



*Reflect*

Reconciliation Action Plan

February 2024 - January 2025



**Animals  
Australia**  
for a *kinder* world

# Acknowledgement of Country

Animals Australia acknowledges the Traditional Custodians of the land on which we work and live, whose cultures and customs have nurtured and continue to nurture this land, since time immemorial.

We pay our respects to their Elders, past and present.

We acknowledge with gratitude that we share this land today, express our sorrow for the costs of that sharing, and our hope and belief we are moving to a place of equity, justice and partnership together.

# A Message from Reconciliation Australia

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

Animals Australia joins a network of more than 2,500 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 Animals Australia 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, Animals Australia welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Message from the Chair & CEO

As leaders at Animals Australia, we stand united in our unwavering commitment to fostering reconciliation and driving meaningful change. Our organisation's fundamental vision is grounded in kindness, compassion and respect – for all of the living beings who share our planet. We draw inspiration from the Aboriginal and Torres Strait Islander peoples whose profound connection to the land and its inhabitants predates all others.

We recognise the enduring resilience of Aboriginal and Torres Strait Islander peoples in the face of historical challenges and injustices, often driven by systemic inequities that persist to this day. We recognise the significance of our role in acknowledging the past, understanding the present, and working collaboratively toward a future where justice, equality, and respect are the cornerstones of our actions.

This Reconciliation Action Plan is a critical first step on our journey of reflection, learning, and transformation. By embracing this plan, we strive to embed cultural understanding and respect into the fabric of our organisation. As Animals Australia walks this journey of reflection, it will involve listening to truths and sharing stories to develop richer relationships and partnerships.

Through meaningful partnerships, education, and a shared vision for a kinder and harmonious world, we seek to drive lasting change that extends beyond our organisation and contributes to the broader reconciliation movement.

Join us on this journey of reconciliation, where we learn, grow, and transform together. Let us champion the justice for animals, people and

the planet as we work toward a world where kindness, compassion and respect know no boundaries.

It is an honour to endorse this plan and we look forward to embarking on Animals Australia's journey towards making a valuable contribution to reconciliation in Australia.



**Tim Childs**  
Chair  
Animals Australia



**Glenys Oogjes**  
CEO  
Animals Australia

## About our artwork



K'Tahni Pridham is a proud Marra and Yanyuwa woman originally from Darwin. Her grandmother is from Central Australia, taken to the Garden Point mission in Darwin as a part of the Stolen Generation, and her grandfather is from the Marra & Yanyuwa nations in the north-east regions of the Northern Territory. She currently lives and works in Naarm and is dedicated to championing her people through her creative works and online presence.

K'Tahni approached this design with the aim of representing and celebrating the foundational values to which Animals Australia dedicates itself. These six values are visualised as pools of inspiration for their dedication and work.



At the core of each of these values are charcoal-coloured icons, symbolising the four pillars of the Reflect RAP – Respect, Relationships, Opportunities, Governance. They all lead to a central gathering place for animals, both great and small, to seek care and support. Seated around the gathering place are the people who share Animals Australia's

vision – the stewards of this gathering space – the Animals Australia people, supporters, and collaborators. The animal tracks leading to the heart of the gathering place represent the trust and care they know to receive from Animals Australia, and anyone in support of or affiliated with them.



## About Animals Australia

Animals Australia has earned a global reputation as leaders in strategic campaigning and advocacy. Our award-winning national campaigns and unique investigative work have awakened millions to the systemic animal suffering that exists within factory farming and live animal export and inspired countless individuals to drive change simply by living compassionately and acting kindly.

Our team work globally to reduce suffering and inspire kindness for animals. As an organisation fully embracing flexibility, most of our team choose to work remotely throughout Australia and New Zealand. We have a site in Melbourne/Naarm on the lands of the Wurundjeri Woi Wurrung people of the Kulin Nation. Approximately 95% of our team of around 50 employees, contractors and volunteers are based in Australia.

We do not currently capture data on the number of our people who identify as Aboriginal and/or Torres Strait Islander. We are keen to explore how we can provide our people with *meaningful* opportunities to voluntarily self-identify.

## VISION

A world where kindness, compassion and respect extend to all living beings.

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## PATHWAY

We illuminate the pathway to a kinder world for all.

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## OUR APPROACH

Achieving our vision requires a profound shift in humanity's thinking: how humanity perceives itself, its purpose, our relationship with each other, animals and the natural world, as well as the individual contribution we can make.

We understand that currently, inherited mindsets are primary influencers of human thinking, attitude and choices that result in separation, discrimination and animal suffering.

As a result, we will seek to:

- Ignite an evolution of human thought that will heal the human-animal relationship
- Evoke awe, reverence and respect for nature and our fellow species
- Inspire and empower humanity to live from our highest potential and noblest instincts
- Live our values and vision and embody the change we wish to see in the world





**Our values inform everything we do, guiding our path to a world where kindness, compassion and respect extend to all living beings.**

### **Integrity**

We are considerate and act honestly and ethically at all times.

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### **Courage**

We willingly embrace challenges and seek opportunities to expose and address cruelty and injustice.

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### **Inclusivity**

We understand that a kinder future depends on diverse and inclusive collaboration.

### **Compassion**

We seek to alleviate suffering by inspiring and modelling conscious, kind actions and choices.

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### **Innovation**

We explore and create dynamic new approaches and strategies to bring about change.

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### **Commitment**

We are relentless, dedicated, agile and resourceful.



# Our RAP journey

Our RAP is championed by our CEO, our Board and Trustee leadership team. People from across the organisation have been involved in the RAP Working Group and in the development of the RAP.

In 2023, Animals Australia engaged Jason Timor to assist with the ideation and initial development stages of their first Reflect RAP.

Jason is a talented professional from the Torres Strait Islands, with Badu/Waiben Island heritage. He founded Two Point Co and is now the Managing Director of Stonecrab, a prominent Aboriginal and Torres Strait Islander engagement consultancy firm. Jason designed and facilitated a series of workshops tailored for Animals Australia to ideate their vision for

reconciliation and a set of aspirational and achievable deliverables.

Animals Australia RAP Working group is committed to meaningful engagement and respectful relationships with Aboriginal and Torres Strait Islander communities.

During our Reflect RAP, we will shape the foundation for Animals Australia to engage and work towards reconciliation with Aboriginal and Torres Strait Islander communities, and set a clear, meaningful vision for reconciliation. A vision that establishes a minimum standard for building and maintaining relationships, providing opportunities to engage Aboriginal and Torres Strait Islander people & organisations and building awareness

throughout our organisation about Aboriginal and Torres Strait Islander cultures, histories, challenges and achievements. Throughout this year, we will explore, learn and grow.

Our 2023 RAP Working Group members, who led the development of our RAP:

- Glenys Oogjes
- Heath Kilgour
- Jen Cresp (Secretary)
- Jess Hodder
- Kaylene Idda (Chair)
- Mark Pearce
- Reid Dearson
- Tim Childs



## Relationships

Building and maintaining mutually respectful and beneficial internal and external relationships with Aboriginal and Torres Strait Islander peoples, businesses and community representatives will be fundamental to the success of Animal Australia's reconciliation journey.



ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander communities.	Identify Aboriginal and Torres Strait Islander stakeholders within our local area or sphere of influence.	CEO	April 2024
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	CEO	May 2024
	Identify Aboriginal and Torres Strait Islander led work in the animal protection and advocacy space.	Campaigns Lead	May 2024
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our team.	RAP Working Group Chair	May 2024
	RAP Working Group members to participate in an external NRW event.	RAP Working Group Chair	27 May - 3 June 2024
	Encourage and support our team (including senior leaders) to participate in at least one external event to recognise and celebrate NRW.	CEO	27 May - 3 June 2024



ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all of our team.	CEO	February 2024
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	CEO	April 2024
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	CEO	April 2024
	Explore opportunities to engage with Animals Australia's supporter base to promote reconciliation	Director of Development & Global Grants, and Director of Campaigns	September 2024
4. Promote positive race relations through inclusive and equitable strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	P&C Lead	June 2024
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	P&C Lead	July 2024
	Identify opportunities to increase organisational understanding of inclusive communication.	P&C Lead	May 2024



# Respect

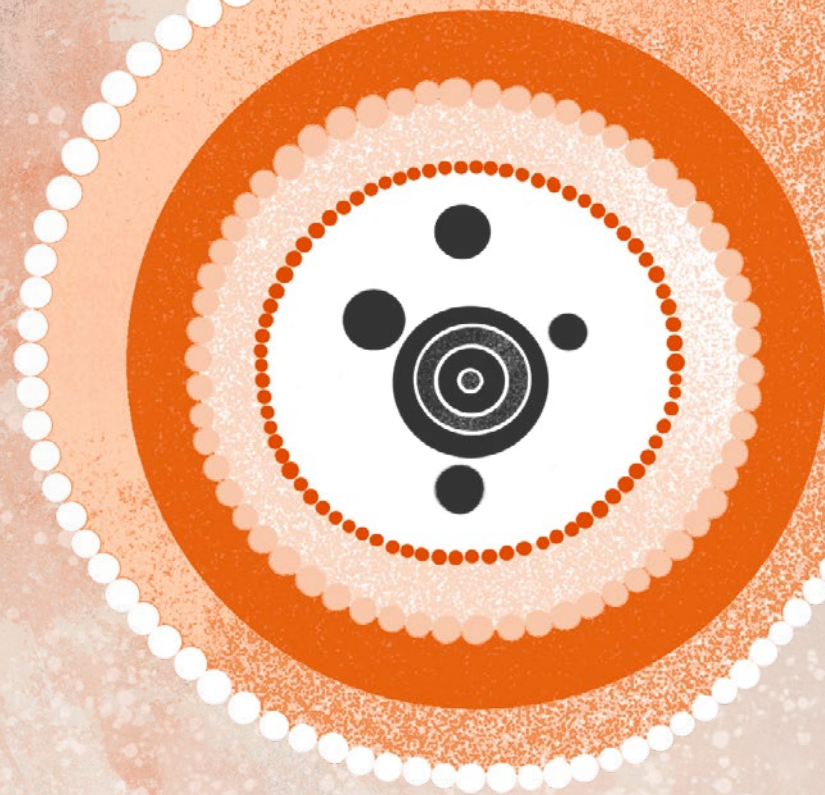
We are committed to building awareness and capability among our team about Aboriginal and Torres Strait Islander cultures, histories, challenges and achievements.



ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a plan to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	RAP Working Group Chair	April 2024
	Conduct a review of cultural learning needs within our organisation.	P&C Lead	April 2024
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and employees by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational areas.	CEO	April 2024
	Increase our team's understanding and education behind the purpose and significance of cultural protocols, including Acknowledgement of Country and Welcome to Country.	P&C Lead	May 2024
	Create opportunities to learn about and understand the significance of animals in Aboriginal and Torres Strait Islander cultures.	CEO	November 2024
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our team about the meaning of NAIDOC Week.	RAP Working Group Chair	June 2024
	Introduce our team to NAIDOC Week by promoting external events in our local area.	RAP Working Group Chair	June 2024
	RAP Working Group to participate in an external NAIDOC Week event.	RAP Working Group Chair	First week in July 2024

# Opportunities

We are committed to building and fostering relationships with Aboriginal and Torres Strait Islander peoples to improve the economic, employment and educational outcomes of Aboriginal and Torres Strait Islander peoples and communities.





ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a strategy for Aboriginal and Torres Strait Islander employment within our organisation.	P&C Lead	September 2024
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	P&C Lead	September 2024
	Investigate Aboriginal and Torres Strait Islander education to employment pathways for investment i.e. traineeships, internships, graduate initiatives.	P&C Lead	October 2024
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	Procurement Lead	April 2024
	Investigate Supply Nation membership.	Procurement Lead	July 2024
	Create an Animals Australia Aboriginal and Torres Strait Islander supplier list.	Procurement Lead	September 2024
	Review Animals Australia's Grants Program to ensure it is inclusive of, and accessible to, Aboriginal and Torres Strait Islander owned and/or led organisations.	Director of Development & Global Grants	June 2024





## Governance

In 2022 we formed a RAP Working Group to guide and support the organisation's reconciliation journey. We are committed to using the Working Group as a vehicle to maintain meaningful progress towards reconciliation.



ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
1. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Review membership of the RWG to govern RAP implementation.	RAP Working Group Chair	February 2024
	Review Terms of Reference for the RWG.	RAP Working Group Chair	February 2024
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	RAP Working Group Chair	December 2024
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	RAP Working Group Chair	April 2024
	Engage senior leaders in the delivery of RAP commitments.	CEO	March 2024
	Appoint a senior leader to champion our RAP internally.	CEO	February 2024
	Define appropriate systems and capability to track, measure and report on RAP commitments.	RAP Working Group Secretary	February 2024 (to have systems set up) to be reviewed regularly



ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	RA Liaison	June annually
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Survey.	RA Liaison	1 August annually
	Complete and submit the annual RAP Impact Measurement Survey to Reconciliation Australia.	RA Liaison	30 September annually
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP	RA Liaison	September 2024



For enquiries about Animals Australia's RAP contact the  
Animals Australia People & Culture team on 03 9329 6333  
or [people@animalsaustralia.org](mailto:people@animalsaustralia.org)

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**[AnimalsAustralia.org](http://AnimalsAustralia.org)**

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