**RAP 2023 Achievements, Challenges and Learnings - Public Report**

As Austrade continues it’s journey of reconciliation, we reaffirm our unwavering commitment to strengthening relationships, respect, and trust between our organisation and Aboriginal and Torres Strait Islander peoples. Our [Reconciliation Action Plan](https://www.austrade.gov.au/en/about-austrade/diversity-and-inclusion/reconciliation-action-plan) (RAP) is at the heart of our mission, guiding our efforts towards meaningful reconciliation both within Austrade and the communities we serve. As part of this commitment, we are dedicated to openly sharing our achievements, challenges, and the valuable lessons learned along the way. This commitment not only serves as a testament to our dedication, but also serves as a transparent account on our ongoing engagement in this national endeavour.

ACHIEVEMENTS

* Completed our annual Reconciliation Action Plan Impact Report, marking a key milestone in our ongoing journey toward reconciliation and our ongoing working relationship with Reconciliation Australia.
* Enhanced our RAP governance framework by:
  + Formalising the Terms of Reference for Austrade’s RAP Working Group (RAPWG).
  + Ensuring First Nations representation within the RAPWG.
  + Maintaining robust engagement from senior leadership in our RAP initiatives.
* Proudly hosted National Reconciliation Week and NAIDOC Week events, celebrating, and promoting First Nations cultures across Austrade.
* Expanded our Cultural Awareness suite by incorporating “Evolve Communities” training to further develop a culturally safe workplace, currently rolling out Austrade-wide.
* Continued to foster First Nations talent development through sustained support of the [Jawun program](https://www.jawun.org.au/) and active participation in the [Indigenous Apprenticeship Program.](https://www.servicesaustralia.gov.au/australian-government-indigenous-apprenticeships-program?context=1)

CHALLENGES

* Recognising the importance of talent retention, we are committed to improving career development and retention strategies to ensure meaningful career pathways for our First Nations employees.
* Engaging our offshore staff network in our reconciliation efforts has presented challenges, prompting us to develop strategies for enhancing their involvement.
* With external factors causing interference, maintaining focus on RAP deliverables has been challenging. To address this, the RAP Leadership Team is dedicated to implementing strategies that include structured governance and consistent messaging.

LEARNINGS

* Reconciliation is an ongoing journey, reinforcing the need for persistent commitment and adaption.
* Leadership buy-in is crucial for fostering staff-wide engagement with Austrade’s reconciliation commitments.
* Enhancing the role of our RAPWG members in the active delivery of our RAP actions is essential for effective implementation.

As we reflect on our first year of our 2023-2025 RAP, and our journey towards reconciliation, we look ahead with optimism and determination. In the next 12 months, Austrade aims to further strengthen our commitment by developing a new Reconciliation Action Plan (RAP) that addresses emerging needs and challenges, enhancing our governance structures, and fostering an even deeper engagement with our First Nations communities. With persistent dedication and collaboration, we are confident in our ability to continue making meaningful strides towards reconciliation and building a more inclusive and respectful future for all.