



REFLECT RECONCILIATION ACTION PLAN

SEPTEMBER 2024 – SEPTEMBER 2025



ACKNOWLEDGEMENT OF COUNTRY

Screen Queensland acknowledges Aboriginal and Torres Strait Islander peoples as Traditional Custodians of Australia. We recognise their 65,000 years of custodianship that pre-dates colonisation.

We pay our respects to Elders, past and present, and recognise the cultural and historic connection to land, sea, cosmos (the inclusion of the constellations that are part of an Aboriginal and Torres Strait Islander spiritual and environmental narrative) and community.

Screen Queensland is committed to elevating the voices of Aboriginal and Torres Strait Islander practitioners to continue to share their rich cultures and perspectives with the Queensland and global community through screen storytelling. Screen Queensland understands the importance of Aboriginal and Torres Strait Islander communities and practitioners to be leaders in their own narratives to promote inclusion, collaboration and authenticity.

Always was, Always will be.

NOTE ON TERMINOLOGY

Screen Queensland has opted to use “Aboriginal and Torres Strait Islander” throughout our RAP to refer to Australia’s First Peoples. Noting that terminology has changed to “First Nations” where necessary (such as referring to Queensland’s Path to Treaty). Our use of this language is intended to be respectful and inclusive of the many Aboriginal and Torres Strait Islander communities throughout Australia and the Torres Strait.

CULTURAL WARNING

Aboriginal and Torres Strait Islander readers are advised that this document may contain images and names of deceased persons

A MESSAGE FROM RECONCILIATION AUSTRALIA’S CHIEF EXECUTIVE OFFICER



Reconciliation Australia welcomes Screen Queensland to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Screen Queensland joins a network of more than 3,000 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 Screen Queensland 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 Screen Queensland, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER AND RAP CHAMPION



It is a great privilege to collaborate with our Aboriginal and Torres Strait Islander team and industry practitioners to bring our inaugural Reflect Reconciliation Action Plan to life, which will be aligned with Screen Queensland’s new First Nations Screen Strategy.

In our role, Screen

Queensland serves as a bridge between the industry and the Queensland Government, working to achieve meaningful outcomes for the screen sector. A crucial part of our mission is to engage in extensive consultation and listen attentively so we can co-design programs and initiatives that drive positive change.

While our organisation has a long history of supporting Aboriginal and Torres Strait Islander screen stories and storytellers, we acknowledge that we are still in the early stages, especially when considering the potential for new opportunities and reimagining future pathways.

We are committed to deeply integrating Aboriginal and Torres Strait Islander perspectives and engagement within Screen Queensland and across our sector. We recognise that significant work lies ahead as we strive toward stronger futures for an inclusive local industry, particularly as Queensland prepares for the Brisbane 2032 Olympic and Paralympic Games and focuses on legacy outcomes.

This Reflect Reconciliation Action Plan aims to strengthen and enhance reconciliation throughout our work at Screen Queensland while also creating opportunities to celebrate, elevate and embrace the richness and complexity of First Nation’s stories and practitioners.

The power of storytelling, particularly through screen media, has the potential to reach wide audiences and influence hearts and minds, making it a vital part of the reconciliation process.

Jacqui Feeney

A MESSAGE FROM THE CHAIR OF SCREEN QUEENSLAND’S BOARD



We are very fortunate in Australia to live in a country with the oldest living culture in the world. For tens of thousands of years, this land has been the home of stories, dances, and relationships that have shaped its unique cultural identity. These stories are not just tales; they are the lifeblood of communities, passed

down through countless generations, preserving the wisdom and experiences of the past into the present and the future. The stories of Aboriginal and Torres Strait Islander peoples are deeply embedded in the landscape, with each narrative reflecting the rich history and profound connection to the land.

They are also intimately concerned with relationships between people, families and communities. These stories are manifested both orally and visually, through spoken word, song, dance and art. This connection between storytelling and the land and people makes the screen, as a medium that combines both visual and auditory elements, especially powerful for conveying the rich narratives of Aboriginal and Torres Strait Islander peoples.

As a screen agency, we are committed to placing the work of Aboriginal and Torres Strait Islander creatives at the core of our mission. We recognise that storytelling is a vital means of preserving and celebrating cultural heritage, and we are dedicated to providing platforms and opportunities for these voices to be heard. We aim to encourage and support the telling of these vital stories through film, television, and digital games, ensuring they reach audiences both young and old, across Australia and around the world. Our goal is to not only celebrate these stories but also promote a deeper understanding and appreciation of the diverse cultures that make up our nation.

By fostering partnerships with Aboriginal and Torres Strait Islander practitioners, we strive to create a screen industry that is inclusive, respectful, and representative of all Australians. Through our initiatives, we hope to inspire future generations of storytellers and to ensure that the rich tapestry of Aboriginal and Torres Strait Islander narratives continues to thrive.

In placing a strong emphasis on Aboriginal and Torres Strait Islander storytelling, we are committed to creating a vibrant and dynamic cultural landscape that honours the past while looking forward to the future. We believe that through the power of screen, we can contribute to a more inclusive and culturally rich society, where the stories of the oldest living cultures in the world are celebrated and shared with pride.

The Honourable Roslyn Atkinson AO

DREAMTIME STORIES

As the stewards of the world's most ancient living culture, the Aboriginal and Torres Strait Islander peoples hold storytelling as a sacred thread woven into the very essence of our human experience. For us, storytelling is not merely a tradition; it is a profound means of teaching and learning that transcends time itself. It carries the wisdom of countless generations, guiding us through the mysteries of existence and connecting us to our roots, our land, and each other. In every tale told, we find the echoes of our ancestors, the teachings of the past, and the illumination of our collective journey.

Behold this painting, a wondrous tapestry that reveals the vibrant connections woven into the fabric of our culture. It is through the art of storytelling that the First Nations People discover their profound place in the cosmos and their sacred bonds with all existence.

Every element of life is interlinked, with these sacred connections cascading down through the ages, preserved and celebrated through storytelling, art, dance, and song. Our Stories of Beginnings are the threads that weave together our origins, our spiritual essence, and the guiding principles of our existence. They offer timeless wisdom on living harmoniously within the universe we share with other natural beings.

From an early age, we gather around the fire, where our Elders, the keepers of ancient knowledge, impart these stories. Through their teachings, we learn the rhythms of the seasons, the secrets of the hunt, and the art of gathering. We gaze at the stars for guidance, navigating the ebb and flow of life's cycles.

Our Totems, revered as our living ancestors, are bestowed upon us with deep respect. These sacred symbols are to be honoured, never harmed or consumed. This artwork reflects the profound reverence for our Totems and the rich narratives that accompany them. Central to our lore is the Creation Story, with the Rainbow Serpent as its vibrant heart. This mythical being sculpted the land, carving out rivers and creeks that define our tribal boundaries, leaving an indelible mark on the world and our collective memory.

LUKE MALLIE – BIOGRAPHY



Born and raised in the city of Brisbane, Luke Mallie is a distinguished artist of both Aboriginal and Torres Strait Islander heritage, with deep connections to the Kuku Yalanji Nation of Daintree, North Queensland, and Kubin Village on Moa Island in the Torres Strait Islands.

Luke embarked on his artistic journey with a Bachelor of Fine Art, majoring in painting, from the Queensland College of Art in Brisbane in 1996. His pursuit of creativity led him to Mackay, where he expanded his skills as a graphic designer, web developer, and TAFE lecturer. To further enhance his digital artistry, he earned a Bachelor of Multimedia Studies from Central Queensland University in 2007.

Luke's art is a rich tapestry of contemporary and diverse styles, encompassing original paintings, graphic designs, illustrations, and murals. His creative expression is deeply rooted in his vibrant Aboriginal and Torres Strait Islander heritage, drawing inspiration from his cultural legacy, family, and the lush tropical environment that surrounds him. His work also reflects an appreciation for global popular culture and ancient traditions.

Driven by a passion to inspire and empower, Luke believes in the transformative power of art to help others uncover their own potential and discover extraordinary possibilities in their lives. His exceptional contributions to the art world have earned him national recognition, including the NAIDOC Poster Award in 2009 and the Art Lovers Australia Award in 2018.





OUR BUSINESS

Screen Queensland is the Queensland Government-owned agency dedicated to growing a successful screen industry in the state. We support locally produced films, series and digital games while also attracting international and interstate productions to Queensland. With our headquarters based in Brisbane, and our studios operating in both Brisbane and Cairns, we run talent development initiatives to build the skills of screen practitioners across the state.

Employing 39 staff members, two of whom are Aboriginal and Torres Strait Islander (representing 5 per cent of our workforce), Screen Queensland is committed to uplifting the voices of Aboriginal and Torres Strait Islander peoples, increasing diversity on and off screen, creating opportunities for emerging to established Aboriginal and Torres Strait Islander screen practitioners. Some of the projects that reflect this commitment include *Incarceration Nation*, *Mabo*, *All My Friends Are Racist*, *Barrumbi Kids*, *Blue Water Empire*, *Rebel With A Cause*, *Total Control*, *Straight to the Plate*, *First Weapons* and *We Are Still Here*.

International productions supported by Screen Queensland include *Elvis*, *Thirteen Lives*, *Ticket to Paradise*, *Apples Never Fall* and *Eden*. Supported Australian projects include *Bluey*, *Black Snow* and *Boy Swallows Universe*. Digital games supported by Screen Queensland include the BAFTA-winning *Unpacking*, *My Little Pony: Mane Merge*, *Mowing Mazes*, *Servonauts*, *Go-Go Town* and *Cities; Skylines - Remastered*.

Screen Queensland's Screen Culture fund supports film festivals and major industry events such as Screen Forever, the Asia Pacific Screen Awards and the AACTA Awards and Festival.

For more information about funding programs, incentives, locations, and facilities, visit screenqueensland.com.au

Pictured:

1. *Boy Swallows Universe*
2. *Beast of War*
3. *We Are Still Here*
4. Screen Queensland Studios, Brisbane
5. *Total Control*
6. *All My Friends Are Racist*
7. *Straight to the Plate*
8. *Incarceration Nation*
9. *We Are Still Here*

SCREEN QUEENSLAND'S ROLE IN ADVANCING QUEENSLAND'S PATH TO TREATY

Queensland's Path to Treaty signifies a profound and evolving journey towards reconciliation and acknowledgement of the rights and aspirations of the state's First Nations peoples. This intricate process entails the Queensland Government engaging in dialogues and negotiations with Aboriginal and Torres Strait Islander communities to establish a formal agreement addressing historical injustices, fostering self-determination, and honouring the rich cultural heritage of First Nations people. Anchored in principles of respect, equality, and partnership, the Path to Treaty strives to forge a robust and harmonious relationship between the government and First Nations communities.

In advancing Queensland's Path to Treaty, Screen Queensland assumes a pivotal role in amplifying Aboriginal and Torres Strait Islander voices and narratives through the medium of screen. By actively engaging with and championing Aboriginal and Torres Strait Islander led-projects, Screen Queensland provides a platform for authentic storytelling, cultivating understanding and empathy. This entails allocating resources, funding, and development opportunities to Aboriginal and Torres Strait Islander creators, empowering them to share their stories, perspectives, and cultural wisdom with wider audiences.

Screen Queensland's dedication to reconciliation aligns seamlessly with the principles underpinning the Path to Treaty. As an organisation, we will contribute to this journey by integrating Aboriginal and Torres Strait Islander perspectives into our operations, ensuring representation across all levels, from decision-making, to on and off-screen talent. Collaborating closely with Aboriginal and Torres Strait Islander communities, respecting cultural protocols, and incorporating Aboriginal and Torres Strait Islander knowledge into the creative process are crucial steps towards advancing the broader societal goals of reconciliation and treaty negotiations.

Screen Queensland will leverage our influence to raise awareness and understanding of the treaty process within the broader screen industry. By supporting the production of content that educates and sparks conversations about reconciliation, we aim to foster a more informed and supportive public sentiment towards the Path to Treaty. Through these initiatives, Screen Queensland emerges as an indispensable ally in the overarching movement towards recognition, respect, and justice for Queensland's First Nations peoples.

OUR RECONCILIATION JOURNEY

Screen Queensland is dedicated to promoting inclusive and diverse representation in the screen industry by supporting Aboriginal and Torres Strait Islander storytelling. By sharing authentic narratives from Aboriginal and Torres Strait Islander peoples, we preserve and celebrate their cultures while educating audiences about their histories and contemporary realities.

Our commitment to reconciliation involves honouring the rich cultural heritage of Aboriginal and Torres Strait Islander peoples through collaboration with Aboriginal and Torres Strait Islander screen practitioners and businesses. We aim to ensure their perspectives are celebrated on screen, fostering a more inclusive industry.

Since launching our first Aboriginal and Torres Strait Islander Strategy in 2016, we've strengthened our commitment year by year. We have appointed two First Nations members to our Equity and Diversity taskforce, and in 2023, we established the Aboriginal and Torres Strait Islander Screen Unit, led by a Torres Strait Islander woman reporting directly to the CEO. The Queensland Government also ensures Aboriginal and Torres Strait Islander representation on the Screen Queensland Board, reinforcing our dedication to diversity and equitable opportunities.

The \$12.6 million Screen Queensland Studios facility in Cairns, opened in April 2024, provides new production and employment opportunities in Far North Queensland. The \$4 million North Queensland Regional Plan focuses on building industry capacity through skills, training, and employment pathways for local screen practitioners.

While we have made positive strides in reconciliation, we acknowledge there is more work to be done. Our Reflect Reconciliation Action Plan marks a significant milestone, demonstrating our dedication to embedding reconciliation principles into our organisation. This plan serves as a roadmap for deepening understanding, respect, and collaboration with Aboriginal and Torres Strait Islander peoples.

Through this plan, we aim to lead the screen sector towards a more culturally responsive and inclusive future, promoting continuous learning, growth, and meaningful engagement in reconciliation efforts.

A MESSAGE FROM SCREEN QUEENSLAND'S ABORIGINAL AND TORRES STRAIT ISLANDER BOARD MEMBERS



**Aaron Fa'Aoso,
Board Director**

As the first Torres Strait Islander appointed to the Screen Queensland Board, my appointment holds immense significance. It is a testament to the recognition of the diverse voices and perspectives that contribute to the

vibrant Queensland film and television sector. With great pride, I embrace this role as a catalyst for change and progress.

Hailing from regional Far North Queensland, I bring unique insights and experiences that can strategically uplift the First Nations film and television sector in Queensland. I am committed to amplifying the voices of all participants in the local landscape, ensuring that their stories and perspectives are heard and celebrated.

My dedication to this cause is exemplified through my advocacy for the Screen Queensland FNQ Strategy, a comprehensive plan that acknowledges the specific needs and aspirations of the Far North Queensland region. Additionally, I lobbied for the creation of Screen Queensland Studios, Cairns, a physical space that fosters creativity and supports the growth of the industry in the area.

Collaborating with fellow First Nations Screen Queensland Board Member Dean Gibson, we have collectively enriched the understanding of our fellow board members. Together, we have championed for the establishment of a First Nations Screen Queensland executive position, one that carries executive autonomy and self-determination under the guidance of the CEO. This restructuring of the Screen Queensland business model deliberately ensures that the First Nations sector is empowered and supported at the highest level.

I am honoured to continue to serve as a Screen Queensland Board member. Our unwavering commitment to the success of the Queensland First Nations screen sector in Queensland is unyielding. We envision a future where our industry thrives and prospers, becoming a beacon of inspiration for the world. With passion and determination, I am confident that our collective efforts will pave the way for a vibrant and prosperous future for the Queensland film and television ecosystem.



**Dean Gibson,
Former Board
Member**

As a proud Guugu Yimithirr film maker and member of the Screen Queensland Board, I am deeply committed to fostering an inclusive screen industry that amplifies the voices

of First Nations peoples. At Screen Queensland, our Reflect Reconciliation Action Plan (RAP) is a significant step in this journey, guiding our efforts to deepen understanding, respect, and collaboration with Australia's First Nations communities.

Screen Queensland's vision is to authentically represent and celebrate the rich cultural heritage and diverse narratives of Aboriginal and Torres Strait Islander peoples. We support First Nations creatives by providing opportunities to share their stories on national and international stages, investing in First Nations-led projects and initiatives.

Our commitment includes fostering deep respect for First Nations cultural heritage, acknowledging their historical significance, traditions, and contributions. We strive for meaningful collaboration through open dialogue, mutual understanding, and shared decision-making with First Nations communities.

We ensure authentic representation of First Nations voices in the screen industry, promoting awareness and appreciation through ongoing learning, training, and cultural competency programs. We aim to eliminate barriers and create equitable access to resources, funding, and opportunities for First Nations individuals.

Our Reflect RAP highlights our commitment to continuous learning, growth, and meaningful engagement in the journey towards reconciliation. Screen Queensland is dedicated to building a culturally responsive and inclusive sector, honouring and uplifting the stories of the world's oldest living culture.

Together, we can build a future where First Nations stories are celebrated and shared with pride.

OUR RECONCILIATION ACTION PLAN WORKING GROUP (RWG)

Screen Queensland's RAP Working Group comprises the following members:

- Alexandra Armstrong, People and Culture Adviser
- Carrie Barber, Marketing and Communications Manager
- Mitchel Brady, Graduate Legal Counsel
- Jed Dawson, Head of Games
- Riannon Del Favero, Studio Manager, Cairns
- Phil Enchelmaier, Content Director
- Brendan O'Sullivan, Location Services Manager

One primary function of the RAP Working Group is to facilitate a thorough examination of Screen Queensland's current policies, practices, and organisational culture. Through this introspective process, the group will identify areas where improvements and adjustments are needed to align with the principles of reconciliation. The Working Group acts as a catalyst for change, fostering an environment that respects, acknowledges, and celebrates the rich cultural diversity of Australia's First Nations peoples within the organisation.

The development of the Reflect RAP is a key mandate of the Working Group. This involves setting clear objectives, outlining actionable steps, and establishing measurable outcomes that reflect Screen Queensland's commitment to reconciliation. The Working Group collaborates closely with First Nations practitioners and stakeholders to ensure the authenticity and effectiveness of the plan. They seek to embed reconciliation principles into the organisation's core values and operations, fostering a sustainable and inclusive approach.

The RAP Working Group serves as a conduit for ongoing engagement and communication between Screen Queensland and First Nations practitioners. By maintaining an open and transparent dialogue, the group ensures that the organisation remains responsive to the evolving needs and aspirations of First Nations peoples. Regular assessments and reporting mechanisms are to be established to track progress, celebrate achievements, and address challenges, promoting a culture of continuous improvement and accountability.

Under the leadership of CEO Jacqui Feeney, serving as the Internal RAP Champion, the RAP Working Group will drive Screen Queensland's proactive commitment to reconciliation. Ms. Feeney will support the group by championing internal engagement and awareness of the RAP, ensuring reconciliation principles are embedded in our operations and culture, and fostering a deeper understanding and commitment to the goals of our Reflect Reconciliation Action Plan across the organisation.



ABORIGINAL AND TORRES STRAIT ISLANDER SCREEN STORIES SUPPORTED BY SCREEN QUEENSLAND

- *Strait to the Plate* Lone Star Productions
- *Sistas in Mining* Produced by Shontell Leah Ketchell, Jill Robinson with Executive Producer Dean Gibson
- *We Are Still Here* No Coincidence Media
- *Barrumbi Kids* Tamarind Tea Pictures and Ambience Entertainment
- *All My Friends Are Racist* Maximo Entertainment, Hoodlum Entertainment and Oombarra Productions
- *Incarceration Nation* Bacon Factory Films and Bent3Land Productions
- *Always Blak, Always Cracked* NITV and JETZAK
- *Wawu Divine Hope* NITV Karla Grant Presents and Insights Media
- *My Family Matters: Ipswich* NITV Karla Grant Presents and Bacon Factory Films
- *Blue Water Empire* Lone Star Productions
- *Total Control season 1* Blackfella Films
- *Robbie Hood* Ludo Studio
- *Grace Beside Me* Inkey Media
- *Ella* WildBear Entertainment
- *Mabo* ABC and Blackfella Films



Pictured:

1. *Strait to the Plate*
2. *Rebel With A Cause*
3. *Barrumbi Kids*
4. *Mabo*
5. *Total Control*
6. *All My Friends Are Racist*
7. *First Weapons*
8. *Total Control*
9. *We Are Still Here*



RELATIONSHIPS



Screen Queensland is committed to reshaping its relationship with Aboriginal and Torres Strait Islander peoples, recognising and celebrating their invaluable contributions. We acknowledge the rich cultural heritage and storytelling traditions of Aboriginal and Torres Strait Islander peoples, aiming to foster a more inclusive and equitable industry. Through meaningful collaboration, we strive to support and amplify their voices, ensuring authentic representation in the screen industry. This commitment underscores our dedication to diversity, cultural understanding, and a screen sector that reflects Queensland's rich cultural identity.

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Develop a database of key Aboriginal and Torres Strait Islander stakeholders, including staff, audience, practitioners and businesses across Queensland and Australia.	Dec 2024	Head of Aboriginal and Torres Strait Islander Unit
	Research best practice and principles that support partnerships with stakeholders including Aboriginal and Torres Strait Islander screen practitioners and businesses.	Dec 2024	Head of Aboriginal and Torres Strait Islander Unit
	Form an Aboriginal and Torres Strait Islander Screen Advisory Group for advice and advocacy to guide and provide input on policy and programs affecting the Aboriginal and Torres Strait Islander screen sector.	Dec 2024	Head of Aboriginal and Torres Strait Islander Unit and Head of Content.
2. Build relationships through celebrating National Reconciliation Week (NRW).	Encourage Screen Queensland staff and external audiences of the screen industry to engage with reconciliation through promoting and celebrating NRW.	May 2025	Head of Marketing and Communication
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to Screen Queensland staff.	May 2025	Head of Marketing and Communication
	Support RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2025	Head of People and Culture
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2025	Chief Executive Officer
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Oct 2024	Chief Executive Officer
	Identify external stakeholders that Screen Queensland can engage with on our reconciliation journey.	Nov 2024	Head of Aboriginal and Torres Strait Islander Unit and Head of Content
	Identify RAP and other like-minded organisations that we can engage with on our reconciliation journey.	Nov 2024	Head of Aboriginal and Torres Strait Islander Unit and Chief Executive Officer
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Oct 2024	Head of People and Culture
	Continue to review HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2024	Head of People and Culture

RESPECT



Screen Queensland is deeply committed to elevating awareness and promoting respect for Aboriginal and Torres Strait Islander peoples, their culture, and histories within the screen sector in Queensland. Recognising the importance of cultural sensitivity and understanding, Screen Queensland endeavours to foster an environment that acknowledges and honours the unique and diverse perspectives and contributions of Aboriginal and Torres Strait Islander peoples. By prioritising the integration of Aboriginal and Torres Strait Islander perspectives and stories, Screen Queensland aspires to play a pivotal role in shaping a screen industry that champions inclusivity, awareness, and cultural appreciation.

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures and histories, knowledge and rights.	Engage external consultant/s to develop a First Nations cultural awareness training package for employees, board members and the wider screen industry.	Oct 2024	Head of People and Culture team
	Embed cultural competency training in the Screen Queensland staff onboarding process for new employees and commit to bi-annual refresher training to ensure continuous learnings.	Oct 2024	Head of People and Culture team
	Develop a business case for increasing understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within the organisation.	Dec 2024	Head of Aboriginal and Torres Strait Islander Unit
	Conduct a review of cultural learning needs within Screen Queensland.	Oct 2024	Head of Aboriginal and Torres Strait Islander Unit and Head of People and Culture
6. 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 Screen Queensland's operational area.	Oct 2024	Head of Aboriginal and Torres Strait Islander Unit and Head of People and Culture
	Engage with an external consultant to design and deliver in-person and/or online training on Indigenous Cultural and Intellectual Property (ICIP) to screen practitioners and companies working with First Nations practitioners and content.	Dec 2024	Head of Aboriginal and Torres Strait Islander Unit
	Continue to mandate the requirement of an Acknowledgement to Country on Screen Queensland supported projects.	Dec 2024	Head of Aboriginal and Torres Strait Islander Unit, Head of Content and Head of Legal
	Develop a cultural protocol for Queensland's screen sector to increase the industry's understanding and provide guidance on the purpose and significance behind cultural protocols.	Mar 2025	Head of Aboriginal and Torres Strait Islander Unit
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Dec 2024	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
Write and implement an Acknowledgement to Country guide and publish it on website.	Dec 2024	Coordinator, Marketing and Communications	

Respect			
Action	Deliverable	Timeline	Responsibility
7. 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.	June 2025	Head of Marketing and Communications
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Promote NAIDOC Week through social media and celebrate Queensland First Nations creatives.	July 2025	Coordinator, Marketing and Communications
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	Senior Coordinator, Aboriginal and Torres Strait Islander Unit and Head of People and Culture

OPPORTUNITIES



Screen Queensland is committed to fostering equitable outcomes for Aboriginal and Torres Strait Islander peoples within the screen industry. We recognise the vital role of skills development in empowering Aboriginal and Torres Strait Islander practitioners and creating sustainable employment opportunities. By prioritising training programs tailored to the unique needs of Aboriginal and Torres Strait Islander screen practitioners and businesses, we aim to bridge existing gaps and promote economic growth for practitioners, businesses and their communities. This commitment emphasises self-determination for Aboriginal and Torres Strait Islander individuals and businesses, supported through collaborative efforts and frameworks that amplify their voices and uphold cultural agency.

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Embed cultural safety processes for new and existing Screen Queensland staff.	Nov 2024	Head of People and Culture
	Continue to ensure that Aboriginal and Torres Strait Islander employment within our organisation is a priority.	Dec 2024	Head of People and Culture
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Oct 2024	Head of People and Culture
9. 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 business.	Dec 2024	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Investigate Supply Nation membership	Dec 2024	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
10. Provide industry support for Aboriginal and Torres Strait Islander screen practitioners and businesses.	Improve talent pool of Aboriginal and Torres Strait Islander screen practitioners by developing and implementing a talent development pathway program that provides long-term support and meaningful outcomes.	Apr 2025	Head of Aboriginal and Torres Strait Islander Unit, Head of Creative Industry Partnerships, and Head of Content
	Investigate platforms and partnerships with existing events that share a vision to showcase First Nations creatives and content.	Nov 2024	Head of Creative Industry Partnerships

GOVERNANCE



Screen Queensland is committed to reconciliation with a focus on Queensland's Path to Treaty, guided by Aboriginal and Torres Strait Islander knowledge and expertise. We aim to embed Aboriginal and Torres Strait Islander leadership and reconciliation commitments at the core of our operations, ensuring our practices are informed by their wisdom and insights. Through active incorporation of these principles across our organisation and the wider screen industry, we aim to contribute meaningfully to reconciliation, fostering an inclusive environment reflecting the values of Aboriginal and Torres Strait Islander peoples.

Governance			
Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Sep 2024	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Draft a Terms of Reference for the RWG.	Sep 2024	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Sep 2024	Head of Aboriginal and Torres Strait Islander Unit
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Oct 2024	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Engage senior leaders in the delivery of RAP commitments	Oct 2024	Chief Executive Officer
	Appoint a senior leader to champion our RAP internally	Sep 2024	Chief Executive Officer
13. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Define appropriate systems and capability to track, measure, and report on RAP commitments.	Sep 2024	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Contact Reconciliation Australia to verify our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	1 August annually	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
14. Continue our reconciliation journey by developing our next RAP.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sep annually	Senior Coordinator, Aboriginal and Torres Strait Islander Unit
	Register via Reconciliation Australia's website to begin developing our next RAP.	May 2025	Senior Coordinator, Aboriginal and Torres Strait Islander Unit



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