

Reconciliation Action Plan Progress Report

Reconciliation Action Plan

The Parliamentary Service aspires to support and promote reconciliation between Aboriginal and Torres Strait Islander peoples and other Queenslanders. In line with this aspiration, in 2018 the Parliamentary Service Management Plan included a formal Reconciliation Action Statement to recognise the organisation's commitment to reconciliation.

In 2020, the Parliamentary Service continued to demonstrate its support for reconciliation by building on that Statement and developed its first Reconciliation Action Plan. The Parliamentary Service's Reconciliation Action Plan (RAP) was formally endorsed by Reconciliation Australia and subsequently launched by the Speaker of the Legislative Assembly and the Clerk of the Parliament in September 2020.

The RAP includes practical actions that will drive the organisation's contribution to reconciliation through its operational activities and in the communities in which it operates.

Over the last 12 months, work has been focused on completing all actions in our second and latest Parliamentary Service RAP – Innovate (2023–2025).

The drafting of our third Parliamentary Service RAP – Innovate (2025–2027) has also been completed and is awaiting endorsement from Reconciliation Australia.

Overview

The Innovate RAP contains 14 actions and 69 deliverables, grouped within four reconciliation themes of relationships, respect, opportunities, and governance.

A working group made up of representatives across the Parliamentary Service, including representation from electorate offices, oversees the implementation of initiatives and ensures staff members are engaged in the spirit of reconciliation.

In 2024–25, the working group was co-chaired by the First Peoples Liaison Officer and the Executive Officer in the Office of the Speaker, with representation from a member of the Executive Leadership Team serving as the RAP Champion.

Snapshot of achievements

Throughout 2024–25, key initiatives advanced by the working group included:

- **Opening of the Reconciliation Garden**
Developed in consultation with local First Peoples Elders, the Reconciliation Garden is a significant cultural space. Its creation was a collaborative effort involving the former Speaker, Batjala man Bruce Phillips from Murri Tukka, and the Parliamentary Service Executive Head Chef, Anthony Naylor.
- **Launch of RAP artwork merchandise**
A new range of items featuring the artwork of Casey Coolwell-Fisher was launched and is now available for purchase in the Parliamentary Gift Shop.
- **Collaboration with First Nations suppliers**
Partnered with suppliers including Yaala, BSKT, and Waddi to support economic opportunities.
- **Creation of cultural learning opportunities** for staff including:
 - Exploration of First Peoples food and culture with Batjala man Bruce Gululai Phillip from Murri Tukka
 - Weaving workshop led by Erica Eurell, a Traditional Custodian from the Yugambeh Language Region on the Gold Coast and a descendant of the Wollumbin/Mount Warning country
 - Artist lead tour "The unbroken spirit of the Kalkadoons exhibition" at State Library of Queensland
 - Art Workshop with Aboriginal Cultural Immersions.
- **Parliamentary Graduate Program**
Continuation of the program with spaces reserved for First Peoples applicants.
- **Musgrave Park Family Fun Day Participation**
Since 2023, the Parliamentary Service has used a dedicated stall at this community festival to promote First Peoples culture, employment pathways, and programs like the Graduate Program.
- **Introduction of First Peoples Hospitality Traineeship**
A new program offering practical and theoretical training for hospitality roles, creating career pathways outside of university, and complementing the Graduate Program.

RAP next steps

In 2025–26 the working group will continue to implement actions from the RAP, including:

- strengthen partnerships with Aboriginal and Torres Strait Islander stakeholders
- continue to deliver cultural learning and awareness programs across the organisation
- increase Aboriginal and Torres Strait Islander participation in employment and procurement
- promote reconciliation through visible public events and internal campaigns.
- strengthen RAP governance, reporting, and future planning.