
nbn™

Reconciliation Action Plan

Nov 2020 – Nov 2022



An abstract painting featuring thick, expressive brushstrokes in various shades of blue and white. The strokes are layered and textured, creating a sense of depth and movement. A large, solid black circle is positioned in the center of the composition, serving as a focal point for the text.

ACKNOWLEDGEMENT OF COUNTRY

nbn acknowledges First Peoples and recognises their role as the Traditional Owners of the lands and waters across Australia. We are privileged to work across all corners of this vast country and pay our respects to all Elders past, present and emerging, especially those within **nbn**.



OUR VISION FOR RECONCILIATION

nbn's vision for reconciliation is to be deeply engaged and connected with First Peoples' cultures and aspirations for digital inclusion.

We believe we have an important role to play in driving digital capability in partnership with First Peoples and in exploring how this can help address disadvantage by enabling the social and economic benefits that access to fast broadband provides. We acknowledge that our role extends beyond connectivity and that we must also support culturally safe and appropriate use of technology, expand employment and business pathways with First Peoples, and amplify the success of community-led programs and solutions. We also believe that a key focus of reconciliation is about building our own cultural capability as an organisation. We hope to continue to foster two-way learning, formal education and experience in collaboration with First Peoples. We believe our work supports the practice of digital excellence, and can drive positive outcomes for communities by maintaining cultural connections, providing innovative health solutions and the celebration of storytelling. This document proudly builds on our previous Reconciliation Action Plans (RAP) and focusses on the areas we believe will make the biggest difference.

CEO STATEMENT



I am delighted to present NBN Co's fourth Reconciliation Action Plan.

Our ongoing commitment to reconciliation, to working with and learning from First Peoples, and to driving meaningful social change, is a fundamental priority within our purpose to lift the digital capability of Australia. It is essential that we help all Australians to access the economic and social benefits that digital connectivity unlocks.

Although we are very proud of our work to date in terms of co-designing culturally appropriate education, and the building of meaningful relationships with First Nations peak bodies and stakeholders, we know there is much more work to be done. We will continue to focus on how we might support better access to vital services such as health and education, but also the uplift in opportunities and therefore prosperity for First Peoples and their communities.

In this sense, **nbn** is an organisation that is committed to driving change, and as we do so, we are equally driven to reflect on our own learning and practices. In recent years our ongoing relationship with First Peoples' communities has helped us better understand the lands in which we operate, and allowed us to be more involved in the communities we connect.

Over the coming years we want to continue to build on this commitment as we focus on maintaining a Company culture that is inclusive, open and inviting, so that we can deliver stronger results for First Peoples' Communities. To support these aspirations, this RAP is about strengthening our focus on embedding First Peoples' governance across our RAP

implementation and broader reconciliation commitments. We are also committed to acknowledging the wealth of expertise and community networks that our own employees possess, and are looking for ways of promoting and sharing those connections across our business.

The philosophy of Liakukana*, which denotes a "ripple effect" could not be more fitting to describe the work we are doing. This philosophy is anchored in First Nations' histories and stories, but beautifully describes how much the **nbn**[™] network can positively impact on individuals, their families and communities, as well as the world around them.

This idea underpins the commitments in this RAP and the approach we will take to deliver them. We will build on our learnings from our previous RAPs to bring bold, new ideas to the forefront. Most importantly, we will continue to listen, learn and grow, so that our "ripple effect" can do the same.

A handwritten signature in black ink that reads "Stephen Rue". The signature is fluid and cursive, written in a professional style.

Stephen Rue
Chief Executive Officer
nbn

* The concept of Liakukana is an important one for **nbn** as it reflects the "ripple effect" of digital connectivity, creativity and capability. The name Liakukana or "waterfall," was generously gifted to **nbn** and is from the Paredareme language from a region of Tasmania. Importantly, Tasmania was the first place the **nbn**[™] network was rolled out in Australia, making it the start of our national ripple effect.

CEO OF RECONCILIATION AUSTRALIA



Reconciliation Australia commends **nbn** on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. **nbn** continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that **nbn** will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to **nbn** using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of employees and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for **nbn** to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering employees to contribute to this process, **nbn** will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of **nbn**'s future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations **nbn** on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

A blue ink handwritten signature, appearing to read 'Karen Mundine', written in a cursive style.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



SPONSOR STATEMENT



I am honoured to be the Executive Sponsor of our Reconciliation Action Plan. **nbn** has come a long way in our reconciliation journey, and I would like to acknowledge the leadership and dedication of teams across **nbn** in delivering impactful change and outcomes for our First Peoples.

The great successes achieved thus far stand us in good stead to drive **nbn**'s vision of deepening our relationships with First Peoples, connecting and creating opportunity and guiding positive outcomes by lifting the digital capability and unlocking the social and economic benefits of the **nbn**TM network for First Peoples.

I find it extremely gratifying to note that RAP IV was co-developed with employees and stakeholders from multiple areas across **nbn**. Many of the initiatives outlined in the RAP have come from the ground up and are informed by the aspirations and expertise of the **nbn**TM community, reflecting our collective passion and commitment to reconciliation.

We have an ever-increasing role to play in ensuring that First Peoples access and realise the benefits of connecting to the **nbn**TM network.

The social and economic impacts of COVID-19 have underlined the importance of digital access to critical services such as telehealth and online learning. During the unprecedented circumstances of the pandemic, **nbn** responded rapidly. We deployed community Wi-Fi solutions in several communities to ensure First Peoples were connected to the outside world, and had access to critical online learning programs specifically targeted at young people. Our partnerships in the health sector

saw us connecting several health clinics in the Laynhapuy Aboriginal Homelands, enabling the reliable connectivity and support required for telehealth services. We were also able to work with the Queensland Police in deploying emergency communication services at several vehicle checkpoints, supporting the safety of communities placed in lockdown.

Solutions deployed during these difficult times have enabled us to showcase the social and economic benefits that the **nbn**TM network can unlock, resulting in an increased understanding and adoption of **nbn**TM services in these communities. RAP IV will build on this experience while also continuing to focus on connecting First Peoples' communities safely. Most importantly, it will help increase digital capability through culturally-led cyber safety awareness, education and exploring relevant product development opportunities in partnership with First Peoples.

This RAP also has a stronger emphasis in expanding **nbn**'s community partnerships to improve our procurement and employment strategies targeted at First Peoples. Consistent with our theme of connecting and creating opportunities for First Peoples, we will have a clear focus on developing partnerships and opportunities to support women and girls in STEM (science, technology, engineering and maths) as well as entrepreneurs.

RAP IV will also see us strengthen our commitment to raising internal awareness through a regular storytelling framework, including the "Liakukana Series", as well as exploring partnerships with First Peoples media. We want to make sure that while we are

acknowledging and addressing inequities, we will also highlight the stories of digital inclusiveness and excellence that many of us are privileged to see first-hand.

Every organisation has its challenges and we are no exception. At **nbn** we have always viewed challenges as an opportunity for continuous learning; a thread that is woven throughout this RAP and its philosophy. We have attempted to reflect on what we can do better and use our learnings as a guidepost to channel our passion and energy toward areas that will have the most impact.

I am also delighted that we have appointed Che Cockatoo-Collins as our Indigenous Affairs manager. His appointment will enable us to strengthen our community relationships and ensure that we develop and execute a well-formed Indigenous segment strategy which will assist in growing digital independence for First Peoples and help unlock social and economic benefits. Che will work closely with our Liakukana ambassador, Mark Ella, in driving our reconciliation activities and celebrating our successes.

It is my hope, that together we continue to learn and approach our RAP IV goals with renewed vigour and focus, bringing **nbn**'s reconciliation vision to life.

Thank you,

Gavin Williams

Chief Development Officer and
First Peoples Pillar Executive Sponsor
nbn





OUR BUSINESS

nbn was established in 2009 to design, build and operate Australia's wholesale broadband access network.

Our purpose is to lift the digital capability of Australia. To date, through our RAPs and our relationships with First Peoples' communities, this has been explored through culturally appropriate cyber safety education, the establishment of significant partnerships and relationships to further employment and procurement outcomes, and the use of digital technology to share stories with our employees and stakeholders.

Our First Peoples workforce is a strong and passionate one. At the time of writing this RAP, we have a network of over 200 First Peoples across our business, suppliers and Delivery Partners. Through our RAP commitments and broader business practices, we are committed to both better supporting and growing this workforce. We are also focused on building our own cultural capability and furthering our learning through partnerships, relationships, community engagement, storytelling opportunities and more.

Our reach and focus is truly national. We employ more than 5,500 people and have offices in over 33 locations. We work in a diverse range of communities including regional and remote communities. At the time of writing this RAP, the number of employees who identify as First Peoples is twenty-five (25).

Through our partnerships and stakeholder networks, we aim to bring a positive influence and generate impact across a range of communities and stakeholder groups. Our network of friends and partners includes Supply Nation, Aboriginal Employment Strategy, the Johnathan Thurston Academy and a range of First Peoples' communities across Australia.



OUR RAP

We are proud to be delivering our fourth Reconciliation Action Plan. For us, these plans are part of a continuous journey of learning and contribution to the broader reconciliation agenda. Importantly, they also facilitate our own growth and cultural capability as an organisation and as individuals.

Our motivation for both starting and continuing our RAP journey is underpinned by our deep commitment to fostering and promoting reconciliation and our desire to be a partner in driving change. It has also been motivated by our own commitment to learning. We live and work on the lands of First Peoples and feel a responsibility to build our own awareness and capability as an organisation and as a community.

We see delivery of our RAP commitments as something that is embedded in all areas of our organisation, as well as across our networks. We view this as a collective commitment that is the responsibility of each and every one of our employees, Delivery Partners and other partners. In leading this, we are privileged to be guided by a range of internal champions through our RAP governance structures.

Our executive sponsor, Gavin Williams, Chief Development Officer, Regional Development and Engagement, is our lead ambassador both internally and externally. This is a significant move for our organisation. It means that our RAP leadership is now uniquely placed in a business unit that is responsive and reflective of the unique needs of regional and remote Australia. This business area's focus also includes an expanded community and stakeholder engagement capability to ensure that customer and community expectations are understood and met. Supporting this function is our new Indigenous Affairs Manager position, which sits within our Regional Development and Engagement Team and has recently been filled by Indigenous leader, Che Cockatoo-Collins.

Many of our Executive Committee, including our CEO, also have commitments under this RAP, appropriate to their responsibilities.

Importantly, we have also broadened our governance team to further embed leaders from First Peoples' communities in the RAP. This is through both the creation of the abovementioned Indigenous Affairs Manager role in our Regional Development and Engagement Team and through the appointment of a Liakukana Ambassador in well-known Indigenous leader, Mark Ella. We also acknowledge our First Peoples workforce as leaders within our business, who help to drive change both within and outside of the business and who are incredibly generous with their time, knowledge and support.

Our RAP Implementation Team (RIT) also provides important structure for and delivery on our key commitments and aspirations. The Liakukana ambassador provides cultural guidance, support and engagement for our organisation and through this work, supports and guides our RAP implementation and the employees who lead it.

First Peoples governance is a key principle that underpins our RAP philosophy. Members of our First Peoples employees network are represented on our RIT and through the course of this RAP, we remain committed to exploring ways to involve, invite and engage more members of this group. As outlined further in this RAP, we also hope to explore opportunities to invite and involve local Traditional Owners and/or community members, key First Peoples partner organisations and other stakeholders to participate in, or support the RIT.

Our RIT representatives are listed in a table at the end of this document and represent broad expertise and knowledge from across the business.

As with any reconciliation journey, there have been some significant achievements that we are particularly proud of, as well as some key learnings that have helped us to reflect and, in some instances, reshape where we want to go as a business.

As part of this RAP, we have also committed to reviewing and exploring how our RIT can develop stronger cultural leadership and support from our Liakukana Ambassador, First Peoples employees and local communities and partners. We are committed to exploring how the functioning of our RIT can better draw on the expertise and friendship of our partners and stakeholders, and be more accessible and open to our broader workforce.

We are as focussed on the support and mechanisms that ensure the RIT functions effectively and has appropriate reach, as much as we are focussed on the makeup of the RIT itself. In keeping with our Liakukana philosophy of the “ripple effect,” we see this as an anchor within our business that touches all aspects of what we do. Therefore, we have decided to take a unique approach to our RAP governance which now sees a member of our executive team and RIT member, both being identified as responsible for delivery of RAP commitments. This approach is aimed at fostering stronger relationships between our senior leadership and the work of the RIT, and presents an opportunity for our RIT members to benefit from informal mentoring from business leaders. Additionally, this governance framework helps to affirm that delivery of our RAP is a shared responsibility, with all levels of the business playing a significant role in driving delivery.

We continually learn from, work with and draw on the expertise of our partners and stakeholders. This happens in the first instance formally, through the relevant organisations that we have working partnerships and memberships with. It also happens on the ground, at the community level, where our employees are living, working and delivering in diverse parts of Australia.

As with any reconciliation journey, there have been some significant achievements that we are particularly proud of, as well as some key learnings that have helped us to reflect on and, in some instances, reshape where we want to go as a business.

We launched our very first RAP in 2013, which was a significant step for our business. We committed to starting our reconciliation journey, to build the right internal infrastructure, to focus on learning opportunities and to embed important rituals in our organisation that demonstrated growth and respect.

Three years later, in 2016, we launched our second RAP which saw us look to how we could better embed the values of reconciliation within our business. A key focus of this RAP was to ensure that Australia's First Peoples had opportunities to participate in the rollout and potential benefits of the **nbn**[™] network.

Our third RAP, introduced in October 2018, saw us build on our previous RAPs by bringing a stronger focus to community engagement, building and encouraging more collaborative ways of working, increasing employment and procurement opportunities and lifting the digital capability of all Australians.

Throughout the life and development of our previous RAPs, we have achieved some incredible things together. A few of our highlights from our journey so far have included:

- Implementing Indigenous Cultural Heritage procedures in the design and build of our network to protect places and sites of cultural significance
- Ensuring our Delivery Partners have a strategy for supporting, monitoring and tracking First Peoples' participation and supplier spend across all work streams
- Establishing meaningful relationships with organisations and communities that represent First Peoples such as Supply Nation, Career Trackers, the Anangu Pitjantjatjara

Yankunytjatjara (APY) Lands Council and many others

- Launching the "Liakukana" community, to bring together our First Peoples representatives and other members, who are helping to deliver on our RAP commitments. The spirit of Liakukana also helps to articulate our vision for Reconciliation across our business and beyond
- Delivering Cyber Safety awareness in the Northern Territory and South Australia in partnership with local stakeholders and with a focus on ensuring culturally appropriate education.

In our RAP IV we hope to maintain our focus on what we are building through our Reconciliation journey. We want to prioritise a number of key themes that will underpin and support delivery across our whole RAP. Some of these themes include: connecting First Peoples' communities safely, increasing digital ability through culturally led cyber safety awareness and education and exploring relevant product development opportunities, in partnership with First Peoples' communities.

Additionally, a number of key learnings have helped to shape our thinking and focus moving forward. In developing this RAP, we took a consultative approach and ran workshops with a broad range of employees and stakeholders over many weeks. This was so we could collectively reflect on key learnings and insights and how they may shape our thinking, as well as inspire creative thinking on what could be possible and what we are passionate about. Importantly, we engaged with our First Peoples employees through a dedicated workshop and also sought the advice and leadership of our Liakukana Ambassador.

As part of this process, we followed up with more detailed workshops with business leaders and key experts, to talk through how the suggestions and ideas could best be reflected in our RAP commitments.

To support our own growth and learning, our process for this RAP also involved doing a scan across the landscape, to learn more about what other organisations were doing through their RAPs, what the opportunities were and also where the key areas of need could be. We reviewed Innovate and Stretch RAPs, to help guide us in how we could set ourselves up for growth and stronger commitments in our future RAPs.

In talking to our **nbn**TM communities and reflecting on our previous RAPs, the key lessons and insights that have shaped this RAP include acknowledgement of the following:



Some of our other passion points include supporting First Peoples women and girls in STEM and supporting First Peoples businesses and entrepreneurs in regional and remote Australia.



Celebrating our stories is critically important

By working directly with First Peoples and communities, we have seen and have been part of many stories of excellence and success. This has put us in a unique position to amplify and celebrate these stories both internally and externally. Being a part of these stories also helps us energise and educate our employees about the importance of our RAP and demonstrate practical learnings from working with First Peoples' communities. Through this RAP, we want to increase our focus on embedding storytelling in our own practice, as well as form relationships that help us showcase First Peoples excellence to the wider community.

Being focussed and strategic can be most impactful

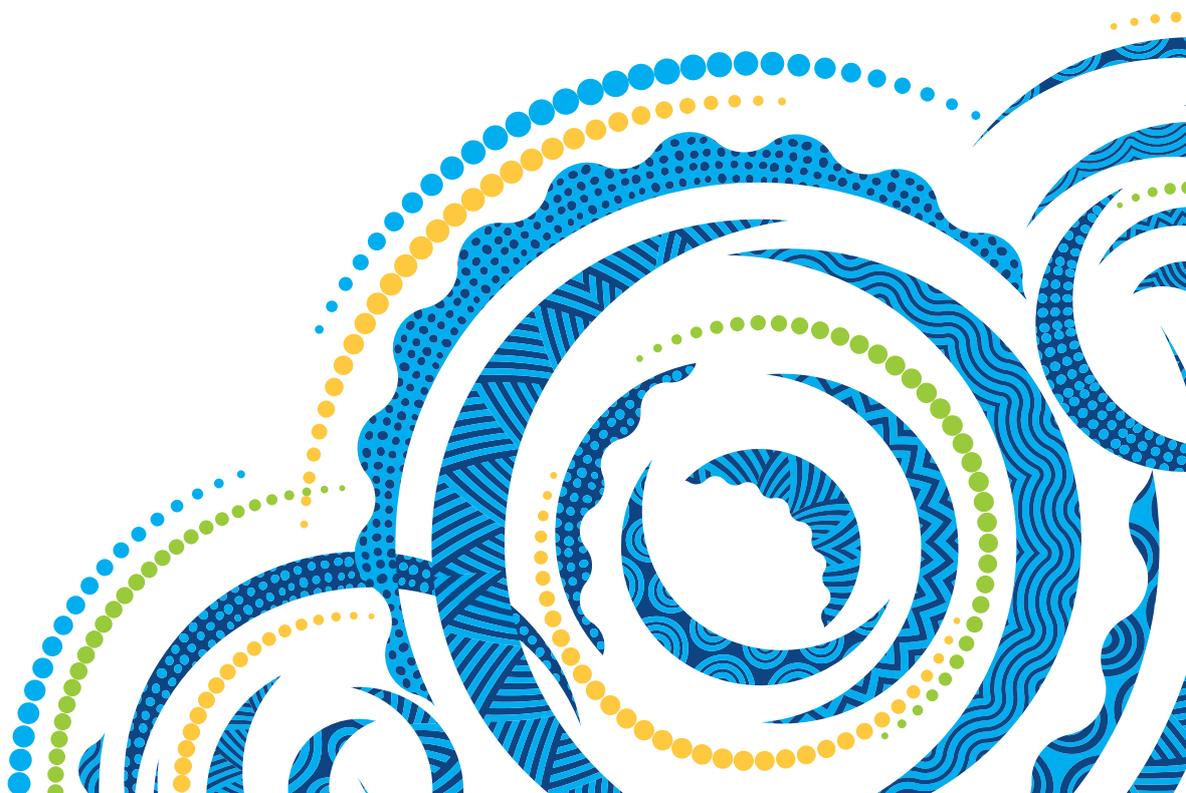
Having been on our own journey of learning, we now better understand what our strengths are, what we are passionate about and which areas may benefit most from our support and partnership. We have learned that taking a more strategic and focussed view of where we want to direct our efforts and commitments can result in stronger outcomes over the medium-long term and also facilitate more meaningful relationships. Delivering more focussed and coordinated activity also supports targeted and deeper monitoring and evaluation. One of our key areas of passion is in delivering culturally appropriate cyber safety education, which links directly to our purpose of lifting the digital capability of Australia. We also know this is a community priority because community leaders and Elders have raised this with us directly. Some of our other passion points include supporting First Peoples women and girls in STEM and supporting First Peoples businesses and entrepreneurs in regional and remote Australia.

Monitoring and evaluation should underpin our decision making

We have learnt that investment in monitoring and evaluation is critical. It supports our own learning in knowing what works and helps us demonstrate genuine social impact. It also results in insights that can be shared across our sector and with communities. Our organisation has taken a very deliberate decision to use our RAP to drive meaningful social change. For us, this is not a “tick the box” exercise but something we hope will have lasting and positive impacts. Focussed monitoring and evaluation efforts will not only help to keep us on track and make sure our efforts are being directed to where they are needed most, but the learnings we gain through this will also help to guide and shape our future RAPs and broader commitments in First Peoples’ affairs.

Embedding leadership from First Peoples in our business will drive better outcomes

We know that when we work together and in genuine partnership with First Peoples, the outcomes are stronger and better. To help guide our growth through this RAP, we want to make sure that leadership from First Peoples is strongly embedded in our governance structures. The appointment of our Liakukana Ambassador in Mark Ella is a significant one. The cultural leadership this role will provide will be invaluable, but through this work, we can also better connect with our communities and partners. Our commitment to review our RIT structure and our focus on sharing more stories, will specifically involve acknowledging, respecting and embedding leadership from First Peoples across our business.





CASE STUDY

Providing industry experience and creating career pathways: Our CareerTrackers story

nbn has been an employment partner of CareerTrackers since 2019 and we have been privileged to work with a number of First Peoples students from Brisbane, Melbourne and Sydney.

The CareerTrackers program is one that closely aligns with our values and aspirations to create opportunities and guide positive outcomes with First Peoples.

The program aims to create genuine pathways and support systems for young Indigenous people to attend and graduate from university with industry experience. We are very proud of our partnership with this program, as it not only provides practical opportunities for First Peoples students to gain sector specific experience, it also provides a great opportunity for **nbn** to connect with and learn from First Peoples and their communities. The CareerTrackers program has also achieved some incredible results since its inception in 2010, and with the help of employment partners like **nbn**, it has contributed to a 20 per cent reduction in the dropout rate of First Peoples university students.

When speaking to some of our CareerTracker interns, we heard that many of them were drawn to what they described as a goal “to provide for the people of Australia”. There is strong acknowledgement that digital connectivity is critical for many First Peoples’ communities and the opportunity to be a part of **nbn** in delivering this capability is meaningful to our interns. Many of the interns also had strong aspirations for their future, which included exploring career pathways in other industries and working overseas. **nbn** is proud to have provided our interns with the opportunity to develop and broaden the skills and work experience required to support their aspirations.

We believe the success of our role as a partner is driven by a commitment to ensuring interns can engage in meaningful work and have access to the expertise that exists within our talent pool. We create opportunities for career pathway interviews between students and business leaders to provide detailed overviews of our work and relationships and to better support the career goals of participating students.

One of the most valuable things we can contribute is to offer the experience of genuine teamwork and a strong and supportive workplace culture. The students who work with us truly become very much a part of our team and we are privileged to learn from them, as much as they learn from us.

“The best part about working at **nbn** is the people. The team I have been placed with has a range of different backgrounds and experiences to draw from. They all exemplify **nbn**’s value of working as one team. They have been super supportive of my learning and have helped me to understand the complexity of the systems that they are working with, while also giving me meaningful work and making me feel a part of the team.” Dane Mortimer, CareerTrackers Intern.

Through this current and future RAPs, we hope to explore how to further build on our partnership by exploring ways to support CareerTrackers and students, outside of the formal program period. We are also looking to extend our reach beyond the metropolitan centres to engage more with students from regional and remote areas.

CASE STUDY

The Power of Connection

During the COVID-19 pandemic, many remote First Peoples' communities went into "lockdown." nbn was able to draw on its flexible and collaborative ways of working and strong stakeholder relationships to deliver critical digital solutions.

For many First Peoples in remote Australia, travelling to visit family and friends and access to banking and other services is a part of everyday life. When many communities went into lockdown in early 2020 to avoid the risks associated with COVID-19, the existing communications infrastructure was not sufficient to support communities in the way they needed. Many people were left with unreliable mobile coverage or intermittent internet connections.

Based on our strong relationships with First Peoples' communities, several Aboriginal Elders reached out to **nbn**, to discuss possible solutions to enable digital connectivity and prevent First Peoples communities from becoming isolated.

Through significant collaboration with **nbn** and the impacted communities, **nbn** was able to enable the first community-based hybrid Wi-Fi/Sky Muster™ satellite solution at two First Peoples townships at Lakeland and Laura in Far North Queensland. Pioneered as a test product and successfully used during the 2019 bushfire crisis, this technology promises to be a game-changer for several communities across the nation. As of September 2020, **nbn** is proud to have deployed this solution to 28 communities.

"The communities in regional and remote Australia were going into complete isolation and faced long period of uncertainty. **nbn**, as an essential wholesale broadband provider, was very quick to react and I'm very proud of the partnerships we were able to draw on, to stand up a solution and allow a level of social connectedness for the communities in these trying times." Sharda Symons, **nbn** General Manager, Partners and Performance.

This innovative solution provides communities with a minimum six months internet connection, accessible from their local Community Centre, using a Wi-Fi capable device such as a smartphone, tablet, laptop or computer. Importantly, it also creates a critical channel for state health authorities and law enforcement

to get vital COVID-19 and other public health information out across regional and remote Australia.

"I joined **nbn** during COVID-19, when the response was well underway. I was surprised at how quickly we were able to connect communities in need across four states, enabling them to stay connected. This was an amazing example of contributing to our common goal of lifting digital connectivity and capability." Che Cockatoo-Collins, **nbn** Indigenous Affairs manager.

In addition to staying connected to essential services and advice, supporting the educational, social and emotional wellbeing outcomes for young people was also top of mind.

nbn was able to deploy the community Wi-Fi solution to First Peoples' communities in Kowanyama, Yarrabah and Thursday Island, to ensure that young inhabitants there could continue to engage with programs from **nbn**'s partner, the Johnathan Thurston Academy (JT Academy).

"That touchpoint to the outside world is just invaluable, but especially for children. It gives them a sense of connection beyond those four walls and allows them to continue their education, which we all know is very important." Natalie Bull, **nbn** Executive Manager, Fixed Wireless & Satellite Connections.

Based on the momentum of these outcomes, a new program "Songlines" – named by **nbn**'s Indigenous Affairs Manager – has been established to safely connect even more First Peoples' communities.

These innovative examples show just how valuable our community partnerships are in identifying local issues and responding to them in collaborative and creative ways.

RELATIONSHIPS

Strong relationships and partnerships with First Peoples are essential to every aspect of our business. We believe it not only improves the delivery of our initiatives, but also strengthens our growth as an organisation. It is through genuine partnership that we believe we can co-create meaningful social change, tell our stories and highlight the excellence that exists in our communities. It is also critical to our ability to lift the digital capability of Australia.

Action: Establish and maintain mutually beneficial relationships with First Peoples stakeholders and organisations.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Engage local communities near nbn head offices and invite them to attend events and celebrations delivered by nbn and discuss other ways of potentially working together.	June 2021	Gavin Williams	Sharda Symons
Engage the Liakukana ambassador and First Peoples employees in the development of the guiding principles.	June 2021	Gavin Williams	Sharda Symons
Build guiding principles into all sub Contractor agreements to ensure they are accessible/provided to all employees, Delivery Partners and other stakeholders.	June 2022	Gavin Williams	Sharda Symons
Develop and implement Guiding principles and Engagement plan to work with First Peoples stakeholders and organisations:	December 2020	Gavin Williams	Sam Dimarco
<ul style="list-style-type: none"> • Work closely with communities to determine localised engagement plans (where needed) 	June 2021		
<ul style="list-style-type: none"> • Develop a robust database of key stakeholders and contacts in the space which can be shared across teams 	December 2021		



Action: Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2021, 2022	Gavin Williams	Sharda Symons
RAP Implementation Team members to participate in one or more external NRW event.	27 May - 3 June, 2021, 2022	Gavin Williams	Sharda Symons
Explore opportunities to use digital technologies to host or link in with virtual events.	27 May - 3 June, 2021, 2022	Gavin Williams	Sharda Symons
Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2021, 2022	Gavin Williams	Sharda Symons
Provide opportunities for employees to share and reflect on their learnings from NRW:	27 May - 3 June, 2021, 2022	Gavin Williams	Sharda Symons
<ul style="list-style-type: none"> Invite employees to participate in or provide an internal video story or written post 	May 2021, 2022		
<ul style="list-style-type: none"> Provide an opportunity for all nbn employees to attend a learning circle which will be hosted by the Liakukana Ambassador 	June 2021, 2022		
<ul style="list-style-type: none"> Provide an opportunity for all nbn employees to participate in an open RIT meeting, part of which will be focussed on reflecting on learnings from NRW 	June 2021, 2022		
Organise at least two internal NRW events each year:	27 May - 3 June, 2021, 2022	Gavin Williams	Sharda Symons
<ul style="list-style-type: none"> Host a Liakukana series session to focus on NRW. The Liakukana series is an internal learning and storytelling series, which discusses key issues related to the RAP and Indigenous Affairs and may involve key stakeholders and community members. 			
Register all our NRW events on Reconciliation Australia's NRW website.	27 May - 3 June, 2021, 2022	Gavin Williams	Sharda Symons

RELATIONSHIPS

Action: Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
<p>Implement strategies to engage our employees in reconciliation:</p> <ul style="list-style-type: none"> Promote opportunities to join or support the work of the RIT through internal communication channels Provide opportunities for employees to meet and hear from the Liakukana ambassador, RAP sponsor or CEO on the topic of reconciliation, which may include the promotion of internal videos, stories and at the Liakukana series 	Annually, October, 2021, 2022	Felicity Ross	Alon Isaacs
<p>Develop a skills/interest map of nbn business units to identify where peer to peer learning on relevant issues related to RAP commitments, between teams can occur. The purpose of this learning is to encourage stronger First Peoples recruitment and procurement activity across all business units.</p>	November 2021	Sally Kincaid	Justine Knight
<p>Employees deliver internal training sessions to other employees on issues of Procurement, Engagement or other relevant issues.</p>	March 2021, 2022	Sally Kincaid	Justine Knight
<p>Communicate our commitment to reconciliation publicly:</p> <ul style="list-style-type: none"> Publish our RAP on our website and make it accessible to our employees and stakeholders 	Annually, October, 2021, 2022	Felicity Ross	Alon Isaacs
<p>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes:</p> <ul style="list-style-type: none"> Invite external stakeholders to at least one RIT meeting per year and include them in internal events known as the Liakukana series. These external stakeholders will include partner organisations, First Nations media partners and/or local community members 	June 2021	Gavin Williams	Sam Dimarco
<ul style="list-style-type: none"> Support opportunities with external stakeholders (e.g. Local Government) and where possible Delivery Partners, to expand First Peoples involvement in the node artwork project. This project is an nbn initiative that works with local communities to “wrap” community artwork around the nbn™ node cabinets 	November 2021, 2022	Kathrine Dyer	Janine Stablum
<p>Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation:</p> <ul style="list-style-type: none"> Approach two organisations (from two different sectors) for informal mentoring and learning exchange Identify at least one project to work on/support, in partnership with like-minded organisation 	<p>March and October 2021, 2022</p> <p>October 2021</p> <p>March 2022</p>	Gavin Williams	Sam Dimarco



Action: Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2021, 2022	Sally Kincaid	Justine Knight
Continue to implement and communicate an anti-discrimination policy position for our organisation.	October 2021	Sally Kincaid	Justine Knight
Review and update the policy position annually.	December 2021, 2022	Sally Kincaid	Justine Knight
Identify ways to promote the importance of this policy position: <ul style="list-style-type: none"> • Speak to this formally at one Liakukana series session • Promote the policy through one internal video • Where relevant, include a link to the policy in external media or articles • Include the policy in an e-learning module on the Code of Conduct for new and existing employees 	October 2021	Sally Kincaid	Justine Knight
Engage with First Peoples employees and/or advisors to consult on our anti-discrimination policy, captured within nbn 's Code of Conduct, a mandatory annual online module.	Targeted, ongoing engagement to be delivered August 2021	Sally Kincaid	Justine Knight
Educate senior leaders on the effects of racism: <ul style="list-style-type: none"> • Include specific learning modules or case studies as part of the Cultural Learning experience for senior leaders 	Annually - July, 2021, 2022	Sally Kincaid	Justine Knight

Action: Promote appropriate and safe use of digital technology.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Develop partnerships with two Aboriginal and/or Torres Strait Islander communities to co-develop or support delivery of culturally appropriate cyber safety education to local Aboriginal and/or Torres Strait Islander communities.	September 2022	Gavin Williams	Sam Dimarco
Provide technical support to facilitate delivery of this education in partnership with the two local communities.	September 2022	Gavin Williams	Sam Dimarco

RESPECT

Our reconciliation commitments are part of the fabric of who we are. We live and work on the lands of First Peoples and hold responsibilities to protect those lands and their significant sites. We also have an obligation to listen and learn. We grow from hearing stories and by showing respect through our words, actions and symbols. It supports our cultural capability and safety but also enriches what we can contribute through our work.

Action: Increase understanding, value and recognition of First Peoples' cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Conduct an annual review of cultural learning needs within our organisation.	March 2021	Sally Kincaid	Karina Murphy
Consult local Traditional Owners and/or advisors and education providers, on the development and implementation of a cultural learning strategy.	April 2021	Sally Kincaid	Karina Murphy
Discuss the role of Traditional Owners and/or First Peoples community members in supporting this:	April 2021	Gavin Williams	Sharda Symons
<ul style="list-style-type: none"> • Invite Traditional Owner/First Peoples community members to be part of a "Liakukana series" session 	November 2021		
<ul style="list-style-type: none"> • Invite Traditional Owners/First Peoples community members to attend a RIT meeting 	27 May - 3 June, 2021, 2022		
<ul style="list-style-type: none"> • Invite Traditional Owners/First Peoples community members to attend and/or participate in National Reconciliation and NAIDOC Week events 	July 2021, 2022		
All ExCo members to participate in Cultural Learning session which is delivered in addition to the online training. This will ideally be delivered face to face but digital options will be explored as needed, in a Covid-19 environment.	November, 2021, 2022	Stephen Rue	Sharda Symons
Implement, review and update the cultural learning strategy for employees and review it annually.	July 2021, 2022	Sally Kincaid	Karina Murphy
Ensure that a module on the RAP and nbn's First Peoples commitments is embedded in employee induction activity.	December 2020	Sally Kincaid	Karina Murphy
Provide opportunities for RAP Implementation Team members, HR managers and other key leadership employees to participate in formal and structured cultural learning.	June 2022	Sally Kincaid	Karina Murphy
Increase internal communication efforts in promoting and encouraging employees participation in online learning module 2 RAP Continuing the Journey by 10% on current levels.	Annually, October, 2021, 2022	Felicity Ross	Alon Isaacs



Action: Demonstrate respect to our First Peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Build on employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2021	Gavin Williams	Sharda Symons
Ensure continuous implementation and promotion of the cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country:	Jan, April, Sept, Dec, 2021, 2022	Gavin Williams	Sharda Symons
<ul style="list-style-type: none"> Promote awareness of this at every Liakukana series session 	Jan, April, Sept, Dec, 2021, 2022		
<ul style="list-style-type: none"> Display Acknowledgement of Country text on a card or board in each major meeting room in nbn offices 	June 2021, 2022		
<ul style="list-style-type: none"> Ensure that the importance of Welcome and Acknowledgement of Country is embedded in any induction training 	June 2021, 2022		
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate and significant events each year, including Roadshows and Town Halls.	July 2021, 2022	Gavin Williams	Sharda Symons
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings, as defined by the protocol.	May, July 2021, 2022 (and whenever appropriate throughout the year)	Gavin Williams	Sharda Symons

RESPECT

Action: Build respect for First Peoples’ cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
RAP Implementation Team to participate in one or more external NAIDOC Week event.	First week in July, 2021, 2022 (*November 2020)	Gavin Williams	Sharda Symons
Reinforce HR policies and procedures to remove barriers to employees participating in NAIDOC Week and communicate this regularly and openly.	Annually, March 2021, 2022	Sally Kincaid	Gudrun Elms
Promote and encourage participation in external NAIDOC events to all employees.	First week in July, 2021, 2022 (* November 2020)	Gavin Williams	Sharda Symons

Action: Build respect and understanding through structured, story-based learning.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Deliver an internal learning series called “the Liakukana series” which is delivered at least four times a year: <ul style="list-style-type: none"> • Ensure each session is hosted by a senior business leader and/or Liakukana ambassador • Ensures at least one panel be dedicated to promote the importance of First Peoples Procurement/Supplier Diversity and First Peoples Employment • Invite all employees and external stakeholders and guests 	Quarterly (March, June, September, December) 2020, 2022	Gavin Williams	Sharda Symons



Action: Recognise and respect First Peoples' cultural heritage.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Maintain operationally integrated Indigenous Cultural Heritage Management Framework including policies and appropriate supporting document, as they relate to land access for the purpose of building, operating and maintaining the network:	October 2021, 2022	Kathrine Dyer	Janine Stablum
<ul style="list-style-type: none"> Review compliance with Framework, including policies and supporting procedures at least once a year and share lessons learned with relevant stakeholders 	August 2022	Kathrine Dyer	Janine Stablum
Capture within an appropriate nbn ™ system, Traditional Owner groups and Land Councils (where data is available) to better inform nbn and Delivery Partners, facilitating better engagement outcomes.	September 2022	Kathrine Dyer	Janine Stablum

Action: Promote positive stories of First Peoples excellence, the work of **nbn** and community led initiatives.

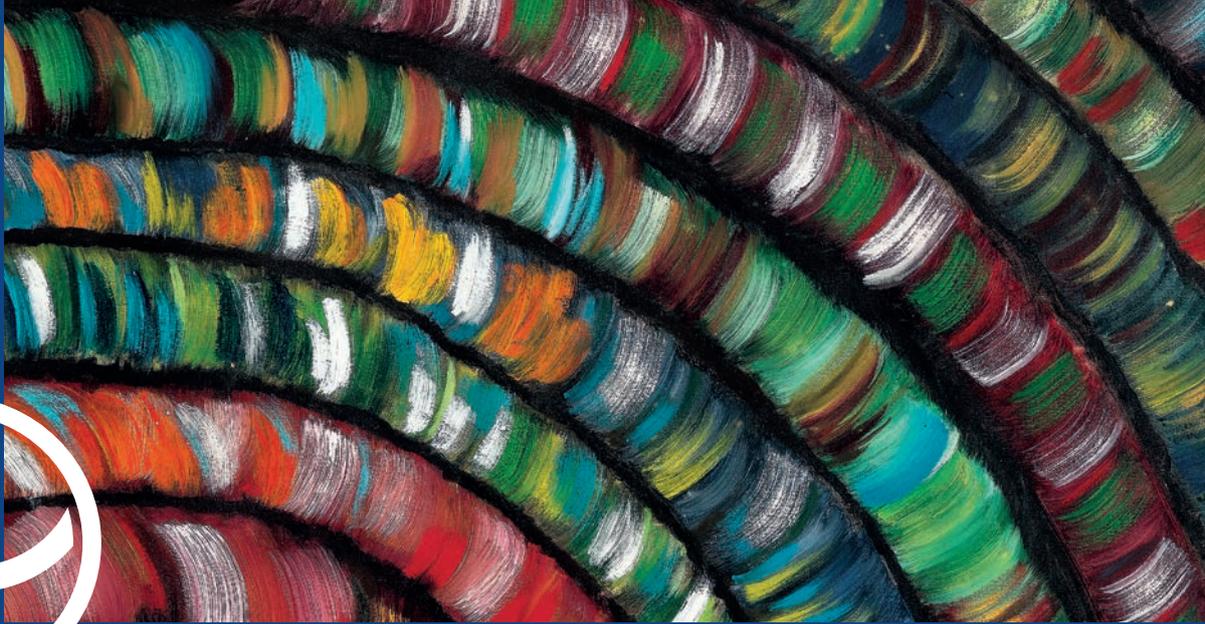
Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Explore at least one formalised storytelling relationship with a First Peoples media outlet.	July 2021	Felicity Ross	Alon Isaacs
Review communications policies to ensure that First Peoples media are included in distribution lists.	July 2021	Felicity Ross	Alon Isaacs
Review internal and external stories to determine whether there are any appropriate links/mentions of the RAP, if so, include agreed, standard text on the nbn ™ RAP and concept of Liakukana and a link to where the RAP can be viewed.	Monthly 2021, 2022	Felicity Ross	Alon Isaacs
Inform key partners, stakeholders and communities of nbn 's commitment to identifying and sharing First Nations stories and provide information as to how these stakeholders can suggest story ideas to nbn .	July 2021, 2022	Felicity Ross	Alon Isaacs
Explore opportunities to share stories through social media (e.g. through the Liakukana Ambassador guest hosting social channels).	January, April, August, December, 2021, 2022	Felicity Ross	Alon Isaacs
Explore opportunities to share stories through social media (e.g. through the Liakukana Ambassador guest hosting social channels).	December 2021, 2022	Felicity Ross	Alon Isaacs

OPPORTUNITIES

We install, maintain and operate one of the nation’s largest infrastructure networks. Our reach and focus is truly national and with that, comes opportunities to support increasing First Peoples employment and procurement opportunities. Importantly though, we don’t just measure our success in numbers and also aim to focus on the richness and meaning of that support, so that our relationships with First Peoples employees and businesses are deeper than just a contract. We see opportunity to show leadership in increasing capability, support and career pathways that extend beyond our business.

Action: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Engage with First Peoples employees to consult on our recruitment strategy.	March, August 2021, 2022	Sally Kincaid	Justine Knight
Engage with relevant partners and stakeholders to inform recruitment strategy.	March, August 2021, 2022	Sally Kincaid	Justine Knight
Develop and implement a recruitment, retention and professional development strategy for First Peoples:	December 2020	Sally Kincaid	Justine Knight
<ul style="list-style-type: none"> • Deliver an annual review of this strategy 	March 2022		
Advertise job vacancies to effectively reach First Peoples and stakeholders. Reviewed annually:	June 2021, 2022	Sally Kincaid	Justine Knight
<ul style="list-style-type: none"> • Distribute ads to First Peoples media and the AES • Promote employment opportunities to First Peoples and other employees for distribution through their networks 			
Review HR and recruitment procedures and policies to remove barriers to First Peoples’ participation in our workplace.	June 2021, 2022	Sally Kincaid	Justine Knight
Increase the percentage of First Peoples in our workforce by 5% on current levels.	February 2021 - 22	Sally Kincaid	Justine Knight



Action: Increase supplier diversity to support improved economic and social outcomes for First Peoples.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Continue to implement and build on the First Peoples procurement strategy which is part of our broader First Peoples policy.	February 2021, 2022	Phillip Knox	Mel Anders
Maintain Supply Nation membership throughout the duration of this RAP:	February 2021	Phillip Knox	Mel Anders
<ul style="list-style-type: none"> • Invite Supply Nation spokespeople to speak at internal events 	February 2021		
<ul style="list-style-type: none"> • Attend at least one Supply Nation sponsored event annually 	May 2021, 2022		
<ul style="list-style-type: none"> • Promote opportunities to connect with Supply Nation to Delivery Partners 	October 2021, 2022		
Develop and communicate opportunities for procurement of goods and services from First Peoples businesses to employees:	March, August 2021, 2022	Phillip Knox	Mel Anders
<ul style="list-style-type: none"> • Promote the importance of First Peoples procurement at a Liakukana series session 			
Review and update procurement practices and continue ensuring there are no barriers to procuring goods and services from First Peoples businesses.	February 2021, 2022	Phillip Knox	Mel Anders
Develop commercial relationships with First Peoples businesses:	June 2021	Phillip Knox	Mel Anders
<ul style="list-style-type: none"> • Support Delivery Partners and suppliers to develop their First Peoples supply chains 			
<ul style="list-style-type: none"> • Explore how nbn could support at least one initiative/ program that supports First Peoples entrepreneurs 	August 2022		

OPPORTUNITIES

Action: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander retention and professional development.

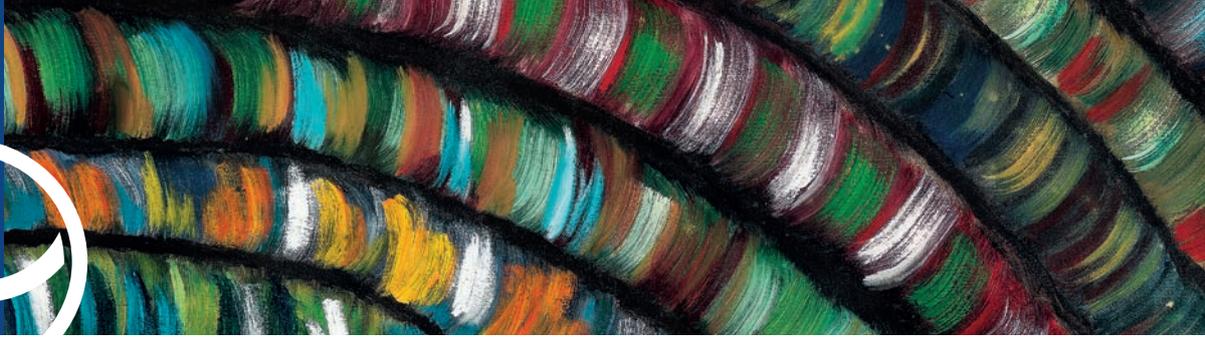
Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Build understanding of current First Peoples employees to inform future employment and professional development opportunities.	July 2021, 2022	Sally Kincaid	Justine Knight
Engage with First Peoples employees and relevant partners to consult on our support, retention and professional development strategy.	February 2021	Sally Kincaid	Justine Knight

Action: Increase safe and appropriate access to the **nbn**TM network for First Peoples.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Design innovative strategies to increase the number of First Peoples who are safely connected to the nbn TM network: <ul style="list-style-type: none"> • Explore the development of a pre-paid broadband service, supported by nbn • Explore the development of relevant products and services in partnership with First Peoples communities 	February 2022	Gavin Williams	Rocco Nuzzo

Action: Establish a cultural mentoring initiative for First Peoples employees.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Design and implement a cultural mentoring initiative in collaboration with First Peoples employees and stakeholders: <ul style="list-style-type: none"> • Engage and support mentors for the initiative • Invite mentors to attend First Peoples employees meetings • Invite mentors to attend one RIT meeting 	June 2021	Sally Kincaid	Justine Knight
Embed engagement with mentors in performance or learning plans.	June 2021	Sally Kincaid	Justine Knight



Action: Encourage Delivery Partners to improve First Peoples employment outcomes.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
<p>Work collaboratively with our Delivery Partners to create and support employment and procurement opportunities with positive long-term outcomes for First Peoples, including:</p> <ul style="list-style-type: none"> • Require Delivery Partners to include commitments on First Peoples procurement and employment, as per contract agreements • Work with Deliver Partners to explore shared resource arrangements (i.e. where a work experience or placement role has opportunities to work across both nbn and Delivery Partner organisations) 	November 2021 and ongoing	Kathrine Dyer	Janine Stablum

Action: Support initiatives that engage First Peoples women and girls in Science, Technology, Engineering and Mathematics (STEM).

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
<p>Establish at least one partnership and/or support at least one initiative that supports First Peoples women and girls in STEM:</p> <ul style="list-style-type: none"> • Explore opportunities to support the work/programs of the Commonwealth Scientific and Industrial Research Organisation (CSIRO) Indigenous Girls' STEM Academy • Explore opportunities to support the work/programs of the STARS Foundation 	July 2022	Gavin Williams	Sam DiMarco



GOVERNANCE

Action: Establish and maintain an effective RAP Implementation Team (RIT) to drive governance of the RAP.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Maintain First Peoples representation on the RIT: <ul style="list-style-type: none"> • Invite the Liakukana ambassador and local community members to RIT meetings 	December 2020, 2022	Gavin Williams	Sharda Symons
Continue implementation and monitoring of a Terms of Reference for the RIT.	December 2020	Gavin Williams	Sharda Symons
Meet at least four times per year to drive and monitor RAP implementation and be inclusive of a cultural learning opportunity.	March, June, September, December 2020, 2022	Gavin Williams	Sharda Symons

Action: Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Define resource needs for RAP implementation.	November 2020	Gavin Williams	Sharda Symons
Engage our senior leaders and other employees in the delivery of RAP commitments: <ul style="list-style-type: none"> • Deliver detailed quarterly reports • Deliver quarterly discussion forums 	Quarterly, March, June, September, December 2021, 2022	Gavin Williams	Sharda Symons
Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2021	Gavin Williams	Sharda Symons
Deliver robust evaluation and monitoring approaches for at least one nbn™ RAP initiative to pilot social impact measurement in partnership with the Sustainability pillar.	July 2022	Gavin Williams	Sharda Symons
Maintain an internal RAP Sponsor from the Executive team and engage them actively in the RAP governance.	November 2020	Gavin Williams	Sharda Symons
Include the Indigenous Affairs Manager in at least 2 stories for either external or internal promotion.	July 2021	Felicity Ross	Alon Isaacs
Identify and promote the Indigenous Affairs Manager in any induction of new employees.	July 2022	Felicity Ross	Alon Isaacs



Action: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2021, 2022	Gavin Williams	Sharda Symons
Report RAP progress to all employees and senior leaders quarterly.	March, June, Sept, Dec, 2021, 2022	Gavin Williams	Sharda Symons
Publicly report our RAP achievements, challenges and learnings, annually.	December 2021	Gavin Williams	Sharda Symons
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Gavin Williams	Sharda Symons

Action: Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Register via Reconciliation Australia's website to begin developing our next RAP.	April 2022	Gavin Williams	Sharda Symons

Action: Establish and maintain clear roles and responsibilities for the Liakukana Ambassador.

Deliverable	Timeline	Responsibility	
		Exec Committee	RIT Member
Review and update the Liakukana Ambassador agreement with the Ambassador and establish an annual reflection and review process.	November 2020 and annually	Gavin Williams	Sharda Symons

OUR RIT REPRESENTATIVES

Role	Responsible	Exec
Chief Development Officer	Gavin Williams	
GM Partners & Performance	Sharda Symons	Gavin Williams
GM Segments	Sam Dimarco	Gavin Williams
EM Indigenous Affairs	Che Cockatoo-Collins	Gavin Williams
Snr Manager Corporate Social Responsibility	Alon Isaacs	Felicity Ross
First Peoples Initiative Lead	Nicole Paterson	Gavin Williams
GM Satellite Access Products	Rocco Nuzzo	Gavin Williams
National Capability Lead	Janine Stablum	Kathrine Dyer
First Peoples Representative	Ryan Watson	Kathrine Dyer
EM Fixed Wireless and Satellite	Mel Anders	Philip Knox
Diversity & Inclusion Senior Program Manager	Justine Knight	Sally Kincaid
Learning Program Manager	Karina Murphy	Sally Kincaid

CONTACT DETAILS

Name: Sharda Symons

Position: GM Partners & Performance, RDE

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ABOUT THE ARTWORK



© Christine Holroyd, 2020



The artwork is titled “Weaving” by artist Christine Holroyd, a proud Kuuk Thaayorre (Thayore) woman in Pormpuraaw, which is on the western part of the Cape York Peninsula, QLD. nbn’s connection with Pormpuraaw and its community was enabled with our COVID-19 response to support remote communities during restrictions and keeping them connected.

Christine’s reflection on the art and its inspiration, “The painting was inspired by looking at the bottom of woven baskets. Our people used to weave beautiful baskets made of pandanus. This art form was brought to us by missionaries. When I look at the bottom of one of the baskets I can only marvel at the skill and patience it took.”

