



# X REFLECTING ON JID'S RECONCILIATION JOURNEY SO FAR

## X OUR VISION

JID embraces and nurtures diversity, experience, different cultures and backgrounds, and is committed to providing our employees with a culturally safe and inclusive workplace. As an emerging Australian-based consultancy delivering work in developing nations, we have spent a lot of time considering how to embark on a reconciliation journey in a meaningful and impactful way. We required a structured approach, a committed focus and coordination of our activities across the organisation.

In 2021, JID launched its Reflect Reconciliation Action Plan, formalising our commitment to embedding the principles of reconciliation across our business. Committing to a Reflect RAP meant deciding on our vision for reconciliation, exploring our sphere of influence and scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders. By supporting and advancing reconciliation within our sphere of influence we aim to contribute towards creating a fair, equitable and reconciled society that respects Aboriginal and Torres Strait Islander peoples. Our Reflect RAP marks the beginning and we know that real and sustained action is necessary for genuine change.

Our goal for reconciliation is:

- / An inclusive, culturally diverse, and learning-orientated workplace that embraces Aboriginal and Torres Strait Islander people and culture
- / Opportunities for Aboriginal and Torres Strait businesses to participate and benefit from our business/services
- / Opportunities for our work to benefit from Aboriginal and Torres Strait Islander experience and expertise.

## X OUR REFLECT RAP

### RESPECTFUL RELATIONSHIPS

Developing respectful and meaningful relationships was integral to our RAP purpose and vision. JID participated in National Reconciliation Week with events with guest speaker Kyle Vander Kuyp, and participated in NAIDOC week with staff encouraged to join the many events taking place in their local area, supporting staff to develop their own personal and professional relationships with Aboriginal and Torres Strait Islander people and communities.

### AWARENESS

Our work is predominantly in the Pacific region where our staff and suppliers are incredibly diverse but where awareness of and engagement with Aboriginal and Torres Strait Islander peoples is limited. JID's approach was to embed the RAP vision in all locations to allow Australian-based and Pacifica staff to learn together and bring a deeper awareness of First Nations engagement throughout the Pacific region, supported by training and resources.

### OPPORTUNITIES

We identified opportunities to improve both the representation and engagement of Aboriginal and Torres Strait Islander peoples in both our workforce and supply chain. From our wonderful RAP artwork by Maddy Hodgetts, a young Ngiyampaa/Wiradjuri artist, to developing long-term procurement and supply chain relationships with Indigenous-owned suppliers, JID has strengthened opportunities through new partnerships and relationships.

## X OUR NEXT STEPS

As a next step in our organisation's Reconciliation journey, we will launch our Innovate RAP which will guide our work over the next two years. The Innovate RAP will encourage us to develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples, engage our staff and stakeholders in reconciliation, and develop and pilot innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

**ACKNOWLEDGEMENT OF COUNTRY** | JID recognises the ongoing traditional and modern cultural practices and connection to Country held by Aboriginal and Torres Strait Islander peoples. We acknowledge the Traditional Custodians of Country throughout Australia and we pay our respects to their Elders past, present and emerging.

