

NAOMI MILGROM FOUNDATION

Reflect Reconciliation Action Plan


Dec 2022 – Dec 2023



RECONCILIATION
ACTION PLAN

REFLECT

– Weaving with Bronwyn Razem.
Photographed by Casey Horsfield.



We acknowledge the clans of the Eastern Kulin Nation as the Traditional Custodians of the land on which we connect, create and work.

We pay our respects to the land, their ancestors and their Elders—past, present and emerging.

We welcome all Aboriginal and Torres Strait Islander Peoples and acknowledge the wealth of their creative practice, stretching back to the beginning of the Dreaming.

Featured Artist

Amina Briggs

Amina Briggs is a multi-disciplinary artist based in Melbourne who primarily works with sculpture, digital art, and painting.

A graduate from RMIT with Bachelors of Fine Arts in Sculpture 2020 and from the University of Melbourne with a Bachelors of Fine Arts Honours in Sculpture 2021.

Briggs draws inspiration from her Boonwurrung heritage and experience as a Blak woman growing up in Australia. Inspired by her family's cultural activism, her works focus on the maintaining and sharing of Boonwurrung knowledge and language, combined with contemporary art forms.

Briggs's digital graphic work 'Snarkles' has been commissioned to feature in our RAP.

Instagram: @amina.briggs

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Our Vision For Reconciliation

Our vision for reconciliation is one where First Nation peoples' rights to self-determination, culture, art and land are celebrated and respected, and where their ancient sovereignty can shine through as a fuller expression of Australia's nationhood.



– Walk on Country (Dights Falls) with Dave Wandin, Living Cities Forum 2022.
Photographed by Casey Horsfield.

Our Business

NAOMI MILGROM FOUNDATION

The Naomi Milgrom Foundation champions art, design and architecture to improve lives in Australia and across the world.

Established in 2014 and led by Naomi Milgrom AC, the not-for-profit, charitable organisation pivots on a central purpose—to enhance the presence and influence of creative culture in Australia.

The Foundation accomplishes this by actively supporting artists, designers, and creative institutions, fostering collaborations between bodies and disciplines, advocating for art and design education, and an overarching commitment to making the arts more accessible to more people across the country.

The Foundation's key forms of activities include:

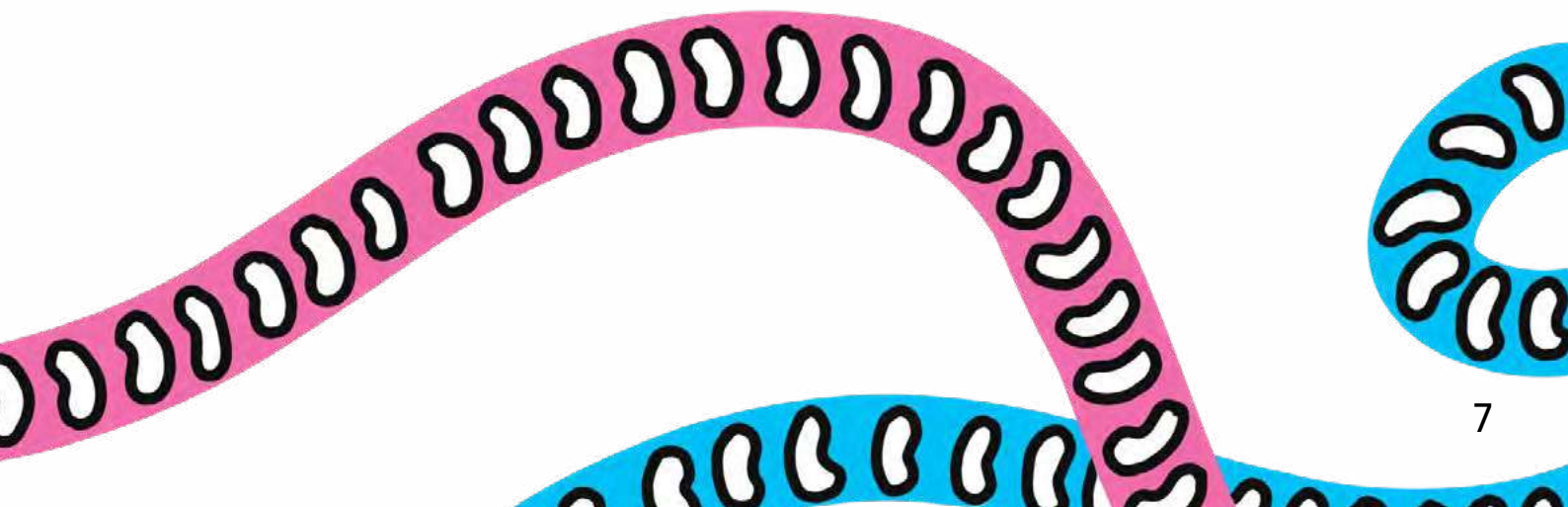
- Initiating and commissioning public projects and events
- Providing catalytic funding
- Establishing partnerships and collaborations for impact

- Intensifying focus and publicly advocating for art, design and architecture
- Harvesting synergies and extending capabilities of all involved with the Foundation

Through these key activities and tasks, the Foundation achieves the following outcomes:

- Creation of exemplars of best practice
- Facilitation of public voice and expressions of art, design and architecture
- Promotion of education for emerging and high-quality creative practitioners
- Engagement of new audiences through expanding public access

The two ongoing flagship projects of the Naomi Milgrom Foundation include MPavilion and the Living Cities Forum.



Our Business

MPAVILLION

MPavilion is Australia's leading architecture commission—a cultural laboratory where the community can come together to engage and share.

Each year since 2014, the Naomi Milgrom Foundation has engaged an outstanding architect to design a pavilion for the Queen Victoria Gardens, in the centre of Melbourne's Southbank Arts Precinct. The MPavilion then hosts a free program of cultural events and interventions, lively talks, performances, workshops, installations and kid-friendly experiences. Each season MPavilion collaborates with First Nations peoples as part of the summer program to deliver events—including 40 First Nations collaborators in 2021.

At the close of each season, the MPavilion is gifted by the Naomi Milgrom Foundation to the people of Victoria and relocated to a new permanent home where it can continue to be engaged with by the community.

MPavilion's values include:

- Prioritise and support the voices of First Nations peoples in the development of our program.
- Prioritise events that consider the importance of care for Country, the environment, and all living beings, and advocate for dialogue around urgent climate action.
- Bringing exceptional design and architecture to all Australians in a free and accessible manner—enriching the lives of individuals, nourishing communities, protecting the environment, boosting economies and improving the growth of cities.
- Welcoming projects and collaborative work from communities, organisations and individuals from all identities, environments and experiences that are focused on social and gender equity, sustainability and accessibility.
- Operating under a '[nothing about us, without us](#)' policy, and looking to support events that have shown to deeply consider these principles.
- Commitment to the [Panel Pledge](#). When organising a panel, line-up or any event at MPavilion there needs to be a gender balance in the selection of participants. We only conduct events that align with this.
- MPavilion strives to be a culturally inviting and physically safe space for sharing and collaborating, and we encourage and support self-determination through freedom of expression.

Our Business

LIVING CITIES FORUM

Living Cities Forum is an annual assembly of leading architects and urban thinkers exploring the role of design, planning and architecture in shaping our society.



— Dave Wandin at the Living Cities Forum 2022, Photographed by Casey Horsfield.

Since 2017, renowned international urbanism experts have taken part in the full-day forum and various satellite events of the Living Cities Forum, substantially influencing the thinking, discourse, collaboration and policy-making that determines approaches to urban development across Australia. While including established experts, Living Cities Forum actively seeks out and invites voices from across society to take part in deep and critical analyses of our cities. The dialogues are lively, rigorous, scientific, personal, productive and always inspirational, testing out old thinking, ushering in new perspectives, and paving the way for new, better design approaches, in all aspects of urban life.

“Out of all the walks and talks, welcomes and smokings, education sessions and presentations that I have done this year and the rest that I am booked for till year’s end, the Living Cities Forum will, I am fairly confident, remain the highlight of 2022.”

— Uncle Dave Wandin, Wurundjeri Woi-wurrung Elder and Cultural Practices Manager (Fire and Water), Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation

Our Business

Geographic Reach + Employees

Geographic Reach

The Naomi Milgrom Foundation is located in Naarm (Melbourne), Victoria and has the following geographic reach:

- **Local/Domestic** – in person events at MPavilion and the Living Cities Forum
- **Regional** – collaborations with regional towns such as Benalla
- **International** – media and online content

Employees

The Naomi Milgrom Foundation has 6 full-time employees and over 30 seasonal and contract staff. Currently, the Naomi Milgrom Foundation employs on staff member who identifies as First Nations.

Long-term First Nations collaborators and contractors include:

- **Sarah Lynn Rees** – A palawa woman descending from the Plangermaireener and Trawlwoolway people of North-East Tasmania, Sarah curates the BLAKitecture series and provides program consultation for MPavilion.
- **N'arweet Professor Carolyn Briggs AM PhD** – Boon Wurrung senior Elder and the chairperson and founder of the Boon Wurrung Foundation and descendant of the First People of Melbourne, the Yallukit Willam clan of the Boon Wurrung, N'arweet Carolyn Briggs provides consultation for MPavilion and partakes in Welcome to Country ceremonies for the Foundation.
- **Deborah Cheetham AO** – Yorta Yorta woman, soprano, composer and Artistic Director of Short Black Opera, Deborah has been the composer in residence for the MPavilion opening ceremony celebration since the birth of the project in 2014.

Our RAP



— N'arweet Carolyn Briggs AM, MP Pavilion 2018.
Photographed by Alan Weedon.

The Naomi Milgrom Foundation is developing a Reconciliation Action Plan (RAP) because as an organisation that works and creates on the stolen lands of First Nations people, it is our responsibility to contribute towards a more just, equitable, inclusive and reconciled Australia. We commit whole-heartedly to setting long-lasting, clear, meaningful and achievable goals as part of this journey.

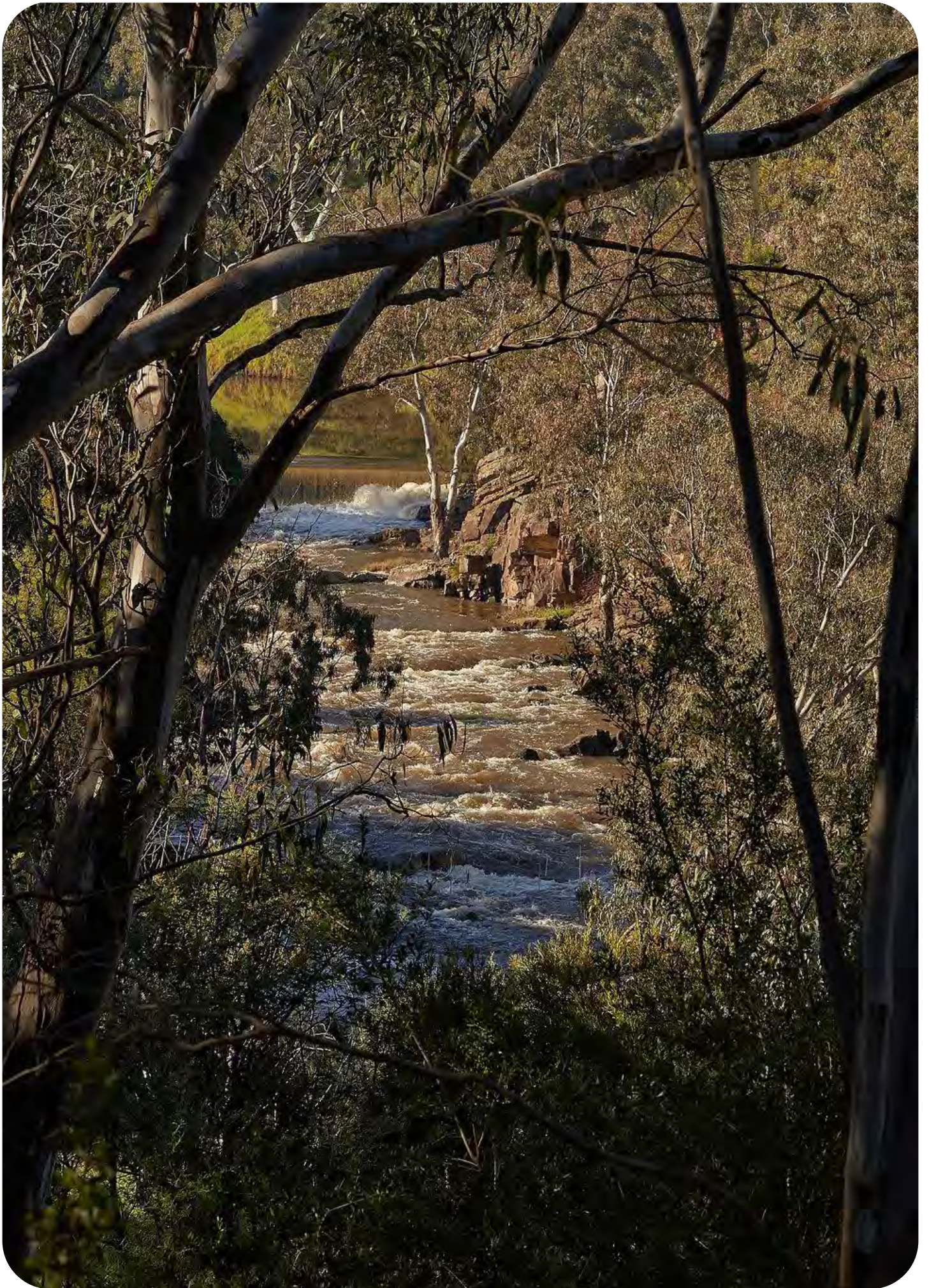
As a not-for-profit organisation that's core aim is to enhance the presence of creative culture and to champion art, design and architecture to improve Australian lives, we aspire to be leaders in reconciliation by connecting the broader community with true and positive representations of First Nations histories, practices, cultures, contributions and stories. We have an explicit responsibility to promote diversity, nurture inclusivity and provide a culturally inviting, diverse and safe space for the community.

In the development of our projects we will prioritise and support Aboriginal and Torres Strait Islander voices and we will continue to foster respectful, collaborative and enduring relationships with First Nations peoples, organisations and businesses. We will seek guidance and consultation with a diverse range of First Nations representatives as part of our ongoing decision making.

Within our organisation we aim to embed First Nations cultures into our workplace. We will pursue meaningful employment opportunities for Aboriginal and Torres Strait Islander peoples. We will encourage our team to better understand, value and respect the true history of this country and broaden their First Nations knowledge by undertaking cultural awareness training, attending First Nations led initiatives and partaking in NAIDOC week activities.

Finally, we commit to forming a deeper connection to land and Country. We strive to gain a broader understanding of the place on which we work, to acknowledge our responsibilities to Country and act upon these responsibilities. We will prioritise projects which consider the importance of care and respect for Country.

Our RAP Champion is Sam Redston the Chief Executive Officer of the Naomi Milgrom Foundation. Our RAP Working Group consists of the six core members of the Naomi Milgrom Foundation team, a member of the Naomi Milgrom Foundation board and one person who identifies as Aboriginal and/or Torres Strait Islander. The RAP Working Group will meet on a regular basis to reflect on our progress, to ensure we are achieving our deliverables, and to set new goals.



— Walk on Country (Dights Falls) with Dave Wandin, Living Cities Forum 2022.
Photographed by Casey Horsfield.

Our Partnerships & Current Activities

From 2014 – 2021

Since its inception in 2014, the Naomi Milgrom Foundation has worked and collaborated with First Nations people, particularly in the delivery of MPavilion's public programming.

- 2014**
- *Long Journey Boon Wurrung* - Short Black Opera Commission, with Deborah Cheetham & the Dhungala's Children's Choir
 - Morning Stories with N'Arweet Carolyn Briggs
 - Connecting to Boon Wurrung Country: Storytelling through Song & Dance
 - Melbourne Drone Orchestra
- 2015**
- *Wominjeka Elements 2* - Short Black Opera Commission, with Deborah Cheetham & the Dhungala's Children's Choir
 - Morning Ritual
 - Future Cities Aboriginal Knowledge
- 2016**
- *Wominjeka Birrarunga* - Short Black Opera Commission, with Deborah Cheetham & the Dhungala's Children's Choir
 - Sovereign Trax
 - Aboriginal Weaving Workshop
- 2017**
- *Nganga Yinga* - Short Black Opera Commission, with Deborah Cheetham & the Dhungala's Children's Choir
 - Sovereign Trax
 - Indigenous Knowledge and Nature in our Cities
 - BLAKitecture
 - 'Tracker': Alexis Wright in Conversation & Book Launch
 - Melbourne Festival Presents: Our Place, Our Home
- 2018**
- *Yarran Ngarnga Yinga* - Short Black Opera Commission, with Deborah Cheetham & the Dhungala's Children's Choir
 - Australian Music Vault - Roger Knox
 - BLAKitecture
 - Women's Business
 - Indigenising Procurement
 - Memorialisation
 - Indigenising Education
 - Looking Backwards, Looking Forwards
 - Tech Yarns with Celeste Carnegie
 - Tract presents Regenerative Cities
 - Men's Business, Women's Business
 - Melbourne Festival presents 'The Land on which we stand'
 - Multicultural Arts Victoria presents 'State of Culture #1'
 - Blak Writing Skillshare
 - Unreconciliatory Landscapes

- 2019**
- *Bunjil Ngalingu* - Short Black Opera Commission, with Deborah Cheetham
 - Piinpi: Contemporary Indigenous Fashion
 - Allara and the Mob
 - Dunghala Childrens Choir - Songbook Concert
 - Indigenous Fashion Storytelling
 - PINPI: Contemporary Indigenous Fashion
 - Indigenous Design Workshop
 - Indigenous Cultural Inclusion: How are we Engaging?
 - Friday Sunset Series: 'Meeting Place'
 - Indigenous Plants and Bush Tucker
 - BLAKitecture
 - Cultural protocols
 - Storytelling
 - Deep Listening
 - Speculative Reciprocity
 - Cultural Protocols (2)
 - 65,000+ Years of Aboriginal Astronomy

- 2020**
- *Woorongi Biik* - Short Black Opera Commission, with Aaron Wyatt
 - BLAKitecture
 - Pulse Check
 - With(out) Engagement
 - Design Obligations
 - Co-design? Collaboration? Consultation?
 - Indigenous 'First Principles'
 - Deadly Poets Yarn
 - First Nations Bodies in Colonial Spaces
 - Adaptive Recovery
 - Maylene Slater Burns - Bakehouse Studios
 - Walsh Street - Kee'ahn
 - Soju Gang performance
 - Reading List with Daniele Homrek
 - First Nations Early Career Writing Residency
 - Empty Spaces Summit

- 2021**
- *Galnya Yakarrumdja* - Short Black Opera Commission, with Deborah Cheetham
 - Agency presents UNTOLD
 - Indigenous - Visualising Sovereignty
 - Dreamy: Sleep Stories
 - Painting on Country
 - Reclamation, Restoration and Storytelling through contemporary practice
 - Melbourne Music Week
 - Wominjeka
 - An Afternoon in Naarm
 - Wominjeka Song Cycle Performance
 - Aboriginal Science Guiding a Sustainable Future
 - The Excellent City Series: Designing Yarning
 - Torres Strait Virtual Reality Game
 - Mirnungumayimanha
 - BLAKitecture: The Manifesto
 - Answers to Questions you were too afraid to ask
 - Indigenising Curriculum: Listen First
 - Planning with Country
 - A bid for transparency
 - Mob, Medals & Media
 - James Henry x The Wall Remix: Speaking Truths
 - Weaving with Bronwyn Razem



— Indigenous Fashion Storytelling Panel, MPavilion 2019.
Photographed by Anthony Richardson.

Our Partnerships & Current Activities

Activities Summaries

Short Black Opera Commission, with Deborah Cheetham & the Dhungala's Children's Choir – annually since 2014

Since the launch of MPavilion 2014, Deborah Cheetham AO has composed a contemporary musical expression of welcome in the traditional language of Bunjil's River Country as the Acknowledgement of Country to open MPavilion's summer season of programming. With each original composition, Deborah considers and responds to the MPavilion architect's vision and design that year. These songs are then performed live, with the Dhungala Children's Choir or other First Nations vocalists and instrumentalists, to an audience of thousands of people at the opening ceremony. To date eight songs make up the Wominjeka Song Cycle.

"Over the past eight years, it has been my honour and privilege to work alongside N'arweet Aunty Carolyn Briggs to create these eight works for the opening ceremony of each MPavilion. Language revival is at the heart of this project. All across Victoria, First Nations languages are in a process of renewal and revival. And this, the Wominjeka Song Cycle has contributed significantly to the revival and the awareness of the language of the Boon Wurrung people."

– Deborah Cheetham, Soprano and Director of the Short Black Opera Company

Wominjeka Song Cycle performance – 12 April, 2022

Wominjeka Song Cycle was a live concert performance of the eight contemporary musical expressions of Welcome in Language, composed by Deborah Cheetham AO, Yorta Yorta woman, soprano, composer and educator. Held at Melbourne Recital Centre, the performance presented MPavilion's longest-running commission to date. This special evening was the first time that these pieces were not only heard all together as a complete work, but as Deborah hears them in her mind, performed by Melbourne's leading choral and orchestral musicians from Short Black Opera, Dhungala Children's Choir, Ensemble Dutala, Orchestra Victoria, Melbourne Symphony Orchestra and Consort of Melbourne, in the sublime acoustic surrounds of the Elisabeth Murdoch Hall.

An extraordinary journey through the traditional languages of the Boon Wurrung, Yorta Yorta and Wadawurrung nations, his powerful and evocative performance was a night of celebration, reconciliation and an expression of optimism for our shared future.

Featured First Nations performers included:

- Lillie Walker - Yorta Yorta, Kuku Yalanji and Girramay singer
- Shauntai Batzke - Wiradjuri singer
- Jessica Hitchcock - Singer from Saibai in the Torres Straits & Papua New Guinea
- Aaron Wyatt - Noongar conductor & violist
- Members of the Dhungala Children's Choir
- Members of Ensemble Dutala





Agency Presents UNTOLD – 19 & 20 February, 2022

In partnership with Agency Projects, MPavilion brought together some of the leading Aboriginal and Torres Strait Islander creative thinkers, artists and creatives from across metropolitan and remote Australia to present UNTOLD: Marking life, Indigenous reflections on continuing/maintaining/living rituals. Over a weekend, they exchanged ideas through creative workshops, panel discussions and performances, exploring themes like caring for Country, next generational ceremonial leadership, reparation and maintenance of culture and relationships through art, culture and Country.

First Nations Writers Residency – 2018 & 2020

In 2018, Maddee Clarke was the first participant to take part in MPavilion's First Nations Writers in Residency program, aiming to enhance the practices of emerging First Nations practitioners. The initiative was presented in partnership with the Copyright Agency's Cultural Fund and supported by State Library Victoria. In 2020, Maddee Clarke, along with Bridget Caldwell, then became mentors to five writers as part of the 2020 First Nations Early Career Writing Residency. The participants included: Ashleigh Millar, Declan Fry, Elijah Money, Tristen Harwood and Monique Grbec. The three-month long residency, presented in partnership with Footscray Community Arts, provided material, practical and creative support to the important voices in this critical time in Australia's history.

BLAKitecture Series – annually since 2017

In 2017, MPavilion initiated its BLAKitecture series, curated by palawa woman Sarah Lynn Rees. BLAKitecture is an open forum bringing together Indigenous built environment practitioners from across Australia to centralise Indigenous voices in conversations about architecture, the representation of histories, and the present and future states of our built environments. The series questions how, through design, we might respectfully embed our Indigenous past, present and future and our colonial history, while also embracing our multicultural, technological, agricultural and industrial evolutions. BLAKitecture further extends these themes to tackle questions such as: What is Indigenous architecture? How can we empower the profession with a sensibility to work with Indigenous communities? And how can we encourage young Indigenous people to take up a career in the built environment?

In 2021, the BLAKitecture series focused on examining the structures and processes at each stage of the built environment process, in order to highlight barriers and opportunities for change. The outcome of the series was a manifesto, outlining the steps that can be taken to Indigenise the built environment.





– Walk on Country (Dights Falls) with Dave Wandin, Living Cities Forum 2022.
Photographed by Casey Horsfield.

Connecting to Boon Wurrung Country: Storytelling Through Song & Dance – 4 Feb, 2018

At this special event children and families were invited to learn through stories, song and dance about the Traditional Owners of the land on which MPavilion sits. Elder N'Arweet Carolyn Briggs, founder of the Boon Wurrung Foundation, recounted traditional tales of the Yaluk-ut Weelam, meaning 'people of the river', one of the six clan groups that make up the Boon Wurrung language group.

Bruce Pascoe keynote speaker at Living Cities Forum 2021 – 23 July, 2021

The Living Cities Forum 2021 theme *The Long View*, asked how different perspectives on time can help us better understand, explore and solve design challenges. How has the climate crisis and the pandemic compelled cities to slow their growth, reduce their resources, minimise their footprints, and make us think about life outside of our own lifespans? In examining this and other questions, Living Cities Forum incorporated different concepts of time, including Australian First Nations perspectives. Globally celebrated author and Yuin, Bunurong and Tasmanian man, Bruce Pascoe, was invited as a keynote speaker and he shared his work on re-establishing Indigenous produce on a commercial scale, and discussed his extensive first-hand eyewitness accounts of sophisticated Indigenous architecture, technology and farming practices.



Relationships

Naomi Milgrom Foundation has worked alongside First Nations cultural advisors, educators and artists in varying capacities and has built meaningful relationships with First Nations organisations and communities over the past nine years. The Naomi Milgrom Foundation hopes to build upon these relationships and continue to strengthen them.

Some of these include:

- Sarah Lynn Rees
- Deborah Cheetham AO
- N'arweet Professor Carolyn Briggs AM PhD
- Agency Projects
- Jarra Karalinar Steel
- Jessica Hitchcock
- Maddi Miller
- Susie Anderson
- Amina Briggs



— Weaving with Bronwyn Razem, MPavilion 2021.
Photographed by Casey Horsfield.



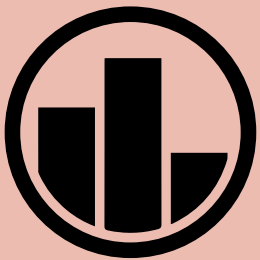
Relationships



Respect



Opportunities



Governance



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2022	Program Producer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2022	Creative Director
	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	December 2022	Lead: Program Producer Creative Director
	Support Aboriginal and Torres Strait Islander artists, producers or cultural advocates to participate in the open access environment of MPavilion, working towards a 10% program participation.	April 2023	Lead: Creative Director Program Producer
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May – June 2023	Marketing & Communications Manager
	RAP Working Group members to participate in an external NRW event.	May – June 2023	Arts Administrator
	Promote NRW externally through NMF communication platforms.	May – June 2023	Marketing & Communications Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May – June 2023	Lead: Arts Administrator Chief Executive Officer



Relationships

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	December 2022	Arts Administrator
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2022	Lead: Creative Director Chief Executive Officer
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2022	Lead: Creative Director Chief Executive Officer
	Devise an overview of the RAP as part of the induction process for new employees.	December 2022	Arts Administrator
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August 2023	Arts Administrator
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2023	Arts Administrator
	Engage with external advisors to consult on the development of our Anti-Discrimination Policy and for guidance on updating our Equity Policy.	August 2023	Lead: Arts Administrator Creative Director



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.	December 2022	Chief Executive Officer Creative Director
	Conduct a review of cultural learning needs within our organisation.	December 2022	Arts Administrator
	Develop a 'Reading List' and/or 'Reading Group' of Aboriginal & Torres Strait Islander cultural resources / literature for staff to read and experience.	August 2023	Program Producer
	During Team Meetings commit to learning new a word a week in local Language (Woiwurrung & Boonwurrung) and compile a list of learnt words as a resource for staff.	December 2022	Admin & Digital Content Coordinator
	Undertake Cultural Awareness Training with our core staff for the second time.	May 2023	Arts Administrator



Respect

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2022	Arts Administrator
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, and include this in the all staff induction at the commencement of the MPavilion season.	December 2022	Arts Administrator
	Invite an appropriate Wurundjeri Woiwurrung representative to lead a Walk on Country for all staff at the MPavilion site, to gain greater understanding and knowledge of the Country on which we operate.	December 2022	Arts Administrator
	Ensure every public event facilitated by NMF takes place with an appropriate Acknowledgement of Country or Welcome to Country.	April 2023	Program Producer
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.	July 2023	Marketing & Communications Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2023	Marketing & Communications Manager
	Core staff to participate in an external NAIDOC Week event.	July 2023	Arts Administrator



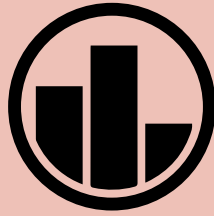
Opportunities

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.	November 2023	Lead: Creative Director Chief Executive Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2022	Lead: Creative Director Chief Executive Officer
	Review NMF's application, onboarding, induction and performance review processes to determine if they are culturally responsive.	December 2022	Arts Administrator
	Hire a First Nations Program Curator and Copywriter for MPavilion program.	December 2022	Creative Director
	Insert 'Aboriginal and Torres Strait Islander Peoples are encouraged to apply' at the bottom of advertisements.	December 2022	Arts Administrator
	Explore how to advertise employment opportunities through identified channels to effectively reach Aboriginal and Torres Strait Islander peoples in local and broader communities.	December 2022	Arts Administrator



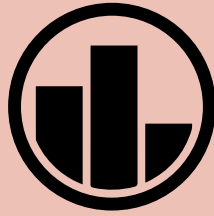
Opportunities

Action	Deliverable	Timeline	Responsibility
Strengthen participation of First Nations voices, talent and creatives in the MPavilion program.	Consult with respected Aboriginal and Torres Strait Islander Peoples in the MPavilion community in the development of the MPavilion Program.	December 2022	Lead: Creative Director Program Producer
	Commission a First Nations Uniform Designer for the MPavilion season.	December 2022	Lead: Creative Director Program Producer
	Showcase a runway show that is produced by a First Nations production team	April 2023	Lead: Creative Director Program Producer
	Work with First Nations community organisations to encourage young Aboriginal and Torres Strait Islander Peoples to participate in the mentoring programs that MPavilion runs (eg. M_Curators).	December 2022	Lead: Creative Director Program Producer
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.	April 2023	Lead: Creative Director Chief Executive Officer
	Investigate Supply Nation membership.	October 2022	Lead: Arts Administrator Chief Executive Officer
	Explore opportunities to engage Aboriginal and Torres Strait Islander guest speakers/workshop facilitators.	December 2022	Lead: Program Producer Creative Director



Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	September 2023	Arts Administrator
	Draft a Terms of Reference for the RWG.	September 2023	Arts Administrator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2023	Chief Executive Officer
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2023	Chief Executive Officer
	Engage senior leaders in the delivery of RAP commitments.	September 2023	Chief Executive Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2023	Lead: Arts Administrator Program Producer



Governance

Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30th September Annually	Arts Administrator
	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 2023	Arts Administrator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2023	Arts Administrator
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2023	Arts Administrator



— 65,000+ Years of Indigenous Astronomy, MPavilion 2019.
Photographed by Anthony Richardson.

Contact

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about our RAP

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