

# **Slalom Australia's Reflect Reconciliation Action Plan**

November 2020 – November 2021



**RECONCILIATION  
ACTION PLAN**

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**REFLECT**

**slalom**

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### Our business

Slalom is a consulting firm focusing on strategy, technology and business transformation. Slalom currently employs 8,500 people in 35 cities around the world. Slalom is headquartered in Seattle, Washington and opened in Australia in January 2020 with offices in Melbourne and Sydney. Slalom Australia currently has 51 employees and is quickly growing, with plans to employ 200 people in the first two years of operation.

People are at the centre of our organisation and we foster a culture to allow our employees to love their work and their life. Our core values are an active part of everything we do. Each one reminds us to stay true to ourselves while driving amazing outcomes for our clients. Our core values are;

- Do what is right, always.
- Drive connection and teamwork.
- Inspire passion and adventure.
- Take ownership. Get it done.
- Celebrate authenticity.
- Focus on outcomes.
- Fuel growth and innovation.
- Stay humble and curious.

Currently the number of Aboriginal and/or Torres Strait Islander staff employed by Slalom Australia is not known as we have previously not requested staff diversity details upon commencement of employment. Throughout the development and implementation of our RAP we hope to develop a strategy and implement processes that will capture staff diversity details from here on in.

### Our RAP

Our purpose is to help our clients reach for and realise their potential. In order for us to achieve our purpose and do meaningful and impactful work, it is important for us to understand the communities in which we serve. We believe that by developing a RAP and making a commitment to do our part towards reconciliation, we will be better equipped to serve our clients and the community.

We have formed a RAP working group that meets fortnightly and includes, consultants, internal operations team members and we have executive sponsorship from our General Manager and Managing Director who are actively involved in our initiatives. At this point, we do not have any Aboriginal and/or Torres Strait Islander employees as part of this working group but as part of our RAP, we are partnering with Aboriginal and Torres Strait Islander organisations to inform our approach.

As we opened our Australian offices in January 2020, we are only at the beginning of our reconciliation journey. In June 2020, we started our RAP working group and shortly thereafter we launched a Donation Matching Program. We had 100% participation from employees and were able to donate funds to four not for profit organisations that support Aboriginal and Torres Strait Islander people in a variety of ways; Red Dust, Melbourne Indigenous Transition School, Go Foundation & Change the Record. We have also organised for all employees and new hires to be gifted the book, Growing up Aboriginal in Australia by Anita Heiss and moving forward this will be part of our onboarding program to encourage education and dialogue amongst our team.

### Our partnerships/current activities

We are in discussions with Indigitek and Alliance ICT on how we could partner with them on various initiatives. We have also reached out to various local Melbourne & Sydney Aboriginal and Torres Strait Islander Community Groups to enquire if they facilitate Aboriginal and Torres Strait Islander cultural awareness training to educate our team on the histories and cultures of Australia's First Peoples.

In September, we hosted an event called "Slalom Presents | Realising Racial Equality" in which Liam Ridgeway, Co-Founder Indigitek & Shirley Chowdary, CEO Go Foundation will be our local keynote speakers.

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	November 2020	Talent Acquisition Manager
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	November 2020	Talent Acquisition Manager
	<ul style="list-style-type: none"> <li>Encourage employees to use their two paid volunteer days to volunteer with a local Aboriginal and/or Torres Strait Islander not-for-profit organisation</li> </ul>	January 2021	People Operations Consultant
2. Build relationships through celebrating	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2021	Operations Manager

National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May-3 June, 2021	Operations Manager
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May-3 June, 2021	Operations Manager & Executive Sponsor
	<ul style="list-style-type: none"> <li>Coordinate NRW events at Slalom Offices</li> </ul>	May 2021	Operations Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	November 2020	General Manager & Managing Director
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	January 2021	Sales Director
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	January 2021	Sales Director
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	December 2020	People Operations Consultant
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	December 2020	People Operations Consultant

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	November 2020	General Manager & Managing Director
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	November 2020	People Operations Consultant
	<ul style="list-style-type: none"> <li>Engage Aboriginal and Torres Strait Islander Community groups to conduct Cultural Training</li> </ul>	December 2020	Talent Acquisition Manager

through cultural learning.	<ul style="list-style-type: none"> <li>Communicate and educate employees about Aboriginal and Torres Strait Islander dates of significance</li> </ul>	November 2021	Operations Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	December 2020	Talent Acquisition Manager
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	December 2020	Operations Manager
	<ul style="list-style-type: none"> <li>Upon Opening a new office space, invite a local Aboriginal and Torres Strait Islander Elder or community member to perform a Smoking Ceremony</li> </ul>	January 2021	Operations Manager
	<ul style="list-style-type: none"> <li>Install a local Aboriginal group Acknowledgement of Country plaque in all new office space</li> </ul>	March 2021	Operations Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	November 2020 & July 2021	Operations Manager
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	November 2020 & July 2021	Operations Manager
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	November 2020 & First week in July, 2021	Operations Manager

Opportunities			
Action	Deliverable	Timeline	Responsibility

8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	March 2021	Talent Acquisition Manager
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	March 2021	Talent Acquisition Manager
	<ul style="list-style-type: none"> <li>Explore opportunities for Internships and Work Experience with external Aboriginal and Torres Strait Islander Organisations</li> </ul>	June 2021	Talent Acquisition Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	June 2021	Operations Manager
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	November 2020	Principal Consultant (Inclusion & Diversity Lead)

Governance			
Action	Deliverable	Timeline	Responsibility
10. Review and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Review and maintain a RWG to govern RAP implementation.</li> </ul>	November 2020	People Operations Consultant
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	November 2020	People Operations Consultant
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	November 2021	Talent Acquisition Manager
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	December 2020	Executive Sponsor
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	November 2020	People Operations Consultant

	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	November 2020	Principal Consultant (Inclusion & Diversity Lead)
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, 2021	People Operations Consultant
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	August 2021	People Operations Consultant

<b>Contact details</b>
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