

# Reconciliation Action Plan (Stretch)

November 2016 – October 2019



# Introduction

## EY's vision for reconciliation

It is our vision to embed reconciliation across EY to drive improved social and economic outcomes for Aboriginal and Torres Strait Islander peoples and enhance relationships between Australia's First Peoples and other Australians. We will achieve this by supporting Aboriginal and Torres Strait Islander peoples in developing business, education and employment opportunities for individuals and communities and advocating for a level playing field socially and economically.

As we launch EY's new Stretch Reconciliation Action Plan (RAP), we will continue to focus on the key elements of education and entrepreneurship. We will do this by increasing our organisation's cultural capabilities, valuing of the rich cultural heritage of Australia, collaborating with local organisations as they develop business, education and employment opportunities within their communities, and by partnering and advocating for the social and economic advancement of Aboriginal and Torres Strait Islander peoples.



The story of the artwork

**Rainbow serpent** (acrylic on canvas)

by Dhinawan

In the start of time land was flat and barren, lifeless. Biame the creator started singing a song full of beauty and magic, this magic transformed into colours which like rainbows fell from the sky. Touching the land, bringing life through colour, Biame then sent four rainbow serpents to make the landforms. Through movements of their bodies the serpents pushed up the mountains, carved out the rivers and waterways, made rolling hills and plains. As the song was being sung, animals were born and men, women and children. Once all life had learnt the law of the land and how to keep everything in balance, the rainbow serpent looked into the night sky and saw it was with no colour, so it assented into the darkness and started to shed its scales, which then became the Milky Way.



All artwork throughout the publication by Dhinawan.



## Rising to the challenge

I'm pleased to present EY's second Reconciliation Action Plan (RAP), a Stretch level RAP. Since we released our first RAP in 2011, we have increased the number of Aboriginal and Torres Strait Islander staff at EY, we have increased our procurement spend with First Australian businesses and we have worked to build cultural respect and awareness within our organisation.

Whilst I'm proud of the progress we have made, there is much more that EY can do to help achieve better social and economic outcomes for Aboriginal and Torres Strait Islanders. The commitments we make in this 2016 – 2019 RAP reflect our ambition to do more.

Our continued focus on education and entrepreneurship in this RAP seeks to bring some of the key strengths of our organisation to contribute to creating more opportunities for First Australians. We are increasingly working with and for Aboriginal and Torres Strait Islander people and organisations to empower prosperity, particularly through our new Indigenous Sector Practice.

Nearly four years ago, EY defined its purpose of building a better working world for our people, our clients and our communities. Our RAP commitments touch on each of these areas – embedding reconciliation across EY and keeping these commitments is one of the ways we will fulfil our purpose of building a better working world.

**Tony Johnson**  
**EY Oceania CEO & Regional**  
**Managing Partner**  
**November 2016**

# Approach

## Our approach to reconciliation

We believe we can have the greatest impact on reconciliation objectives in the following four key strategic priority areas.

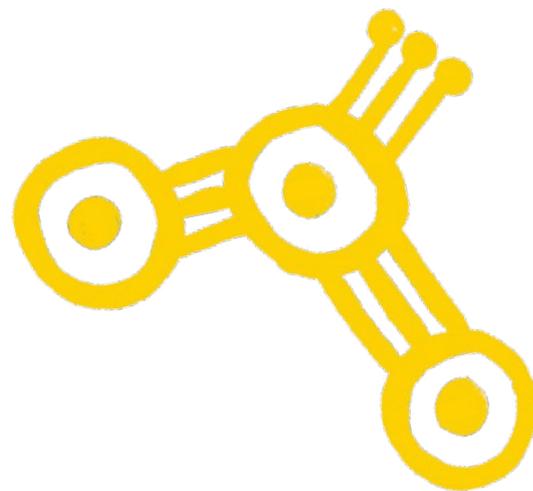
EY Priority	Description	Alignment with Reconciliation Australia action areas
<b>Talent &amp; Entrepreneurship</b>	Seek and develop Aboriginal & Torres Strait Islander peoples in business and professional services through education, internships, employment and supporting First Australian entrepreneurs.	Opportunities
<b>Building Awareness and Cultural Capability</b>	Create opportunities for staff, clients and our communities to be educated and engaged in reconciliation and Aboriginal and Torres Strait Islander cultures and histories.	Respect, Relationships
<b>Leadership &amp; Advice</b>	Lead on reconciliation issues within corporate Australia and in our dialogue with government and civil society.	Relationships, Opportunities, Tracking & Reporting
<b>Diversifying the Supply Chain</b>	Support Aboriginal & Torres Strait Islander businesses and entrepreneurs through our procurement activities.	Opportunities

Our priority areas additionally align with and support the five dimensions Reconciliation Australia has identified to measure reconciliation:

- ▶ Race Relations – All Australians understand and value Aboriginal and Torres Strait Islander cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism **(Building Awareness and Cultural Capability)**
- ▶ Equality and Equity – Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld **(Indigenous Talent & Entrepreneurship, Diversifying the Supply Chain)**
- ▶ Unity – An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity **(Building Awareness and Cultural Capability)**
- ▶ Institutional Integrity – The active support of reconciliation by the nation's political, business and community structures **(Indigenous Leadership & Advice)**
- ▶ Historical Acceptance – All Australians understand and accept the wrongs of the past and the impact of those wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated **(Building Awareness and Cultural Capability).**



# About EY



EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. In so doing, we play a critical role in building a better working world for our people, our clients and our communities.

At EY, we are committed to building a better working world. We accomplish this through increased trust and confidence in business, sustainable growth, development of talent in all its forms, and collaboration with like-minded organisations and individuals. This is our purpose – and why we exist as an organisation.

With a global headcount of 212,000 people, EY operates in more than 160 countries around the world. EY in Australia employs about 6,500 people across our seven Australian offices in Sydney, Melbourne, Darwin, Perth, Canberra, Brisbane and Melbourne. This includes seven Aboriginal and Torres Strait Islander employees as at September 2016.

We provide assurance services to help our clients understand and address today's most critical financial and reporting challenges for management, boards, audit committees and auditors. We provide tax services to support our clients in navigating forever changing business and tax landscapes and the increasing pace and complexity of these changes. We provide transaction services to assist our clients in managing capital and transactions, helping our clients with the right capital structure to meet strategic priorities, grow their organisation and improve asset and portfolio performance. We provide advisory services to help organisations adapt and succeed in a dynamic business environment affected by geopolitical events, regulatory reform, new technologies and emerging markets.

Finally, EY in Australia offers a number of specialty services including our China Overseas Investment Network, our Climate Change and Sustainability Services, our French Business Network and our Japan Business services.

For more about our financial performance and further information about EY globally, read our Global Review, which can be found at [www.ey.com/globalreview](http://www.ey.com/globalreview). For more about the services provided by EY Australia, visit our website <http://www.ey.com/AU/en/Services>.

## EY's commitment

EY is a proud member of the United Nations Global Compact (UNGC), and we believe our purpose and values align closely with its principles. EY in Australia has additionally signed a statement with other UNGC members supporting the UN's Sustainable Development Goals. We share a desire to build a sustainable and inclusive global economy that provides lasting benefits to people, communities and markets.

Our focus on diversity and inclusiveness is integral to how we serve our clients, develop our people and play a leadership role in our communities. Making sure that all our people's voices are heard and valued not only helps attract and retain the best people, but it also helps us provide better approaches for our clients and for our own organisation. As such, we have established a strong Diversity & Inclusiveness (D&I) approach, including gender, sexual orientation, ethnicity, disability, religion and age.

Our commitment to reconciliation re-emphasises the importance of diversity and inclusiveness. We also recognise that reconciliation is distinct from general diversity and inclusiveness frameworks. Reconciliation requires broader acknowledgement of Aboriginal and Torres Strait Islander Peoples' unique history, culture and role as the First Peoples of Australia.

# Our RAP Journey

EY released its first Reconciliation Action Plan in 2011, building on existing community activities and confirming our commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and the broader community. The launch of that RAP was a significant milestone that enabled us to publicly declare our vision for reconciliation and provide strategic direction. In 2013, we published a Status Report on our work developing relationships with Aboriginal and Torres Strait Islander organisations and communities and raising internal awareness among EY staff members.

We released a second Progress Report covering the years 2014 and 2015, during which we continued progressing the reconciliation agenda beyond the original action plan. The report reflects how EY completed and progressed beyond the 'Reflect' actions in many ways to 'Innovate' in engaging with First Australian organisations and leaders.

Our first RAP and 2013 and 2015 Progress Reports can be found on Reconciliation Australia's website at [www.reconciliation.org.au/raphub](http://www.reconciliation.org.au/raphub).

## Our relationships and activities

We are proud of the strong relationships we have built with First Australian businesses, community organisations and stakeholders, many of whom we've been able to provide support to in the form of valuable advisory services, pro bono services, volunteer activities and sponsoring events.

We have developed ongoing formal relationships with the Australian Indigenous Leadership Council (AILC) and Indigenous Business Australia (IBA). EY worked with the AILC in 2015 to develop and host 'Governing Girls', a series of Women's Leadership Masterclasses across Australia in 2015. We look forward to further collaboration to support AILC through EY's global resources.

EY also supports IBA as a trusted advisor and service provider, including a 6 month reciprocal secondment in 2016 of an IBA and an EY staff member to encourage collaboration and help achieve our shared goals. EY continues to seek out and develop such mutually-beneficial relationships.

EY has identified and continues to seek out Aboriginal and Torres Strait Islander service providers to provide our services and work with and for the Indigenous sector, such as Murawin Consulting.

Every two years, each Australian EY office votes to select a Local Focus Charity, which staff are then encouraged to support through volunteering and donations. This year the Sydney office has chosen Weave Youth & Community Services, which provides mentoring, counselling and recreational services to socially excluded and at risk young people, women, children and families including a large proportion of Aboriginal or Torres Strait Islander people.

We are also proud of our progress in attracting increasing numbers of Aboriginal and Torres Strait Islander vacationer interns each year and beginning to transform these into longer-term graduate hires. EY participates in Career Trackers, which links Aboriginal and Torres Strait Islander university students with private sector employers to participate in paid internships and supports their success in the role. EY has hosted 12 students since starting with the program in 2012 and has successfully transitioned two of these students to permanent graduate hires. We will continue to work closely with the teams our interns and graduates are placed with to provide a supportive team environment and guidance to help them succeed. We are additionally building our relationships with universities across Australia to increase our annual intern intake.

## Indigenous Sector Practice

EY has also established a new Indigenous Sector Practice (ISP), which we view as a very promising way to continue building relationships and support and build the performance and success of First Australian businesses. The ISP is a purpose-led offering committed to empowering Indigenous prosperity and working with and for Aboriginal and Torres Strait Islander people to build a better working world.

The ISP provides similar services offered by EY more broadly and provides these services all across Australia. It has a strong focus on supporting and helping Indigenous businesses and organisations to effectively manage, govern and deliver for their clients and communities, and also advises corporate clients who want to include more Indigenous people and businesses in their workforces and supply chains.

Four out of the ISP's six current members are Aboriginal and Torres Strait Islanders, which endows the team with the skills, relationships and cultural capability to provide services specifically for Aboriginal and Torres Strait Islander organisations, individuals and communities. The ISP draws on a substantial knowledge base, which comprises more than 100 years of collective Indigenous sector experience and a majority of Indigenous practitioners. EY has provided more than 75 projects for clients in the Indigenous sector over the last five years.

The ISP consults with and collaborates with Indigenous leaders, organisations and subject matter experts in providing its services to clients. The ISP also collaborates closely with our Tahī Maori advisory business in New Zealand.

The ISP is additionally instating an Indigenous Sector Advisory Group including Aboriginal and Torres Strait Islander leaders who will act in an advisory role to EY. The Indigenous Sector Advisory Group's purpose is to provide future looking strategic advice and insight to support the delivery of EY's services to improve social, economic and cultural outcomes for Indigenous Australians and the establishment and growth of the ISP. The external members of the Indigenous Sector Advisory Group will play an important role in assisting EY to build awareness and cultural capability and support both the ISP's mission and EY's RAP.

### Support for Aboriginal and Torres Strait Islander businesses

We're also providing practical support for new Aboriginal and Torres Strait Islander businesses and entrepreneurs, to contribute to the sharing of knowledge, and their growth and success.

In October 2015 our Melbourne office hosted the first IndigIdeas (Indigenous Ideas Worth Investing In) 'pitch night'. This event showcased the enterprising ideas, interests, businesses and entrepreneurial opportunities of four Indigenous people that engage with and benefit Aboriginal and Torres Strait Islander peoples and families.

Also in October 2015, we hosted a group of First Australian business leaders to participate in our annual Accelerating Growth Forum in Sydney.

This provided an opportunity to network with more than 180 senior executives from corporate Australia as part of our global strategic growth agenda. We plan to extend the invitation to First Australian business leaders again in future years.

We have delivered EY Growth Navigator™ to five Aboriginal and Torres Strait Islander businesses in 2016. EY Growth Navigator™ creates an opportunity for a collaborative and interactive discussion with business owners and leaders about where their business is today and how using the EY 7 Drivers of Growth they can identify opportunities for growth and plot their next steps on a journey to market leadership.



**In this RAP, EY has progressed directly from our Reflect RAP to a Stretch RAP. This reflects EY's progress to date as well as our ambition to strongly embed reconciliation across EY and drive improved social and economic outcomes for Aboriginal and Torres Strait Islander peoples through our activities.**

### **EY's Stretch RAP and RAP governance**

The development of EY's Stretch RAP has been driven by our executive Shared Value Leadership Team and led by a national RAP Leader at Partner level who is supported by a RAP Working Group of key representatives from core areas of the business. The involvement and input of many individuals across EY in the RAP working group and initiatives demonstrates EY staff's engagement and passion for reconciliation.

The Shared Value Leadership Team is a group of senior Partners who have been assigned responsibility for driving EY Australia's commitments to EY Foundation, Diversity & Inclusiveness, Reconciliation, and Corporate Social Responsibility. Each of the Partners is assigned one of these aspects, such as the RAP Leader, Terence Jeyaretnam, who reports to the Shared Value Leader, Lynn Kraus.

EY's RAP Working Group has been in place since mid-2011 and continued to meet quarterly until the end of 2014. During this time, the Working Group was led by motivated individuals who volunteered their time outside their regular roles. The group did not meet regularly during 2015 due to a few key departures, but has now been re-formed and meets on a monthly basis, reporting to the RAP Leader.

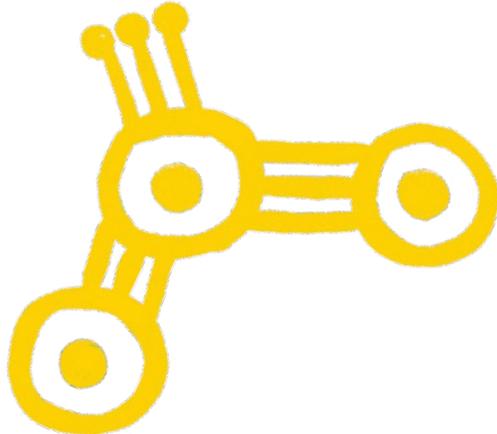
There are currently nine personnel on the RAP Working Group representing EY's talent team, campus and experienced staff recruitment, procurement, learning & development, diversity and inclusiveness, external and internal communications and entrepreneurship programs. The Working Group has had two Aboriginal and Torres Strait Islander individuals and is in the process of recruiting further participation from these groups and the broader EY population.



# Relationships

EY recognises the need to develop strong and lasting relationships with Aboriginal and Torres Strait Islander individuals, communities and organisations and those working in this important field in order to better understand the social and economic challenges facing local communities and to shape and develop EY's role in achieving reconciliation.

Action	Deliverable	Accountability	Timeline
<b>EY Priority: N/A - governance of all activities</b>			
<b>1</b> RAP Working Group actively monitors RAP development and actions, tracking progress and reporting	RAP Working Group consisting of Aboriginal and Torres Strait Islander members, at least one Partner and core business services managers to meet every two months	RAP Leader	Feb, Apr, Jun, Aug, Oct, Dec 2016, 2017, 2018, 2019
	Maintain a current list of the RAP Working Group members on the EY RAP webpage	RAP Leader	Dec 2016, 2017, 2018, 2019
	Recruit and maintain at least one Aboriginal and/or Torres Strait Islander RAP Working Group member	RAP Leader	Dec 2016, 2017, 2018, 2019
	Establish Terms of Reference for Working Group	RAP Leader	Dec 2016
	Provide updates every two months to the Shared Value Leadership Group, six-monthly updates to Executive Leadership Team and Indigenous Sector Advisory Group	RAP Leader	Jun and Dec 2016, 2017, 2018, 2019
<b>2</b> Establish an Indigenous Sector Advisory Group to provide strategic and cultural guidance	Establish an Indigenous Sector Advisory Group	Indigenous Sector Practice Leader	Oct 2016
	Indigenous Sector Advisory Group to review and provide guidance on RAP activities	Indigenous Sector Advisory Group Chair	Jun and Dec 2016, 2017, 2018, 2019
	Indigenous Sector Advisory Group to meet with the RAP Leader twice a year	RAP Leader	Jun and Dec 2016, 2017, 2018, 2019
<b>EY Priority: Building Awareness &amp; Cultural Capability</b>			
<b>3</b> Celebrate and participate in National Reconciliation Week (NRW) to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Each EY Australia office [seven] will host one NRW event per year and encourage all staff to attend	Office Managing Partners, Oceania Talent Leader	May 2017, 2018, 2019
	Events will feature First Australian leaders where possible to share their perspective and build awareness of the need for reconciliation	Office Managing Partners	May 2017, 2018, 2019
	EY to register all NRW events on Reconciliation Australia's NRW website	Oceania Internal Communications Leader	May 2017, 2018, 2019
	Circulate NRW materials to EY staff in lead up to NRW	Oceania Internal Communications Leader	Apr 2017, 2018, 2019
	Identify external NRW events in EY's major locations and encourage EY staff and senior leaders to attend	Oceania Internal Communications Leader	May 2017, 2018, 2019
	Ensure our Working Group members attend at least one external NRW event	RAP Leader	May 2017, 2018, 2019



Action	Deliverable	Accountability	Timeline
<b>EY Priority: Building Awareness &amp; Cultural Capability</b>			
<b>4</b> Develop, maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Establish five formal partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities (e.g. MoUs, alliances or ongoing pro bono/ volunteering/ secondment relationships)	Indigenous Sector Practice Leader	Dec 2017
	Identify and engage with additional Aboriginal and Torres Strait Islander stakeholders	RAP Leader	Dec 2017
	In consultation with Aboriginal and Torres Strait Islander stakeholders, review and communicate guiding principles for engagement with Aboriginal and Torres Strait Islander peoples and organisations	RAP Leader	May 2017
	Develop relationships with local Aboriginal and Torres Strait Islander communities at each office location to build mutual understanding and shape our reconciliation strategy	RAP Leader	Dec 2017
	Develop relationships with Aboriginal and Torres Strait Islander student support services and networks at universities in each office location	Campus Recruitment Manager	Jun 2017
<b>EY Priority: Building Awareness &amp; Cultural Capability (internal), Indigenous Leadership &amp; Advice (external)</b>			
<b>5</b> Raise internal and external awareness of our RAP and promote reconciliation across our business and sector	Develop and review a strategy to communicate our RAP to all EY staff members and engage staff in RAP initiatives	Oceania Internal Communications Leader	Nov 2016, Mar 2018
	Identify a baseline of staff member knowledge and interest in reconciliation issues and EY activities	Oceania Talent Leader	Dec 2016
	Communicate quarterly updates on RAP progress to EY staff members via intranet, email, events, and induction process	Regional and Office Managing Partners	Mar, Jun, Sep, Dec 2016, 2017, 2018, 2019
	Develop and review a strategy to communicate our RAP to external stakeholders	Oceania External Communications Leader	Nov 2016, Mar 2018
	Communicate and promote EY's RAP externally by creating a dedicated page on EY's website, publishing it on the Reconciliation Australia website and highlighting it in EY newsletters	Oceania External Communications Leader	Dec 2016
	Release at least one thought leadership white paper aimed at raising awareness among EY's clients and stakeholders of the importance of reconciliation and encouraging them to adopt or strengthen reconciliation commitments in their own organisations	RAP Leader	Jun 2018
	Sign up to and promote the Recognise campaign	Regional Managing Partner	May 2017
	Encourage organisations in our supply chain to develop a RAP by communicating EY's commitment to advancing reconciliation to suppliers during the procurement process	Oceania Procurement Manager – Products & Services	Jun 2017
	Encourage clients and other external stakeholders to develop a RAP through hosting and speaking at events	Regional and Office Managing Partners	Dec 2018

# Respect



Diversity and inclusiveness is a core value at EY, including respect for the Traditional Custodians of the land on which we live and work. Increasing awareness amongst our employees of the histories, significance and cultures of Aboriginal and Torres Strait Islander peoples is an integral part of our reconciliation journey.

Action	Deliverable	Accountability	Timeline
<b>EY Priority: Building Awareness &amp; Cultural Capability</b>			
<b>6</b> Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	Develop, implement and review a strategy to provide cultural awareness training to all staff, including defining continuous cultural learning needs of employees in all areas of our business and addresses the needs through online learning, face-to-face workshops and cultural immersion	Oceania Learning & Development Leader	Dec 2016, Jun 2018
	25% [1,625] of staff undertake online cultural learning activities by July 2017		Jul 2017
	50% [3,250] of staff undertake online cultural learning activities by July 2019		Jul 2019
	10% [650] of staff undertake face-to-face cultural workshop learning activities by July 2019		Jul 2019
	All members of RWG, senior executive and teams supporting Aboriginal and Torres Strait Islander staff members to undertake face to face cultural awareness training		Jul 2019
	1% [65] of staff undertake cultural immersion learning activities by 2019		Jul 2019
<b>EY Priority: Building Awareness &amp; Cultural Capability</b>			
<b>7</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	Raise awareness among staff of our Welcome to Country and Acknowledgement of Country policy and protocol, its significance and implementation through email/visual reminders in events	Office Managing Partners, Oceania Facilities Manager	Apr 2017
	Encourage and train staff to include an Acknowledgement of Country at the commencement of all team meetings and significant external meetings/events	Office Managing Partners	Apr 2017
	Review and update protocol and list of key contacts for organising a Welcome to Country	RAP Leader	Apr 2017
	Invite a local Traditional Owner to provide a Welcome to Country at eight EY events per year, including all office Town Hall events and the Partner Conference	Regional Managing Partner	Mar 2017, 2018, 2019
	Display Acknowledgment of Country plaques in all seven offices	Oceania Facilities Manager	Jun 2018
	Incorporate Acknowledgement of Country into EY email signature options	RAP Leader	Nov 2016
<b>8</b> Provide opportunities for staff to engage with Aboriginal and Torres Strait Islander cultures and communities by celebrating NAIDOC Week	Promote NAIDOC week to all staff including information on local First Australian histories, cultures and achievements and local events and encourage them to participate	EY Aboriginal and Torres Strait Islander Network Leader	Jul 2017, 2018, 2019
	Communicate opportunities and leave allowance for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events	Oceania Talent Leader	Jul 2017, 2018, 2019
	In consultation with Aboriginal and Torres Strait Islander peoples, hold NAIDOC week events in [two] office locations each year	EY Aboriginal and Torres Strait Islander Network Leader	Jul 2017, 2018, 2019

# Opportunities

EY is committed to working with Aboriginal and Torres Strait Islander individuals and organisations to increase education, develop talent and support entrepreneurship and business development.

Action	Deliverable	Accountability	Timeline
<b>EY Priority: Indigenous Talent &amp; Entrepreneurship</b>			
9 Increase Aboriginal and Torres Strait Islander recruitment and retention	Increase Aboriginal and Torres Strait Islander employment to 50 (0.8%) personnel across our Australian offices with an aim to achieve 1% of Australian staff by July 2020	Oceania Talent Leader	Jul 2019
	Recruit 12 Aboriginal and Torres Strait Islander interns per year	Campus Recruitment Manager	Dec 2016, 2017, 2018
	Encourage interest in professional services careers and recruit interns and graduates by leveraging our relationships with Aboriginal and Torres Strait Islander university student networks in each office location	Campus Recruitment Manager	Jun 2017
	Develop one formal relationship with an organisation that supports education of Aboriginal and Torres Strait Islander students	RAP Leader	Jun 2017
	Establish a network for employees who identify as Aboriginal and Torres Strait Islander to build relationships, share experiences, and feed back to EY on talent management	Oceania Talent Leader	Feb 2017
	Update and apply our Aboriginal and Torres Strait Islander employment, retention and professional development strategy in consultation with Aboriginal and Torres Strait Islander staff and other stakeholders	Oceania Talent Leader	Jun 2017
	Advertise vacancies in Aboriginal and Torres Strait Islander networks	Oceania Recruitment Manager	Dec 2016, 2017, 2018
	Include a statement and RAP information in EY Careers website to encourage Aboriginal and Torres Strait Islander applicants	Oceania Recruitment Manager	Dec 2016





Action	Deliverable	Accountability	Timeline
<b>EY Priority: Diversifying the Supply Chain</b>			
<b>10</b> Increase Aboriginal and Torres Strait Islander supplier diversity	Review, update and apply our Aboriginal and Torres Strait Islander Procurement Strategy	Oceania Procurement Manager – Products & Services	Jun 2017, 2019
	Promote procurement opportunities across the firm by providing lists of relevant Aboriginal and Torres Strait Islander suppliers to key purchasers including facilities, travel and procurement		Dec 2016
	Develop and circulate to Service Lines a list of Aboriginal and Torres Strait Islander service providers to be considered as sub-consultants on EY engagements		Dec 2016
	Spend \$150,000 (1.5% of addressable procurement spend) with Aboriginal and/or Torres Strait Islander suppliers in FY17		Jul 2017
	Spend \$250,000 (2.5% of addressable procurement spend) with Aboriginal and Torres Strait Islander suppliers in FY19		Jul 2019
	Develop at least one new commercial relationship with an Aboriginal and/or Torres Strait Islander supplier or subcontractor each year		Oct 2017, 2018, 2019
	Review and enhance supplier questionnaire and evaluation to encourage suppliers to develop a RAP		Mar 2017
	Work with three of our large Tier 1 suppliers to develop a measurement metric for Aboriginal and Torres Strait Islander economic benefit through indirect procurement spend by EY		Dec 2017
	Maintain membership of Supply Nation		Aug 2017, 2018, 2019
<b>EY Priority: Indigenous Leadership &amp; Advice</b>			
<b>11</b> Build the capability and productivity of First Australian organisations through advice, support and resources	Establish a secondment program for EY staff to contribute their skills to build the capacity of one or more Indigenous organisations	RAP Leader	Jan 2017
	Indigenous Sector Practice to lead or contribute to 100 projects across the firm	Indigenous Sector Practice Leader	Sep 2019
	Share our insights on Aboriginal and Torres Strait Islander entrepreneurship by presenting at five conferences or forums	Indigenous Sector Practice Leader	Sep 2019
	Identify Aboriginal and Torres Strait Islander charities and include them in existing workplace giving and volunteering campaigns and our Local Focus Charity program	National EY Foundation Leader	Jan 2017 and 2018
	Work with our Indigenous Sector Practice and Supply Nation to actively seek out Aboriginal and Torres Strait Islander entrepreneurs to participate in EY's entrepreneurship programs (including Entrepreneur of the Year, Accelerating Entrepreneurs and Entrepreneurial Winning Women)	Senior Marketing Manager – Entrepreneurship & Innovation	Mar 2017, 2018, 2019
	Provide ten Growth Navigator sessions to Aboriginal and Torres Strait Islander businesses each year	Indigenous Sector Practice Leader	Sep 2017, 2018, 2019

# Tracking and reporting

EY recognises the importance of measuring and reporting on our progress to continue improving our performance and furthering the reconciliation agenda both internally and with our clients and the business community.

Action	Deliverable	Accountability	Timeline
<b>EY Priority: Indigenous Leadership &amp; Advice</b>			
<b>12</b> Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	RAP Leader	Sep 2017, 2018, 2019
	Identify and improve systems to capture data	Oceania Procurement Manager, Talent Manager, National Foundation Leader	Sep 2017
	Measure the impact of RAP activities.	RAP Leader	Dec 2018
	Investigate participation in the RAP Barometer	RAP Leader	May 2018
<b>EY Priority: Building Awareness and Cultural Capability, Indigenous Leadership &amp; Advice</b>			
<b>13</b> Report RAP achievements, challenges and learnings internally and externally	Twice yearly provide update on RAP activities in internal email and EY website	Oceania Internal Communications Leader	Jun, Dec 2017, 2018, 2019
	Publish progress report every 18 months	RAP Leader	Jan 2018
<b>EY Priority: Indigenous Leadership &amp; Advice</b>			
<b>14</b> Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	RAP Leader	Jan 2019
	Send draft RAP to Reconciliation Australia for formal feedback and endorsement	RAP Leader	Sep 2019



# Contact

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