



Federal Court of
Australia entity

Reflect Reconciliation Action Plan

July 2020 to July 2021

Acknowledgement of Country and Traditional Owners

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land and acknowledge and pay respect to their Elders, past and present.

Copyright

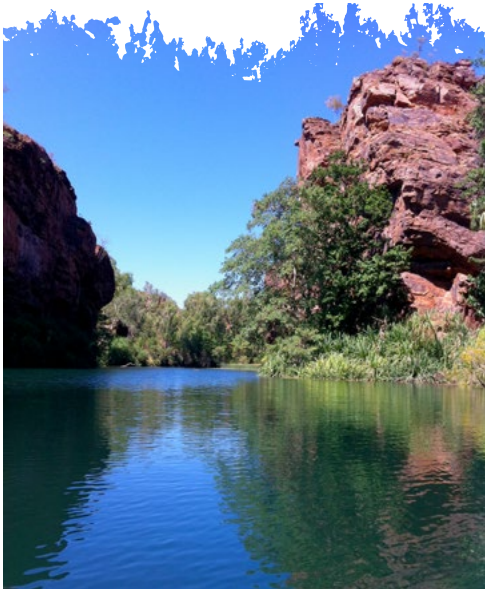
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Images



COVER IMAGE

Lawn Hill Gorge, Gregory River, Queensland

Lawn Hill Gorge is in the Boodjamulla National Park, in Waanyi country, close to the Queensland and Northern Territory border.



Lake Nuga Nuga, Queensland

(Acknowledgement page)

Lake Nuga Nuga is the largest natural water body within the dry highlands of the Central Queensland Sandstone Belt.

It is about 515 kilometres north-west of Brisbane and is located at the northern (downstream) end of the Arcadia Valley.



North Stradbroke Island, Queensland

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On 4 July 2011, the Federal Court of Australia recognised the Quandamooka People's native title rights and interests, covering an area of around 54,000 hectares, over land and waters on North Stradbroke Island and some islands in Moreton Bay.

Images (Cont'd)



Albert River, near Burketown, North Queensland

(Page 2)

The Albert River is in Gangalidda Garawa country in the southern Gulf of Carpentaria.



A Boonthamurra native well, near Eromanga, Queensland

(Page 3)

Boonthamurra Country is within the Quilpie and Barcoo Shire Council regions, and includes the township of Eromanga. On 25 June 2015, the Federal Court of Australia formally acknowledged the Boonthamurra People as the holders of native title to an area of 23,406 square kilometres in the South West Queensland.



Eumeralla (Yambuk) coastal reserve, Victoria

(Page 4)

On 27 July 2011, the Federal Court of Australia recognised the native title rights and interests of the Gunditjmara People and the Eastern Maar People over an area between the Shaw and Eumeralla Rivers including Deen Maar (Lady Julia Percy Island) in south-west Victoria.

Images (Cont'd)



Little Sandy Desert, Western Australia

(Page 7)

In 2008 and in 2016, the Federal Court of Australia recognised the native title rights and interests of the Birriliburu People. The determinations cover an area of around 70,000 square kilometres of the Little Sandy Desert region of Western Australia, which is south of the Great Sandy Desert and west of the Gibson Desert. It is incredibly remote, with a diverse landscape of dune fields, mountain ranges and salt lakes.



Witjira National Park, South Australia

(Page 8)

On 11 September 2008, the Federal Court of Australia recognised the native title rights and interests of the Eringa and the Wangkangurru/Yarluyandi claim groups in the 7770 square kilometre Witjira National Park.



Mundrabilla, Western Australia

(Back page)

On 24 October 2017, the Federal Court of Australia made a determination recognising the WA Mirning People's native title rights and interests to an area from the far south-eastern corner of Western Australia to parts of the Nullarbor Plain and the limestone plateau in the north, to high cliffs and coastal dunes in the south.



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Foreword

I am proud to introduce this Reconciliation Action Plan (RAP) for the Federal Court of Australia entity.

This plan sits alongside the individual RAPs of the Family Court of Australia and Federal Circuit Court of Australia, and further builds upon the initiatives in those RAPs and our respect for, and commitment to, reconciliation with Aboriginal and Torres Strait Islander peoples and their cultures.

We are a relatively new, merged administrative entity working to refine our practices and services to ensure that we serve the Courts and Tribunal, and their clients, as best we can. To do this well, and to document our commitment to reconciliation with Aboriginal and Torres Strait Islander peoples, our vision is to build a dynamic workforce that recognises our commitment to promoting partnership, agency and recognition of our Aboriginal and Torres Strait Islander employees, both current and future.

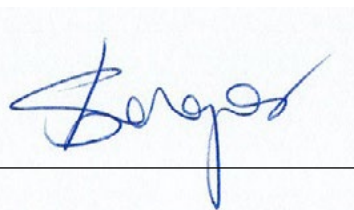
As a clear commitment to the first step in our reconciliation journey, I pledge to:

1. build relationships with Aboriginal and Torres Strait Islander peoples
2. encourage and exercise respect for Aboriginal and Torres Strait Islander peoples
3. facilitate and take opportunities for reconciliation with Aboriginal and Torres Strait Islander peoples, and
4. track, monitor and reflect on our progress.

To meet our reconciliation commitments, we need to increase the number of employees who identify as Aboriginal and Torres Strait Islander peoples. We also need to enhance cultural awareness in all our employees and support further opportunities for our Aboriginal and Torres Strait Islander employees.

This RAP will be implemented with commitment and energy and I will ensure it is supported by an appropriate level of resources necessary to achieve our goals. The learnings from this RAP will be used to ensure that future ones build upon and enhance our support for reconciliation.

I ask all employees to work with me to ensure that this RAP is successful.



Sia Lagos
Chief Executive Officer and
Principal Registrar of the
Federal Court of Australia

Federal Court of Australia entity

Reflect Reconciliation Action Plan

July 2020 to July 2021

Our business

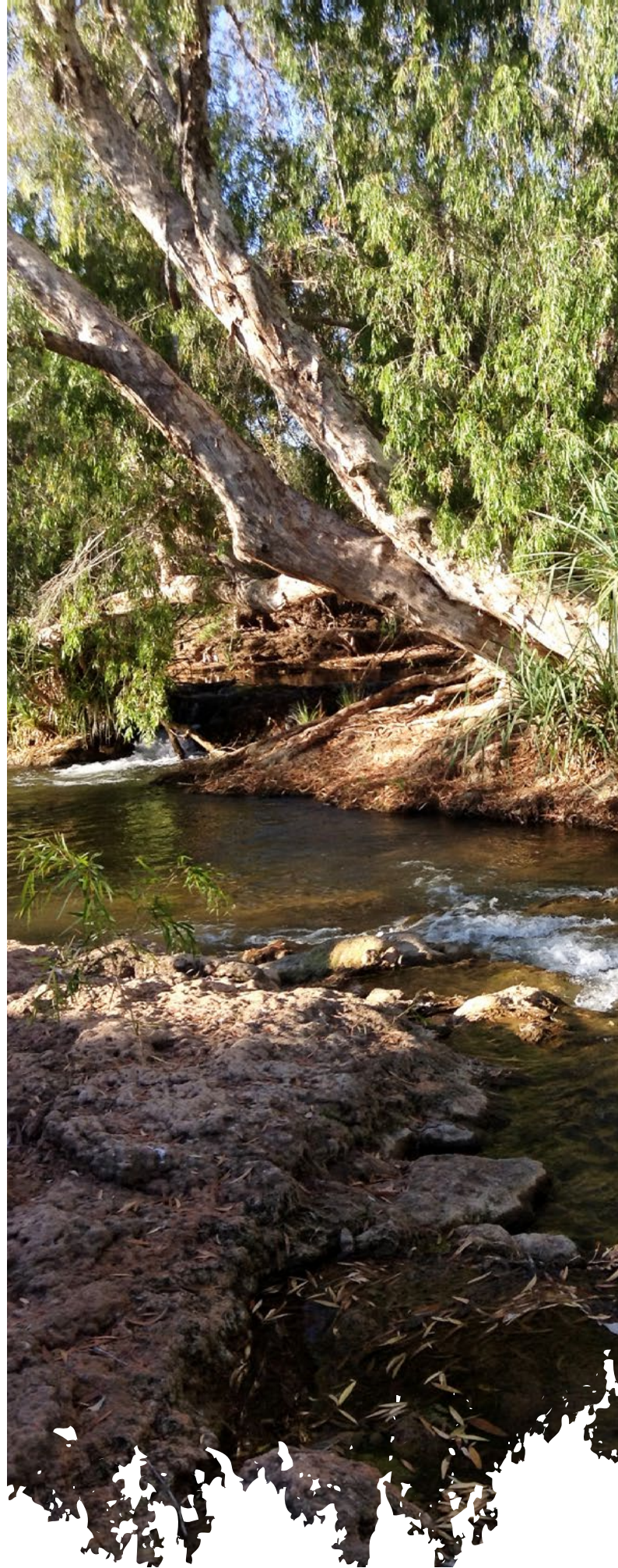
The Federal Court of Australia entity (the entity) is the administrative organisation that supports the Federal Court of Australia, Family Court of Australia, Federal Circuit Court of Australia and the National Native Title Tribunal.

The Federal Court of Australia became responsible for the corporate administration of the National Native Title Tribunal in 2012, and the merger of the administrative arms of each court occurred in 2016. Since these developments, we have worked to efficiently consolidate resources and streamline processes, thus reducing duplication. This Reflect RAP is the first for the Court entity and further builds upon the work to operate as an inclusive, single administrative entity.

Our work is administrative in nature and is driven by the needs of judges and members, and the clients who use Court and Tribunal services.

We employ approximately 1,100 employees. Our staff are located in 23 locations around Australia, in all capital cities as well as regional locations. In some locations, we have many staff and in others there are just a few. Our staff also circuit and work in other locations including in rural and regional areas.

We employ 26 Aboriginal and Torres Strait Islander individuals. This is approximately 2 per cent of our staffing complement.



Our RAP

We are committed to our responsibility towards reconciliation with Aboriginal and Torres Strait Islander peoples. In supporting our commitment to the reconciliation movement, we envision that the RAP will support the Court in building a dynamic workforce that recognises commitments to promote partnership, agency and recognition of our current and future Aboriginal and Torres Strait Islander employees. It is a continuation of the reconciliation journey for the entity.

In order to build a dynamic workforce, we must increase the number of Aboriginal and Torres Strait Islander individuals employed by the entity across various locations and sections. We want to ensure the Court is a desirable workplace for Aboriginal and Torres Strait Islander peoples, which offers them the opportunity to build their skills and capabilities.

Through the RAP we will continue to acknowledge the histories, cultures and achievements of Aboriginal and Torres Strait Islander peoples. We celebrate through National Aboriginal and Islanders Day Observance Committee Week (NAIDOC Week), Sorry Day and National Reconciliation Week. We aim to build upon activities that celebrate our culture and knowledge by engaging with our colleagues in all locations.

Our RAP will be promoted by RAP Champions across the Court and implemented by us all. The RAP Champions will be the Executive Director, People, Culture and Communications, the Executive Director, Court and Tribunal Services, Deputy Principal Registrar and National Family Law Registrar and the National Native Title Tribunal Registrar. Specific projects or tasks will be worked on by teams that include our Aboriginal and Torres Strait Islander staff.

We will consult with our staff on our RAP initiatives and we will value the diversity of feedback received. We will endeavour to implement the initiatives in this RAP as they are described, however we will adjust our focus when needed to ensure that we get the best results.

We have extensive expertise in supporting Aboriginal and Torres Strait Islander peoples through Court and Tribunal services and will use that expertise to further embed respectful and dynamic work practices that support our current and future Aboriginal and Torres Strait Islander employees and stakeholders.



Our partnerships

There are several Aboriginal and Torres Strait Islander employee networks across the Courts and Tribunal.

We plan to group those networks to ensure that our Aboriginal and Torres Strait Islander employees are well supported.

This Reflect RAP must work alongside the RAPs already in place in the Federal Circuit Court and in the Family Court.

We will engage with the champions of those RAPs to ensure activities complement each other as much as is possible.

We will reach out to stakeholder groups within the Australian Public Service and other organisations, such as universities, to build upon our support for Aboriginal and Torres Strait Islander employees.





Relationships

Action	Responsibility	Timeline	Deliverable
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.	September 2020	RAP Champions
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2020	Chair of the Aboriginal and Torres Strait Islander Employee Network
2 Build relationships through celebrating National Reconciliation Week.	Raise awareness amongst our staff about the meaning of Sorry Day and National Reconciliation Week and circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2021	Director, Communications
	RAP Working Group members to participate in an external National Reconciliation Week event.	27 May – 3 June, 2021	RAP Champions
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	27 May – 3 June, 2021	RAP Champions
	Support National Reconciliation Week through internal events that have cross-Court entity participation.	27 May – 3 June 2021 and then annually	Executive Director, People, Culture and Communications
3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2020	RAP Champions
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2020	Chair of the Aboriginal and Torres Strait Islander Employee Network
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2020	Chair of the Aboriginal and Torres Strait Islander Employee Network
	Develop appropriate statements for the Court and Tribunal's intranets that demonstrate the entity's respect for, and commitment to reconciliation with, Aboriginal and Torres Strait Islander peoples and cultures.	May 2021	Director, Communications
4 Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2020	Director, People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2021	Director, People and Culture
5 Strengthen support for Aboriginal and Torres Strait Islander employees.	Establish a single Aboriginal and Torres Strait Islander Employee Network within the entity.	August 2020	RAP Champions, supported by the Director, People and Culture
	Encourage and support members of the Aboriginal and Torres Strait Islander Employee Network to further build relationships with relevant stakeholders.	August 2020	RAP Champions, supported by the Director, People and Culture



Action	Responsibility	Timeline	Deliverable
6 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.	June 2021	RAP Champions
	Conduct a review of cultural learning needs within our organisation.	June 2021	Director, People and Culture
	Investigate implementing the APSC's Aboriginal and Torres Strait Islander Cultural Capability Framework for appropriate positions.	December 2020	Director, People and Culture
	Put in place a national training program to increase the understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within the entity.	June 2021	Assistant Director, People and Culture (Learning and Development)
7 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the different local Traditional Owners or Custodians of the lands and waters within our organisation's operational areas.	June 2021	RAP Champions
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2021	Director, People and Culture
8 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 2020 and then annually	Director, Communications
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2020 and then annually	RAP Champions
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2020 and then annually	RAP Champions



Opportunities

Action	Responsibility	Timeline	Deliverable
9 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.	December 2020	Assistant Director, People and Culture (Employee Relations and Conduct)
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2020	Assistant Director, People and Culture (Learning and Development)
	The National Native Title Tribunal will host one or more secondments of employees from the courts to deepen their understanding of Aboriginal and Torres Strait Islander peoples and cultures, with the expectation that participants will build capacity within the Court entity by sharing their learnings with other entity employees, particularly their teams.	June 2021	RAP Champions
10 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.	December 2020	Director, Property and Procurement
	Investigate Supply Nation membership.	December 2020	Director, Property and Procurement
11 Investigate Aboriginal and Torres Strait Islander employment pathways.	Investigate (and implement where appropriate) participating in the Australian Public Service Commission's Indigenous Graduate Pathway .	June 2021	Assistant Director, People and Culture (Employee Relations and Conduct)
	Investigate (and implement where appropriate) being a host for the Indigenous Australian Government Development Program .	June 2021	Assistant Director, People and Culture (Employee Relations and Conduct)
	Investigate (and implement where appropriate) hosting an intern in the Aurora Project's Aurora Internship Program .	June 2021	Assistant Director, People and Culture (Employee Relations and Conduct)
12 Create and fill positions that support the implementation of RAP actions.	Fill the Affirmative Measures position within the People and Culture section to support the implementation of RAP actions. Explore options to use Affirmative Measures and identified recruitment at all levels of the Entity, particularly at executive levels and above.	May 2021	Director, People and Culture



Action	Responsibility	Timeline	Deliverable
13 Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Form a RAP Working Group to govern RAP implementation.	September 2020	RAP Champions
	Draft a Terms of Reference for the RAP Working Group.	September 2020	Director, People and Culture
	Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	September 2020	RAP Champions
14 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2020	RAP Champions
	Engage senior leaders in the delivery of RAP commitments.	December 2020	RAP Champions
	Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2020	Assistant Director, People and Culture (Learning and Development)
15 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.	30 September 2020 and then annually	Assistant Director, People and Culture (Learning and Development)
	Circulate the results of the annual RAP Impact Measurement Questionnaire to entity employees as part of building knowledge, transparency and accountability.	October 2020 and then annually	Assistant Director, People and Culture (Learning and Development)
16 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2021	Assistant Director, People and Culture (Learning and Development)

Cameos

Action Point 10 reflects the Court's commitment to supporting the professional development of study assistance for Aboriginal and Torres Strait Islander staff with the aim of supporting their development within the Court entity and in related areas.



Mollie O'Connor:

“

Whilst working at the Tribunal for the past two years I have also been able to complete my law degree.

As a result of the legal experience I have gained, I was able to secure a position as a Judge's Associate in the Federal Court of Australia.

My exposure to native title at the Tribunal will be invaluable to my future position, and has given me a strong interest in applying my legal skills to issues faced by Indigenous People in Australia.

I also hope to work further with my people and get involved in the PBC in the future, which the Tribunal has provided me with the skills to do.

”

Cameos (Cont'd)



Donna Drew:

“

I am a Darumbal woman from the Rockhampton region in Central Queensland. I began my journey at the Tribunal in 2012 as an APSC Indigenous Trainee.

Upon successful completion of my traineeship and with the support of the FCA Studies Assistance Program I was then able to undertake my university studies. In 2016 I graduated with a Bachelor of Applied Science from Curtin University.

I am currently a Senior Officer within the NNTT working in the Future Acts team in Brisbane where I have been working for almost eight years. I have also worked in the Federal Court Registry in Brisbane as a Native Title Officer for eighteen months.

During my time at the NNTT I have been able to gain invaluable work experience in the area of native title. I am passionate about educating people about native title and see this area of Federal Law as a vehicle for reconciliation and a way of changing people's perceptions.

”

Cameos (Cont'd)



Jinnali Kiss:

“

I am from Gladstone, Central Queensland. My connections are to the Wakka Wakka and Gooreng Gooreng People through my paternal grandparents and to the Kaanju and Birri-Gubba People of North Queensland through my maternal grandparents. I am very proud of my heritage.

I commenced work with the Tribunal in 2016. Initially I worked in a part-time non-ongoing role as a Business Support Officer. Six months after starting in my role as the receptionist, I developed an interest in other areas of the organisation. The Tribunal allowed me to transition in the Claims and ILUA team where, as an Officer I provided support to the Senior Officers and case managed non-claimant applications.

In 2018 I became a full-time ongoing employee and my current role is an Officer in the Future Acts Team. In mid-2019, I commenced my Law degree at Queensland University of Technology and I have successfully completed my first semester. I have received assistance from the Tribunal and Federal Court and with their continued support I look forward to finishing my Law degree. This opportunity gives me the ability to work in an area where I can help my people.

”

Cameos (Cont'd)



Tracey Jefferies:

“

I am descended from both the Quandamooka (North Stradbroke Island) and Mununjali (Beaudesert) People of south east Queensland. I have worked for Indigenous and community organisations for most of my 20 year professional life. This passion for assisting Indigenous communities also led me to the National Native Title Tribunal where, for the past eight years, I have effectively case managed the registration and notification of native title determination applications and indigenous land use agreements (ILUA).

Throughout my tenure with the NNTT, I have successfully completed the following studies at a very high level:

- Graduate Certificate in Business (Public Sector Management Program), as part of the Future Leader's Program (GPA 6.5);
- Bachelor of Business (Administrative Management), thanks to the Indigenous Employees Study Award (GPA 6.44);
- Diploma of Project Management, as part of Studies Assistance program; and
- I am currently completing my Masters of Business Administration.

My study has provided me with the skills and knowledge to solve complex problems, develop stakeholder relationships and deal with constant change. My studies have also enhanced my work by broadening my knowledge of the public sector and the work of the Tribunal, which in turn has enabled me to provide accurate advice and assistance to stakeholders regarding the complex native title system. With the studies assistance provided by the NNTT and the Federal Court, I am closer to achieving my professional goal of becoming a more effective and decisive leader for my people.

”

Cameos (Cont'd)



Amanda Gamble:

“

I am a Bandjin, Juru woman from Ingham, North Queensland. I commenced working in the Public Service in 1998 in various federal government agencies. I started working at the Tribunal in 2012 as a Senior Officer in the Case Management Section before transferring to the Native Title Unit at the Federal Court in 2015.

Under the tutelage of the Native Title Registrar, my skills in the case management of native title claims in the Court grew. In 2018, I transferred back to the Tribunal and was promoted to work as the Executive Assistant to the Native Title Registrar.

My interest in native title stems from my Great Great Grandfather, Peter Prior, who fought for the rights of Aboriginal People in North Queensland. In 2011, the Juru People had a successful native title determination in the Bowen/Cape Upstart area.

On my mother's side, there is a current native title determination application before the Federal Court for recognition of the Warrgamay People's rights and interests in North Queensland centred around the Girrigun National Park. This area is renowned for the art work of the traditional owners.

”

Cameos (Cont'd)



Madeline Louis:

“

I proudly descend from the Western Arrernte and Warramunga peoples of Central Australia, although I was born on Kamilaroi country in Gunnedah, NSW.

I commenced in a non-ongoing capacity with the Business Support Team of the Tribunal in late 2017, after relocating to Brisbane from Coffs Harbour, NSW.

My current role as Member's Assistant and Support Officer, is a full time role within the Support and Special Projects Team, and is a position I am grateful to have obtained, especially as it allows me the opportunity to also study.

I recently received my results for my first university course, the Indigenous Higher Education Pathways Program, which I completed through the University of Southern Queensland. With the Tribunal's support, I am eager at the possibility of commencing an Undergraduate degree at the commencement of 2021.

”

Contact details

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