



Australian Skills Quality Authority
Reflect Reconciliation Action Plan
November 2020 – November 2022

Our Business

Australian Skills Quality Authority (ASQA) is the national regulator for Australia's vocational education and training (VET) sector.

ASQA seeks to make sure that the sector's quality is maintained through the effective regulation of:

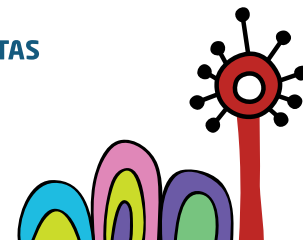
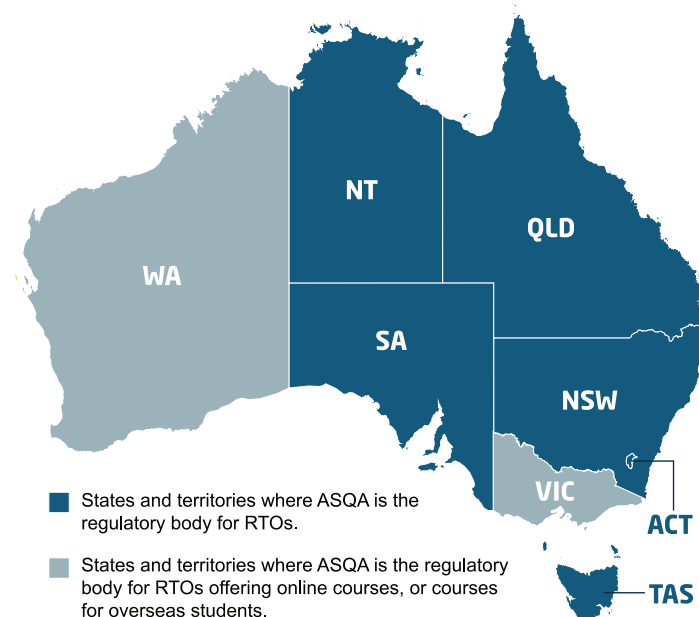
- VET providers
- accredited VET courses
- Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) providers, including those delivering English Language Intensive Courses to Overseas Students (ELICOS).

As the national VET Regulator, the role of ASQA is to ensure quality vocational education and training so that students, employers, the community and governments can have confidence in the integrity of national qualifications issued by training providers.

ASQA is the national regulator for the VET sector in the Australian Capital Territory, New South Wales, the Northern Territory, South Australia, Queensland and Tasmania. ASQA is also the regulatory body for those registered training organisations in Victoria and Western Australia that:

- offer courses to overseas students
- offer courses to students (including through offering courses online) in:
 - the Australian Capital Territory
 - New South Wales
 - the Northern Territory
 - South Australia
 - Queensland
 - Tasmania.

ASQA regulates around 3750 registered training organisations (RTOs) in Australia, and has offices in all states and territories.





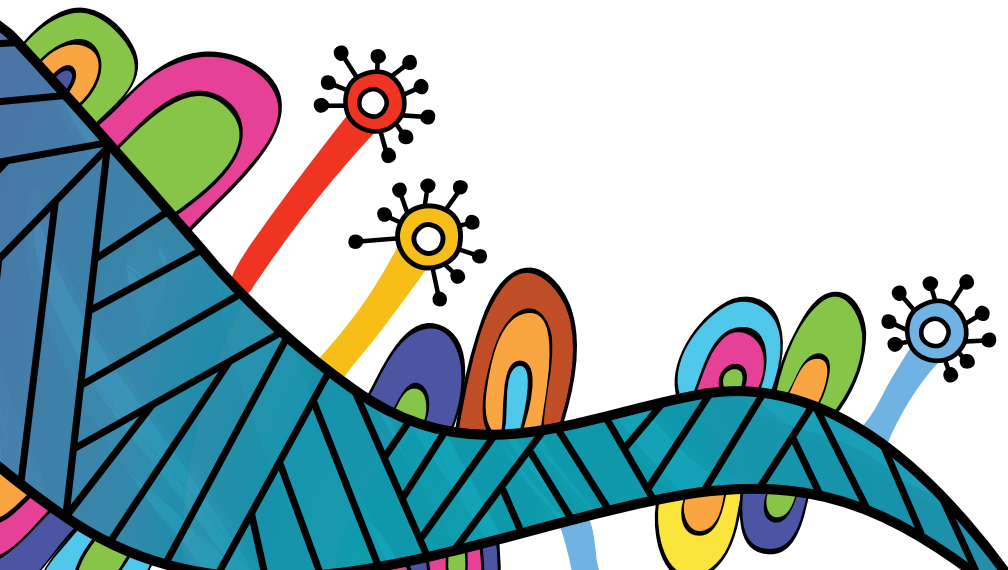
Our Business

ASQA is responsible for the accreditation of approximately 1600 nationally recognised training courses for delivery across Australia. Of these courses, 29 courses relate specifically to Aboriginal and Torres Strait Islander peoples, many with the purpose of providing training to preserve aspects of Aboriginal and Torres Strait Islander heritage and language. Other courses contain learning outcomes that enhance positive social, education and health outcomes for Aboriginal and Torres Strait Islander peoples.

In late 2019, the Department of Education, Skills and Employment commissioned a 'Rapid Review' into the way ASQA operates in the VET sector to identify how our regulatory practices, processes and culture could be improved. From the recommendations made in the report comes the 'Working Together for Better Regulation' program, which refers to the work we are undertaking to change and improve our regulatory approach. The changes will see us regulate more effectively, be more transparent in our decision-making and build trust in our relationships with the sector.

At 30 June 2020, ASQA employed 202 people, including one Chief Commissioner and one Deputy Chief Commissioner. ASQA's staffing profile is anticipated to change significantly over the life of our Reconciliation Action Plan (RAP) due to the recent introduction of proposed legislative amendments and the implementation of changes following the Rapid Review of ASQA.

Currently, no ASQA employee has formally identified as being of Aboriginal or Torres Strait Islander heritage. It is hoped that with the implementation of the strategies outlined in our RAP, ASQA should be able to attract and retain Aboriginal and Torres Strait Islander employees.



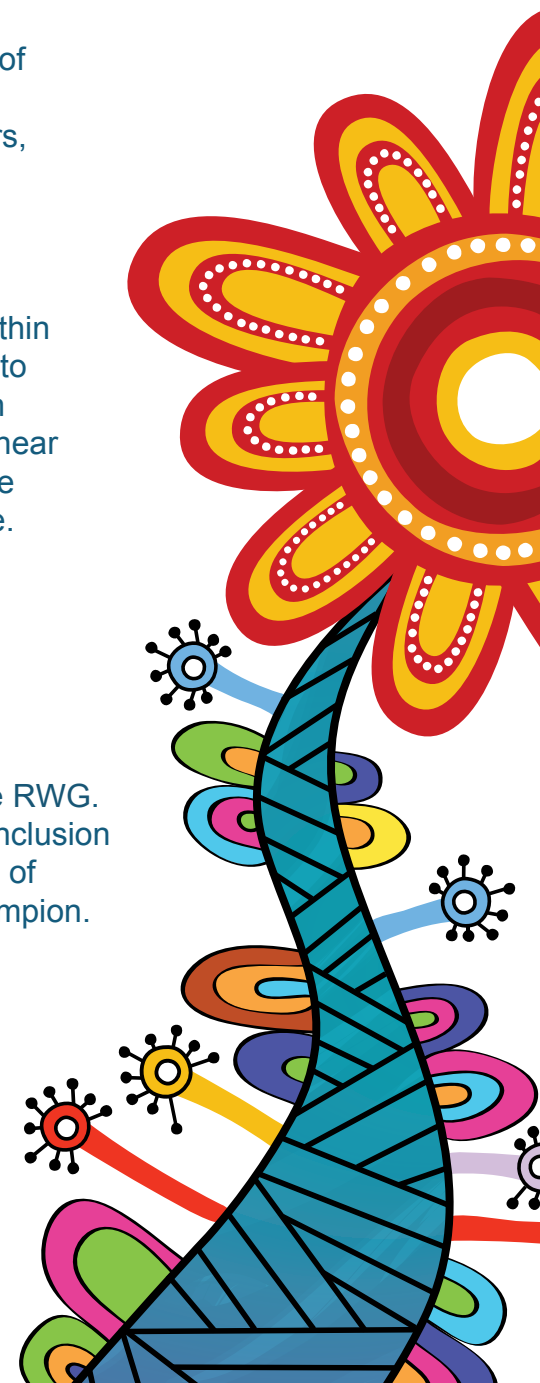
Our Reconciliation Action Plan

ASQA recognises the benefits of reconciliation for our employees and stakeholders, our regulated community of VET providers, and for all Aboriginal and Torres Strait Islander peoples and communities. We recognise our commitment to promote the goals of reconciliation both within our organisation and to our external stakeholders, and we welcome the opportunity to contribute meaningfully to reconciliation through the development of a Reconciliation Action Plan that formally identifies and commits us to positive action.

ASQA has identified the actions that we will take and has assigned the timeframes by which we expect those actions to be completed. We have ensured accountability by assigning these actions to responsible officers within our organisation and forming an overall governance structure, with these officers reporting at regular intervals to our Diversity Working Group (DWG) in its capacity as the RAP Working Group (RWG). The ASQA DWG will in turn report to ASQA's Senior Executive on progress of the plan as well as the results and key impacts. As we near the completion of this RAP we will reflect upon our successes and challenges and identify how to best continue our reconciliation journey, including through the creation of subsequent and more extensive RAPs in the future.

ASQA is at the beginning of our reconciliation journey and this is demonstrated in this, our first RAP. ASQA is committed to progressing our journey and developing our capability to make real and valuable contributions to reconciliation in Australia. ASQA expects that, as we complete the actions in this and subsequent RAPs, our approach to reconciliation will mature and become further embedded into our organisational culture.

The implementation and monitoring of actions in our RAP will be undertaken by the DWG in its capacity as the RWG. The DWG was formed in February 2020 to oversee the implementation of actions in the ASQA Diversity and Inclusion Strategy 2019–2022, one of which is the development of this RAP. The membership of the DWG is comprised of employees from a variety of different business groups within ASQA and is chaired by the ASQA Diversity Champion.



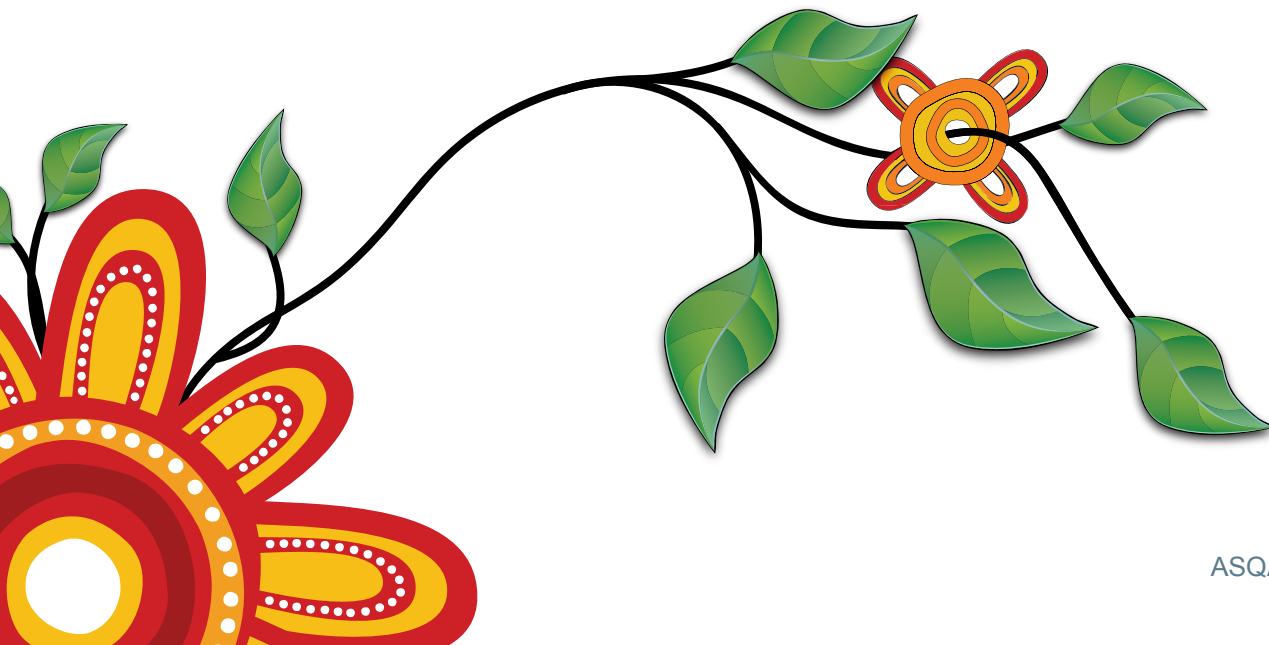
Our partnerships and current activities

ASQA is committed to creating a workforce that reflects the diversity of the Australian community. We value the skills, differences and diversity of our people. We recognise that harnessing employees' skills and experiences increases innovation and improves our service delivery.

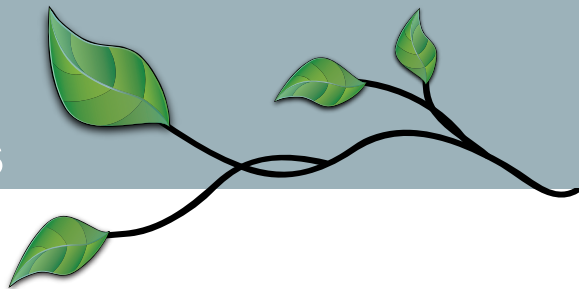
Developing the RAP is an action from the Diversity and Inclusion Strategy 2019–2022, the purpose of which is to acknowledge the value of our employees and highlight how their differences can improve the workplace for both the organisation and the individual. Some of the actions we will undertake to achieve this include:

- promoting awareness of Aboriginal and Torres Strait Islander culture through targeted promotion of relevant e-learning modules
- identifying strategies for promoting ASQA's employment opportunities to increase our representation of Aboriginal and Torres Strait Islander peoples in our workforce
- commemorating significant Aboriginal and Torres Strait Islander occasions including National Reconciliation Week and National Aboriginal and Islander Day Observation Committee (NAIDOC) Week.

As an action of this RAP, we will endeavour to identify ways that we can better identify and record who our Aboriginal and Torres Strait stakeholders and partners are to make meaningful connections with them and to improve outcomes for the sector.



Relationships



Action

1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable

- Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.
- Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Timeline

June 2021

June 2021

Responsibility

- Diversity Champion
- RAP Working Group
- Diversity Champion
- RAP Working Group

Action

2. Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable

- Circulate Reconciliation Australia's NRW resources and reconciliation materials to all ASQA staff.
- RAP Working Group members to participate in an external NRW event.
- Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

Timeline

May 2021 and 2022

27 May – 3 June 2021
and 2022

27 May – 3 June 2021
and 2022

Responsibility

- Diversity Champion
- RAP Working Group
- Diversity Champion
- RAP Working Group

Relationships



Action

3. Promote reconciliation through our sphere of influence.

Deliverable

- Communicate our commitment to reconciliation to all ASQA staff.
- Identify external stakeholders that ASQA can engage with on our reconciliation journey.
- Identify organisations with RAPs that we could approach to collaborate with on our reconciliation journey.

Timeline

November 2020

July 2021

August 2021

Responsibility

- Diversity Champion
- RAP Working Group
- Manager – People and Capability
- Manager – Communications

Action

4. Promote positive race relations through anti-discrimination strategies.

Deliverable

- Research best practice and policies in areas of race relations and anti-discrimination.
- Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.

Timeline

August 2021

Responsibility

- Manager – People and Capability

Respect

Action

5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable

- Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.
- Conduct a review of cultural learning needs within our organisation.

Timeline

July 2021

August 2021

Responsibility

- Diversity Champion
- RAP Working Group
- Manager – People and Capability

Action

6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable

- Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.
- Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.
- Develop and publish guidelines for publication that advise employees about:
 - appropriate wording for making an Acknowledgement of Country
 - when to make an Acknowledgement of Country
 - the traditional owners of the land on which each ASQA office is located.

Timeline

July 2021

July 2021

June 2021

Responsibility

- Diversity Champion
- RAP Working Group

Respect

Action

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable

- Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.
- Introduce our staff to NAIDOC Week by promoting external events in our local area.
- RAP Working Group to participate in an external NAIDOC Week event to bring learnings back to organisation.

Timeline

July 2021 and 2022

July 2021 and 2022

First week in July
2021 and 2022

Responsibility

- Diversity Champion
- RAP Working Group
- Manager – Communications
- Diversity Champion
- RAP Working Group
- Diversity Champion
- RAP Working Group

Action

8. Scope options for displaying Aboriginal and Torres Strait Islander cultural heritage in ASQA offices.

Deliverable

- Develop a business case for displaying items of Aboriginal and Torres Strait Islander cultural heritage in visible locations within ASQA offices (including artwork and flags).
- Investigate sources for procuring artwork or flags, seek approval from the Senior Executive Committee, and commence procurement process.

Timeline

September 2021

Responsibility

- RAP Working Group

Respect

Action

9. Remember and acknowledge the mistreatment of Aboriginal and Torres Strait Islander people.

Deliverable

- Recognise and promote the importance of National Sorry Day.

Timeline

26 May 2021 and 2022

Responsibility

- Diversity Champion
RAP Working Group

Opportunities

Action

10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverable

- Develop a strategy for Aboriginal and Torres Strait Islander employment within our organisation.
- Consistently review Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.

Timeline

June 2021

May 2021

Responsibility

- Manager – People and Capability
- Diversity Champion
- RAP Working Group
- Manager – People and Capability

Action

11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable

- Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.
- Investigate Supply Nation membership.

Timeline

October 2021

October 2021

Responsibility

- Diversity Champion
- Chief Financial Officer
- RAP Working Group

Governance

Action

12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverable

- Form a RWG to govern RAP implementation.
- Draft a Terms of Reference for the RWG.
- Establish Aboriginal and Torres Strait Islander representation on the RWG.

Timeline

October 2020

October 2020

August 2022

Responsibility

- Diversity Champion
- Manager – People and Capability
- Manager – People and Capability
- Diversity Champion
- Manager – People and Capability

Action

13. Provide appropriate support for effective implementation of RAP commitments.

Deliverable

- Define resource needs for RAP implementation.
- Engage senior leaders in the delivery of RAP commitments.
- Define appropriate systems and capability to track, measure and report on RAP commitments.

Timeline

December 2020

November 2020 – November 2022

February 2021

Responsibility

- Diversity Champion
- RAP Working Group
- Diversity Champion
- RAP Working Group
- Diversity Champion
- Chief Financial Officer
- RAP Working Group

Governance

Action

14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable

- Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.

Timeline

30 September 2021 and 2022

Responsibility

- Manager – People and Capability

Action

15. Continue our reconciliation journey by developing our next RAP.

Deliverable

- Register via Reconciliation Australia's website to begin developing our next RAP.

Timeline

May 2022

Responsibility

- Manager – People and Capability

Contact Details

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The artwork – learning as a journey

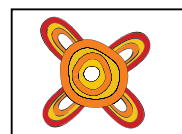
The Story

To allow a natural flow in life, we first start our journey at the beginning. We learn together, walk together, talk together, and this allows us to combine and promote our cultural differences, knowledge and resources, to recognise and reach for future opportunities together. Learning as a journey is a commitment we understand needs to be as powerful and diverse as we are.

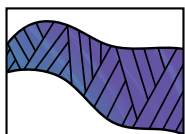
This artwork was inspired by ASQA's change journey in becoming a 'modern regulator'. This evolution instigated the inclusion of the community, leaves of growth and the road we walk, which together, can be interpreted as working together. This is why the artist's interpretation of ASQA's story is so vibrant and modern.



Campsite (ASQA): the place in our culture where we come to learn, teach, celebrate, resolve conflict, have social occasions, ceremony, yarn, bond, establish trust, and the place where we start our journey together.



Community: reaching out to community is the start of reconciliation, showing community our commitment and involving and embracing them, and all they have to offer is of paramount importance.



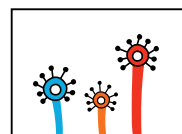
The road we walk: we walk side by side, combining our knowledge, resources and promote each of our cultures. Walking together we demonstrate respect in observing cultural protocols and develop accountability and transparency through learnings, challenges and achievements.



The beauty we create together: when we come together and combine our skills and resources, we create new concepts, new ways of thinking, and gifts to share that are mutually beneficial. Often what comes from this is a voice; individual, organisational and united.



Growing branches and leaves: when we come together to share knowledge, we each grow as a person, collectively as a group and as an organisation. As we grow, we develop a rapport and trust for each other. This develops our capability to be able to make real and valuable contributions to ASQA's purpose, and to the community.



People: we stand on our country and are surrounded everyday by shared knowledge of culture, opportunities and growth. As individuals and organisations, we seek truth within all we learn and teach. It is the foundation of any relationship. By coming together we mature as a collective that has an awareness of Indigenous culture, which allows us to make meaningful connections that improves our targeted outcomes.



The Artist - De Greer-Yindimincarlie



De is a Wiradjuri woman from central western NSW. She is a curator, educator and multi award-winning artist. De celebrates her Aboriginal culture and creativity every day through working in her businesses Yindi Artz and XcessFIT.

De works in many mediums including art, music, graphic and textile design and film. She delivers her stunning Aboriginal artworks and activewear lines to public and private collections worldwide.

De's authentic Aboriginal artworks and products are stocked by the National Gallery of Australia, and the Toledo Museum of Art in Ohio USA, and numerous other galleries and gift shops. De's creations can be found on every continent of the world.

De has recorded six albums to date, and she has played with musical greats such as Dan Sultan, Wolfmother, Neil Murray, Kev Carmody, Archie Roach, and Andrew Farris.



Awards

2008 SE QLD NAIDOC Award - Distinguished Services Visual Arts Industry

2013 National Deadly Award - Professional Deadly Dressed Award

www.yindiartz.com.au | www.xcessfit.com

