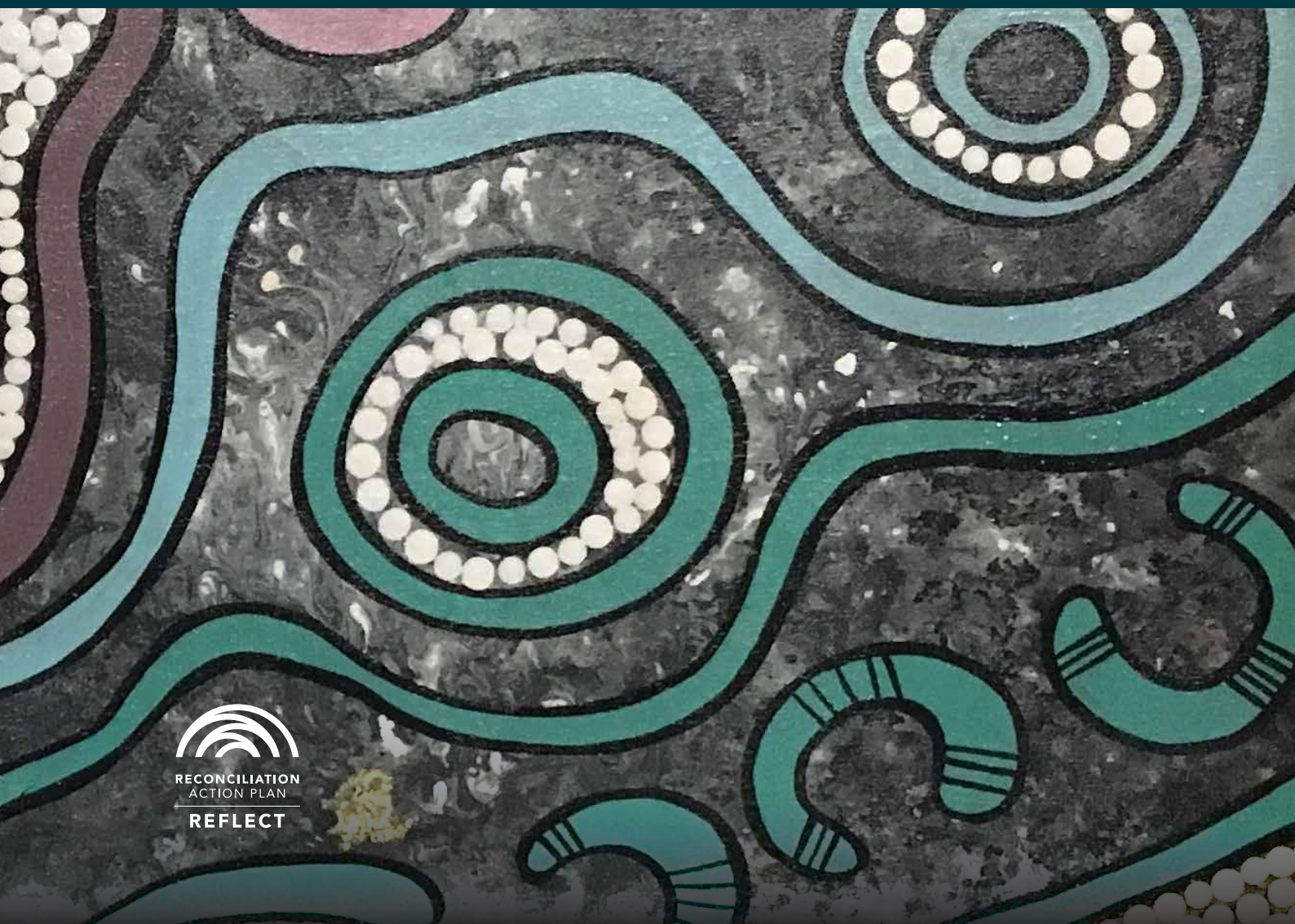




TransGrid Reflect Reconciliation Action Plan

October 2018 – October 2019



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Message from the CEO

I am extremely proud to present TransGrid's first Reconciliation Action Plan (RAP). This is a significant step for the company to highlight how TransGrid will contribute to reconciliation in Australia.

TransGrid's Board and Executive are deeply committed to reconciliation and this RAP is our opportunity to turn good intentions into action. It is also the next step in helping to drive sustainable opportunities for Aboriginal and Torres Strait Islander people within the company.

TransGrid's reconciliation work commenced in early 2018 and has developed into this action plan which we believe will enable TransGrid to improve relationships with, show respect for, and increase opportunities for Aboriginal and Torres Strait Islander peoples as colleagues, stakeholders, community members and consumers of our services.

It is TransGrid's intention, to engage in the national effort to close the gaps between Aboriginal and Torres Strait Islander peoples and other Australians, and to achieve equality in this country.

It is my great hope that through this RAP we move forward together in the spirit of reconciliation and solidarity toward a reconciled and equitable Australia.

Paul Italiano
CEO TransGrid

Our business

For more than 60 years TransGrid has operated and maintained the largest high voltage electricity transmission network in NSW, the ACT and other areas of the Australian National Electricity Market (NEM).

Our core business is to provide safe, reliable and sustainable transmission services at minimal cost to the end consumer through efficient maintenance, proficient operation of assets, sensible investment and safe working practices.

TransGrid's network carries bulk electricity from generators across NSW through more than 13,000 kilometres of high-voltage transmission lines, underground cables, and over 100 substations. The high voltage electricity transported by TransGrid is then converted to lower voltage electricity at substations closer to homes and businesses. Distribution networks then deliver electricity through smaller poles and wires to more than three million homes and 30,000 businesses.

TransGrid's infrastructure will become the foundation of Australia's shift to reliance on renewable generation, as it connects to and expands to areas with abundant resources and large scale renewable generation.

Our operations are overseen by the Australian Energy Regulator (AER).

We employ 1,000 people across seven locations in NSW – Sydney CBD, Western Sydney, Newcastle, Orange, Yass, Wagga Wagga and Tamworth - in order to meet day-to-day operation and maintenance requirements, and to provide emergency response services.

One per cent of the employee population (10 employees) at TransGrid identify as Aboriginal and/or Torres Strait Islander peoples. Our annual voluntary Employee Engagement Survey of all employees last conducted in August 2018 suggests there is a higher number of employees who identify as Aboriginal and/or Torres Strait Islander. These individuals have chosen to remain anonymous.

TransGrid maintains a Diversity and Inclusion strategy focused on creating an inclusive workplace which makes the best use of the available talent in the organisation and considers diversity during recruitment. The strategy also leads the internal education and engagement processes that support diversity and inclusive behaviours to ensure we meet our commitment to social responsibility.

Transport of electricity

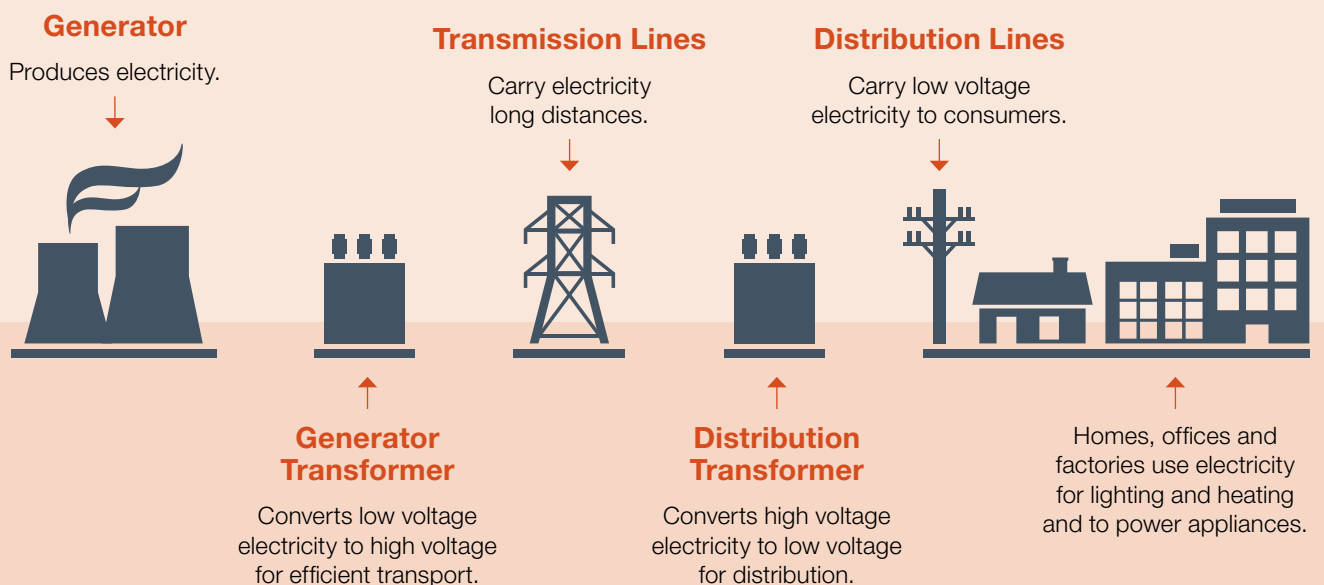


Figure 1: National Electricity Market (Source: <https://www.aemo.com.au/Electricity/National-Electricity-Market-NEM>)

Our Reconciliation Action Plan

TransGrid recognises that it has a role to play in helping to reconcile our nation. As one of Australia's most relied upon organisations, we can make an important contribution to addressing inequality. We know that there is no quick fix, and that there are complex social issues at work. We are excited to be adding our commitment and actions to facilitating lasting change. The enduring nature of TransGrid's business positions us with the opportunity to deliver sustainable and long reaching outcomes.

The foundations of our commitments have been laid over time and will continue to grow and evolve. TransGrid has built relationships with key community groups and Land Councils in the normal course of carrying out our work. The importance of consultation and respect is critical to the way we do business.

TransGrid's RAP outlines our commitment to sustain and grow our community relationships, and within TransGrid build the foundations for relationships, respect and opportunities for those who identify as Aboriginal and/or Torres Strait Islander peoples.

Our RAP is Board sponsored and championed by our CEO, Paul Italiano in collaboration with TransGrid's Executive and RAP Advisory Committee. The RAP Advisory Committee is chaired by Paul Italiano, CEO and includes Aboriginal and Torres Strait Islander representatives and non-Indigenous representatives from across all levels of TransGrid.

Our Advisory Committee Members



Paul Italiano,
CEO TransGrid



Michael Gatt,
Executive Manager,
Works Delivery



Sherrie Castaldini,
Senior Community
Engagement Specialist

The Advisory Committee have had direct responsibility for development of the RAP and for scoping how TransGrid will contribute to establishing and improving relationships with Aboriginal and Torres Strait Islander communities. The committee will be directly involved and responsible for the implementation of the initiatives and for managing working groups of employees from across the organisation.



Glen Davis,
Education Program
Coordinator



Julie Moss,
Diversity and
Inclusion Manager



Rachele Williams,
Energy Services
Manager

The committee meets monthly and is responsible for developing the RAP, for delivering on the initiatives outlined in this Plan and for leading working groups to enable the outcomes to be achieved.

Supporting the Advisory Committee with the shaping and implementation of our reflect RAP is Kerrie Hawkins, Internal Communications Manager.



David Fayyad,
Manager Legal Affairs
(General Counsel)



Michael Colville,
Senior Asset Analyst



Siju Johny,
Head of Procurement

Our partnerships and current activities

TransGrid has a long history of working with the Aboriginal and Torres Strait Islander community and partnering with universities to provide support of Aboriginal and Torres Strait Islander students. In 2017 as part of ratifying TransGrid's Diversity and Inclusion strategy the development of a RAP was identified as a critical enabler to further build respect and opportunities for Aboriginal and Torres Strait Islander communities.

In December 2017, the Board endorsed our Diversity and Inclusion strategy providing direction needed to frame our policies and actions around inclusion and diversity in the workforce. In January 2018, the Diversity and Inclusion Manager position was created and filled to commence the process of implementation reporting and responsible directly to senior management.

TransGrid's RAP solidifies our commitment to reconciliation and to building on our relationships with Aboriginal and Torres Strait Islander community groups, businesses and educational institutions to grow future employees and leaders within TransGrid.

While TransGrid is only at the start of its formal RAP, to date we have:

- > Provided grants as part of our Community Partnerships Program for funding local community initiatives, such as the grant for Yass Valley Council to help establish the Oak Hill Aboriginal Place Scarred Trees Interpretative Display Area. The project involved the protection and conservation of three Aboriginal Scarred Trees. Oak Hill is an area of special significance for the Ngunnawal people of the Yass Valley.
- > Provided sponsorships for the UTS Galuwa Program, which gives Aboriginal and Torres Strait Islander high school students an opportunity to spend a hands-on week discovering more about careers in Science, Technology, Engineering and Mathematics.
- > Recognised and celebrated National Reconciliation Week and NAIDOC Week every year.
- > Provided a day of annual leave during NAIDOC Week for Aboriginal and Torres Strait Islander employees.
- > Developed an Internal Communications Strategy to bring employees on the RAP journey and raise organisation knowledge and understanding of our First Nations Peoples, their Cultures, histories and the issues they face today.
- > Had our Executive and Senior Leadership Team complete face to face cultural training through the National Centre of Indigenous Excellence, however a more sustained and ongoing approach to training will be investigated.
- > Committed resources for the development of our "Reflect" RAP and for the implementation of initiatives as outlined in this document.
- > Convened a RAP Advisory Committee of employees with Aboriginal and Torres Strait Islander employee representatives and non-Indigenous employee representatives from across the organisation.
- > Built and continue to maintain long-standing relationships with Aboriginal and Torres Strait Islander landholders and communities as part of the way we do business.

Our commitments

Relationships			
Action	Deliverable	Timeline	Responsibility
1. RAP Advisory Committee to actively monitor RAP development and implementation of actions, tracking progress and reporting	The RAP Advisory Committee oversees the development, endorsement and launch of the RAP.	October 2018	RAP Advisory Committee Chair
	Meet every two months to monitor and report on RAP implementation.	October, December 2018, February, April, June, August, October 2019	RAP Advisory Committee Chair
	Ensure Aboriginal and Torres Strait islander peoples are represented on the RAP Advisory Committee.	October 2018, October 2019	RAP Advisory Committee Chair
2. Build internal and external relationships	Invite representatives of local Aboriginal and Torres Strait Islander Communities to the launch of our RAP.	October 2018	Diversity and Inclusion Manager
	Develop a list of RAP organisations to approach and connect with on our reconciliation journey.	January 2019	Senior Asset Specialist
	Compile a comprehensive list of Aboriginal and Torres Strait Islander communities and organisations on whose land our network is located or passes through that we could approach to connect with.	March 2019	Energy Services Manager
	Identify relationships from those existing that can be developed further as well as identify new relationships to ensure we have the best contacts and relationships to work with on our journey of reconciliation.	June 2019	Executive Manager Works Delivery
3. Participate in and celebrate National Reconciliation Week (NRW)	Create a communications plan for National Reconciliation Week that includes messaging for leaders and key stakeholders to share.	April 2019	Internal Communications Manager
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff in all regional locations.	May 2019	Internal Communications Manager
	Ensure our RAP Advisory Committee participates in an external event to recognise and celebrate National Reconciliation Week.	27 May – 3 June 2019	Internal Communications Manager
	Encourage our staff to attend National Reconciliation Week events in their regions.	27 May- 3 June 2019	Internal Communications Manager
4. Raise internal awareness of our RAP	Review the communications plan six monthly to raise awareness of the RAP across the organisation.	April & October 2019	Diversity and Inclusion Manager
	Develop and implement a plan to inform key internal stakeholders of their responsibilities within our RAP.	October 2018	Internal Communications Manager
	Develop an intranet page that will be a point of reference for resources, links, and information about our RAP initiatives.	November 2018	Diversity and Inclusion Manager
	Include RAP related awareness training during induction for new employees.	March 2019	Diversity and Inclusion Manager

Respect

Action	Deliverable	Timeline	Responsibility
5. Investigate Aboriginal and Torres Strait Islander cultural learning and development	Conduct a review of cultural awareness training needs within our organisation.	January 2019	Diversity and Inclusion Manager
	Capture data and measure our peoples current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	February 2019	Diversity and Inclusion Manager
	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	August 2019	Senior Community Engagement Specialist
6. Participate in and celebrate NAIDOC Week	Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	7 July-14 July 2019	Internal Communications Manager
	Promote NAIDOC Week community events at each of our locations and encourage employees and their family and friends to participate.	July 2019	Internal Communications Manager
	Ensure our RAP Advisory Committee participates in an external NAIDOC Week event.	7 July-14 July 2019	Chair, Advisory Committee
7. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Source a map of Aboriginal NSW that will be overlaid with TransGrid's network to ensure employees are aware of the Aboriginal lands through which our network passes.	October 2018	Senior Asset Specialist
	Explore and develop a list of the Traditional Owners of the lands and waters in the local areas where we conduct our business.	November 2018	Executive Manager, Works Delivery
	Display Aboriginal and Torres Strait Islander flags at all TransGrid locations.	November 2018	Senior Asset Specialist
	Invite Traditional Owners into our offices to explain the meaning and significance behind Welcome to Country and Acknowledgement of Country.	November 2018	Senior Community Engagement Specialist
	Leverage the knowledge of our Aboriginal and Torres Strait Islander employees and stakeholders to develop a cultural protocol document for Welcome to Country and Acknowledgement of Country for use and reference by all employees.	December 2018	Senior Community Engagement Specialist
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols, including any local cultural protocols.	February 2019	Internal Communications Manager
	Provide an Acknowledgement of Country at key TransGrid events such as our organisation wide Safety Day training.	April 2019	Chair, Advisory Committee

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Investigate Aboriginal and Torres Strait Islander employment	Review the recruitment channels and methods of advertising we use to broaden our reach to Aboriginal and Torres Strait Islander candidates.	November 2018	Diversity and Inclusion Manager
	Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	December 2018	Manager, HR Operations
	Work with Career Trackers to place two Aboriginal and Torres Strait Islander interns at TransGrid.	February 2019	Diversity and Inclusion Manager
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2019	Executive Manager Works Delivery
	Investigate pre-apprenticeship support programs that will support Aboriginal and Torres Strait Islander apprenticeship applications to TransGrid.	March 2019	Education Program Co-ordinator
	Review and document current processes for hiring and supporting Aboriginal and Torres Strait Islander apprentices.	May 2019	Education Program Co-ordinator
9. Investigate Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2018	Head of Procurement
	Become a member of Supply Nation	December 2018	Head of Procurement
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2019	Head of Procurement
	Review existing processes to investigate how we can better identify opportunities for and support procurement from Aboriginal and Torres Strait Islander businesses.	June 2019	Head of Procurement
	Use TransGrid's existing procurement framework to develop relationships, build supplier diversity knowledge and provide opportunities to grow the Aboriginal and Torres Strait Islander business sector.	August 2019	Head of Procurement

Governance and tracking progress

Action	Deliverable	Timeline	Responsibility
10. Build support for the RAP	Define resource needs for RAP development and implementation.	June 2019	General Counsel
	Define systems and capability needs to track, measure and report on RAP activities.	August 2019	General Counsel
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	September 2019	General Counsel
11. Review and Refresh RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	June 2019	Diversity and Inclusion Manager
	Submit draft RAP to Reconciliation Australia for review.	July 2019	Diversity and Inclusion Manager
	Submit draft RAP to Reconciliation Australia for formal endorsement.	September 2019	Diversity and Inclusion Manager

“My painting is about My Country and where I’m from. I’m a Bundjalung man from Casino NSW and my tribe is Gallibal. We have a lot of land around Casino that belongs to us and I do a lot of hunting, fishing and turtle diving around the area. That’s why I do a lot of paintings of my country because we have a lot of land and a river that runs through my country.”

My Country
by Noel (Charlie)
Caldwell

– Noel (Charlie) Caldwell, Artist









TransGrid

Enquiries about TransGrid's RAP can be directed to the Head of Corporate Affairs on 02 9284 3000 or at community@transgrid.com.au

www.transgrid.com.au

