

Reflect Reconciliation Action Plan

April, 2023 – April, 2024



Statement from CEO of Reconciliation Australia



Reconciliation Australia welcomes Origin Business Consultants to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Origin Business Consultants joins a network of more than 2,200 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 Origin Business Consultants 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 Origin Business Consultants, 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

Our RAP



As a Supply Nation certified business, we want to see a future where Aboriginal and Torres Strait Islander peoples and businesses succeed and have the vision to be industry leaders, able to create change within our communities.



We contribute to our vision by immersing our business core values around assisting in reconciliation and actively engaging other Indigenous businesses in strategic partnerships. We are committed to donating a percentage of profits to Indigenous focus charities and have assistance programs and discounts on services to help Indigenous businesses.

We are working on increasing Aboriginal and Torres Strait Islander employment within our company and the Origin Mob brand by developing training pathways and creating opportunities for Mob.



Our business

Origin Business Consultants is an accounting, taxation and business consulting firm that offers a variety of expertise across many specialist areas, including SME taxation and accounting matters, bookkeeping, corporate compliance, self-managed superannuation funds and business advisory in taxation of cryptocurrency, structuring/restructuring, amongst others, to achieve better outcomes for Australian businesses.

We are an Indigenous-led firm with seven current employees, two of whom identify as Aboriginal, and a focus on increasing opportunities for Aboriginal and Torres Strait Islander peoples. Our office is based in West Perth, Boorloo (Perth), and we provide services to businesses and individuals Australia-wide.

Values

Culture - creating an inclusive culture where diversity, equity, and inclusion are embedded in every aspect of our business.

Community - a commitment to giving back, supporting local initiatives, and creating a positive impact in the communities we operate in.

Knowledge - cultivating a culture that values expertise, encourages intellectual curiosity, and promotes a growth mindset.

Collaboration - fostering a collaborative environment where diverse perspectives are valued and inclusion is actively promoted.

Integrity - a commitment to honesty, transparency, and accountability in all aspects of our operations.

Pursuit:

“Our main pursuit is to create positive change in our communities, we do this by offering a wide range of services across our brands that create sustainable economic and social benefits for Indigenous and non-Indigenous peoples while fostering a culture of excellence, innovation, and inclusivity within our business.”

Vision:

“Our vision at Origin Mob is to become leaders in our communities providing professional services, delivering exceptional value and expertise to industry and government clients.”



Foreword



As a Director of Origin Business Consultants and an proud Palawa man, I am honored to introduce our Reconciliation Action Plan. This document marks a significant milestone in our organisations journey towards understanding, healing, and unity. Reconciliation is an ongoing commitment to respect, recognition, and understanding. Our plan guides all the people within our organisation towards meaningful change, embedding cultural safety and fostering partnerships with Indigenous communities. True reconciliation requires actions, not just words, grounded in truth and empathy. I invite everyone to join us on this path, challenging barriers and embracing diversity. Together, let's create a future where reconciliation is a lived reality.



Jeremy Wolf
Director
Origin Business Consultant



Working Group



RAP Champion

Chevell Browning

Indigenous Engagement Director



RAP Chair

Anthony Dyson

Director



Member

Kelly Orange-Carver

Accountant



Member

Florence Sim

Graduate Accountant

Our Partnerships / Current Activities



Our supply chain focuses heavily on procurement from Aboriginal-led businesses.

For current reconciliation activities, we promote cultural sensitivity and awareness within the business by:



Supplying cultural awareness training for all management and staff members.



Offering alternative options for Indigenous employees on days of cultural sensitivity.



Offering specialised human resources capacity for Indigenous employees for culturally significant events.



Participating in NAIDOC activities.



Participating in the Indigenous Emerging Business Forum, with the goal of sponsoring the forum in future financial years.



Donations to indigenous charities.



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.	April, 2023	Advisory Lead
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April, 2023	Accountant
	Identify First Nations businesses that we could engage in ongoing strategic partnerships	June, 2023	Indigenous Engagement Lead
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2023	Senior Accountant
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2023	Indigenous Engagement Lead
	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	Indigenous Engagement Lead
3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April, 2023	Indigenous Engagement Lead
	Communicate our commitment to reconciliation publicly to our clients and wider community	April, 2023	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April, 2023	Advisory Lead
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May, 2023	Indigenous Engagement Lead
4 Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August, 2023	Managing Director
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	October, 2023	Managing Director & Indigenous Engagement Lead

Respect

Action	Deliverable	Timeline	Responsibility
1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August, 2023	Advisory Lead
	Conduct a review of Yarning circle content delivered during cultural awareness training, including iYarn check-in templates	November, 2023	Indigenous Engagement Lead
	Continue to deliver cultural awareness training for all management and staff members	November, 2023	Indigenous Engagement Lead
	Conduct a review of cultural learning needs within our organisation.	November, 2023	Indigenous Engagement Lead
2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	September, 2023	Senior Accountant
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August, 2023	Indigenous Engagement Lead
3 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.	May, 2023	Indigenous Engagement Lead
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2023	Indigenous Engagement Lead
	RAP Working Group to participate in an external NAIDOC Week event.	2 July – 9 July, 2023	Indigenous Engagement Director

Opportunities

Action	Deliverable	Timeline	Responsibility
1	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.	April, 2023 Compliance Lead
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April, 2023 Compliance Lead
2	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.	April, 2023 Advisory Director
		Maintain Supply Nation membership.	Review February, 2024 Indigenous Engagement Director
		Continue participation in the Indigenous Emerging Business Forum	May, 2023 Advisory lead

Governance

Action	Deliverable	Timeline	Responsibility
1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	May, 2023	Indigenous Engagement Director
	Draft a Terms of Reference for the RWG.	May, 2023	Advisory Director
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May, 2023	Indigenous Engagement Director
2 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April, 2023	Indigenous Engagement Lead
	Engage senior leaders in the delivery of RAP commitments.	June, 2023	Indigenous Engagement Lead
	Maintain a senior leader to champion our RAP internally.	April, 2023	Managing Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May, 2023	Managing Director
3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	Indigenous Engagement Director
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	Indigenous Engagement Director
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Indigenous Engagement Director
4 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March, 2024	Indigenous Engagement Director




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