



Through the *Indigenous Youth Leadership Program*, Aidan had the chance to attend a NASA space camp in the United States. Photo: Craig Wilson/Newpix

opportunities

The core business of The Smith Family is to provide opportunities for children growing up in disadvantage to engage in their education. In this capacity, we recognise that for a range of historical, cultural and economic reasons Aboriginal and Torres Strait Islander children often face additional challenges in achieving educationally. We are committed to ensuring that 15% or more of the participants in our *Learning for Life* program identify as being from an Aboriginal and/or Torres Strait Islander background.

We also recognise the role that we play in ensuring that our workforce represents the diversity of communities, families and children that we support. To that end we will build our internal capabilities through enabling employment and volunteering opportunities for Aboriginal and Torres Strait Islander peoples.

We also recognise that as a procurer of goods and services, that we can within our sphere of influence, direct our purchasing power to support Aboriginal and Torres Strait Islander owned businesses with a view to supporting the economic empowerment of Aboriginal and Torres Strait Islander peoples.

Employment & Supplier Diversity

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Increase Aboriginal and Torres Strait Islander recruitment and retention	Finalise and implement The Smith Family's Aboriginal and Torres Strait Islander Employment Diversity Strategy and update each year.	July 2017, 2018, 2019	Head of People and Culture
	Increase Aboriginal and Torres Strait Islander employment from: 7 to 10 in 2016–17 (from 1% to 1.5%) 10 to 15 in 2017–18 (from 1.5% to 2%) 15 to 20 in 2018–19 (from 2% to 3%)	July 2017 July 2018 July 2019	Head of People and Culture
	Develop an internal network for Aboriginal and Torres Strait Islander team members to consult on employment and retention strategies, including professional development.	July 2017	Head of People and Culture
	Internal network of Aboriginal and Torres Strait Islander team members to meet at least twice annually.	July 2017, 2018, 2019	Head of People and Culture
	Provide leadership skill development opportunities for 10 Aboriginal and Torres Strait Islander employees across the term of the RAP.	September 2017, July 2018, July 2019	Head of People and Culture
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	September 2017 July 2018 July 2019	Head of People and Culture
	10. Increase Aboriginal and Torres Strait Islander supplier diversity	Implement an Aboriginal and Torres Strait Islander procurement strategy.	June 2017
Increase our procurement of goods and services from Aboriginal and Torres Strait Islander-owned businesses by 5% each year from a base of \$501,000 in FY 2016: FY 2018: \$525,000 FY 2019: \$552,000 FY 2020: \$580,000		July 2017, 2018, 2019	Head of Communications Chief Financial Officer
Report internally and externally on procurement of goods and services from Aboriginal and Torres Strait Islander-owned businesses.		July 2017, 2018, 2019	Head of Communications
Develop at least five commercial relationships with Aboriginal and/or Torres Strait Islander businesses.		July, 2018, 2019 April 2020	Head of Communications
Ensure all goods and services procured for NRW and NAIDOC Week events are sourced from Aboriginal and Torres Strait Islander businesses.		July 2017, 2018, 2019	Head of Communications

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Promote the power and possibility of relationships by creating participation opportunities for Aboriginal and Torres Strait Islander peoples	In partnership we will create a minimum of 6 Aboriginal and Torres Strait Islander traineeships or internships across the duration of the RAP.	September 2017, 2018, 2019	Head of Policy and Programs
	Ensure at least one member of The Smith Family's Board, the Principal's Advisory Group, the Digital Futures Advisory Group and the 2020 External Reference group is of Aboriginal and Torres Strait Islander background.	September 2017, 2018, 2019	CEO
	Implement a forum to bring together Aboriginal and Torres Strait Islander Smith Family supported students for a culturally relevant forum on an issue of interest across the duration of the RAP.	September 2019	Head of Policy and Programs
	Develop a strategy for attraction and retention of volunteers from Aboriginal and Torres Strait Islander backgrounds to be engaged in our work during the term of this RAP.	September 2018	Head of Policy and Programs
	Maintain percentage of Aboriginal and Torres Strait Islander children in receipt of scholarship at above 15% of all scholarship holders.	January 2018, 2019, 2020	Head of State and Territory Operations.
	Develop and implement processes for capturing Aboriginal and Torres Strait Islander volunteer background.	September 2018	Head of Policy and Programs

