



Reflect Reconciliation Action Plan

SIX DEGREES EXECUTIVE PTY LTD
AUGUST 2022 - AUGUST 2023



Acknowledgement of Country

We, Six Degrees Executive, acknowledge the Traditional Custodians of the lands on which we work, live and play. We recognise the cultural and spiritual connection Aboriginal and Torres Strait Islander peoples have to community, land, waters and seas. We pay our respects to Elders past, present and emerging.



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Introduction

Reconciliation Australia is an independent not-for-profit organisation and is the lead body for reconciliation in Australia. They promote and facilitate reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

The Reconciliation Action Plan (RAP) program provides a framework for organisations to advance reconciliation. There are four types of RAP's that an organisation can develop: **Reflect, Innovate, Stretch, Elevate**.

Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey. They provide organisations with a framework to continuously develop their reconciliation commitments through practical actions that can be taken internally and externally to contribute towards positive actions and improved relationships.

For more information please visit:
<https://reconciliation.org.au>



Artwork

This artwork has been purchased by Six Degrees Executive from Penny Evans, a visual artist based in the Northern Rivers, NSW.



About the artist



Penny Evans

Visual Artist
Northern Rivers, NSW

<https://pennyevansart.com/>

Penny's ancestors traditional Gamilaraay (Northern Gomeroi) homelands are to the northwest of Bundjalung country in and around Garah, Mungindi, Boomi and Boggabilla. In her artist biography, Penny describes her Australian background as coming from the 3 I's – Indigenous, Invader and Immigrant, coming from Gamilaraay/ Gomeroi, Welsh and German heritage. Penny's art relates and refers to her identity through a colonisation/ decolonising process; learning about her Aboriginal heritage whilst exploring first contact and frontier experience and stories. Penny describes her art practice as healing and her work as a mapping of her personal and psychological and spiritual development.

This artwork represents interlinked points in our landscapes such as ceremonial sites, campsites, and other significant places. This piece will be displayed at Six Degrees and links to the significance of our offices as meeting places for our employees and other stakeholder groups. There is also a personal connection to our Sydney business as Penny is a cousin of Ben Maurer, a Manager in our Sydney team and member of our RAP working group.



A message from Reconciliation Australia

Reconciliation Australia welcomes Six Degrees Executive to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Six Degrees Executive joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Six Degrees Executive to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Six Degrees Executive, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

A message from Six Degrees Executive

At Six Degrees Executive, our purpose ‘Shaping Futures’ means that we strive to make a positive difference to our employees, our clients, our candidates, our stakeholders and partners and our communities. Our business model is built on connecting talent with opportunity, in a model that is equitable and accessible to all.

With this purpose in mind, we are proud to share our inaugural Reconciliation Action Plan (RAP), which formalises our commitment to the strengthening of relationships between Aboriginal and Torres Strait Islander peoples and communities and provides the framework for our reconciliation objectives and initiatives.

This Reflect RAP will be implemented over the next 12 months and has been created alongside our organisational business plans to ensure specific links to our diversity, inclusion, community, supply chain and CSR objectives are achieved. This plan will be governed by a RAP Working Group and is supported by our Board of Directors and Executive Leadership Team.

We look forward to working with our team and all those within our sphere of influence as we focus on strengthening community relationships, increasing cultural understanding and appreciation, and identifying opportunities to increase workforce participation and prosperity for Aboriginal and Torres Strait Islander peoples.

Six Degrees Executive would like to thank those who have provided their time and advice into this process, particularly Reconciliation Australia whose guidance has been greatly appreciated. We are committed to our Reflect RAP and look forward to making a meaningful contribution to Australia’s reconciliation journey.



Christy Moses
Customer Director
Six Degrees Executive



Samantha Fernando
Head of Public Sector
Six Degrees Executive



Our business

Six Degrees Executive is an executive search and specialist recruitment agency offering permanent, fixed-term and temporary talent solutions and consulting services to our diverse client base. With a mission of ‘Shaping Futures’ our aim is to connect individuals with career opportunities and make a positive difference to these individuals and the companies they join.

Our client base includes multi-national and ASX listed organisations, SMEs, and those in the public, education, healthcare and not for profit sectors. Our business is privately owned and was founded in Melbourne, Victoria in 2004. Since then, we have expanded to include additional offices in Sydney, New South Wales and Brisbane, Queensland.

We employ circa one hundred employees in either consulting or support services roles. We are not aware of any Aboriginal or Torres Strait Islander staff employed by Six Degrees currently,

however, we would like to seek opportunities and create an inclusive pathway to attract identified team members to our workforce in the future.

We have reach across all of Australia through remote recruitment and search strategies for locations where we do not have a physical office presence. We are also members of the Praxi Alliance, a global network of best practice search firms which provides us with regional and global reach where required.

Our company culture is driven by a strong adherence to our corporate values which drive our behaviour, decision making and ways of working.

Our values

Values are at the very core of everything we do.
They guide all aspects of our business; how we engage with each other, our customers, and our community partners.



PEOPLE FIRST



BETTER TOGETHER



DO WHAT'S RIGHT



BRAVE & CURIOUS



PURSUE BEST



MAKE IT HAPPEN





Our RAP

As a specialist recruitment agency, we appreciate the unique opportunity we have in recognising, supporting, and celebrating Aboriginal and Torres Strait Islander peoples. We would like to improve awareness and understanding of Aboriginal and Torres Strait Islander peoples, histories, and cultures through more focused Aboriginal and Torres Strait Islander learning and development and cultural understanding initiatives. We would like to include Aboriginal and Torres Strait Islander peoples in our own workforce and seek opportunities to support Supply Nation businesses through our procurement and supplier selection activities.

With offices in three capital cities and assignments that span Australia wide, we are aware that we need to broaden our cultural understanding of Aboriginal and Torres Strait Islander peoples, and specifically the differences in the histories, cultures, and lands across Australia. It is through this greater cultural understanding that we hope to create a stronger connection between our employees and the communities they work and live in.

Along with our internal objectives, we would like to take a leadership opportunity within our industry and

promote positive change to our stakeholder groups which include our candidates, clients, partners, and alliances. By taking steps to build respect, relationships, and opportunities for Aboriginal and Torres Strait Islander peoples we aim to positively impact those in our sphere of influence to do the same.

Our RAP will be implemented by an internal working group led by RAP Co-Champions, Christy Moses – Customer Director and Samantha Fernando – Head of Public Sector, along with RAP Sponsor Paul Hallam – Executive Director and Committee Members Ben Maurer – Manager and Christie Smyth – Executive Consultant. We intend to set a clear organisational vision for reconciliation that is communicated and understood by all employees and determine key focus initiatives to ensure our RAP is successfully implemented.

Whilst our business has focused on the topic of diversity, inclusion and belonging formally since 2018, our focus on Aboriginal and Torres Strait Islander peoples as part of this has been limited, hence our decision to focus on the Reflect RAP.

Our partnerships and current activities

COMMUNITY PARTNERSHIPS

Six Degrees Executive are currently reviewing our Corporate Social Responsibility strategy and would like to include within this greater support for Aboriginal and Torres Strait Islander peoples. We would also like to review our internal purchasing and supplier guidelines and seek opportunity to purchase good and/or services through Indigenous owned organisations where possible.

We also apply this ethos to clients we provide services to, having established a Public Sector practice in 2021, particularly in this area we work to represent Aboriginal and Torres Strait Islander candidates to our client base.

INTERNAL ACTIVITIES / INITIATIVES

Six Degrees Executive has already introduced Acknowledgement of Country as part of our meeting and gathering protocols. We have also included Acknowledgement of Country on our website, e-mail signatures and company documents such as assignment proposals and capability statements.

Furthermore, we completed internal training for all staff to ensure anyone at any time is comfortable with providing an appropriate Acknowledgement.

LEARNING

In 2022, we purchased an online learning and development suite from Your Mob Learning, an Indigenous owned registered training organisation. There are a range of modules focused on cultural awareness and understanding of Aboriginal and Torres Strait Islander peoples and cultures that our employees will have access to and complete as part of their individual learning and development plans.

Through the development of our RAP, we would like to seek additional awareness and education opportunities for our employees and ways in which we can positively more with Aboriginal and Torres Strait Islander peoples and cultures in a respectful and meaningful ways.

[Your Mob Learning](#)

Relationships



ACTION		DELIVERABLE	TIMELINE	RESPONSIBILITY
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.	August 2022	Customer Director
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022	Head of Public Sector
2.	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Head of Public Sector
		RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2023	Customer Director
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023	Customer Director
3.	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	July 2022	Customer Director
		Communicate our commitment to reconciliation to all external stakeholder and partners through the inclusion of our RAP on our website, social media, and any client facing document.	August 2022	Customer Director
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2022	Executive Director
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2022	Manager, NSW
4.	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2022	Executive Director
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2023	Executive Consultant

Respect



	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5.	Increase of Aboriginal and Torres Strait	Develop a business case for increasing understanding, value and understanding, value recognition of Aboriginal and Torres Strait Islander cultures, histories, and recognition knowledge, and rights within our organisation.	August 2022	Manager, NSW
	Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	September 2022	Head of Public Sector
6.	Demonstrate respect to Aboriginal and Torres Strait	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2022	Executive Director
	Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2022	Customer Director
7.	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.	June 2023	Head of Public Sector
		Introduce our staff to NAIDOC Week by promoting external events in our local areas.	June 2023	Manager,
		RAP Working Group to participate in an external NAIDOC Week event.	First week of July 2023	NSW Executive Consultant

Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. 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.	February 2023	Head of Public Sector
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2023	Head of Public Sector
9. 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.	March 2023	Executive Consultant
	Investigate Supply Nation membership.	April 2023	Executive Consultant

Governance



ACTION		DELIVERABLE	TIMELINE	RESPONSIBILITY
10.	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	July 2022	Customer Director
		Draft a Terms of Reference for the RWG.	July 2022	Executive Director
		Set quarterly meetings for RWG to ensure progress towards RAP commitments.	July 2022, October 2022, January 2023 April 2023	Customer Director
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2022	Head of Public Sector
11.	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2022	Customer Director
		Engage senior leaders in the delivery of RAP commitments.	September 2022	Customer Director
		Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2022	Manager, NSW
12.	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 2022	Customer Director
13.	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2023	Customer Director



Contacts

We appreciate the opportunity to share our reconciliation journey with you and we welcome any feedback, questions, or comments on our RAP.

Christy Moses - Customer Director

Phone: 02 8024 7142 or 0402 366 466

Email: ChristyM@sde.com.au

Samantha Fernando - Head of Public Sector

Phone: 07 3153 9905 or 0402 494 581

Email: SamanthaF@sde.com.au

