

ASIC's Stretch Reconciliation Action Plan

January 2023 – January 2026



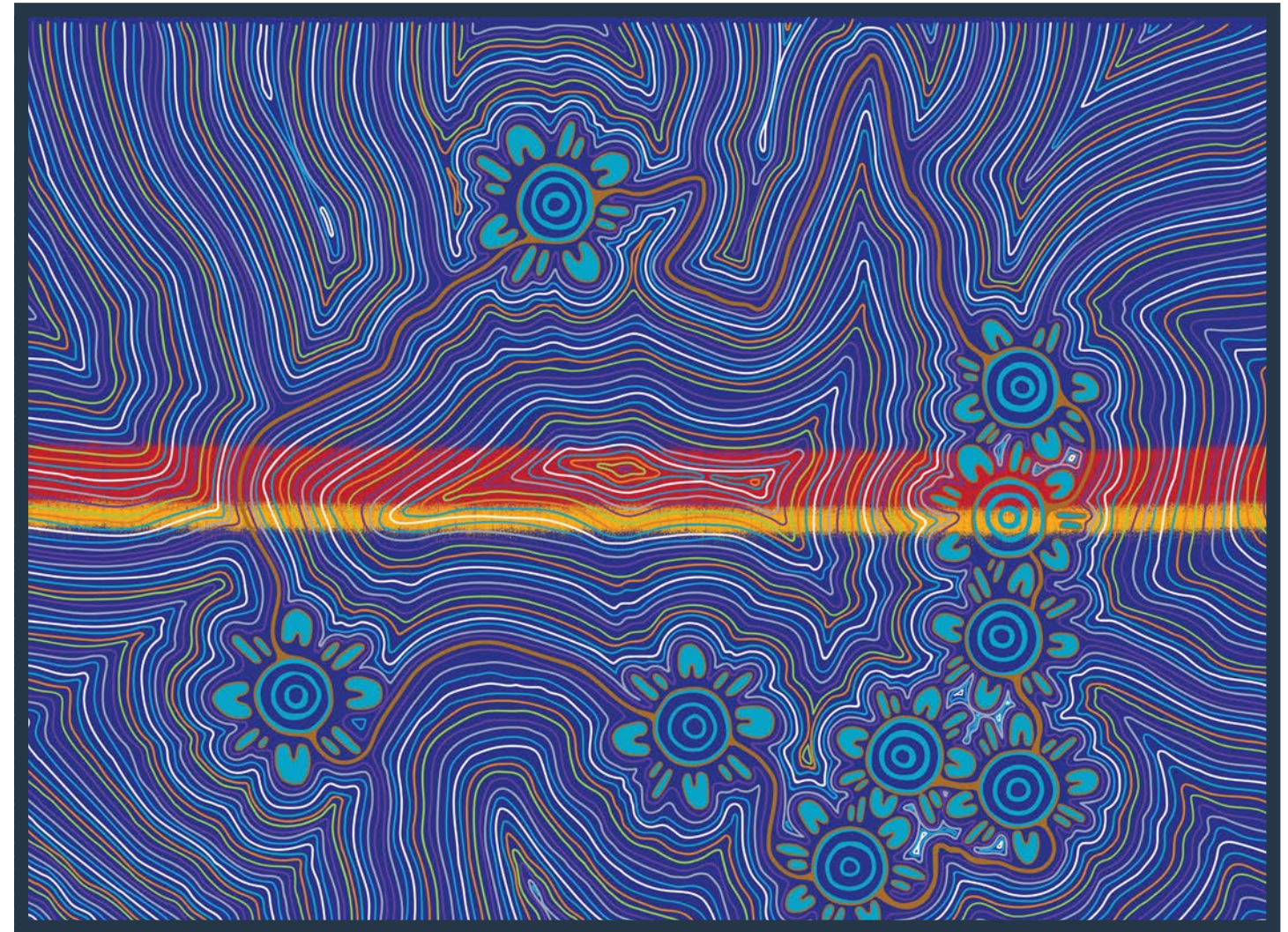
ASIC
Australian Securities &
Investments Commission



Acknowledgement of Country

We acknowledge the Traditional Owners of the
lands and waters on which we live and work.

We pay respect to Elders past and present as
the custodians of the world's oldest
continuing cultures.



About our Reconciliation Action Plan artwork

Djooroot Moort by Peter Farmer

In 2019, we commissioned Aboriginal artist Peter Farmer to create a canvas artwork for display in an ASIC office as a visual symbol of ASIC's commitment to reconciliation.

Djooroot Moort is proudly displayed in the public reception area of our Melbourne office, and prints of the original artwork are displayed in all ASIC offices. This allows all ASIC staff to engage with the artwork and see their connection to country, waterways and Aboriginal and Torres Strait Island peoples nationally.

About Peter Farmer

‘As a professional practicing contemporary Aboriginal artist, I have managed to educate, break down barriers and continue to create in a space that has been hugely exploited by the arts and commercial industries, whilst managing to keep and maintain my own integrity, and upholding proper cultural protocols from my father and mother’s land and country.

‘A visual storyteller has been a role I have been privileged to have had these past two decades. I seek to make my ancestors proud, as well as future generations of Aboriginal Noongar Australians.

‘My mother is Whadjuk/Wilman and my father Minang. I’m a Curtin University graduate and resided most of my young life in my father’s country. I met and married my wife and moved to Perth, my mother’s country, to continue my tertiary studies.

‘I settled in Perth with my wife and son in 1994, and am enthusiastically continuing the journey of a professional practicing Aboriginal artist, with integrity and respect. I’m keen to branch out both nationally and internationally, using as many mediums as I am able to.’



Peter describes Djoorroot Moort

Waterlines

‘The lines added throughout the overall background designs are what my language group refer to as “waterlines”. These represent the country, the myriad of paths and journeys we take throughout our lives, as well as the water catchments, and the most important resource we have – water!’

Country and connections

‘From communications and correspondence with ASIC staff, we know that there are nine major offices throughout the country, which are represented in this original artwork. I wanted to also include the country and the connections that must be had within and between each major centre or office and its place on the map. The gold lines are the myriad of major roads and highways connecting each major centre or office, keeping in mind that the roads and highways that link up this large continent were built on traditional djoorroots (tracks or roads).’

Meaning

‘The red-orange colours through the middle of the work are the red centre of the country and the colours have symbolic meaning to Aboriginal Australia.’

Communities

‘The symbols of people and communities meeting represent not just those centres or offices but also the communities and people they represent. If you look closely enough, you’ll see the silhouette of the continent Australia.’

Contents

Message from ASIC’s Commission	6
Message from Reconciliation Australia	7
Our vision for reconciliation	8
Our role	10
Our RAP journey	12
Development of this RAP	13
RAP governance	16
Our commitments: Relationships	18
Our commitments: Respect	21
Our commitments: Opportunities	24
Our commitments: Governance	32

Message from ASIC’s Commission

ASIC’s Commission is very proud to present our Stretch Reconciliation Action Plan (RAP) for January 2023 to January 2026. This is ASIC’s second Stretch RAP, and our fifth RAP since beginning our reconciliation journey.

Here at ASIC, we have long understood the need for all Australians to actively contribute to a just, equitable and reconciled Australia. As Australia’s corporate, markets, financial services and consumer credit regulator, we strive to create and maintain a fair, strong and efficient financial system for all Australians. This includes ensuring that Aboriginal and Torres Strait Islander peoples can access the financial system and experience positive financial outcomes, which is a focus of our dedicated Indigenous Outreach Program team.

While we have achieved much over our reconciliation journey to date, we acknowledge that there is more work to be done and believe the commitments in this RAP are both ambitious and meaningful for our ongoing progress. This RAP articulates our vision for reconciliation, aligned with our regulatory mandates, as well as the very important work all organisations must strive towards in the areas of Aboriginal and Torres Strait Islander employment and development, and engagement with Aboriginal and Torres Strait Islander communities and businesses.

In developing this RAP, we looked at the breadth of work that we undertake and identified the areas where we can effect real change. The majority of our commitments are moving away from an outputs-focused approach. Instead, they focus on the clearly defined and articulated outcomes we are seeking to achieve. This will allow us to test, evaluate and improve the activities we will be undertaking, and is supported by new measurement and evaluation reporting mechanisms, allowing us to remain agile in responding to challenges and opportunities as they arise.

We have taken considerable time in developing this RAP, and are immensely proud of the passion and commitment of all ASIC team members, including members of our RAP Leadership Committee and Working Groups who have worked tirelessly to see this plan through to launch. We are committed to the success of this RAP and to contributing to a better and more equitable future for Aboriginal and Torres Strait Islander peoples.

Joseph Longo, Chair
Karen Chester and Sarah Court, Deputy Chairs
Sean Hughes and Danielle Press, Commissioners

Message from Reconciliation Australia

On behalf of Reconciliation Australia, I congratulate ASIC on its continued commitment to reconciliation, as it implements its second Stretch RAP – its fifth RAP overall.

Formed around the pillars of relationships, respect, and opportunities, the RAP program provides a framework for organisations to contribute to the reconciliation movement. With the creation of this Stretch RAP, ASIC continues to be a member of the ever-growing community of RAP organisations that have taken goodwill and transformed it into action.

Administering and enforcing Australia’s financial system so that it is fair, strong and efficient, ASIC is uniquely placed to increase financial confidence and accessibility for Aboriginal and Torres Strait Islander peoples. Since beginning its reconciliation journey in 2010, ASIC has implemented innovative and thoughtful methods to fulfil this mission. Successes have included its Indigenous Outreach Program, which works with First Nations communities to resolve financial issues, as well as taking action against those in the industry who would exploit Aboriginal and Torres Strait Islander consumers. ASIC has also created resources to empower First Nations peoples in the management of their finances. These initiatives, among others, show ASIC is serious about leveraging its work and spheres of influence to create financial capability and opportunities for Aboriginal and Torres Strait Islander peoples.

This Stretch RAP sees ASIC continue to embed and expand on the successes of its previous RAPs. The agency is open and honest about the challenges it has encountered on its journey so far, including with the employment and retention of Aboriginal and Torres Strait Islander staff, as well as confidently measuring the impact of its reconciliation activities.

Consequently, this RAP sees the agency creating a new outcomes measurement framework, with the hope of effectively quantifying what it’s doing well, and where it needs to redouble its efforts. ASIC is also working hard to create a culturally safe and productive work environment, aiming for 95% of its leaders and executives to complete face-to-face cultural learning. These commitments show ASIC embedding strong, considered practices into its work, ensuring the sustainability of its reconciliation activities into the future.

On behalf of Reconciliation Australia, I commend ASIC on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia




Our vision for reconciliation

ASIC's vision for reconciliation is that Aboriginal and Torres Strait Islander peoples have the freedom to pursue and achieve the financial lives they value.



For consumers

This means ensuring Aboriginal and Torres Strait Islander peoples are financially confident and appropriately informed consumers who experience positive financial outcomes, supported by a culturally competent, equality driven and accessible financial system.



For our team members


This means we support current and future Aboriginal and Torres Strait Islander team members through establishing both a culturally competent and a culturally safe environment for professional development and experience.



For businesses

This also means that we will create opportunities for Aboriginal and Torres Strait Islander businesses to engage with us and to contribute value to the financial services industry.

Our vision is focused on the contribution we can make internally within the workplace and externally through our role as a financial services and corporate governance regulator. It also touches on the five dimensions of reconciliation: historical acceptance, race relations, equality and equity, institutional integrity and unity.



Our role

Our vision and purpose

ASIC is an independent Australian Government agency, responsible for administering and enforcing Australian financial services and corporate governance laws. Our vision is for a fair, strong and efficient financial system.

To realise our vision, we use all our regulatory tools to:

- change behaviours to drive good consumer and investor outcomes
- act against misconduct to maintain trust and integrity in the financial system
- promote strong and innovative development of the financial system
- help Australians to be in control of their financial lives.

Our spheres of influence

ASIC is a national organisation with a unique role, operating across several spheres to influence, promote and drive reconciliation initiatives and messages. These spheres include our workforce, our regulated population, the Australian population as consumers, Aboriginal and Torres Strait Islander consumers and communities, and other government regulatory bodies.

Our workforce

Our workforce is located across nine offices nationally and is made up of people with a range of professional backgrounds and personal experiences. We continue to raise awareness of dates of significance through events and internal communications, promoting our own RAP commitments and outcomes, and highlighting the work of the Indigenous Outreach Program across the organisation.

Our regulated population

Our regulated population includes financial services industry participants, from financial advisers, to banking services and financial product providers, to superannuation funds and insurance providers and brokers. Our work in this sphere includes pursuing and promoting regulatory outcomes where

Aboriginal and Torres Strait Islander consumers or investors have been adversely impacted by misconduct, communicating expectations to industry participants on how they should engage with Aboriginal and Torres Strait Islander consumers and investors, and highlighting ASIC's continuing commitment to reconciliation.

Consumers

Australian consumers rely on ASIC to ensure that the financial systems in which they are engaged are fair, strong and efficient. Our work among consumers includes publicly promoting ASIC's commitment to reconciliation, including outcomes we are committing to as part of this RAP.

Aboriginal and Torres Strait Islander consumers and communities engaged in the financial system

We play a vital role in raising awareness of the challenges and barriers faced by Aboriginal and Torres Strait Islander consumers in accessing and engaging with financial services and products.

We also provide information to Aboriginal and Torres Strait Islander consumers and investors to help them make positive, informed financial decisions and to achieve the financial lives they value.

Other government regulatory bodies

With our consistent commitment to reconciliation, other government regulatory bodies look to us for guidance and assistance in areas such as recruitment, education, RAP governance, and engaging with Aboriginal and Torres Strait Islander peoples and communities, as they progress their own reconciliation journeys.

Indigenous Outreach Program

ASIC has had a dedicated Indigenous Outreach Program (IOP) since 2009. The IOP is a small national team that works across the organisation to support better outcomes for Aboriginal and Torres Strait Islander peoples. The work undertaken by the IOP includes:

- providing advice, insights and guidance to other teams where regulatory issues or misconduct affect Aboriginal and Torres Strait Islander consumers
- influencing external stakeholders, including industry, to respond to systemic challenges and experiences of Aboriginal and Torres Strait Islander consumers
- providing trusted information, tailored resources and communications, as part of regular stakeholder engagement.

Our workplace

As at 30 June 2022, ASIC employed 2,084 team members across nine offices throughout Australia.

We are committed to diversity and inclusion – we know our workforce needs to reflect the community we serve and that an inclusive workplace empowers everyone to bring their whole selves to work, and to contribute their best. We believe the role of ensuring an inclusive and diverse workplace is the responsibility of everyone, including our Commission, senior executives, people leaders and all team members.

We have consistently been progressing our Aboriginal and Torres Strait Islander employment and retention initiatives. At 30 June 2022 we had a 1.82% Aboriginal and Torres Strait Islander employment rate, with 38 team members identifying as Aboriginal and/or Torres Strait Islander peoples.



Our RAP journey



Initial RAP: 2010–2011

- We launched our first RAP – our public commitment to participating in the reconciliation journey.
- In recognition of the unique experiences of Aboriginal and Torres Strait Islander peoples in the financial system, this initial RAP included a commitment to maintain our dedicated Indigenous Outreach Program.



Second RAP: 2012–2013

- With the increased work and growth of ASIC's Indigenous Outreach Program, we named Aboriginal and Torres Strait Islander peoples as a key stakeholder group. This involved increased support for and recognition of regulatory activities, including enforcement action, where Aboriginal and/or Torres Strait Islander peoples were affected by misconduct.
- We also started developing targeted financial capability resources for Aboriginal and Torres Strait Islander peoples.



Innovate RAP: 2014–2016

- To signify our commitment and leadership, an ASIC RAP Commission Sponsor was appointed.
- The Innovate RAP aimed to implement organisation-wide strategies to foster action across all business units that would assist in the reconciliation process.
- We increased our focus on obtaining regulatory outcomes where Aboriginal and Torres Strait Islander peoples had been affected by misconduct, as well as on developing targeted financial capability resources.
- We also increased our focus on creating a culturally safe workplace, through recognition of dates of significance and cultural awareness training.



Stretch RAP: 2017–2020

- There was a significant increase in the breadth of teams' engagement and the number of commitments within the first Stretch RAP – 92 commitments across 19 teams.
- To support our increasing Aboriginal and Torres Strait Islander workforce, an Indigenous staff network group was established. The network held its first official offsite meeting to build connections.
- ASIC team members embraced an innovative approach to celebrating dates of significance. Team members attended events that highlighted traditional foods and herbs, language, music and dance. They also attended events with inspiring speakers as well as screenings of documentaries on racism and the life experiences of Aboriginal and Torres Strait Islander peoples.
- There was an increased strategic focus on the work of ASIC's Indigenous Outreach Program to increase the impact of its work with industry, stakeholders and Aboriginal and Torres Strait Islander consumers.

Development of this RAP

Looking back to move forward

In previous RAPs, our commitments were defined as discrete tasks or outputs. Our RAP for 2017–2020 contained over 90 commitments across 19 separate business units. While the range of areas were vast, this approach didn't enable us to understand the real impact our efforts were having.

Incorporating the learnings from our previous RAPs, this RAP applies a new outcomes measurement approach for our reconciliation journey, which is underpinned by a Theory of Change that sets out the 'big picture' we are working towards achieving (see over the page).

In applying this new approach, we have set out the outcomes we will be working towards, rather than a particular set of outputs or activities – in other words, we have set the 'destination' for our journey, rather than the route we will take to get there.

Development of the outcomes measurement approach

This new approach involved developing a robust outcomes measurement framework to underpin this RAP. We engaged EY as external consultants and worked with teams from across ASIC to develop

outcomes that are both aspirational in nature and measurable using available data and metrics. In keeping with ASIC's vision for reconciliation, our RAP outcomes reflect our role as a regulator, an employer, a procurer and a Government agency.

The framework itself has been designed to capture year-on-year changes as well as changes from the commencement of this RAP (baseline), in both absolute and percentage terms. Aggregated indicators also capture changes at an overall outcomes level and at the absolute level.

In the Commitments sections of this RAP, the Deliverable columns refers to the targets that we want to achieve by the end of this RAP. Progress will be reviewed quarterly or annually, and reported to the RAP Leadership Committee and the broader organisation.

Teams involved in this development process included Financial Services and Wealth, Consumer Insights and Communications, Financial Services Enforcement, Procurement, People and Development, Misconduct and Breach Reporting, Information Technology, Corporate Affairs, Strategy, Institutional Supervision, and Small Business Engagement and Compliance.

Outcomes measurement approach: Stages of development

- Stage 1** Facilitating focus groups with key teams to identify clear, relevant and aspirational outcomes for the RAP
- Stage 2** Hosting workshops with teams to develop indicators that could be used to track progress
- Stage 3** Confirming those indicators with teams to ensure the indicators accurately reflect their roles and priorities
- Stage 4** Considering available data, as well as ASIC's propensity to develop new data sources, to ensure indicators are feasible and accessible
- Stage 5** Communicating finalised outcomes, indicators and measures to ASIC teams to raise awareness of the rigorous process undertaken and highlight our new approach to measuring the impact of our RAP work.

Our RAP Theory of Change

The Theory of Change organises, at a high level, the activities and intended interim and longer-term outcomes we are seeking to achieve, aligned across four focus areas.

The theory reflects the critical importance of doing the foundational work on cultural safety so that ASIC can engage effectively internally and externally on matters relating to reconciliation.

The outcomes in bold type are those that we will be measuring. See our commitments on pages 18–31 for more information.



RAP governance

Our governance structure

Given the breadth of the outcomes measurement approach applied in this RAP, we have revised our governance structure to enable effective and efficient tracking and oversight of each commitment.

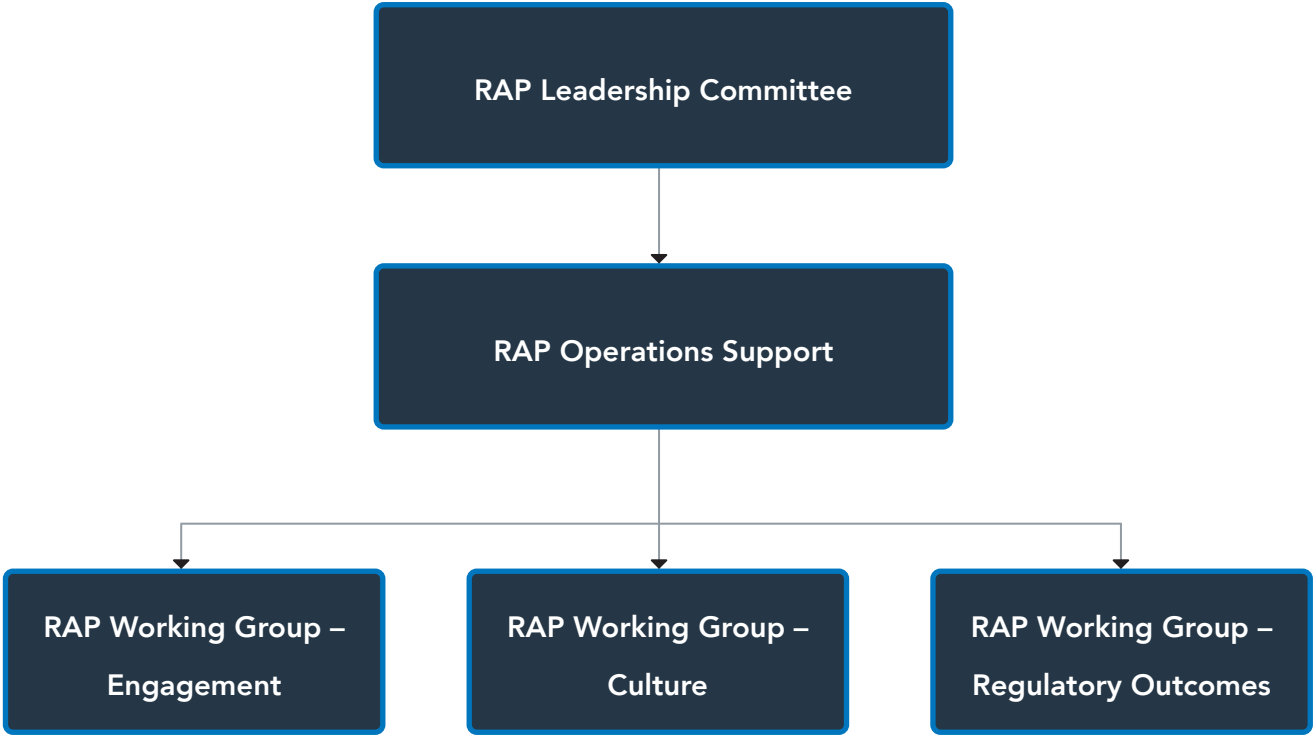
Our revised governance structure (see Figure 1) demonstrates our growth, the breadth of our commitments across the organisation, and our commitment to continue to measure and evaluate our progress towards achieving our RAP outcomes. It reflects the range of ASIC teams working towards our RAP commitments and the desire to ensure activities are firmly embedded as business-as-usual for ASIC teams.

This structure gives senior leadership ownership, oversight and guidance on progress towards defined

commitments. In addition, separate working groups have been designed to oversee progress, and ensure consistent development and implementation of activities and actions, accurate reporting of data, and continuity of activities. The working groups will also consider challenges and barriers, ensure that learnings are shared across the organisation and encourage collaboration towards our defined RAP outcomes.

We encourage Aboriginal and Torres Strait Islander team members across ASIC to participate across the entire RAP governance structure. Significant representation is embedded within ASIC's Indigenous Outreach Program and the activities of the RAP Working Group – Culture, which is focused on employment, retention, development, training and events.

Figure 1 ASIC RAP governance structure



RAP Leadership Committee

The RAP Leadership Committee includes ASIC's RAP Commission Sponsor, RAP Chair, RAP Deputy Chair, RAP Secretary and leaders of all RAP Working Groups.

Objectives of this committee include:

- supporting and promoting all RAP objectives and initiatives by providing strategic guidance
- overseeing implementation of RAP activities, monitoring overall progress and undertaking all required internal and external reporting
- maintaining engagement with external agencies within ASIC's spheres of influence.

ASIC's RAP Chair must be an Aboriginal and Torres Strait Islander team member. This ensures that ASIC's RAP progress reflects the lived experiences, voices and perspectives of Aboriginal and Torres Strait Islander peoples.

RAP Operations Support Group

The RAP Operations Support Group includes specialists from ASIC Operations, such as project managers, data analysts and strategic operations specialists.

Objectives of this group include:

- providing guidance, expertise and support for the RAP Leadership Committee and Working Groups
- providing specialist services including data insights, data collection and maintenance of data relating to RAP commitments
- establishing reporting mechanisms for RAP Working Groups and for reporting purposes.

RAP Working Groups

RAP Working Group – Engagement

This working group includes our Communications team, procurement specialists, Small Business Engagement and Compliance team and ASIC's Indigenous Outreach Program.

Objectives of this working group include:

- monitoring and measuring the effectiveness of ASIC's financial capability resources and

activities for Aboriginal and Torres Strait Islander consumers

- engaging with Aboriginal and/or Torres Strait Islander small businesses, consumers and stakeholders
- communicating our RAP commitments and activities to all of ASIC, and highlighting reconciliation activities to those within ASIC's spheres of influence
- monitoring and evaluating ASIC's procurement commitments in relation to Aboriginal and Torres Strait Islander businesses.

RAP Working Group – Culture

This working group includes ASIC's People and Development specialists who are experienced in recruitment, development and engagement of Aboriginal and Torres Strait Islander team members and overall cultural capability training. The working group also includes our communications specialists, RAP events team, leaders of the RAP Learning Group and ASIC's Indigenous staff network.

Objectives of this working group include:

- monitoring and evaluating ASIC's Indigenous Employment Strategy and ASIC's Indigenous Cultural Capability Strategy
- coordinating and undertaking ASIC's regular schedule of RAP events
- continuing ASIC's RAP Learning Group activities.

RAP Working Group – Regulatory Outcomes

This working group includes team members from our regulatory stakeholder and enforcement teams, our Indigenous Outreach Program and our Misconduct and Breach Reporting team.

Objectives of this working group include:

- focusing on RAP commitments relating to ASIC's regulatory work
- responding, considering and taking action in response to financial services misconduct that affects Indigenous consumers
- supporting ASIC's regulatory teams to consider cultural impacts and considerations, with guidance and support from ASIC's Indigenous Outreach Program.

Our commitments: Relationships

ASIC’s key strategic focus for the Relationships Pillar is ensuring impactful engagement with Aboriginal and Torres Strait Islander peoples.

We are committed to establishing strong relationships with Aboriginal and Torres Strait Islander consumers, communities and stakeholders, built on trust. This is based on the understanding that through these strong, mutually beneficial relationships, we can effectively carry out our role to protect those affected by financial harm or misconduct.

As the financial services and corporate governance regulator, we are committed to ensuring that a strong understanding of Aboriginal and Torres Strait Islander consumers’ experiences with financial services and products underpins our work. With this strong understanding we can continue to undertake regulatory activities appropriately, seeking positive financial outcomes for Aboriginal and Torres Strait Islander consumers.

Building and maintaining strong relationships with Aboriginal and Torres Strait Islander consumers, communities and stakeholders is a key objective and strength of our Indigenous Outreach Program (IOP). As a small team with national reach, the IOP’s

relationships with Aboriginal and Torres Strait Islander peoples are vast and include many long-established partnerships, a result of the longevity of our commitment to maintaining an effective IOP team.

To ensure we are accurately measuring the impact of our relationships with Aboriginal and Torres Strait Islander stakeholders, we have developed ASIC’s Indigenous Stakeholder Trust Score, which will be measured through quantitative research, undertaken annually. The score will be calculated through analysing responses to survey questions on Indigenous stakeholder trust in ASIC. A formula will be used to turn average responses to survey questions into an overall score (expressed as a percentage).

Outcome 1: An increase in Aboriginal and Torres Strait Islander stakeholders’ trust in ASIC

Deliverable	Responsibility	Timeline
1.1 An increase in ASIC’s Indigenous Stakeholder Trust Score from a baseline of 76% to a target score of 80% and maintain that score.	Lead: Senior Manager, Indigenous Outreach Program Supported by: RAP Working Group – Engagement	Achieve target by 1 January 2026. Review annually in June over 2023–2026.
1.2 Mutually beneficial relationships are established and maintained with Aboriginal and Torres Strait Islander stakeholders and organisations.	Lead: Senior Manager, Indigenous Outreach Program Supported by: RAP Working Group – Engagement	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Outcome 2: Increased willingness of Aboriginal and Torres Strait Islander stakeholders to engage with ASIC to support regulatory outcomes

Deliverable	Responsibility	Timeline
2.1 Maintain willingness of Aboriginal and Torres Strait Islander stakeholders to encourage community members to support ASIC in the pursuit of regulatory outcomes at the baseline level of 80% of stakeholder responses.	Lead: Senior Manager, Indigenous Outreach Program Supported by: RAP Working Group – Regulatory outcomes	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
2.2 A yearly increase in the percentage of Aboriginal and Torres Strait Islander stakeholders and community members who agree to provide evidence as part of our regulatory activities, from a baseline of 45% of those approached.	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Regulatory outcomes; Indigenous Outreach Program	Achieve yearly increase over 2023–2026. Review quarterly over 2023–2026.

Outcome 3: Aboriginal and Torres Strait Islander consumers are more likely to come to ASIC for support

Deliverable	Responsibility	Timeline
3.1 A 5% increase in the number of Aboriginal and Torres Strait Islander stakeholders or representatives who contact ASIC through Indigenous Outreach Program or other channels, from a baseline of 37 stakeholder or representative contacts.	Lead: Senior Manager, Indigenous Outreach Program Supported by: RAP Working Group – Engagement; Small Business Engagement and Compliance team; Misconduct and Breach Reporting team	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
3.2 A 5% increase in the number of reports of misconduct lodged with ASIC by, or on behalf of, Aboriginal and Torres Strait Islander consumers, from a baseline of 13 reports.	Lead: Senior Executive Leader, Misconduct and Breach Reporting Supported by: RAP Working Group – Regulatory outcomes; Indigenous Outreach Program	Achieve targeted increase by 1 January 2026. Review quarterly over 2023–2026.
3.3 An increase in the comfort level of Aboriginal and Torres Strait Islander stakeholders in encouraging or supporting their Aboriginal and Torres Strait Islander clients to contact ASIC (or ASIC’s Indigenous Outreach Program) for support, from a baseline of 75% to 80% of stakeholders (and maintain at that rate).	Lead: Senior Manager, Indigenous Outreach Program Supported by: RAP Working Group – Engagement	Achieve targeted increase by 1 January 2026. Review quarterly over 2023–2026.

Outcome 4: Reconciliation is promoted through ASIC’s spheres of influence

Deliverable	Responsibility	Timeline
4.1 An increase in the number of collaborative opportunities with other organisations aimed at positively influencing and driving reconciliation externally, from a baseline of 5 to a target of 8 opportunities.	Lead: RAP Chair Supported by: RAP Working Group – Engagement	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
4.2 Communicate our commitment to reconciliation publicly, from a baseline of 3 to a target of 5 communications.	Lead: Chief Communications Officer Supported by: RAP Working Group – Engagement; ASIC’s RAP Chair	Achieve target by 1 January 2026. Review annually in June over 2023–2026.

‘We are committed to establishing **strong relationships** with Aboriginal and Torres Strait Islander consumers, communities and stakeholders, **built on trust.**’

Our commitments: Respect

ASIC’s key strategic focus for the Respect Pillar is creating a culturally safe ASIC.

We are committed to creating a workplace where Aboriginal and Torres Strait Islander team members feel included, valued and safe. We are committed to increasing the knowledge and understanding of all team members in relation to Aboriginal and Torres Strait Islander histories, cultures, knowledge and rights, as well as their respect and appreciation of the value of a reconciled Australia.

We have developed an Indigenous Cultural Safety Strategy following an external review of our previous draft Indigenous Employment Strategy. The review also considered Aboriginal and Torres Strait Islander team members’ experiences in our workplace.

Our Indigenous Cultural Safety Strategy seeks to embed cultural safety across ASIC through four pillars:

- **Protocol**, which focuses on embedding existing cultural protocols (e.g. Acknowledgement of Country, Welcome to Country) across the organisation
- **Presence**, including various RAP initiatives and events promoting dates of significance, including Reconciliation Week and NAIDOC Week and highlighting ASIC’s symbolic gestures of recognition including acknowledgement plaques in ASIC office receptions and displaying the Aboriginal and Torres Strait Islander flags

- **Learning**, through e-learning and face-to-face learning opportunities for ASIC team members
- **Leadership**, through maintaining a strong, visible commitment from ASIC leadership to reconciliation, and maintaining an Indigenous Employee Management Network for people leaders of Aboriginal and Torres Strait Islander team members.

In order to accurately measure the impact of these activities, we will be gathering data and converting the results into two key scores – ASIC’s Cultural Safety Score and Cultural Capability Score:

- The Cultural Safety Score is a measure of how Aboriginal and Torres Strait Islander team members feel about the level of trust or prejudice between themselves and non-Indigenous team members, and whether they feel their cultural identities are valued by the organisation.
- The Cultural Capability Score is a measure of non-Indigenous team members’ level of knowledge and acceptance of Aboriginal and Torres Strait Islander histories and cultures following key training activities and events.

Outcome 5: ASIC is a more culturally safe workplace

Deliverable	Responsibility	Timeline
5.1 Increase ASIC’s Cultural Safety Score from a baseline of 62% to a target score of 67%.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
5.2 ASIC’s Indigenous Cultural Safety Strategy is maintained and reviewed for progress.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Review annually over 2023–2026.

Deliverable	Responsibility	Timeline
5.3 Continue to demonstrate respect for Aboriginal and Torres Strait Islander peoples by engaging Elders for Welcomes to Country for at least five events per year, and providing Acknowledgements of Country aligned to ASIC protocols.	Lead: RAP Chair Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Review quarterly over 2023–2026.

Outcome 6: ASIC team members have greater cultural capability, including through increased understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights

Deliverable	Responsibility	Timeline
6.1 An increase in attendance by ASIC team members at significant RAP events (i.e. NAIDOC Week and National Reconciliation Week events), from a baseline of 14% of ASIC team members to a target of 30%.	Lead: RAP Chair Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
6.2 An increase in the number of internal National Reconciliation Week promotions and events (ensuring events are registered on Reconciliation Australia’s National Reconciliation Week website), from a baseline of 5 to a target of 7 events and promotions.	Lead: RAP Chair Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review annually in February over 2023–2026.
6.3 An increase in completion of the recently implemented ‘Understanding Aboriginal and Torres Strait Islander Cultural Safety’ e-learning module, from a baseline of 0.3% to a target of 20% of ASIC team members.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
6.4 An increase in attendance of ASIC people leaders and senior executives at face-to-face Indigenous cultural awareness training, from a baseline of 32% to a target of 85% of people leaders and senior executives.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
6.5 Maintain ASIC’s Cultural Capability Score at the baseline score of 67% (as a minimum).	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Maintain baseline score until 1 January 2026. Review annually over 2023–2026.

Deliverable	Responsibility	Timeline
6.6 Increased promotion of positive race relations and ASIC’s anti-discrimination stance across ASIC through the development of policies, review of procedures, communications and supports, from a baseline of 0 to a target of 4 relevant activities.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

‘We are committed to creating a workplace where Aboriginal and Torres Strait Islander team members feel **included, valued** and **safe**.’

Our commitments: Opportunities

ASIC’s key strategic focus for the Opportunities Pillar is ensuring equal opportunities for Aboriginal and Torres Strait Islander team members and businesses we engage with for procurement purposes.

We have developed an Indigenous Employment Strategy, which details our commitment to increasing the representation and improving the experience of our Aboriginal and Torres Strait Islander team members.

The strategy describes our intended focus areas for recruitment and retention, and identifies opportunities for ASIC people leaders and senior leadership to support these targets.

The strategic priorities of the strategy are:

- increasing employment opportunities and representation across the business and in the leadership structure
- investing in the development of Aboriginal and Torres Strait Islander team members
- improving cultural safety in the workplace across ASIC
- achieving our measurable deliverables within our RAP.

We will be measuring progress annually using ASIC’s recently developed Professional Development Satisfaction Score, Indigenous Team Member Engagement Score, Recruitment Process Satisfaction Score and Career Progression Satisfaction Score. These scores will be calculated through analysing average responses to relevant survey questions

asked of Aboriginal and Torres Strait Islander team members regarding professional development, recruitment processes, engagement and career progression respectively. A formula is used to turn average responses to survey questions into an overall score (expressed as a percentage).

We will also be collecting additional quantitative data around recruitment activities and job applications, as well as retention and promotion of Aboriginal and Torres Strait Islander team members.

In the procurement space, we are committed to creating and developing relationships with Aboriginal and Torres Strait Islander businesses through increased opportunities and contracts of value. As an Australian Government agency, we adhere to the Commonwealth Indigenous Procurement Policy, which is aimed at increasing the number, volume and value of contracts awarded to Aboriginal and Torres Strait Islander businesses. Our Procurement team are dedicated to our procurement targets for Aboriginal and Torres Strait Islander businesses.

Outcome 7: Aboriginal and Torres Strait Islander job seekers have greater awareness and understanding of ASIC

Deliverable	Responsibility	Timeline
7.1 An increase in Aboriginal and Torres Strait Islander applicants for ASIC roles, from a baseline of 0.7% to a target of 4% of all applicants.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Outcome 8: Increased Aboriginal and Torres Strait Islander recruitment at ASIC

Deliverable	Responsibility	Timeline
8.1 Increase Aboriginal and Torres Strait Islander team members’ Recruitment Process Satisfaction Score, from a baseline score of 63% to a target score of 67%.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
8.2 Increase the percentage of Aboriginal and Torres Strait Islander team members at ASIC, from a baseline of 1.44% to a target of 3% of all ASIC team members.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
8.3 Increase the percentage of Aboriginal and Torres Strait Islander applicants shortlisted for ASIC roles, from a baseline of 1.4% to a target of 4% of all applicants shortlisted.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
8.4 Increase percentage of Aboriginal and Torres Strait Islander applicants interviewed for ASIC roles, from a baseline of 1.4% to a target of 4% of all interviewees.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
8.5 ASIC’s Indigenous Employment Strategy is maintained and reviewed for progress.	Lead: Chief People Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Outcome 9: Increased Aboriginal and Torres Strait Islander team member retention

Deliverable	Responsibility	Timeline
9.1 Maintain Aboriginal and Torres Strait Islander team members’ average response to whether they see themselves staying at ASIC at the baseline response of ‘long term’ (i.e. at least 4 years.)	Lead: Chief Operating Officer Supported by: RAP Working Group – Culture <i>Responsibility of all ASIC teams</i>	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Deliverable	Responsibility	Timeline
<p>9.2 Increase Aboriginal and Torres Strait Islander team members' retention rate to, at a minimum, the same rate as non-Indigenous ASIC team members.</p> <p><i>(As at 30 June 2022, ASIC's Indigenous team members retention rate was 78.37%, slightly below ASIC's overall retention rate of 87.23%.)</i></p>	<p>Lead: Chief Operating Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Achieve target by 1 January 2026.</p> <p>Review annually in June over 2023–2026.</p>

Outcome 10: Aboriginal and Torres Strait Islander team members strengthen their skills, experience, knowledge and networks

Deliverable	Responsibility	Timeline
<p>10.1 Maintain Aboriginal and Torres Strait Islander team members' Professional Development Satisfaction Score at the baseline score of 67%.</p>	<p>Lead: Chief Operating Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Maintain baseline score until 1 January 2026.</p> <p>Review annually in June over 2023–2026.</p>

Outcome 11: Increased engagement among Aboriginal and Torres Strait Islander team members

Deliverable	Responsibility	Timeline
<p>11.1 Increase ASIC's Indigenous Team Members Engagement Score, from a baseline score of 63% to a target score of 67%.</p>	<p>Lead: Chief Operating Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Achieve target by 1 January 2026.</p> <p>Review annually in June over 2023–2026.</p>

Outcome 12: Enhanced career progression for Aboriginal and Torres Strait Islander team members within ASIC and beyond

Deliverable	Responsibility	Timeline
<p>12.1 Increase the percentage of Aboriginal and Torres Strait Islander team members in senior roles each year, from a baseline of 30% of all Aboriginal and Torres Strait Islander team members.</p>	<p>Lead: Chief Operating Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Achieve increase each year until 1 January 2026.</p> <p>Review quarterly over 2023–2026.</p>

Deliverable	Responsibility	Timeline
<p>12.2 Increase ASIC's Indigenous team members Career Progression Satisfaction Score, from a baseline score of 57% to a target score of 67%.</p>	<p>Lead: Chief Operating Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Achieve target by 1 January 2026.</p> <p>Review annually in June over 2023–2026.</p>
<p>12.3 Maintain percentage of Aboriginal and Torres Strait Islander team members promoted, at a minimum of 3% of all promotions (baseline is currently 3.4% of promotions).</p>	<p>Lead: Chief Operating Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Maintain percentage at a minimum of 3% until 1 January 2026.</p> <p>Review quarterly over 2023–2026.</p>

Outcome 13: Increased engagement between ASIC and Aboriginal and Torres Strait Islander businesses

These deliverables have been developed using Commonwealth Indigenous Procurement Policy (IPP) definitions and reporting mechanisms. We have set targets that are higher/greater than those contained in the Treasury Portfolio IPP targets (to which ASIC contributes).

Deliverable	Responsibility	Timeline
<p>13.1 Increase the percentage of spend on contracts with Aboriginal and Torres Strait Islander businesses, from a baseline of 2% to a target of 3.75% of ASIC's eligible spend.</p>	<p>Lead: Chief Financial Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Achieve target by 1 January 2026.</p> <p>Review annually in January over 2023–2026.</p>
<p>13.2 Increase the volume of contracts with Aboriginal and Torres Strait Islander businesses, from a baseline of 4% to a target of 4.5% of the total number of eligible ASIC contracts.</p>	<p>Lead: Chief Financial Officer</p> <p>Supported by: RAP Working Group – Culture</p> <p><i>Responsibility of all ASIC teams</i></p>	<p>Achieve target by 1 January 2026.</p> <p>Review annually in June over 2023–2026</p>

Outcome 14: ASIC undertakes regulatory activities for Aboriginal and Torres Strait Islander consumers more appropriately

Deliverable	Responsibility	Timeline
14.1 Increase the percentage of regulatory activities related to Aboriginal and Torres Strait Islander consumers where advice is sought from ASIC's Indigenous Outreach Program, from a baseline of 63% to a target of 100%.	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Regulatory Outcomes; ASIC's Indigenous Outreach Program; Financial Services and Wealth	Achieve target by 1 January 2026. Review annually in June over 2023–2026.
14.2 Increase the percentage of regulatory activities related to Aboriginal and Torres Strait Islander consumers where consideration is given to culturally specific factors, from a baseline of 89% to a target of 100%.	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Regulatory Outcomes; ASIC's Indigenous Outreach Program; Financial Services and Wealth	Achieve target by 1 January 2026. Review annually in June over 2023–2026.
14.3 Increase the percentage of regulatory activities relating to Aboriginal and Torres Strait Islander consumers where action is taken based on the consideration of culturally specific matters for regulatory activities, from a baseline of 60% to a target of 90%.	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Regulatory Outcomes; ASIC's Indigenous Outreach Program; Financial Services and Wealth	Achieve target by 1 January 2026. Review annually in June over 2023–2026.
14.4 In instances where the Indigenous Outreach Program has determined engagement is required as part of regulatory activities relating to Aboriginal and Torres Strait Islander consumers, increase the successful engagement with these stakeholders from a baseline of 85% to a target of 95%.	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Regulatory Outcomes; ASIC's Indigenous Outreach Program; Financial Services and Wealth	Achieve target by 1 January 2026. Review annually in June over 2023–2026.
14.5 Increase the completion of face-to-face Indigenous cultural training by people leaders and senior executives from regulatory teams, from a baseline of 38% to a target of 95%.	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Culture	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Outcome 15: Increased uptake of ASIC resources and events that support Aboriginal and Torres Strait Islander financial wellbeing

Deliverable	Responsibility	Timeline
15.1 A 5% annual increase in direct access of ASIC's Aboriginal and Torres Strait Islander focused resources (e.g. on Moneysmart website), from a baseline of 11,282 points of access.	Lead: Chief Communications Officer Supported by: RAP Working Group – Culture; ASIC's Indigenous Outreach Program	Achieve target by 1 January 2026. Review annually in June over 2023–2026.
15.2 An annual increase in the percentage of stakeholders using and promoting ASIC's Moneysmart Aboriginal and Torres Strait Islander financial wellbeing resources, from a baseline of 52%.	Lead: Chief Communications Officer Supported by: RAP Working Group – Culture; ASIC's Indigenous Outreach Program	Achieve target by 1 January 2026. Review annually in June over 2023–2026.
15.3 Increase the number of external stakeholders linking to ASIC or Moneysmart Aboriginal and Torres Strait Islander focused resources on their websites, from a baseline of 220.	Lead: Chief Communications Officer Supported by: RAP Working Group – Culture; ASIC's Indigenous Outreach Program	Achieve target by 1 January 2026. Review annually in June over 2023–2026

Outcome 16: Deeper ASIC understanding of what, why and how products and services are used by Aboriginal and Torres Strait Islander consumers

Deliverable	Responsibility	Timeline
16.1 Increase the annual number of activities focused on increasing our understanding of Aboriginal and Torres Strait Islander consumers' use of and experiences with financial products and services, from a baseline of 6 to a target of 15. Activities may include: <ul style="list-style-type: none">• data collection• engagements with key representative agencies or other stakeholder groups• research projects• thematic projects.	Lead: Executive Director, Financial Services and Wealth Supported by: RAP Working Group – Engagement; ASIC's Indigenous Outreach Program	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Outcome 17: Stronger ASIC understanding of the barriers faced by, and experiences of, Aboriginal and Torres Strait Islander consumers

Deliverable	Responsibility	Timeline
17.1 Increase the annual number of activities focused on increasing the understanding of barriers faced by, and experiences of, Aboriginal and Torres Strait Islander consumers in the financial system, from a baseline of 12 to a target of 15. Activities will include: <ul style="list-style-type: none">• engagements with representative agencies or other stakeholder groups• research projects• thematic projects.	Lead: Executive Director, Financial Services and Wealth Supported by: RAP Working Group – Engagement; ASIC’s ASIC’s Indigenous Outreach Program	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
17.2 Annual increase in the number of sessions delivered by ASIC’s Indigenous Outreach Program to other teams where the sessions are focused on building understanding of Aboriginal and Torres Strait Islander related content in reports of misconduct lodged with ASIC, from a baseline of 0 sessions to a target of 5.	Lead: Senior Manager, Indigenous Outreach Program Supported by: RAP Working Group – Regulatory Outcomes; Misconduct and Breach Reporting	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Outcome 18: Increased ASIC efforts to protect Aboriginal and Torres Strait Islander consumers from harm and misconduct, and to improve financial outcomes

Deliverable	Responsibility	Timeline
18.1 Maintain the percentage of referral recommendations concerning Aboriginal and Torres Strait Islander consumers that are accepted by enforcement teams at the baseline level of 93%. <i>(Referral recommendations are those where there is sufficient evidence and a reasonable prospect of success.)</i>	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Regulatory Outcomes; ASIC’s Indigenous Outreach Program; Financial Services and Wealth	Maintain baseline percentage until 1 January 2026. Review quarterly over 2023–2026.
18.2 Maintain the percentage of reports of misconduct referrals concerning Aboriginal and Torres Strait Islander consumers accepted by stakeholder teams for regulatory activities at the baseline level of 50%.	Lead: Executive Director, Financial Services and Wealth Supported by: RAP Working Group – Regulatory Outcomes; ASIC’s Indigenous Outreach Program	Maintain baseline percentage until 1 January 2026. Review quarterly over 2023–2026.

Deliverable	Responsibility	Timeline
18.3 Annual increase in the number of engagements with industry participants and groups, and with financial services stakeholders, to discuss the impacts of financial products and services on Aboriginal and Torres Strait Islander consumers, and to share ASIC learnings and insights, from a baseline of 2 to a target of 8. <i>(‘Industry participants and groups’ refers to financial products and services businesses and their associations/peak bodies. A financial services stakeholder in this respect captures both industry participants and their associations/peak bodies, as well as consumer advocacy bodies with a focus on financial services.)</i>	Lead: Executive Director, Financial Services and Wealth Supported by: RAP Working Group – Regulatory Outcomes; ASIC’s Indigenous Outreach Program	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Outcome 19: Reduction of harms and misconduct to improve financial outcomes experienced by Aboriginal and Torres Strait Islander consumers

Deliverable	Responsibility	Timeline
19.1 Increase the number of thematic projects undertaken that result in regulatory outcomes affecting Aboriginal and Torres Strait Islander consumers, from a baseline of 0 to a target of 4.	Lead: Executive Director, Financial Services Enforcement Supported by: RAP Working Group – Regulatory Outcomes; ASIC’s Indigenous Outreach Program; Financial Services and Wealth	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
19.2 Increase the percentage of regulatory activities that result in regulatory outcomes where Aboriginal and Torres Strait Islander consumers are identifiable as one of the consumer groups affected by the misconduct, from a baseline of 43% to a target of 65%.	Lead: Executive Director, Financial Services and Wealth Supported by: RAP Working Group – Regulatory Outcomes; ASIC’s Indigenous Outreach Program	Achieve target by 1 January 2026. Review quarterly over 2023–2026.
19.3 Increase the percentage of regulatory activities that result in regulatory outcomes where harm or misconduct is primarily or substantially targeted at Aboriginal and Torres Strait Islander consumers, from a baseline of 45% to a target of 65%.	Lead: Executive Director, Financial Services and Wealth Supported by: RAP Working Group – Regulatory Outcomes; ASIC’s Indigenous Outreach Program	Achieve target by 1 January 2026. Review quarterly over 2023–2026.

Our commitments: Governance

We are committed to the following actions and deliverables to maintain appropriate governance over our RAP.

Action	Deliverable	Responsibility	Timeline
Monitor and communicate the progress of ASIC's outcomes through the outcomes measurement framework periodically.	Periodic reporting against targets and focus areas is presented to RAP Leadership Committee at quarterly meetings.	Lead: RAP Chair Supported by: RAP Deputy Chair; RAP Leadership Committee; RAP Operations Support	Quarterly over 2023–2026
Build accountability and transparency by publicly reporting ASIC's progress against RAP outcomes annually.	Public reporting on ASIC's progress against the outcomes contained in this RAP.	Lead: RAP Chair Supported by: RAP Deputy Chair; RAP Leadership Committee; RAP Operations Support	Annually in October over 2023–2026
Maintain governance and terms of reference of ASIC's RAP through new structure of RAP Commission Sponsor, RAP Leadership Committee and RAP Operations Support, including quarterly meetings.	Meetings of the RAP Leadership Committee to discuss strategic direction and progress.	Lead: RAP Chair Supported by: RAP Deputy Chair; RAP Leadership Committee; RAP Operations Support	Quarterly over 2023–2026
Maintain governance and terms of reference of ASIC's RAP Working Groups, including representation of Aboriginal and Torres Strait Islander team members and others.	Meetings of the RAP Working Groups to progress RAP initiatives and events.	Lead: RAP Chair Supported by: RAP Deputy Chair; RAP Leadership Committee; RAP Operations Support	Quarterly over 2023–2026
Support the implementation of RAP commitments through adequate resourcing and by embedding accountability across the organisation.	Regular monitoring and reporting to RAP Leadership Committee for assistance and support as needed.	Lead: RAP Chair Supported by: RAP Deputy Chair; RAP Leadership Committee; RAP Operations Support	Annually from June 2024 and more regularly through the RAP governance structure as needed

Action	Deliverable	Responsibility	Timeline
Complete and submit RAP Impact Questionnaire to Reconciliation Australia.	Questionnaire completed upon receipt of link annually.	Lead: RAP Chair Supported by: RAP Deputy Chair; RAP Operations Support	Annually in September over 2023–2026
Continue participation in Reconciliation Australia's Workplace RAP Barometer.	Liaise with Reconciliation Australia for biennial participation of Reconciliation Australia's Workplace RAP Barometer.	Lead: RAP Chair Support: RAP Deputy Chair; RAP Working Group – Culture	May 2024, May 2026
Continue ASIC's reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website (reconciliation.org.au) to begin developing our next RAP.	Lead: RAP Chair Support: RAP Deputy Chair; RAP Leadership Committee	June 2025

For more information about
ASIC's Reconciliation Action Plan,
email RAP@asic.gov.au

© ASIC January 2023



ASIC
Australian Securities &
Investments Commission

