



COMMONWEALTH DIRECTOR OF PUBLIC PROSECUTIONS
REFLECT RECONCILIATION ACTION PLAN

July 2018 – June 2019



Commonwealth Director of Public Prosecutions

RAP: CEO statement

Reconciliation Australia congratulates the Commonwealth Director of Public Prosecutions on the endorsement of its new Reconciliation Action Plan (RAP), which will see it build on the key pillars of reconciliation – relationships, respect and opportunities.

As an organisation that contributes to a fair, safe and ethical society by delivering effective, independent prosecution services for the Australian community, this Reflect RAP will assist the Commonwealth Director of Public Prosecutions to develop its own unique vision for reconciliation, as well as commitments to applying cultural learning, respectful business practice, and promotion of Aboriginal and Torres Strait Islander employment within its sphere of influence.

By building and maintaining respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations, and communities, the Commonwealth Director of Public Prosecutions displays a deep commitment to developing relationships with Indigenous Networks within its sphere of influence.

Through the Commonwealth Director of Public Prosecutions' Reflect RAP, one of the well-considered actions they will implement is a communications strategy to raise awareness and understanding of the meaning and significance of Acknowledgement of Country. By embedding this practice, the CDPP will demonstrate their commitment to reconciliation and foster a workplace that respects and has an understanding of Aboriginal and Torres Strait Islander peoples, histories and cultures.

The Commonwealth Director of Public Prosecutions' dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated through its commitment to draft a business case to implement Aboriginal and Torres Strait Islander employment pathways programs.

On behalf of Reconciliation Australia, I commend the Commonwealth Director of Public Prosecutions on its RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer

Reconciliation Australia

Director foreword

I am proud to present the CDPP's 2018 Reconciliation Action Plan (RAP).

Our Reflect RAP will lay the foundations for the CDPP on its reconciliation journey between Aboriginal and Torres Strait Islander peoples and other Australians. It is a commitment by the CDPP, in alignment with the CDPP's Diversity and Inclusion Strategy 2018-20, to cultivate reconciliation by:

- providing a fair, ethical, high quality and independent prosecution service on behalf of the whole community
- fostering a culturally competent and inclusive workplace
- embedding respectful and supportive relationships throughout the CDPP and with partner agencies, witnesses and victims of crime in relation to prosecutorial matters
- building new relationships with Aboriginal and Torres Strait Islander communities across Australia
- investigating employment opportunities, in the legal practice, administrative support and corporate areas, for Aboriginal and Torres Strait Islander peoples
- welcoming diverse views leading to a more strategic and innovative approach to our work and the service we provide.

The RAP also highlights our vision to develop employment strategies for Aboriginal and Torres Strait Islander peoples, both now and into the future, which affords the CDPP an opportunity to continue our country's journey towards reconciliation.

I encourage all employees to take ownership of the RAP and its initiatives, as it is everyone's responsibility to embed a culturally safe and inclusive workplace.

Sarah McNaughton SC

Commonwealth Director of Public Prosecutions

Our business

The CDPP is a national prosecution service that contributes to a fair, safe and just society by delivering effective, independent prosecution services for the Australian community. For more than 30 years, the CDPP has prosecuted a diverse range of crimes against Commonwealth law including:

- Child exploitation
- Corporate, commercial offending and corruption
- Cybercrime
- Environment
- Human trafficking and slavery
- Money laundering
- People smuggling
- Revenue and benefits fraud

- Safety
- Serious drug offences
- Terrorism.

In the 2016/17 financial year, 3,147 matters were referred to our office, 5,015 matters were before the courts, 3,004 cases were finalised and 2,249 prosecutions resulted in a conviction.

Our partnerships/current activities

The CDPP works closely with around 40 Commonwealth agencies as well as State and Territory Police. These agencies are known as partner agencies. Prosecution work is generated by our partner agencies who refer cases for assessment and/or prosecution. Effective prosecutions result in the conclusion of their matters—the culmination of extensive, thorough and resource intensive investigations.

Our Employees

As at 31 March 2018, the CDPP had 407 employees – with prosecutors representing 65.4 per cent of our workforce. Our Aboriginal and Torres Strait Islander representation is 0.7 per cent.

We have a national presence with offices located in Adelaide, Brisbane, Cairns, Canberra, Darwin, Hobart, Melbourne, Perth, Sydney and Townsville.

We embed our capability through innovation, collaboration and diversity as a means to develop our prosecution service in line with the expectations of partner agencies and the broader Australian community.

Our RAP

The CDPP is committed to developing and embedding strong relationships, respect and opportunities for Aboriginal and Torres Strait Islander peoples. To achieve this, we must ensure that we have a culturally supportive, knowledgeable and responsive workforce – not just for our employees, but also for witnesses, victims of crimes, partner agencies and defendants.

Through the initiatives in our Reflect RAP, we will provide a structured pathway to increasing the number of Aboriginal and Torres Strait Islander peoples in our workforce.

The RAP has been developed by People Branch, in consultation with the ELG, Financial Services Branch and the Communications and Media team. The RAP is championed by our Executive Leadership Group (ELG), which is comprised of the Director, Commonwealth Solicitor for Public Prosecutions, our five Practice Group leaders and Chief Corporate Officer. The ELG has been instrumental in promoting National Reconciliation Week and NAIDOC Week and has implemented the usage of an Acknowledgement of Country at meetings, speeches and/or formal occasions.

Relationships

ITEM	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY/LEAD
1	Establish a RAP Working Group	- Nominate a RAP Champion at the SES classification. - Form a RAP Working Group to support the implementation of our RAP, comprising of, where possible, Aboriginal and Torres Strait Islander peoples and senior managers from across our organisation. - Establish a Terms of Reference for the RAP working group.	July 2018 September 2018 October 2018	ELG National Manager, People RAP Champion
2	Build internal and external relationships	- Develop relationships with Indigenous Networks within our portfolio. - Develop a network of RAP and other like-minded organisations with which we can connect on our reconciliation journey. - Compile a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within each office locality with whom we could connect on our reconciliation journey.	August 2018 October 2018 March 2019	National Manager, People RAP Committee Chairperson National Manager, People
3	Participate in and celebrate National Reconciliation Week (NRW)	- Promote the reasons and importance of recognising and celebrating National Reconciliation Week (NRW), through ehub. - Encourage our employees to attend a NRW event. - Promote Reconciliation Australia's NRW resources and reconciliation materials.	27 May to 3 June 2019 May 2019 May 2019	National Manager, People RAP Champion RAP Champion

		Promote the use of Cultural and Ceremonial Leave for ATSI cultural events.	May 2019	RAP Champion
4	Raise internal and external awareness of our RAP	- Publish RAP on ehub, CDPP public website and on Reconciliation Australia's website to raise external awareness of our RAP. - Launch the RAP to demonstrate our commitment to reconciliation. - Engage our senior leaders in the delivery of RAP outcomes. - Develop and implement a communication strategy to raise awareness among employees about our RAP commitments and stakeholder responsibilities.	July 2018 July 2018 July 2018 August 2018	National Manager, People Commonwealth Director Commonwealth Director National Manager, People

Respect

ITEM ACTION		DELIVERABLE	TIMELINE	RESPONSIBILITY/LEAD
5	Investigate Aboriginal and Torres Strait Islander cultural learning and development	- Ascertain employees level of knowledge and understanding of Aboriginal and Torres Strait Islander culture, histories and achievements and establish this data for benchmark purposes. - Conduct a review of cultural awareness training needs within our organisation.	August 2018 November 2018	National Manager, People National Manager, People

		Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation (including cultural awareness training).	February 2019	National Manager, People
6	Participate in and celebrate NAIDOC Week	- Raise awareness and share information amongst our employees of the meaning of NAIDOC Week (including information about the local Aboriginal and Torres Strait Islander peoples and communities at each office location). - Promote NAIDOC Week community events surrounding each office locality. - Encourage our RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2018 July 2018 July 2018	RAP Champion RAP Champion RAP Champion
7	Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	- Develop and implement a communication strategy to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). - Communicate and encourage employees to use Reconciliation Australia's Share Our Pride online tool. - Compile a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence. - Compile a list of local Traditional Owners of the lands and waters within each office locality.	July 2018 February 2019 April 2019 April 2019	National Manager, People RAP Champion RAP Committee Chairperson RAP Committee Chairperson

8	Encourage employees to disclose their diversity status	- Promote the benefits of disclosing diversity status in the human resource management information system (Aurion) and how the information will be used. - Encourage employees to update their diversity information through Employee Self Service (ESS).	January 2019	National Manager, People
			July 2018	National Manager, People

Opportunities

ITEM ACTION		DELIVERABLE	TIMELINE	RESPONSIBILITY/LEAD
9	Investigate Aboriginal and Torres Strait Islander employment opportunities in the CDPP	- If possible (within privacy legislation), identify current Aboriginal and Torres Strait Islander employees to inform future employment and development opportunities. - Draft a business case to implement Aboriginal and Torres Strait Islander employment pathways programs.	August 2018	National Manager, People
			December 2018	National Manager, People
10	Investigate Aboriginal and Torres Strait Islander supplier diversity	- Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. - Develop guidelines to encourage procurement from Aboriginal and Torres Strait Islander owned businesses. - Become a member of Supply Nation.	November 2018	Chief Financial Officer
			February 2019	Chief Financial Officer
			February 2019	Chief Financial Officer

Governance and Tracking Progress

ITEM	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY/LEAD
11	Build support for the RAP	- Define resource needs for RAP development and implementation. - Define systems and capability needs to track, measure and report on RAP activities. - Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	August 2018 September 2018 September 2018	National Manager, People RAP Committee Chairperson National Manager, People
12	Review and refresh RAP	- Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements of current RAP. - Submit draft RAP to Reconciliation Australia for review. - Submit draft RAP to Reconciliation Australia for formal endorsement.	October 2018 March 2019 June 2019	RAP Committee Chairperson RAP Committee Chairperson RAP Committee Chairperson

Statement of acknowledgment

The CDPP would like to acknowledge the artistic contributions of Dreamtime Creative.

“The artwork depicts CDPP on its reconciliation journey between Aboriginal and Torres Strait Islander peoples and other Australians, to foster a culturally competent and inclusive workplace, and provide a fair, ethical, high quality and independent prosecution service on behalf of the whole community. The Middle Star and Pathways represent CDPP building new relationships with Aboriginal and Torres Strait Islander communities across Australia. The respectful and supportive relationships the CDPP has established with partner agencies, witnesses and victims of crime in relation to prosecution matters are represented by the blue and teal patterns. The large patterned star represents the CDPP providing employment opportunities in the legal practice, administrative support and corporate areas for Aboriginal and Torres Strait Islander peoples.”

Jordan Lovegrove, Ngarrindjeri, Dreamtime Creative