



CPL Group

# Innovate Reconciliation Action Plan

July 2026 – June 2028



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## Acknowledgement of Country

CPL Group acknowledges the Traditional Custodians of Country throughout Australia and we pay our respects to Elders, past, present, and emerging. We are committed to honouring Aboriginal and Torres Strait Islander peoples and their unique cultural and spiritual relationship to land, water and seas and their rich contribution to society.

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The CPL Group recognises and celebrates that Australia is home to the world's oldest continuing cultures.

Throughout this Innovate Reconciliation Action Plan, the terms Aboriginal and/or Torres Strait Islander peoples, First Nations peoples and Traditional Custodians are used in reference to Australia's First Peoples.



# Past Present Future

## About the artwork

The artwork supporting our Innovate Reconciliation Action Plan represents the celebration and continued journey of the CPL Group, our commitment to reconciliation and aligning our RAP with the Group's purpose and values. Everything is linked visually by symbols, indicating growth, connection, support, and equality.

## About the Artist

Our RAP artwork was created by Chad Briggs, a self-taught First Nations artist from South-East Queensland. Chad's style incorporates techniques from the Muralag peoples from Torres Strait, and the Noongar peoples from Western Australia.



Scan the QR Code to learn more about Chad Briggs and his work or visit [youtu.be/-Li-R9b3VP4](https://youtu.be/-Li-R9b3VP4)



Artist Chad Briggs with Group CEO Rhys Kennedy

# Our Vision for Reconciliation

CPL Group's vision for reconciliation is equality and meaningful engagement between Aboriginal and Torres Strait Islander peoples and all Australians within the disability sector.

Through our services with Aboriginal and Torres Strait Islander communities, we will listen and connect with the communities we work with, build cultural resources, remove barriers to equal participation and work to the best of our abilities to develop sustainable employment and business opportunities.

As individuals and as an organisation, we strive to be proactive in our contribution to the efforts of healing the harm caused to many generations of Aboriginal and Torres Strait Islander peoples, through past injustices, discriminatory policies, and social attitudes.

## Respect and Understanding

As individuals and as an organisation, we acknowledge the enduring impact of past injustices, discriminatory policies, and harmful social attitudes on Aboriginal and Torres Strait Islander peoples.

We are committed to actively contributing to healing and reconciliation by embedding respect, advancing understanding, and taking purposeful action that supports self-determination, equity, and cultural safety.

# CEO's Message

I am proud to present CPL Group's third Innovate Reconciliation Action Plan (RAP), which outlines our continued commitment to supporting Aboriginal and Torres Strait Islander peoples across the communities we support.

For many years CPL Group has worked alongside Aboriginal and Torres Strait Islander peoples through the services we deliver and the relationships we build across Queensland and Northern New South Wales. Our previous RAPs helped us bring greater structure to this work by strengthening relationships, increasing cultural awareness across our workforce and creating opportunities for Aboriginal and Torres Strait Islander peoples.

Shortly after commencing our second Innovate RAP in 2023, CPL Group, like many disability organisations experienced a challenging period as we worked to strengthen the sustainability of our organisation whilst continuing to deliver important, quality services to clients. Despite these challenges, we remained committed to reconciliation through the ongoing work of our RAPWG, acknowledging National Reconciliation Week and NAIDOC Week, and supporting Aboriginal and Torres Strait Islander people to access education and employment opportunities.



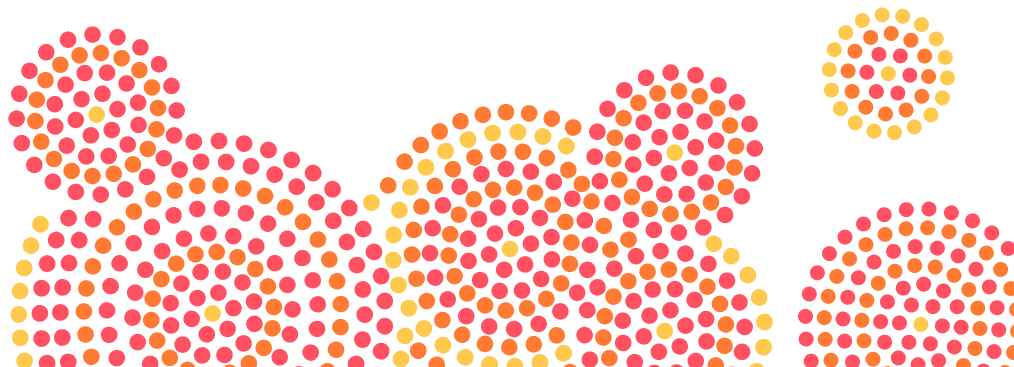
As one of the largest providers of disability support and aged care services across Queensland and Northern NSW we are passionate about advocacy, inclusion, diversity and creative positive change for people with disability. Through this third Innovate RAP, we will continue to strengthen relationships with Aboriginal and Torres Strait Islander Communities so we can increase our cultural understanding further.

We look forward to sharing updates on our progress and continuing our reconciliation journey together.

A handwritten signature in black ink, appearing to read 'Rhys Kennedy', written over a light blue background.

**Rhys Kennedy**

Chief Executive Officer  
CPL Group



# Reconciliation Australia

## Reconciliation Australia commends CPL on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. CPL continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that CPL will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to CPL using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.



The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for CPL to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, CPL will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of CPL's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations CPL on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

### **Karen Mundine**

Chief Executive Officer  
Reconciliation Australia



# About CPL Group

CPL – Choice, Passion, Life was founded in 1948 by a group of family members who wanted more opportunities for their children with disability.

Over the past 78 years, CPL's growth across Queensland and Northern New South Wales has led to the formation of the CPL Group, which includes CPL's disability support services, aged care services, Mylestones Employment, Cootharinga, and Access Arts.

As individual entities and as a Group, we share a strong passion for:

- Advocacy
- Diversity
- Inclusion, and
- Creating change for people with disability

This shared purpose brings together employees and clients from a wide range of backgrounds, to work each day towards supporting people with disability to live their lives with choice and control.





## Our Values

Our Way brings our values to life across CPL Group. It sets the standard for how we behave with each other and with the people we support, no matter our role, location or brand.



### Understand the person

Recognising each client and employee as an individual, respecting their choices and shaping your approach around what matters most to them.

By living these values every day, we create trust, build strong relationships and support people to live the lives they choose – together.



### Give great service

Delivering high quality supports to clients and to each other that is consistent, safe, reliable and focused on what matters to that person.



### Work together

Together has strength. Collaborating between teams, brands, locations and across the community to create better outcomes.



### Find better ways

Improving how you work to provide better outcomes and experiences for clients and employees.

## Our People

Across Queensland and Northern New South Wales, the CPL Group employs approximately 2,637 staff.

These employees include a diverse mix of full-time, part-time and casual roles, supported employees, contractors and volunteers who work in client-facing and corporate functions. They contribute to a broad range of activities from direct disability support and therapy services to organisational leadership, community development and business administration.



## Aboriginal and Torres Strait Islander Workforce Representation

At the development of this RAP, 2.31 per cent of active employees (61 of 2,637) identify as Aboriginal and/or Torres Strait Islander peoples. Within Mylestones, 2.73 per cent of active employees (7 of 256) identify as Aboriginal and/or Torres Strait Islander peoples.

These figures demonstrate our ongoing commitment to culturally safe and inclusive workplaces where First Nations employees feel respected, supported, and valued.

70%

agreed CPL Group is a great place to work

In March 2025, our workforce participated in the Great Place to Work survey, benchmarked against thousands of Australian organisations. The survey included a diversity census to measure inclusion outcomes for Aboriginal and/or Torres Strait Islander employees.

The results highlighted positive outcomes for our First Nations employees:

81%

agreed that people are treated fairly regardless of race

– 70% agreed CPL Group is a great place to work, compared to 60% across other Australian organisations.

– 81% agreed that people are treated fairly regardless of race, which is ten percentage points higher than the Australian average.

81%

indicated they want to work here for a long time

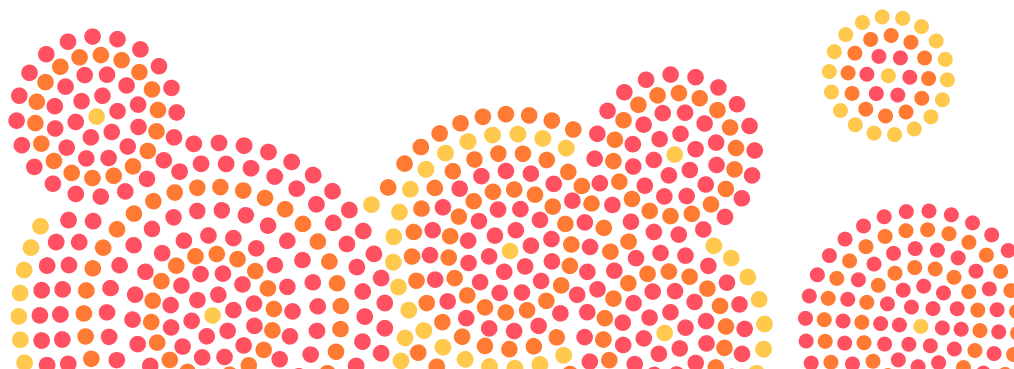
– 81% indicated they want to work here for a long time, eight percentage points above the benchmark.

– 74% agreed that people care about each other here, five percentage points above the benchmark.

74%

agreed that people care about each other here

These results affirm that our initiatives are creating a supportive and inclusive environment for First Nations employees, and we remain committed to building on this progress across the organisation.



## Our Services

CPL Group’s commitment to delivering quality services is reflected in the sheer scale of support we provided — from the number of shifts covered to the total hours of care delivered across the community.

From North Queensland to Ballina, CPL Group’s reach via CPL, Mylestones, Cootharinga and Access Arts covers more than 1,800 kilometres and supports thousands of clients, in big cities, rural towns and everywhere in between.



Our services, offered in an array of settings and locations across Queensland and Northern New South Wales, include:

- **In-home support**  
We offer support 24 hours a day, seven days a week. Our services include helping clients to get ready to go out, personal care, mealtime assistance, administering medication, and overnight support.
- **Support accessing the community**  
We support people to get out and about in the community.
- **Creative, recreational & life skills programs**  
These programs are about creativity, trying new things, meeting new people, building new skills and having fun.
- **Employment and training services**  
As a registered Inclusive Employment Australia provider, we support people with barriers to gain paid, meaningful employment.
- **Social enterprises and businesses**  
As a local and Australian Disability Social Enterprise, we offer sustainable employment opportunities through our coffee carts, garden maintenance, printing and direct mail services.
- **Independent living supports**  
We support people in a range of circumstances, from short-term accommodation to shared supported independent living.
- **Specialist professional development arts programs**  
We offer several workshops and creative outlets for people with disabilities or disadvantages including music, movement, and visual arts.



# Our RAP

Through this third Innovate RAP, it is our intention to deliver reconciliation actions which will build strong and respectful relationships, increase equality and develop sustainable employment, business opportunities and positive outcomes, for all Aboriginal and Torres Strait Islander employees, clients, partners and the communities we work with.



Rebecca Kellie at a “Reconciliation in Action – Continuing the Conversation” event held in Townsville.

In 2025, the Executive Leadership Team endorsed CPL Group’s inaugural Diversity and Inclusion Strategy, which sets the overarching framework for building a welcoming, inclusive and equitable workplace for all. The strategy includes a strong and deliberate focus on First Nations peoples, recognising their unique place in Australia’s history and society.

This Innovate RAP sits within that broader framework and reflects our ongoing commitment to reconciliation. It outlines practical actions to strengthen relationships, respect, and opportunities for Aboriginal and Torres Strait Islander peoples, developed and delivered in partnership with First Nations communities.

**Through a co-design approach, we seek to support self-determination and ensure our actions align with, and reinforce, the priorities outlined in our Diversity and Inclusion Strategy.**

As an organisation working across diverse communities and regions, we recognise that meaningful reconciliation requires time and strong local relationships. We also recognise the current operating environment for disability service providers, including increasing financial sustainability pressures, rising costs and funding constraints that impact the capacity of organisations. In this context, we will take a considered and staged approach to delivery.

**We will build on the foundations established through our previous RAPs, with a focus on embedding actions in a way that is practical and sustainable.**

This includes prioritising relationship-building, piloting initiatives in key areas, and scaling these over time based on what we learn and where we can have the greatest impact.



William Koiki Mabo-Cohen playing didgeridoo at a “Reconciliation in Action – Continuing the Conversation” event held in Townsville.

## Our focus areas for Reconciliation

Our energy and skills will continue to focus predominantly on four areas:



Building relationships to promote reconciliation



Developing culturally appropriate resources and sharing this knowledge with employees, clients, and partners through open and respectful communication.



Raising awareness, advocating, and influencing for improved, culturally relevant disability services for Aboriginal and/or Torres Strait Islander peoples, and



Continuing to improve education and working towards removing barriers to equal participation for all Aboriginal and Torres Strait Islander peoples and communities.

## Our RAP Working Group

Our RAPWG consists of members who identify as Aboriginal and/or Torres Strait people, allies and leaders. Members represent different geographical service locations and various roles across the organisation. Some members have been part of the RAPWG since its formation.

The group experienced some turnover during our second Innovate RAP due to organisational changes. New members are always welcome, and some members participate when they have the capacity to do so. The RAPWG Chair is the Learning and Organisational Development Manager.

The person in this role coordinates RAP activities and is responsible for developing the project plan and timeline for implementation of the RAP, along with directly implementing deliverables as outlined within the document.



# Our RAP

## Our journey to reconciliation

Our first RAP helped us lay the foundations to build relationships to promote reconciliation, develop culturally appropriate resources, provide education supporting cultural awareness, and work towards removing barriers to equal participation.

During this period, we were delighted to deliver over 90 actions and deliverables, but we also used this time to listen, reflect and acknowledge that current and historical policies and circumstances need to change for Australia's First Peoples.

Shortly after commencing our second Innovate RAP in July 2023, CPL Group experienced two challenging years where we worked hard to build a strong and sustainable future for our organisation. Weathering the challenges within the sector for clients accessing the National Disability Insurance Scheme (NDIS) meant making some tough choices to ensure our organisations can keep doing what matters most; providing quality services for our clients and supporting the people who deliver them.

Despite resourcing challenges, during 2024-2025 we were able to:

- visibly promote and celebrate National Reconciliation Week and NAIDOC Week with our employees and community
- continue with the RAPWG
- sponsor 16 Aboriginal and Torres Strait Islander peoples to gain tertiary qualifications.





# Our Commitments

## Relationships

We have a client, carer and family centred culture built around trust and respect and understand that these values are very important as we develop ongoing and meaningful relationships with all Aboriginal and Torres Strait Islander peoples.

To create and sustain successful relationships, we will collaborate with each community separately to ensure all needs and aspirations are met.

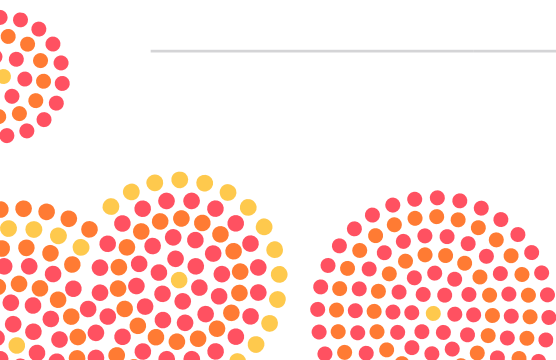
Through our ongoing education, collaboration, and partnership opportunities, we will work towards inclusion and make greater progress towards reconciliation.

Strong relationships enable us to deliver culturally safe, person-centred care aligned to our value of “Understand the Person” and achieve better outcomes for the people and communities we support.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2027	Local Regional Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2027	RAPWG Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff via internal channels.	May - June 2026 - 2028	RAPWG Chair
	RAPWG members to participate in an external NRW event.	27 May - 3 June 2026 - 2028	RAPWG Chair
	RAPWG to encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2026 - 2028	RAPWG Chair
	Organise at least one NRW event each year to further develop relationships with local Aboriginal organisations.	27 May - 3 June 2026 - 2028	RAPWG Chair

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Action	Deliverable	Timeline	Responsibility
	All CPL Group NRW events will be registered on Reconciliation Australia's website. <a href="#">NRW website</a>	May 2026 - 2028	RAPWG Chair
3. Promote reconciliation through our sphere of influence.	Develop, implement, and promote reconciliation strategies that engage staff across the CPL Group through First Nations events, cultural celebrations, and relevant internal and external communication channels.	May - June 2026 - 2028	RAPWG Chair
	Provide a RAP update every 12 months in employee and client newsletters featuring RAP achievements, promoting NRW and NAIDOC events, stories, significant Aboriginal and Torres Strait Islander employee achievements, celebration of different communities we work with and promotion of key Aboriginal and Torres Strait Islander events in the regions we work with.	July 2026 - 2028	RAPWG Chair
	Continue to develop our cultural identity data program (for all employees and clients) to better develop targeted communications, and ensure cultural needs are understood and met.	December 2026	Learning & Organisational Development Manager
	Communicate our commitment to reconciliation publicly through existing channels such as newsletters and social media annually.	May - June 2026 - 2028	Marketing Manager
4. Promote positive race relations through anti-discrimination strategies.	Continue to work with Aboriginal and Torres Strait Islander staff and advisors to review and strengthen HR policies and procedures, identifying existing anti-discrimination provisions and future needs. Communicate the importance of these updates across CPL Group to ensure all staff understand and uphold our commitment to a culturally safe and inclusive workplace.	December 2026 - 2027	Human Resources Manager
	Educate senior leaders on the effects of racism so they can support and manage employees should racism become an issue.	December 2027	Learning & Organisational Development Manager



## Respect

We acknowledge that Aboriginal and Torres Strait Islander peoples inhabited Australia and the surrounding Islands for thousands of years and that cultural identity is fundamental to their wellbeing.

Through ongoing cultural training, celebration and promoting meaningful engagement with the Aboriginal and Torres Strait Islander communities we work with, the CPL Group will continue to become a more inclusive organisation, where all individuals feel valued and respected.

As a provider of disability services, respect is central to how we engage with individuals, families and communities. It requires us to listen, learn and adapt our approaches to ensure services are culturally safe, accessible and responsive to the needs and aspirations of Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Facilitate yarning circles between CPL Group employees, Aboriginal and Torres Strait Islander community members and Land Councils, to promote the sharing of stories, experiences and provide updates about the RAP.	October 2027	RAPWG Chair with support from RAPWG members
	100% of new employees will undertake cultural training as part of induction/onboarding procedures.	May 2027	Group General Manager People Learning & Culture
	Develop an online cultural library, providing all employees with direct access to the organisations RAP, Aboriginal and Torres Strait Islander training modules, protocol guides, presentations, FAQs, and webinars.	April 2027	Learning & Organisational Development Manager
	Develop an external First Nation Relationship & Partnership Building Program with current and new Aboriginal related service organisations across Queensland and New South Wales to build respect, awareness, and trust, and to extend our services to more First Nations communities and clients.	June 2027	General Manager Social Impact & Community Development
	Develop and conduct anonymous survey/s focusing on identified cultural groups employed at CPL, to better understand cultural needs, and how to provide a more respectful and safe cultural work environment.	April 2027	Learning & Organisational Development Manager

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Action	Deliverable	Timeline	Responsibility
6. <b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2026 - 2028	RAPWG Chair
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2027 - 2028	RAPWG Chair
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2027	RAPWG Chair
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2027	Marketing Manager
7. <b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Develop opportunities leading up to and during NAIDOC Week for non-Indigenous staff to observe, celebrate and develop a respect for First Nations cultures.	July 2026 - 2027	RAPWG Chair
	Promote and encourage participation in internal and external NAIDOC events to all employees.	June 2026 - 2027	Marketing Manager
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2027	RAPWG Chair

# Opportunities

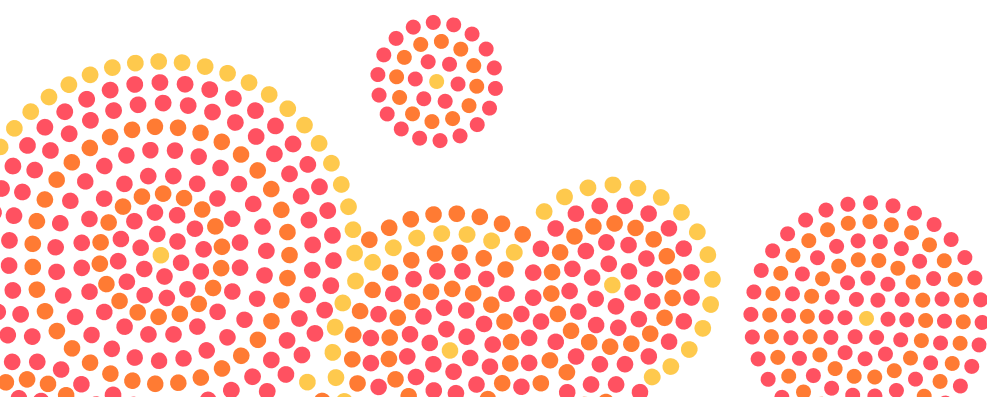
By encouraging and embracing diversity, we work with people from different backgrounds, cultures, and genders, that further supports the communities we work with.

Through our RAP, we aim to provide more opportunities with Aboriginal and Torres Strait Islander employees and clients, including employment pathways, expansion of our programs, procurement opportunities and developing and embedding new processes.

Creating value adding opportunities with Aboriginal and Torres Strait Islander peoples is important to our organisation as it supports improved access to employment and leads to better outcomes for our clients and the communities we serve.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2026 - 2027	General Manager People Learning & Culture
	Review HR and recruitment policy and procedures to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	April 2027	Human Resources Manager
	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention, and professional development strategy.	June 2026 - 2027	General Manager People Learning & Culture
	Partner with training organisation offering accredited training in Cert III Individual Support to offer placement for students or graduates.	June 2027	Employee Experience Manager
	Develop and implement an Aboriginal and Torres Strait Islander retention and professional development strategy.	June 2026 - 2027	General Manager People Learning & Culture
	Partner with organisations that focus on Aboriginal and Torres Strait Islander employment opportunities across Queensland and New South Wales and advertise job vacancies on First Nations media platforms.	June 2026 - 2027	Employee Experience Manager

Action	Deliverable	Timeline	Responsibility
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>Review and implement the Aboriginal and Torres Strait Islander procurement strategy.</p>	<p>December 2026</p>	<p>Financial Controller</p>
	<p>Maintain Supply Nation membership.</p>	<p>June 2026</p>	<p>Financial Controller</p>
	<p>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</p>	<p>December 2026</p>	<p>Financial Controller</p>
	<p>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</p>	<p>December 2026</p>	<p>Financial Controller</p>
	<p>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</p>	<p>June 2026 - 2027</p>	<p>Financial Controller</p>
<p>10. Explore opportunities for our organisation to support Aboriginal and Torres Strait Islander clients, families and communities in new ways.</p>	<p>Partner with local training providers to deliver culturally appropriate training to Regional Managers to support them to work effectively with local communities.</p>	<p>December 2026</p>	<p>Local Regional Manager with support from Learning &amp; Organisational Development Manager</p>
	<p>Regularly consult with Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform new ways of engaging with First Nation families, clients and communities.</p>	<p>March, June, September &amp; December 2027 - 2028</p>	<p>Local Regional Manager with support from RAPWG Members</p>



## Governance

### Focus area

As an organisation committed to diversity, inclusion, and First Nations engagement, we recognise that strong governance underpins RAP success. A representative RAPWG, effective leadership, and transparent reporting help identify and remove barriers, create meaningful opportunities, and support Aboriginal and Torres Strait Islander peoples to lead, participate, and co-design initiatives.

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RAPWG) to drive governance of the RAP	Maintain Aboriginal and Torres Strait Islander representation on the RAPWG.	December 2026 - 2027	RAPWG Chair
	Review the Terms of Reference for the RAPWG.	June 2026 - 2027	RAPWG Chair
	Continue to build internal awareness of the RAPWG to engage staff and continue interest in joining/supporting the working group.	July 2026 - 2027	RAPWG Chair
	Meet at least four times per year to drive and monitor the implementation of the RAP.	March, June, September, December 2026 - 2028	RAPWG Chair
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation. RAP budget to be developed each year and approved by ELT and managed by finance.	May 2026 - 2028	RAPWG Chair
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2026 - 2027	CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2026 - 2028	RAPWG Chair
	Appoint and maintain an internal RAP Champion from senior management.	July 2026	CEO

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Action	Deliverable	Timeline	Responsibility
13. 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.	June 2026 - 2027	RAPWG Chair
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2026 - 2027	RAPWG Chair
	Report RAP progress to all staff and senior leaders annually.	July 2026 - 2028	RAPWG Chair
	Publicly report our RAP achievements, challenges and learnings, annually.	October 2026 - 2027	RAPWG Chair
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	December 2026 - 2027	RAPWG Chair
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December 2027	RAPWG Chair
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	December 2027	RAPWG Chair

## RAP Enquiries

✉ [DiversityAndInclusion@cpl.org.au](mailto:DiversityAndInclusion@cpl.org.au)