



REFLECT RECONCILIATION ACTION PLAN

AUGUST 2019 – AUGUST 2020





ACKNOWLEDGEMENT

As part of CPA Australia's ongoing commitment to reconciliation, we acknowledge and pay respect to the Traditional Owners of the lands and waterways of Australia. We also acknowledge Elders past and present, as well as emerging leaders.

A MESSAGE FROM OUR PRESIDENT AND CHIEF EXECUTIVE OFFICER

CPA Australia's Reflect Reconciliation Action Plan (RAP) and our commitment to the broader RAP framework is an important milestone in our 133-year history. As President and Chief Executive Officer (CEO) of CPA Australia, we are proud to lead an organisation with a strong desire to play a positive role in reconciliation with Australia's First Peoples.

As a global accounting body, our vision is to partner with members to prepare for today and tomorrow in a globally connected world. Our purpose is to advance trusted and valued accounting and business professionals who enhance their communities. CPA Australia's commitment to reconciliation affirms this vision and purpose, while helping to build the cultural competency of our staff and the diversity of our workforce.

Our Indigenous Accountants Australia (IAA) initiative, for which we have partnered with Chartered Accountants Australia and New Zealand since 2012, is driven by a desire to see greater Aboriginal and Torres Strait Islander representation in the accounting profession. IAA aims to empower Aboriginal and Torres Strait Islander people and their communities with the business acumen, financial logic and opportunity that an education grounded in accounting can provide.

With around 50 Aboriginal and Torres Strait Islander Australians with a professional accounting designation, there is still much work to be done. This Reflect RAP is an important step toward breaking down the historical, cultural and geographic barriers to Aboriginal and Torres Strait Islander peoples' participation in and engagement with the accounting profession.



A handwritten signature in black ink that reads "Peter Wilson".

Peter Wilson AM FCPA
President and
Chairman of the Board



A handwritten signature in black ink that reads "Andrew Hunter".

Andrew Hunter
Chief Executive Officer



ENDLESS OPPORTUNITY

This piece was commissioned by CPA Australia for their first Reconciliation Action Plan (RAP). When I first began to design this piece, and with my understanding of CPA Australia, being a member myself, I wanted to capture, overall, the endless opportunities that could result from combining the elements of the reconciliation journey with that of CPA Australia's vision and the internationally recognised designation that it offers its members. So to capture this, I chose to use the overall concept of earth and space, and liken that to CPA Australia's reconciliation journey.

At the very centre of the piece I have represented CPA Australia's core services: education, training, technical support and advocacy using a four-bladed propeller to represent propelling CPA Australia into the future. The next layer, represented by the two continuous interlocked lines, represents CPA Australia's ongoing commitment to their vision of *partnering with members to prepare for today and tomorrow in a globally connected world*. The members are represented by the six layers of coloured dots and the different colours represent the diversity of members and the fields they work within.

Intersecting with this layer is how I have chosen to represent the reconciliation journey. The five slightly smaller circles represent the five dimensions of which reconciliation is based and measured upon; historical acceptance, race relations, equality and equity, institutional integrity and unity. The three larger circles represent the core components of the RAP which are respect, relationships and opportunities. The reason I chose to have the reconciliation journey intersecting with the layer representing the members is because CPA Australia's reconciliation journey will involve them too. I believe it will provide an opportunity for members to encourage their organisations to continue, or embark on, the reconciliation journey.

With the 'earth's layers' capturing the essence of CPA Australia and its members, combined with that of CPA Australia's RAP journey, the background, 'space' is how I have chosen to represent the endless opportunities and pathways that will be available to CPA Australia as it embarks on its reconciliation journey.

Sarah Richards CPA
Artist and designer



Sarah Richards CPA
Artist and designer

ABOUT THE ARTIST

Sarah Richards CPA, a Ngiyampaa woman from New South Wales, is the Operations Manager at PwC's Indigenous Consulting, which is a majority Indigenous owned, led and staffed business operating on a national scale. One of Sarah's passions is sharing her journey and encouraging other Aboriginal and Torres Strait Islander people to undertake accounting as a career path.

"There is more to accounting than the stereotypical number crunching facade often associated with the discipline. Accounting provides a solid foundation which can lead to a diverse range of career paths. Studying accounting and becoming a CPA has been a strong contributor in helping me get to where I am today and where I will be in the future."

Not only is Sarah an established accounting professional, she is also a talented artist and has created the artwork for this RAP.

OUR BUSINESS

CPA Australia is one of the world's largest accounting bodies with a global membership of more than 164,000 members (as at 31 December 2018) working in 150 countries and regions around the world.

CPA Australia employs more than 500 people across 19 global offices, with 79 per cent located in Australasia. We operate offices in each Australian state and territory where staff and the volunteer member Divisional Councils focus on engaging with members, employers and education providers within their local communities, including regional locations. Two CPA Australia employees identify as being Aboriginal and/or Torres Strait Islander people.

Our core services to members include education, training, technical support and advocacy. Employees and members work together with local and international bodies to represent the views and concerns of the profession to governments, regulators, industries, academia and the public.

OUR VISION

Partnering with members to prepare for today and tomorrow in a globally connected world.

OUR PURPOSE

Advancing trusted and valued accounting and business professionals who enhance their communities.

OBJECTIVES OF OUR RECONCILIATION ACTION PLAN (RAP)

CPA Australia's first Reconciliation Action Plan (RAP) seeks to formalise and demonstrate our commitment to social change and reconciliation between Australia's First Peoples and the broader Australian community. We seek for both our employees and members to develop and foster a genuine respect for, and understanding of, Aboriginal and Torres Strait Islander peoples and their cultures.

Our objectives are to:

- Build organisational awareness of Aboriginal and Torres Strait Islander peoples, cultures, histories and achievements
- Promote the inclusion and diversity of our Aboriginal and Torres Strait Islander employees and members
- Educate, promote and support career opportunities for Aboriginal and Torres Strait Islander peoples in the accounting profession
- Celebrate significant events in Aboriginal and Torres Strait Islander peoples' calendars to promote awareness of histories and communities, and
- Establish and maintain a RAP working group to implement the initiatives outlined in this Reconciliation Action Plan.

WHAT IS A RECONCILIATION ACTION PLAN (RAP)?

A Reconciliation Action Plan (RAP) provides a framework for organisations to support the national reconciliation movement.

The RAP program contributes to advancing the five dimensions of reconciliation (Unity, Race Relations, Equality and Equity, Institutional Integrity and Historical Acceptance) by developing respectful relationships and creating meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

There are four RAP types (Reflect, Innovate, Stretch and Elevate). These set out the minimum elements required by organisations to build strong relationships, respect and opportunities within our organisation and the community.

A Reflect RAP articulates the steps an organisation should take to prepare for reconciliation initiatives in successive RAPs.



Aunty Irene Morris CPA

Aunty Irene Morris CPA has spent most of her 30 years in accounting working within Aboriginal Community Controlled organisations. A Wurundjeri elder, Aunty Irene (Aunty and Uncle are terms of respect for elders) is the accountant for the Aborigines Advancement League, providing community support programs in Melbourne's northern metropolitan suburbs. She is delighted to see CPA Australia launch its first RAP and hopes it will help to encourage more Aboriginal and Torres Strait Islander youth to study business and accounting.

"CPA Australia's first RAP will be talked about broadly across Aboriginal and Torres Strait Islander communities. The more we can encourage our youth to get involved in business and accounting education, the better. This RAP will be an opportunity to show our future leaders that the accounting profession has changed over the years and isn't just about spreadsheets and budgets. We must let them see that accounting has moved with technology, integrating with it, which means that you are not bound to a desk and can be out in the community working side-by-side with frontline staff having an impact in programs and service delivery to our community."

OUR RECONCILIATION JOURNEY

CPA Australia celebrates the diversity of our people and our members. The commitments outlined in our inaugural RAP are the foundation on which we will build in successive RAPs, as part of our reconciliation journey.

CPA Australia has commenced incorporating Welcome to Country and Acknowledgement of Country protocols. We see this as a respectful way to recognise and embrace Aboriginal and Torres Strait Islander cultures and to demonstrate that they are living and enduring.

We commit to acknowledging and celebrating key Aboriginal and Torres Strait Islander events and communicating ways to partner with our employees and members in relation to laying a foundation for educating them about Aboriginal and Torres Strait Islander Australians.

CPA Australia has been committed to the Indigenous Accountants Australia (IAA) initiative since 2012, a joint initiative with Chartered Accountants Australia and New Zealand.

IAA's role is to advise and support Aboriginal and Torres Strait Islander students who may be interested in, or are currently undertaking tertiary qualifications, in Business, Economics, Finance and Accounting. Through IAA, CPA Australia provides Aboriginal and Torres Strait Islander students the opportunity to actively engage with both student and business networks, access scholarships and to identify professional development and employment opportunities.

IAA works to raise awareness of the benefits of a career in accounting for each individual, their families and their communities. IAA does not seek to generate any revenue from this initiative, merely to demystify the profession and create the best possible environment for uptake if it is of interest, and ultimately for success.



Holly Martin

Holly Martin is a Business Development Manager with CPA Australia, working closely with universities and employers across New South Wales and the Northern Territory. Holly loves that her role involves supporting members across the entire membership lifecycle – from people thinking about becoming a CPA through to CFOs looking to enhance their career.

A descendant of the Wiradjuri people from Yass and the Awabakal people from Newcastle, Holly is incredibly proud to witness the launch of CPA Australia's inaugural RAP.

"With CPA Australia whole heartedly believing that a Reconciliation Action Plan is the right way forward, and our way of making a difference, it gives me a real sense of belonging and I am truly honoured to be part of history. CPA Australia's RAP is about building something that generations to come can be empowered by and feel the same sense of pride I feel."

IAA activities include supporting students and their families, collaborating with universities and other training institutions, partnering and encouraging applications for CPA Australia's Indigenous scholarships.

CPA Australia established a RAP Working Group in February 2019, to ensure that the initiatives outlined in this RAP will be championed and implemented by CPA Australia employees, in collaboration with members across all Australian States and Territories. The members of the RAP Working Group are listed in Appendix I.

We have sought the expertise and advice of Aboriginal and Torres Strait Islander members and those experienced in implementing RAPs in their places of employment. We will continue to keep these advisers informed and seek their guidance as we implement this plan.

CPA Australia will strengthen and develop relationships with Aboriginal and Torres Strait Islander peoples and communities. This will help to produce future RAPs that are meaningful, mutually beneficial and sustainable.

For further information about Reconciliation Action Plans, please visit Reconciliation Australia's website at www.reconciliation.org.au



Richard Hurst

Richard Hurst is a Relationship Manager with Indigenous Accountants Australia (IAA), a joint initiative between CPA Australia and Chartered Accountants Australia and New Zealand, set up in 2012 (when around nine Indigenous accountants were known to have a professional accounting designation) to attract more Aboriginal and Torres Strait Islander people to an accounting career.

A descendant of the Gamilaroi people of north-western New South Wales, Richard says he is incredibly proud to be involved in the development and launch of CPA Australia's inaugural RAP.

"CPA Australia have consulted with a wide range of Aboriginal and Torres Strait Islander members, staff and communities in the development of this RAP.

I am confident this RAP will see an increase in both the appetite and opportunities for the accounting profession to contribute toward Aboriginal and Torres Strait Islander advancement. This will in time see a positive flow-on effect to our communities. I am excited to witness the implementation of this RAP as CPA Australia takes this important step forwards on the reconciliation journey."

REFLECT RECONCILIATION ACTION PLAN

Raising Organisational Awareness and Building Community Relationships

Relationships – Improve and extend our relationships with Aboriginal and Torres Strait Islander peoples and organisations to enable us to better equip the accounting profession to meet the needs of all Australian communities.			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain a RAP Working Group	<ul style="list-style-type: none"> Establish and maintain a RAP Working Group to support the development of our RAP and oversee its implementation, comprising of Aboriginal and Torres Strait Islander peoples and key influencers across our organisation. 	August 2019	EGM People & Culture
	<ul style="list-style-type: none"> Develop Terms of Reference for the RAP Working Group. 	August 2019	EGM People & Culture
	<ul style="list-style-type: none"> Ensure the RAP Working Group meets on a quarterly basis and oversees an annual activity plan. 	August 2019	EGM People & Culture
2. Maintain and establish relationships	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations to connect with on our reconciliation journey. 	October 2019	Relationship Manager - Indigenous Strategies IAA
	<ul style="list-style-type: none"> Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. 	November 2019	Relationship Manager - Indigenous Strategies IAA
3. Raise internal awareness of our RAP	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all employees across the organisation about our RAP commitments. 	August 2019	Communications & Culture Manager
	<ul style="list-style-type: none"> Engage and inform key internal stakeholders of their responsibilities and updates of activities of our RAP, including the CPA Australia Board, Executive Management Team and the RAP Working Group. 	August 2019	EGM People & Culture
	<ul style="list-style-type: none"> Develop a communications plan to promote and launch the inaugural RAP to members, employees and the community. 	August 2019	Communications & Culture Manager
	<ul style="list-style-type: none"> Ensure the implementation of the RAP is linked to the organisational Inclusion and Diversity Plan's strategic objectives. 	December 2019	EGM People & Culture
	<ul style="list-style-type: none"> At least four articles per year to appear in internal enterprise communication channels to employees to highlight progress of the RAP. 	August 2020	Communications & Culture Manager
4. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Host an employee event to celebrate National Reconciliation Week (NRW). 	27 May – 3 June 2020	Communications & Culture Manager
	<ul style="list-style-type: none"> Encourage our staff to attend an NRW event. 	27 May – 3 June 2020	Communications & Culture Manager
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees. 	27 May – 3 June 2020	Communications & Culture Manager
	<ul style="list-style-type: none"> Encourage our RAP Working Group members to participate in an event to recognise and celebrate NRW. 	27 May – 3 June 2020	EGM People & Culture
	<ul style="list-style-type: none"> Display the Aboriginal and Torres Strait Islander flags in our Australian offices' reception areas. 	27 May – 3 June 2020	Relationship Manager - Indigenous Strategies IAA
5. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	February 2020	EGM People & Culture
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	March 2020	EGM People & Culture

Respect – Engender respect and enhance cultural competence amongst the employees and members of CPA Australia			
Action	Deliverable	Timeline	Responsibility
6. Develop and Implement cultural competency training for employees and leadership	• Develop a proposal for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	February 2020	Learning & Development Manager
	• Conduct a review to assess our employees current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements and identify the training needs within our organisation.	February 2020	Learning & Development Manager
	• Implement appropriate cultural awareness program/s specific for CPA Australia offices to address the identified training needs and engage a provider with expertise related to Aboriginal and Torres Strait Islander peoples and communities.	August 2020	Learning & Development Manager
	• Conduct a face-to-face cultural awareness workshop for the RAP Working Group and other key leadership by engaging a provider with expertise related to Aboriginal and Torres Strait Islander peoples and communities.	February 2020	Learning & Development Manager
7. Communicate and advocate regularly with members and employees on relevant Aboriginal & Torres Strait Islander initiatives and programs	• Promote the IAA at least quarterly in CPA Australia external communication channels.	August 2020	EGM Marketing
	• Promote events, scholarships, awards, achievements and opportunities to Aboriginal and Torres Strait Islander CPAs through external communication channels.	August 2020	EGM Marketing
8. Participate in and celebrate NAIDOC Week	• Host employee events to celebrate NAIDOC Week.	July 2020	Communications & Culture Manager
	• Circulate NAIDOC materials and resources to our staff.	July 2020	Communications & Culture Manager
	• Raise awareness and share information amongst our employees of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	July 2020	Communications & Culture Manager
	• Introduce our employees to NAIDOC Week by promoting community events in our local areas.	July 2020	Communications & Culture Manager
	• Ensure our RAP Working Group participates in an event to recognise and celebrate NAIDOC Week.	July 2020	EGM People & Culture
	• Display the Aboriginal and Torres Strait Islander flags in our Australian offices reception areas.	July 2020	Relationship Manager - Indigenous Strategies IAA
9. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	• Explore who the Traditional Owners are of the lands and waters in our local area.	September 2019	Relationship Manager - Indigenous Strategies IAA
	• Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence.	September 2019	Relationship Manager - Indigenous Strategies IAA
	• Develop and introduce Acknowledgement of Country and Welcome to Country protocols across Australian CPA Australia offices by distributing a guideline document.	September 2019	Relationship Manager - Indigenous Strategies IAA
	• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	October 2019	Communications & Culture Manager
	• Explore opportunities to acknowledge the Traditional Owners of the Land in each State and Territory through an appropriate Aboriginal and Torres Strait Islander artefact to be displayed.	March 2020	Senior Manager, Procurement & Facilities

REFLECT RECONCILIATION ACTION PLAN

Raising Organisational Awareness and Building Community Relationships

Opportunities – Create an organisational culture that values and encourages opportunities for Aboriginal and Torres Strait Islander peoples.			
Action	Deliverable	Timeline	Responsibility
10. Establish processes for Aboriginal and Torres Strait Islander CPA members to self-identify to accurately profile participation and engagement in the accounting profession	<ul style="list-style-type: none"> Explore opportunities to add fields to membership profiles to enable voluntary identification for members to self-identify as Aboriginal and/or Torres Strait Islander people to assist organisational data collection. 	January 2020	General Manager, Divisional Delivery
	<ul style="list-style-type: none"> Actively promote opportunities for CPA Australia members to self-identify as Aboriginal and/or Torres Strait Islander people on new membership applications and membership renewals through appropriate messaging. 	January 2020	General Manager, Divisional Delivery
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. 	December 2019	Senior Manager, Procurement & Facilities
	<ul style="list-style-type: none"> Develop a proposal for procurement from Aboriginal and Torres Strait Islander owned businesses. 	December 2019	Senior Manager, Procurement & Facilities
12. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Develop a proposal for Aboriginal and Torres Strait Islander employment within our organisation. 	December 2019	EGM People & Culture
	<ul style="list-style-type: none"> Promote opportunities for Aboriginal and Torres Strait Islander employment within our organisation. 	December 2019 and May 2020	EGM People & Culture
	<ul style="list-style-type: none"> Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities. 	November 2019	EGM People & Culture
13. Support career pathways in accounting externally	<ul style="list-style-type: none"> Through our work with Indigenous Accountants Australia (IAA) engage with Aboriginal and Torres Strait Islander students on educational opportunities and careers in Accounting. 	December 2019 and May 2020	Relationship Manager - Indigenous Strategies IAA
	<ul style="list-style-type: none"> Investigate opportunities to facilitate links with Aboriginal and Torres Strait Islander students to universities and businesses. 	December 2019 and May 2020	Relationship Manager - Indigenous Strategies IAA
	<ul style="list-style-type: none"> Host student-employer networking and career events for Aboriginal and Torres Strait Islander accounting students and young professionals. 	December 2019 and May 2020	Relationship Manager - Indigenous Strategies IAA
	<ul style="list-style-type: none"> Facilitate mentoring opportunities for Aboriginal and Torres Strait Islander accounting students and young professionals, through IAA. 	December 2019 and May 2020	Relationship Manager - Indigenous Strategies IAA
	<ul style="list-style-type: none"> Advertise and promote external employment opportunities for Aboriginal and Torres Strait Islander accountants through IAA's digital and other media. 	December 2019 and May 2020	Relationship Manager - Indigenous Strategies IAA
14. Support Aboriginal and Torres Strait Islander people to study the CPA Program	<ul style="list-style-type: none"> Provide up to five scholarships each year for Aboriginal and/or Torres Strait Islander people to study the CPA Program, through IAA. 	May 2020	Relationship Manager - Indigenous Strategies IAA
	<ul style="list-style-type: none"> Provide opportunities for up to two scholarship recipients to access additional tuition support. 	May 2020	Relationship Manager - Indigenous Strategies IAA

Tracking and Progress			
Action	Deliverable	Timeline	Responsibility
15. Build support for the RAP	<ul style="list-style-type: none"> Define resource needs for RAP development and implementation. 	August 2019	EGM People & Culture
	<ul style="list-style-type: none"> Define systems and capability needs to track, measure and report on RAP activities. 	August 2019	EGM People & Culture
	<ul style="list-style-type: none"> Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. 	September 2020	EGM People & Culture
	<ul style="list-style-type: none"> Actively promote the RAP and progress on its activation through channels such as the CPA Australia website. 	September 2020	EGM Marketing
16. Review and Refresh RAP	<ul style="list-style-type: none"> Liase with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 	April 2020	EGM People & Culture
	<ul style="list-style-type: none"> Submit RAP to Reconciliation Australia for review and endorsement of new RAP. 	May 2020	EGM People & Culture

APPENDIX I – MEMBERSHIP OF RAP WORKING GROUP

Matthew Andrews	Divisional General Manager, Australian Capital Territory
Carolyn Curnow	Senior Manager, Events Experience
Michael Harris	Divisional General Manager, Western Australia
Richard Hurst	Relationship Manager – Indigenous Strategies, Indigenous Accountants Australia (IAA)
Deborah Jenkins	General Manager, Divisional Delivery
Holly Martin	Business Development Manager, New South Wales
Steve Radywonik	Campaign Manager, Marketing
Vanessa Richards	Communications Advisor, External Affairs
Rebecca Smith	Communications and Culture Manager

ENQUIRIES

For public enquiries about CPA Australia's Reconciliation Action Plan, please contact:

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Chief Executive Officer

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