



vmia

Innovate Reconciliation Action Plan

May 2024 to May 2026

VMIA acknowledges the Traditional Owners of the land on which we do business, and we pay our respects to their Elders past and present. We acknowledge the important contribution that Aboriginal and Torres Strait Islander peoples make in creating a strong and vibrant Australian society.

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Disclaimer: Use of the terms Koori, Koorie, Indigenous, Aboriginal and Torres Strait Islander are retained in the names of programs and initiatives, and unless otherwise noted, are inclusive of both Aboriginal and Torres Strait Islander peoples in our Reconciliation Action Plan.



Our Vision for Reconciliation

Our vision for reconciliation is to connect the people, places and projects that we insure with the First Nations values, customs and stories of the lands on which we work.

We aim to enable the participation of Aboriginal and Torres Strait Islander people in our workforce and embed a culture of respect, inclusion, equality and understanding in our business.

We commit to having meaningful conversations with our clients about inclusion and use our position and our network to influence change and drive positive action. We will put the Aboriginal and Torres Strait Islander organisations we serve at the centre of these conversations.

We will be culturally conscious, curious and connected and heighten engagement with Aboriginal and Torres Strait Islander communities across our state.

Through this Innovate Reconciliation Action Plan (RAP), we will outline the activities that will build our relationships, enhance respect, create opportunities and improve governance to drive meaningful action toward reconciliation every day.



Message of Commitment from our CEO



In 2019, we embarked on our first Reconciliation Action Plan (Reflect). It was an opportunity for us to learn, take stock of the opportunities we have to make a difference, and to demonstrate our role supporting and recognising Aboriginal and Torres Strait Islander peoples.

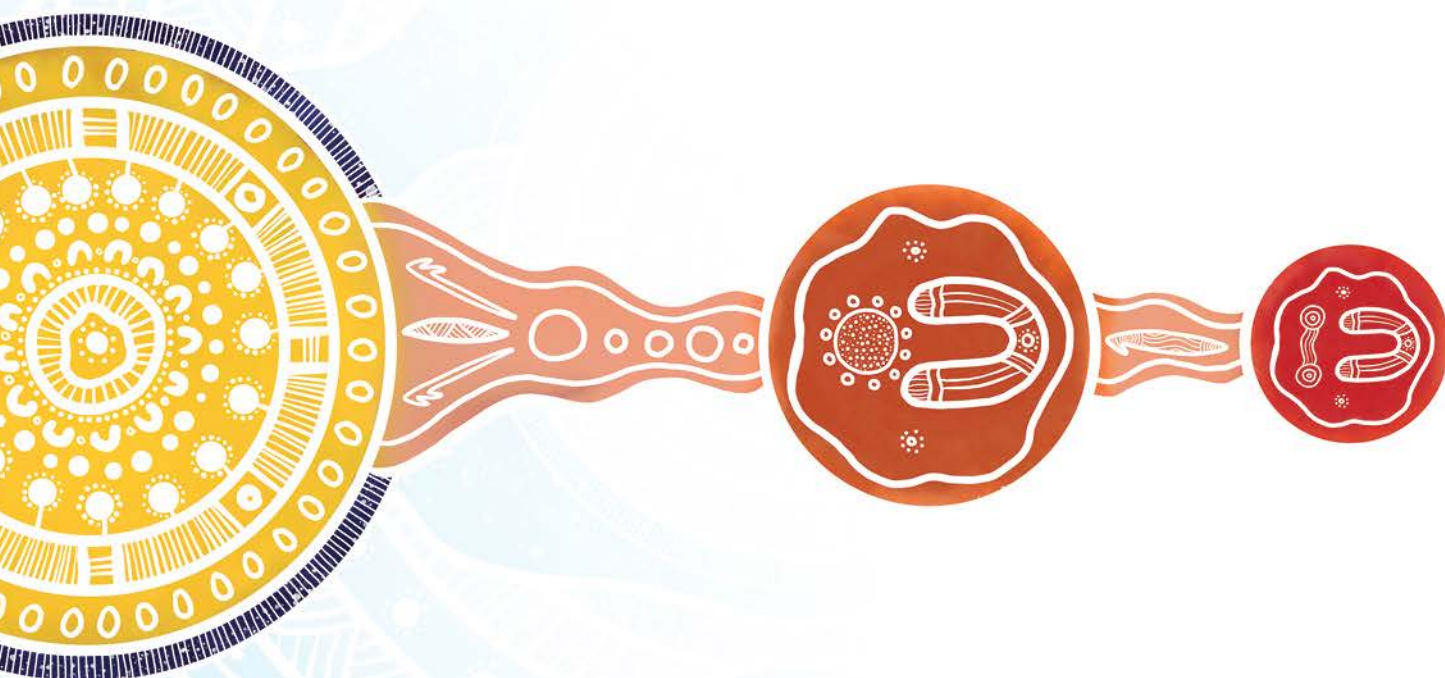
I am very pleased to now present our Innovate Reconciliation Action Plan 2024–2026 which continues VMIA’s commitment to reconciliation – recognising, acknowledging, and respecting Aboriginal and Torres Strait Islander peoples, cultures, histories and knowledge.

We have sought to maintain momentum on reconciliation, embedding many of our previous RAP initiatives into our ways of working. We have consulted with Aboriginal and Torres Strait Islander community organisations to better understand mechanisms for engagement and communication, and are committed to supporting our people to build their own cultural competencies through ongoing learning.

In implementing our Innovate RAP over the next two years, VMIA will continue to strengthen its engagement with Aboriginal and Torres Strait Islander peoples, and identify social and economic opportunities where VMIA can offer tangible benefits.

The development of the RAP has been a team effort and I would like to thank the RAP Working Group for their continued guidance, and I invite every VMIA employee to consider how they will contribute to its intent and make a meaningful difference to our First Nations staff, customers and stakeholders.

Andrew Davies
Chief Executive Officer
VMIA



Reconciliation Australia CEO Statement



Reconciliation Australia commends the Victorian Managed Insurance Authority (VMIA) on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

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

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

This Innovate RAP is both an opportunity and an invitation for VMIA to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, VMIA will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

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. VMIA is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals VMIA's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations VMIA on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Business

VMIA is the Victorian Government's insurer and risk manager. Our purpose is to build a confident, resilient Victoria through world-leading harm prevention and recovery.

Our clients are wide-ranging public-facing organisations, all crucial to supporting the people of Victoria. From iconic cultural institutions, major infrastructure, public schools and hospitals to emergency services and not-for-profits, our clients are diverse but united in their ambition to make a positive impact in our community. We share this ambition.

We have approximately 250 people working with us, and we all reside at 161 Collins Street, Melbourne, Victoria, the land of the Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation. While we do not currently have any staff members identifying as Aboriginal and/or Torres Strait Islander, we are building a comprehensive recruitment, training and retention program over the lifecycle of this Innovate RAP targeted at realising diversity.

Our commitment to a diverse, equitable and inclusive culture is centred on the idea that everyone should feel safe to bring their whole self to work and everyone should feel like they belong. A diverse workforce featuring varied perspectives benefits everyone and positively impacts culture. It is a shared responsibility to reduce unconscious bias, assumptions, systemic barriers and inequality in the workplace.

Our approach to reconciliation stems from these inclusive values.

VMIA recognises that Aboriginal and Torres Strait Islander peoples are, have always been, and will always be the Traditional Custodians of the Lands on which we live and operate.

We aspire to be a business where Aboriginal and Torres Strait Islander employees feel that they belong and are respected.

We recognise our role in promoting the inclusion of Aboriginal and Torres Strait Islander peoples through our Reconciliation Action Plan and will continue to actively promote and demonstrate diversity and inclusion as part of our culture and our practices.

Our role is to form strategic partnerships with government departments and agencies to identify and mitigate harm and manage state-significant risks. As innovators, we reframe risk to understand what must go right to prevent harm.

- We provide tailored insurance and work alongside clients to get them operational as quickly as possible after adverse events.
- We define the optimal balance between the cost of insurance and the risk departments and agencies carry.
- We take a model litigant approach to assessing and managing insurance claims.

We place clients at the centre of everything we do and play a key role as a trusted adviser, strategic enabler, risk navigator, thought leader and network builder.

Our Innovate RAP

This Innovate Reconciliation Action Plan will guide our reconciliation ambitions by driving cultural reform within VMIA and demonstrating our commitment through the way we do business with our clients and the community.

Through this plan we will build on a culture of mutually-respectful relationships, demonstrating understanding and respect for Aboriginal and Torres Strait Islander peoples' cultures. We aim to provide more opportunities within the organisation and within organisations we partner with, while ensuring we are actively respecting and integrating the cultural differences of our clients.

In 2019, we launched our Reflect Reconciliation Action Plan, through which we progressed a number of innovations, including introducing Cultural and Ceremony Leave, delivering a social procurement framework focused on partnering with Aboriginal and Torres Strait Islander businesses and delivering cultural awareness and cultural safety training through the Koorie Heritage Trust.

There remains much work to be done and the Innovate RAP will guide the next stage of our reconciliation journey. We acknowledge that the path to realising a culture of reconciliation at VMIA is difficult, and we cannot realise our ambitions alone. We must listen to and be guided by First Nations peoples and deepen our understanding of their cultures, histories and traditions. This Innovate RAP will recognise that need, and we will enhance our partnerships with Aboriginal and Torres Strait Islander peoples and organisations to deliver change.

This journey of understanding is supported by our learning-centric culture organisation. We would like to acknowledge the support and teachings of subject matter experts to date, especially Reconciliation Australia, Rob Hyatt, Cultural Education Manager at Koorie Heritage Trust, and Aunty Munya Andrews and Carla Rogers of Evolve Communities.

Guiding our work within VMIA is our voluntary Reconciliation Reference Group, which consists of members from all areas of our business and is championed by our CEO, Andrew Davies. This group will actively participate in and guide the development and implementation of actions in our Innovate Reconciliation Action Plan, during April 2024 to April 2026.

However, everyone in our business has a role to play, and our Innovate RAP also encourages and creates opportunities for our entire VMIA community – staff, clients and the people we serve to be part of our reconciliation ambitions.

In 2019, we launched our Reflect Reconciliation Action Plan, through which we progressed a number of innovations, including introducing Cultural and Ceremony Leave, delivering a social procurement framework focused on partnering with Aboriginal and Torres Strait Islander businesses and delivering cultural awareness and cultural safety training through the Koorie Heritage Trust.

Reconciliation Reference Group

The Reconciliation Reference Group is represented by the following employees:

Sponsor

Frieda Esquelin

Chief Operating Officer and Corporate Secretary

Group Coordinator

Amelia Thamrin

EA to Chief Operating Officer and Corporate Secretary

Group Members

Seona James	Indigenous Cultural Connections, Yorta Yorta Nations
Daniel Brennan	Artificial Intelligence Lead
Gail Conlon	Communications Adviser
Natasha Christou	People Services Coordinator
Jacque Delord	Head of Harm Prevention and Risk Programs
Bel Karademir	Client Service Adviser
Lucinda Patterson	Government Relations Lead
Lucy Stewart	Portfolio Lead, Claims Triage & Customer Experience
Faith Yego	Talent Acquisition Adviser



Indigenous representation is critical to the Reconciliation process and VMIA has established a partnership with Indigenous Cultural Connections to support our Innovate RAP process and provide strategic cultural advice and guidance.





Our Partnerships/ Current Activities

Current activities VMIA has developed and contributed to in order to progress our contributions to the reconciliation movement include:

Reviewing our Leave Policy and Procedures

VMIA has reviewed our Leave Policy and Procedures to ensure the inclusion of Cultural and Ceremony Leave for all our employees. This is designed to represent our understanding and acknowledgement that we have a diverse workforce, each with different needs and family or community responsibilities.

Displaying Flags

We have Aboriginal and Torres Strait Islander flags positioned in prominent areas of our tenancy, including the reception desk, boardroom, CEO office and training room. Guidance on the meaning and purpose of the flags has been shared with the organisation.

Acknowledgement of Country

At the beginning of every formal function, internal or external, we make an Acknowledgement of Country to the Traditional Custodians of the land. This is embedded in all speeches, as well as with our people who facilitate training and events internally and with clients throughout Victoria. We undertake research to tailor speeches to include the Traditional Custodians of the land on which the event is occurring across different Victorian locations. We have also posted guidance information on our internal channels on the appropriate way to make an Acknowledgement of Country, and the difference and significance of a Welcome to Country.

We also have an Acknowledgement embedded in our templates, for agendas, minutes, policies, briefs, letters, reports and PowerPoint presentations.

Awareness Raising

We use an internal social media platform, Yammer, to communicate and promote reconciliation information to all employees. Walking tours have also been organised to visit landmarks or traditional artworks around the city of Melbourne to increase our awareness and understanding. Our Reconciliation Reference Group has also subscribed to Reconciliation Australia and Reconciliation Victoria newsletters, and signed up to other appropriate mailing lists.

Procurement

A key achievement from our Reflect RAP was the development of our Social Procurement Strategy that better enables us to procure the services of Aboriginal and Torres Strait Islander businesses and organisations operating in Melbourne and in Victoria, on the land on which VMIA does its work.

When developing our Reflect RAP, we procured services from several Aboriginal and Torres Strait Islander-owned and run businesses. This included the design and artwork of our Reflect RAP (Marcus Lee Design), catering (Mabu Mabu), cultural entertainment (Jessie Lloyd and the Mission Songs Project), consulting services for our RAP (Karen Milward), and cultural awareness training (Koori Heritage Trust).

We commissioned artist Gerard Black of Baiyami Art for our Innovate RAP. Gerard's artwork depicts our maturing commitment to reconciliation and VMIA's role and purpose in protecting the interests of the State. The artwork forms the basis of our RAP design and will be integrated into our daily communications: on lanyards, desktop backgrounds, email signatures and presentation material for both internal and external use. The original artwork is on display in our foyer.

Our Continued Commitment to Reconciliation

In 2018, we officially started our reconciliation journey with our Reflect Reconciliation Action Plan. Whilst we are proud of our achievements to date, we recognise there is much to achieve, and the pathway to achieving our ambitions is not always straightforward. We are pleased to acknowledge our challenges as part of our commitment to learning and growth,

Our Reconciliation Reference Group has candidly discussed our fears of speaking up about many of the issues we are working to address in striving for reconciliation. These fears centre on the risk of causing offence, or lack of confidence in being subject matter experts. These candid discussions have been informative and have influenced the development of our Innovate RAP. We recognise the need to increase our dialogue with First Nations peoples. We will identify Aboriginal and Torres Strait Islander experts, both individuals and organisations, to more closely guide our reconciliation activities. We will enhance our training opportunities, and we will continue to foster a culture of openness, transparency and dialogue so we can have the conversations we need to enable reform.



Relationships

At VMIA, we have existing connections to Aboriginal and Torres Strait Islander organisations and peoples, particularly through our client base. VMIA provides proactive risk management advice and insurance support after clients have experienced loss or harm. Establishing a conscious, respectful and meaningful approach to our existing and future relationships with Aboriginal and Torres Strait Islander peoples will help ensure that we are a culturally-safe and welcoming organisation to transact with and work at.

Action	Deliverable	Timeline	Owner
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with Aboriginal and Torres Strait Islander stakeholders identified as most appropriate to finalise guiding principles for engagement.	June 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. <ul style="list-style-type: none"> Document current practices within VMIA teams when engaging with Aboriginal and Torres Strait Islander stakeholders: <ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders best suited to validate our principles of engagement. 	June 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	<ul style="list-style-type: none"> Distribute and celebrate existing VMIA practices of thoughtful and meaningful engagement with Aboriginal and Torres Strait Islander stakeholders to prompt new thinking from individuals and teams on how they can more meaningfully engage with Aboriginal and Torres Strait Islander stakeholders. 	June 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024, 2025	Group Coordinator
	Reconciliation Reference Group members to participate in an external NRW event.	27 May – 3 June 2024, 2025	Chief Operating Officer & Corporate Secretary (Sponsor)
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. <ul style="list-style-type: none"> Advertise/promote what NRW events people are engaging with through Yammer, our internal social network platform, which includes capability to email announcements directly to staff. We will also advertise and promote our activities at our weekly all-staff sessions, which are hosted by the CEO and other Executives on a rotational basis. 	27 May – 3 June 2024, 2025	Chief Operating Officer & Corporate Secretary (Sponsor)
	Organise at least one NRW event each year.	27 May – 3 June 2024, 2025	Group Coordinator
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2024, 2025	Group Coordinator
Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation, including: <ul style="list-style-type: none"> Provide quarterly updates in the all-staff sessions on the RAP and how we have developed, implemented and assessed its impact. Seek feedback from staff on suggestions for strengthening our approach and invite contributions/participation against actions in the plan. Following endorsement of our Innovate RAP, give a 10-minute presentation to business units about the RAP. 	From June 2024 ongoing	Chief Operating Officer & Corporate Secretary (Sponsor)
	Communicate our commitment to reconciliation publicly. <ul style="list-style-type: none"> Provide and post a summary of our RAP on our website and include a high-level progress report in appropriate touch points with clients (e.g., insurance renewals, newsletters, workshops, presentations, etc.). 	From May 2024 and quarterly for RAP period	Head of Corporate Affairs



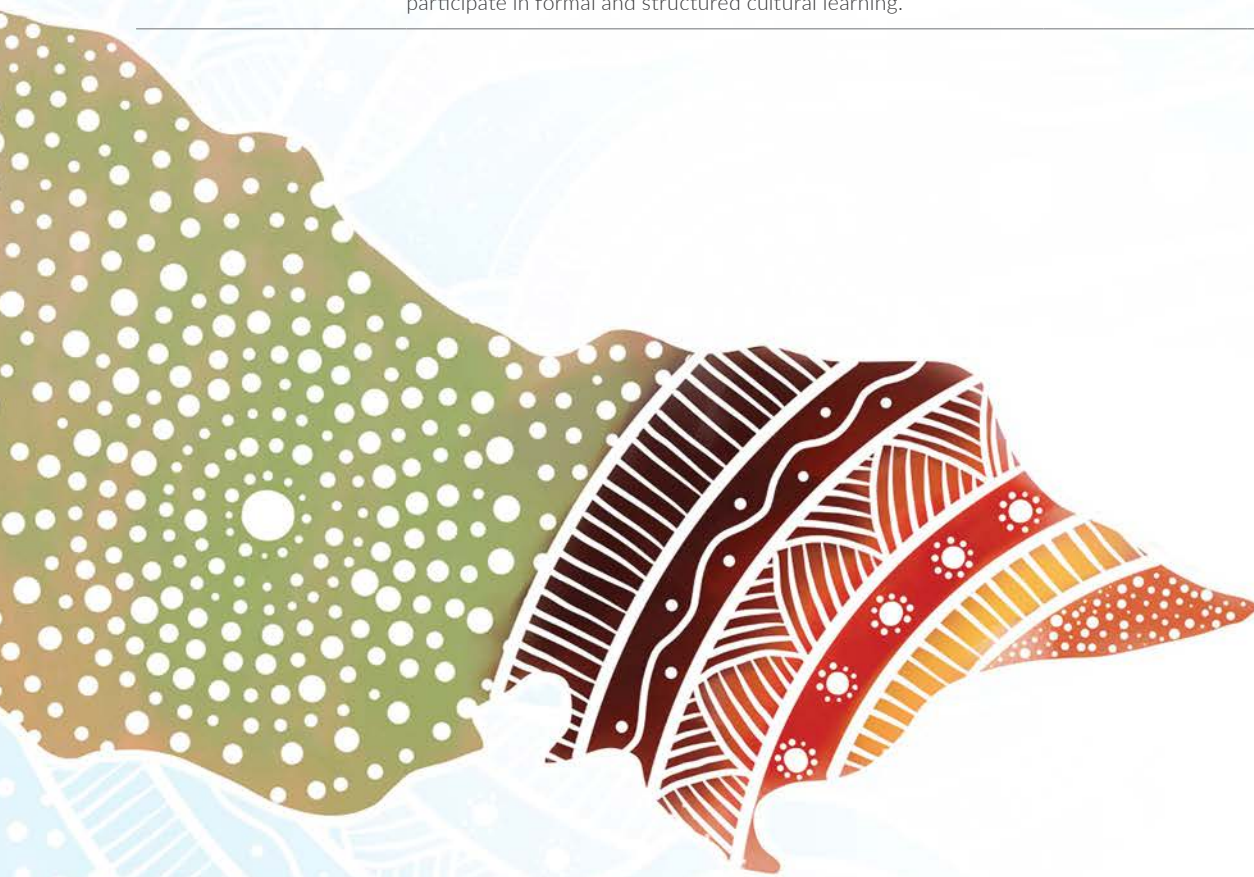
Action	Deliverable	Timeline	Owner
Promote reconciliation through our sphere of influence. (Continued)	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2024	Chief Operating Officer & Corporate Secretary
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. <ul style="list-style-type: none"> Develop a list of candidate opportunities (i.e., products and services) that would be further explored to determine their relevance, potential and ease for points of influence. Then work up methods to apply the intention. 	June 2024	Chief Insurance Officer
	Engage our clients in our reconciliation commitments, including starting key client meeting with an Acknowledgement of Country.	June 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	Seek to understand our clients' commitments to reconciliation and align our risk and insurance services where appropriate.	June 2024	Head of Insurable Risk Advisory
Promote positive race relations through anti-discrimination strategies.	Conduct a review of People and Culture (P&C) policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	Head of People and Culture
	Develop, implement and communicate an anti-discrimination policy for our organisation.	August 2024	Head of People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander adviser to consult on our anti-discrimination policy.	August 2024	Head of People and Culture
	Integrate the anti-discrimination policy and other refreshed policies and procedures in staff induction and onboarding process, and other relevant business as usual activities.	August 2024	Head of People and Culture
	Educate senior leaders on the effects of racism, including systemic racism and unconscious bias, including: <ul style="list-style-type: none"> Research leading edge Australian racism awareness providers and programs for senior leaders and staff. Racism awareness program delivered to all staff. Workshop with staff to: <ul style="list-style-type: none"> Reflect on learning from the racism awareness program and awareness initiatives from other Diversity and Inclusions focus areas. Develop Ideas for developing positive race relations and reconciliation at VMIA, including bringing to life relevant policies and procedures with specific actions. 	September 2024	Head of People and Culture
	Create and communicate plan to promote positive race relations and reconciliation. <ul style="list-style-type: none"> Communicate 'map' of all organisational, divisional and team actions to promote positive race relations and reconciliation. 	July 2024	Head of Corporate Affairs



Respect

We commit to building our understanding and acknowledgement of Aboriginal and Torres Strait Islander traditions, histories, cultures and connections to Country through learning and engagement. This is important to VMIA's value of consistently being curious and connected. This will be demonstrated by asking questions, being innovative and partnering with clients to solve problems.

Action	Deliverable	Timeline	Owner
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation. <ul style="list-style-type: none"> Survey different work groups to understand where VMIA people identify gaps in their knowledge on cultural and meaningful engagement. 	June 2024	Manager Talent & OD
	Engage with local Traditional Owners and/or Aboriginal and Torres Strait Islander adviser on the development and implementation of a cultural learning strategy for our staff. <ul style="list-style-type: none"> Seek permission and guidance from Wurundjeri Land Council for use of cultural learning materials on intranet. Invite Aboriginal and Torres Strait Islander Elders to present at cultural learning seminars for our staff. 	December 2024	Manager Talent & OD
	Develop, implement, and communicate a cultural learning strategy for our staff. <ul style="list-style-type: none"> Make staff aware of available self-directed cultural learning opportunities through the year, provided by 'champions'. Create and provide group learning opportunities and face-to-face cultural awareness training. 	June 2024	Manager Talent & OD
	Provide opportunities for Reconciliation Reference Group members, P&C managers and other key leadership staff to participate in formal and structured cultural learning.	June 2024	Head of People and Culture



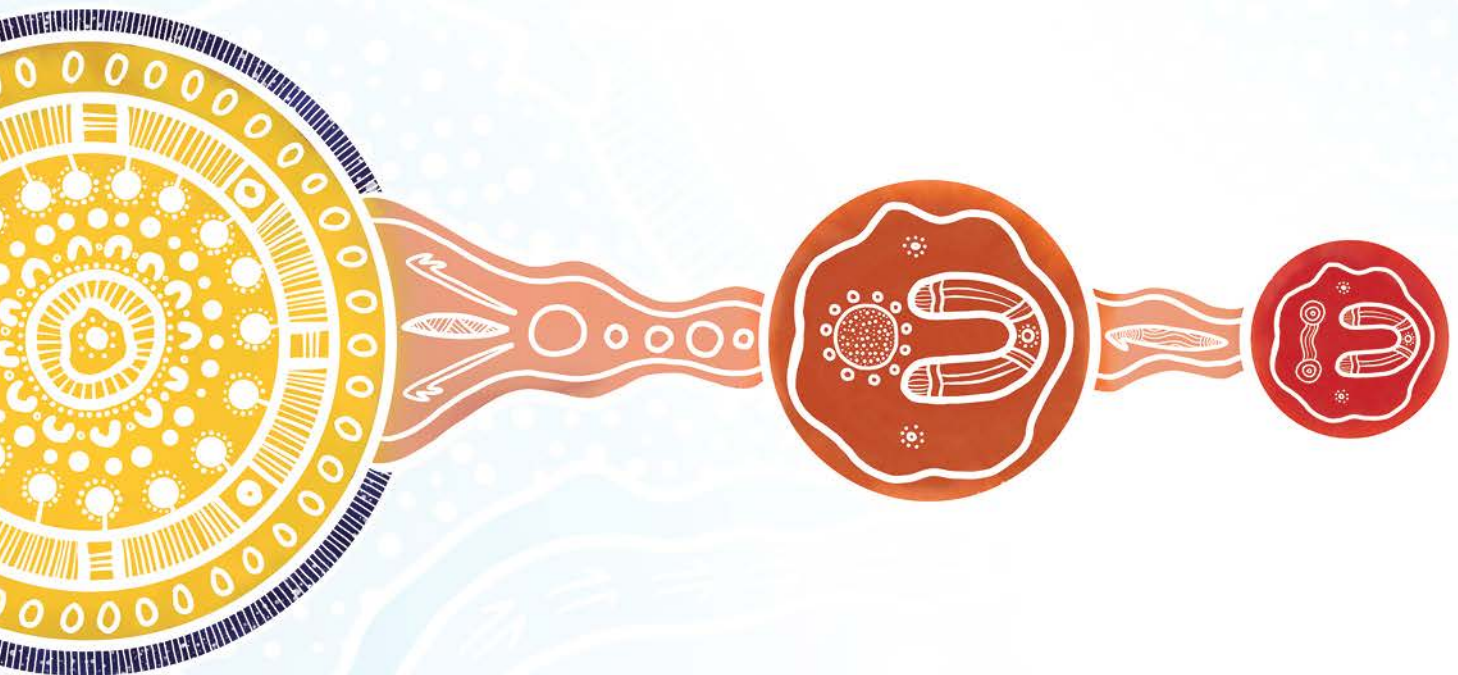


Action	Deliverable	Timeline	Owner
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. <ul style="list-style-type: none"> • Know Country and whose Country VMIA people are on. • Support staff learning the names of places. 	June 2024	Head of Corporate Affairs
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2024	Head of People and Culture
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2024	Group Coordinator
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. <ul style="list-style-type: none"> • Acknowledge Country the client is on, at every VMIA interaction and at the start of every external client meeting/training. 	From May 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	Acknowledge days of significance to be included on intranet where applicable: Yammer, or internal social network, and on our People Programs content pages, where our Diversity & Inclusion content lives.	From May 2024 ongoing	Head of Corporate Affairs
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Reconciliation Reference Group to participate in an external NAIDOC Week event.	First week in July 2024, 2025	Reconciliation Reference Group (RRG)
	Review P&C policies and procedures to remove barriers to staff participating in NAIDOC Week. <ul style="list-style-type: none"> • Ensure that cultural training in new-starter inductions is aligned to our commitment to support staff participation in NAIDOC week events. • Investigate insurance needs for Aboriginal Clients for NAIDOC and National Reconciliation Weeks. 	June 2024, 2025	Head of People and Culture Head of Insurable Risk Advisory
	Promote and encourage participation in external NAIDOC events to all staff. <ul style="list-style-type: none"> • Host events for VMIA and VMIA families. • VMIA will seek opportunities for involvement in other events. 	First week in July 2024, 2025	Head of Corporate Affairs
Increase the cultural safety of VMIA for Aboriginal and Torres Strait Islander employees.	Continue cultural safety training for staff focusing on all aspects of safety relating to our diversity and inclusion plan.	August 2024, 2025	Manager Talent & OD
	Conduct a review of cultural safety within VMIA for First Nations peoples.	October 2024	Head of People and Culture
	Develop actions to respond to any findings in the cultural safety review.	September 2024	Head of People and Culture

Opportunities

We will work together with Aboriginal and Torres Strait Islander communities to strengthen our level of engagement and create inclusive work practices, employment and business opportunities. Our vision is to build a strong sense of belonging in an inclusive VMIA that works respectfully with Aboriginal and Torres Strait Islander employees, organisations and communities in continuing to build a confident and resilient Victoria. We also aim to support Aboriginal and Torres Strait Islander communities through inclusive work practices and employment opportunities.

Action	Deliverable	Timeline	Owner
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2024	Manager Talent & OD
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	August 2024	Manager Talent & OD
	Develop and implement an Aboriginal and Torres Strait Islander recruitment strategy as part of our talent and acquisition strategy. This will include: <ul style="list-style-type: none"> Incorporating Aboriginal and Torres Strait Islander recruitment approaches in our Leadership capability uplift program. 	September 2024	Manager Talent & OD
	Develop and implement an Aboriginal and Torres Strait Islander retention and professional development strategy.	September 2024	Manager Talent & OD
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2024	Manager Talent & OD
	Review P&C and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2024	Manager Talent & OD
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	June 2025	Manager Talent & OD
	Review our current recruitment processes to identify opportunities to increase accessibility and cultural safety for First Nations applicants.	August 2024	Manager Talent & OD





Action	Deliverable	Timeline	Owner
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy in line with existing Victorian Government Social Procurement Framework. <ul style="list-style-type: none"> Investigate the inclusion of specific criteria in procurement processes, e.g., does the provider have a 'genuine' RAP/what is their commitment to reconciliation? Consider the inclusion of RAP requirements when partnering with all suppliers where appropriate. 	August 2024	Procurement and Contracts Manager
	Investigate Supply Nation membership.	June 2024	Group Coordinator
	Investigate Aboriginal and Torres Strait Islander supply group membership.	June 2024	Group Coordinator
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2024	Procurement Specialist
	Review and update existing procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2024	Procurement Specialist
	Search for potential Aboriginal and Torres Strait Islander suppliers and engage with them to see if they have the capacity and capability to tender for work.	June 2024	Procurement Specialist
	Identify any potential procurement barriers for Aboriginal and Torres Strait Islander businesses in working with VMIA.	June 2024	Procurement and Contracts Manager
	Investigate adding Aboriginal and Torres Strait Islander businesses to claims services panel.	August 2024	Head of Claims Strategy
	Develop a directory of Aboriginal and Torres Strait Islander businesses that are encouraged for engagement when procuring goods and services.	August 2024	Procurement Specialist
	Investigate opportunities to further leverage our business to support First Nations clients.	Develop a database of our First Nations clients to inform future initiatives and strategy.	August 2024
Review insurance solutions and renewal timelines to ensure they meet First Nations clients' needs, particularly those needs associated with culturally significant dates and events.		September 2024	Head of Insurable Risk Advisory



Governance

We regularly review and track our progress against our RAP to ensure we continue to realise our vision for reconciliation.

Action	Deliverable	Timeline	Owner
Establish and maintain an effective Reconciliation Reference Group to drive governance of the RAP.	Reconciliation Reference Group to oversee the launch, implementation and monitoring of our Innovate Reconciliation Action Plan.	May 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	Maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Reference Group.	May 2024, 2026	Chief Operating Officer & Corporate Secretary (Sponsor)
	Establish and apply a Terms of Reference for the Reconciliation Reference Group.	May 2026	Chief Operating Officer & Corporate Secretary (Sponsor)
	Meet at least four times per year to drive and monitor RAP implementation.	Apr/Jun/Aug/Oct/ Dec/Jan/Feb annually	Group Coordinator
Provide appropriate support for effective implementation on RAP commitments.	Chief Executive to be responsible for the implementation of our RAP and define the resources required for its successful implementation.	July 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	Engage our Senior Leaders and other staff in the delivery of RAP commitments.	June 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	Maintain an internal RAP Champion from senior management.	May 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Group Coordinator
	Report RAP progress in line with our broader diversity and inclusion actions to all staff and senior leaders quarterly.	Mar, Jun, Sep, Dec annually	Group Coordinator
	Publicly report our RAP achievements, challenges and learnings annually.	June 2024, 2025	Chief Operating Officer & Corporate Secretary (Sponsor)
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	June 2024	Chief Operating Officer & Corporate Secretary (Sponsor)
	We will report our RAP achievements to our Board of Directors annually.	December 2024, 2025	Group Coordinator
	Include progress on the RAP delivery as a standing agenda item at Executive Leadership Team meeting on a quarterly basis.	Apr/Jun/Sep/ Dec 2024 Apr/Jun/Sep/ Dec 2025	Chief Operating Officer & Corporate Secretary (Sponsor)
	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2026	Group Coordinator

Contact details

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VMIA Artwork Story

We recently unveiled our new artwork as part of our Innovate RAP. The artist, Gerard Black, a Worimi man, took inspiration from nature and spirit to create a highly symbolic piece now on display in VMIA's office foyer. Gerard's design incorporates traditional First Nations design elements to symbolise the State of Victoria, VMIA's purpose in helping Victorians thrive, our bright future, and our team members.



vmia Innovate Reconciliation Action Plan

Gerard Black
Gerard Black



State of Victoria Represented by VMIA Embracing Everyone

VMIA's Bright future Creating Safe Spaces Finding talent Deep Understanding of Influence

Water ways & Protection flow of Staff learning & Experience

4 Pillars

- Knowledge Experience Learning
- Harm Prevention & Recovery
- Connections Journey's
- New Beginnings & Recovery

• Represents all the people places & projects

VMIA as a Whole looking over Victorian

River of Protection

VMIA Expansion of Cultural Awareness developing & Strengthening Relationships with first Nations People.



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