provided support to including CV support and job search coaching.

## Antakirinja Matu-Yankunytjatjara Aboriginal Corporation

In 2022, Talent RISE partnered with Antakirinja Matu-Yankunytjatjara Aboriginal Corporation in South Australia to support young people into entry-level mining roles. Working together, 3 young people were hired into fulltime mining positions and were provided support by both RISE and the employer.

## National Rugby League (NRL)

Talent RISE are partnering with NRL on the NRL School to Work Program, an education and employment program that utilises the positive profile of the game of Rugby League to support and encourage young Indigenous Australians to complete their schooling and successfully transition into further education or employment. NRL has partnered with Talent RISE to provide work-readiness training via workshops, mentoring and job opportunities to help young Indigenous Australians to thrive in the world of work.



# Relationships



Action	Deliverable	Timeline	Accountability
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2023	RAP Executive Sponsor
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2024	RISE CEO
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	People and Culture Lead
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2024	RISE CEO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2024	RISE CEO
	Host an internal staff event to mark and celebrate NRW	27 May – 3 June, 2024	Head of Communications
<b>3. Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all staff.	July 2023	Talent International CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2023	RISE CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2023	RISE CEO
	Publish our RAP on our website and internal communication channels (i.e., Blink) and communicate our commitment to reconciliation publicly.	July 2023	Head of Communications
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	January 2024	People + Culture Lead
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2024	People + Culture Lead

# Respect



Action	Deliverable	Timeline	Accountability
<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.	September 2023	RAP Executive Sponsor
	Conduct a review of cultural learning needs within our organisation.	December 2023	People + Culture Lead
	Invite Aboriginal and Torres Strait Islander peoples as guest speakers to #OneTeam updates and other forums to continue to educate our teams	March 2024	Head of Communications
	RAP Working Group members to undertake Aboriginal and Torres Strait Islander cultural awareness training, and ensure this training is available to all staff.	January 2024	People + Culture Lead
	Build a relationship with a First Nations Artist and create an artwork for Talent Head Office to reflect our values and commitment to Reconciliation	May 2024	RISE CEO
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2023	Talent Branch MDs
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2023	RISE CEO
	Display Acknowledgement of Country plaques in all Australian office locations	October 2023	Head of Communications
<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 2023	Talent Acquisition Partner
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Head of Communications
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023	RAP Executive Sponsor
	Celebrate NAIDOC week internally by hosting events across all offices and promoting and sharing resources for learning with all staff.	First week in July, 2023	Head of Communications/ Talent Branch MDs

# Opportunities



Action	Deliverable	Timeline	Accountability
<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 2023	People + Culture Lead
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2023	People + Culture Lead
	Identify training partnership opportunities with customers or partner organizations focused on technology and employment support for Aboriginal and Torres Strait Islander peoples	Jan 2024	RISE CEO
<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.	October 2023	RAP Executive Sponsor
	Investigate Supply Nation Membership	June 2023	RAP Executive Sponsor
	Engage Aboriginal and Torres Strait Islander focused education to employment organizations to explore partnership opportunities	February 2024	RISE CEO
	Raise awareness of supplier diversity and complete organization wide training on the importance of supplier diversity and how this can be achieved using Supply Nation	May 2024	Talent CFO

# Governance



Action	Deliverable	Timeline	Accountability
<b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	Maintain a RWG to govern RAP implementation.	January 2024	RISE CEO
	Draft a Terms of Reference for the RWG.	July 2023	RISE CEO
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2024	RISE CEO
<b>11. Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	June 2023	RAP WG
	Engage senior leaders in the delivery of RAP commitments.	July 2023	RISE CEO/ People + Culture Lead
	Appoint a senior leader to champion our RAP internally.	June 2023	RISE CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2023	RISE CEO
<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	Talent Acquisition Partner
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1st August, annually	Talent Acquisition Partner
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30th September	Talent Acquisition Partner
<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 2024	Talent Acquisition Partner



## Contact

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