



# Hobart Airport Reflect Reconciliation Action Plan

January 2022 – December 2022



RECONCILIATION  
ACTION PLAN  
REFLECT



Hobart Airport  
TASMANIA

# Message from Reconciliation Australia

**Karen Mundine**  
Chief Executive Officer

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

Hobart Airport joins a network of more than 1,100 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 Hobart Airport 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 Hobart Airport, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Message from Hobart Airport

**Norris Carter**  
Chief Executive Officer

I would like to start by acknowledging the Traditional Owners who have walked on this land of lutruwita/Tasmania for over 60,000 years. As the oldest First Nations culture in the world, there is so much we can learn from the Aboriginal and Torres Strait Islander cultures, knowledge and stories.

For me, reconciliation starts with acknowledging the dark history of colonial invasion and the impact this has had and continues to have on First Nation peoples.

Raising awareness by learning from and strengthening connections with Aboriginal and Torres Strait Islander peoples will be central to our endeavours in this, our first Reconciliation Action Plan.

Hobart Airport is the gateway to lutruwita/Tasmania and connecting communities is at the heart of what we do. We understand that this affords us both the opportunity and responsibility to demonstrate reconciliation leadership not only for our own people, but to the millions who choose to travel to and from this beautiful island. While I am proud of the work we have already undertaken, this RAP sets our foundations for genuine and meaningful reconciliation into the future.



We commit to these actions and initiatives as an ongoing step toward showing respect, building relationships and enhancing opportunities for our First Nations people.

I would like to thank the airport's RAP working group who have diligently stretched their own thinking and understanding of what reconciliation means, along with the many external organisations and individuals who have shared their wisdom with us.

Hobart Airport continues its reconciliation journey with the development of this Reconciliation Action Plan 2022. As RAP champion, I look forward to reporting on our progress and the impact these commitments will have into the future.



**Norris Carter**  
Chief Executive Officer  
Hobart Airport



## Our Business

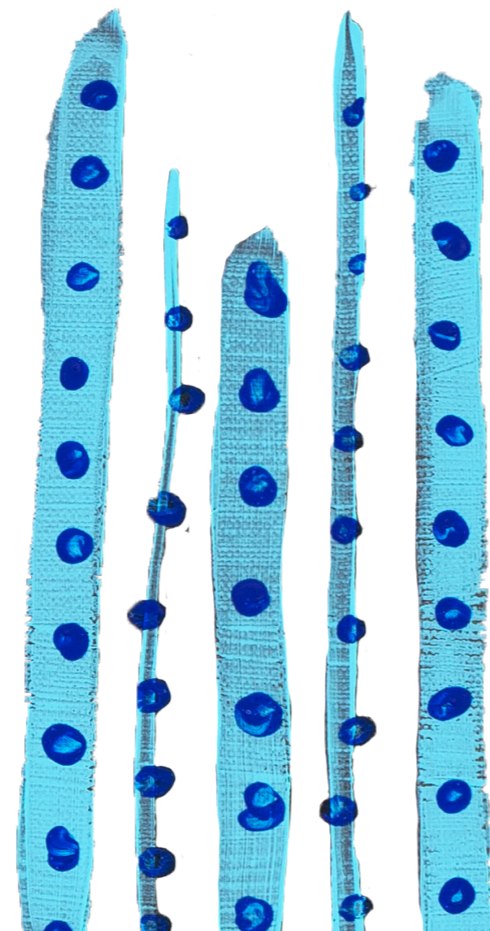
Hobart Airport is the gateway to a little heart shaped island that the Lonely Planet now considers one of the most desirable regions on earth. We are in the business of bringing people and communities together, and it's a business we couldn't love more.

Prior to COVID-19, we were Australia's fastest growing capital city airport and have seen significant growth in passenger numbers for the six years to 2020. We have a strong, stable workforce and a long history of creating opportunities for the Tasmanian people. Hobart Airport remains lutruwita/Tasmania's busiest gateway with over 65 percent of visitors to lutruwita/Tasmania passing through the terminal.

We directly employ 50 Tasmanians, over 900 people work in the airport precinct across a diverse range of activity and industries. While no one within our direct team has identified as being Aboriginal and/or Torres Strait Islander people, we aim for that to change through this reconciliation journey.

As the industry and indeed the world recovers from the impacts of COVID, we expect to welcome back over 2 million passengers per year by 2023. We recognise that this, combined with our active engagement with community, business and government, creates a significant sphere of influence and responsibility.

For an island state such as lutruwita/Tasmania, the airport plays a particularly important economic and social role. It is a critical piece of infrastructure and a primary gateway into the city of Hobart and the state of lutruwita/Tasmania. But we are more than just an airport. We are a host, a caretaker, a friend, and a genuine member of the countless communities that make up lutruwita/Tasmania and the world we open our arms to.



## Our RAP Journey

In May 2021 the Hobart Airport Reconciliation Action Plan Working Group (RAPWG) was formed. The working group consists of the Airport's Executive Leadership team and a cross section of representation across all areas of our business. Participation in the RAPWG will be reviewed annually and all employees are welcome to participate. The current members include;

- CEO – **RAP Champion**
- Chief Operating Officer
- Chief Financial Officer
- Executive General Manager – People, Culture & Environment
- Executive General Manager – Commercial
- Executive General Manager – Infrastructure
- Executive General Manager – Corporate Services
- Environment & Sustainability Manager
- Operations Manager
- Planning & Ground Transport Manager
- Marketing and Public Affairs Manager
- Capital Works Manager

The world has changed and society's ability to be heard has never been stronger. Our communities expect organisations to integrate values and environmental stewardship in everything they do, so they can become an instrument for good, an instrument for change.

This RAP is a critical step in our reconciliation journey and will build on the foundations we have started to

lay. Our RAP is our formal commitment and contribution to reconciliation. It is an important step in paying our respects to the Traditional Owners of our land and in developing our cultural knowledge as an organisation.

We are the gateway to lutruwita/Tasmania and this region, moo-maire-mener, a privilege that is not lost on us; it is our responsibility to represent this land, its history, and all of our communities.

We seek to build relationships and learn all that is possible from the Tasmanian Aboriginal community so we can share this knowledge with our people, our stakeholders and with the visitors to lutruwita/Tasmania. We seek to show our respect in meaningful ways and to create a safe place for Aboriginal and Torres Strait Islander people.

Our approach is one of authenticity and respect. We understand and acknowledge that there are many things that we do not know and many things for us to learn so that we can positively contribute to reconciliation in lutruwita/Tasmania and influence others to do the same.

# Our Partnerships / Current Activities

## Our Partnerships / Current Activities

Working collaboratively with like-minded businesses, sharing and learning from our RAP journey, will be central to our approach. We will also seek to further strengthen our relationships with organisations that help us connect with Aboriginal and Torres Strait Islander people and practices.

### Reconciliation Tasmania

Reconciliation Tasmania has been a key partner in helping us start our reconciliation journey and in the development of this RAP. Through attending our RAPWG meetings and sharing their experiences, they have guided our thinking. It was through connections made by Reconciliation Tasmania that our RAPWG undertook the Come Walk with Us cultural workshop, leading the way for all of our employees. We look forward to supporting Reconciliation Tasmania's Community Engagement Strategy which is currently under development. This initiative will, amongst other things, build cultural capability of the business community to engage with Aboriginal and Torres Strait Islander peoples and promote best practice of engagement.

### Tasmanian Aboriginal Centre

Cultural burning as a tool aims to manage and preserve the significant biodiversity values of the grassland over time. This approach to grassland management harnesses the expert knowledge and techniques developed over tens of thousands of years by Aboriginal Australians.

In consultation with the Tasmanian Aboriginal Centre and the Commonwealth Environment Approvals Division Hobart Airport has commenced cultural burning on its Commonwealth listed grasslands. The cool mosaic burning maintains the biodiversity of critically endangered lowland native grassland and ensures native flora in the grassland continues to thrive.

### Little Bee Child Care Centre

Our precinct partner and tenant Little Bee has been generous in allowing us to share in their experiences and learnings as they have developed and launched their RAP. In turn, we are proud to be able to support them with both financial and in-kind support.



# Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1a. Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2022	Executive General Manager – People, Culture & Environment (EGM PC&E)
	1b. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2022	EGM PC&E
	1c. Actively support (both financially and through participation) in the Community Engagement Strategy currently under development by Reconciliation Tasmania.	July 2022	RAP Champion EGM PC&E
2. Build relationships through celebrating National Reconciliation Week (NRW).	2a. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May/June 2022	EGM PCE
	2b. RAPWG members to participate in an external NRW event.	May/June 2022	EGM PCE
	2c. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May/June 2022	EGM PCE
3. Promote reconciliation through our sphere of influence.	3a. Communicate our commitment to reconciliation to all staff including launch of RAP.	January 2022 and ongoing	CEO
	3b. Develop a communication strategy to promote RAP commitments internally and externally.	March 2022	Marketing & Public Affairs Manager
	3c. Identify external stakeholders that our organisation can engage and collaborate with on our reconciliation journey.	March 2022	Executive Leadership Team Members
	3d. Incorporate RAP information/education into Airport Facilitation Meetings with precinct partners.	March 2022	Operations Manager
	3e. Incorporate RAP information/education into Tenant Environment audits.	January 2022	Environment & Sustainability Manager
4. Promote positive race relations through anti-discrimination strategies.	4a. Research best practice and policies in areas of race relations and anti-discrimination.	August 2022	EGM PCE
	4b. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2022	EGM PCE



# Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5a. Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2022	EGM PCE
	5b. Conduct a review of cultural learning needs within our organisation.	April 2022	EGM PCE
	5c. All employees (existing and new) to participate in Come Walk with Us Cultural workshop. (*Providing Aboriginal and Torres Strait Islander employees the option to participate)	This practice commenced in 2021 and will continue throughout 2022 as workshop dates are confirmed by provider.	EGM PCE
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6a. Strengthen our understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2022	Environment & Sustainability Manager
	6b. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2022	EGM PCE
	6c. Maintain and share the protocols for Acknowledgement of Country and Welcome to Country including identification of where each would be appropriate.	March 2022	EGM PCE
	6d. Introduce the Aboriginal and Torres Strait Islander Flags at Hobart Airport.	August 2022	Marketing & Public Affairs Manager
	6e. Include an Acknowledgement of Country statement on the footer of business emails.	March 2022	Marketing & Public Affairs Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating National Aborigines and Islanders Day Observance Committee (NAIDOC) Week.	7a. Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	EGM PCE
	7b. Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	EGM PCE
	7c. RAP Working Group to participate in an external NAIDOC Week event.	July 2022	RAPWG
8. Demonstrate recognition for Traditional Owners and Traditional place names	8a. Language and naming conventions – Recognise and incorporate Aboriginal Tasmanian heritage and culture into our workplace naming conventions and processes for future projects/precinct areas/street names etc to recognise The Traditional Owners.	June 2022	Environment & Sustainability Manager
	8b. Research and consider co-naming existing meeting rooms and artwork with Aboriginal Tasmanian place names.	June 2022	EGM Corporate Services
9. Learn from traditional land management practices to support sustainable management of the environment.	9a. Explore opportunities to further incorporate land management practices of Aboriginal and Torres Strait Islander people to support sustainable management of the environment to protect biodiversity.	October 2022	Environment & Sustainability Manager
	9b. Continue to consider benefits of traditional land management practices such as cool mosaic burn to preserve and protect the land.	June 2022	Environment & Sustainability Manager



# Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>10.</b> Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<b>10a.</b> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2022	EGM PCE
	<b>10b.</b> Review recruitment practices including advertising to actively encourage Aboriginal and Torres Strait Islander applicants.	March 2022	EGM PCE
	<b>10c.</b> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April 2022	EGM PCE
	<b>10d.</b> Build capability into existing engagement surveys giving individuals the option to identify as Aboriginal or Torres Strait Islander.	April 2022	EGM PCE
<b>11.</b> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<b>11a.</b> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2022	EGM Infrastructure
	<b>11b.</b> Connect with bodies that represent First Nation businesses in lutruwita/Tasmania e.g. Supply Nation to identify local Aboriginal and Torres Strait Islander owned suppliers.	January 2022	EGM Infrastructure
	<b>11c.</b> Support Tasmanian Aboriginal artists by procuring Aboriginal artwork for our RAP documents and commitments.	January 2022	Marketing & Public Affairs Manager
<b>12.</b> Seek opportunities to learn from Indigenous land management practices	<b>12a.</b> Continue to consult with the Tasmanian Aboriginal Centre and the Commonwealth Environment Approvals Division on caring for country practices.	October 2022	Environment & Sustainability Manager



# Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>13.</b> Maintain an effective RAPWG to drive governance of the RAP.	<b>13a.</b> Provide opportunity for employees to join the existing RAPWG annually.	October 2022	CEO
	<b>13b.</b> Draft a Terms of Reference for the RAPWG.	February 2022	EGM PCE
	<b>13c.</b> Establish Aboriginal and Torres Strait Islander representation on the RAPWG.	June 2022	RAPWG
<b>14.</b> Provide appropriate support for effective implementation of RAP commitments.	<b>14a.</b> Define resource needs for RAP implementation.	March 2022	EGM PCE
	<b>14b.</b> Engage senior leaders in the delivery of RAP commitments.	October 2022	CEO
	<b>14c.</b> All Executives will be active participants in the RAPWG and attend as a minimum 3 meetings annually.	December 2022	CEO
	<b>14d.</b> Define appropriate systems and capability to track, measure and report on RAP commitments including to Board.	February 2022	EGM PCE
<b>15.</b> Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<b>15a.</b> Report RAP progress to all staff and senior leaders quarterly.	March, June, September, December 2022	EGM PCE
	<b>15b.</b> Publicly report our RAP achievements, challenges and learnings, annually.	December 2022	EGM PCE
	<b>15c.</b> Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we receive our link to complete the RAP Impact Measurement Questionnaire.	July 2022	EGM PCE
	<b>15d.</b> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September (Annually)	EGM PCE
<b>16.</b> Continue our reconciliation journey by developing our next RAP.	<b>16a.</b> Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	EGM PCE
<b>17.</b> Establish ongoing input to RAP commitments through involvement of First Nations peoples.	<b>17a.</b> Identify/invite First Nations representation to RAPWG meetings.	Ongoing	RAPWG

# Artist Commission for Hobart Airport.



## Painting 1 wurangkili, milaythina, layna (sky, earth, water):

This painting represents the elements that surround the Hobart airport. The sky the land and the water.

The sky country includes our dreaming stories. Tara, the kangaroo, who is part of our creation story. 'luwaytina' the emu in the sky – milkyway. The whale from dreaming stories in 'timumili minanya' - Derwent River

The sun, the giver of life, representing the happier moments at the airport. The rain represents the thousands of tears that are shed in the Hobart Airport every year. They may be tears of joy, or tears of sorrow.

The hand stencils remember our old people and acknowledge today's palawa community who

continue to carry on culture and traditions that are thousands of years old

The oceans, rivulets and streams are the waters that surround the Hobart airport. Fresh water and salt water.

The footprints represent the thousands of people who journey through the Hobart airport every year, and also reflect the Hobart airport moving forwards in its journey to reconciliation.

The painting also includes animal tracks on the earth, (kangaroo and snake) platypus and whale from the water and birds in the sky, whose Countries we live work and play on.



## Painting 2 Songlines of milaythina (Country):

This painting shows the songlines of Country surrounding Hobart airport. The black background represents the heart of the palawa people. The gold and bronze land represents the strong connection to Country that palawa people have. The dark and light blues represent the water, salt water and fresh water that surround the Hobart airport and provide us with nourishment. The 9 mariner shells pay respect to our elders who pass on ancient traditions and remember our 9 tribes from long ago.

The painting includes the sun, the giver of life, representing the happier moments at the airport and the rain representing the thousands of tears that are

shed in the Hobart Airport every year. They may be tears of joy, or tears of sorrow.

The sky country includes our dreaming stories. Tara, the kangaroo, who is part of our creation story. 'luwaytina' the emu in the sky – milkyway. The whale from dreaming stories in 'timumili minanya' - Derwent River

The footprints represent the thousands of people who journey through the Hobart airport every year, and also reflect the Hobart airport moving forwards in its journey to reconciliation.

# Artist Bio

## Luana Towney

I am a proud Palawa / Wiradjuri woman living in lutruwita with my family. A pungkatina muka luna - Bush Salt Water Woman.

My cultural connections run deep and strong. My great-great-great-grandmother on my mother's side (Palawa) was Fanny Cochrane Smith, born on Flinders Island, daughter of Tanganutura and Nicermenic. My mother's family include important knowledge keepers, activists and healers.

My grandfather on my father's side (Wiradjuri), Jack Towney, grew up with his family on the Bulgandramine mission near Peak Hill, NSW. My Towney family include great sportspeople, knowledge keepers, artists and singers. I was raised by my mother June Sculthorpe and step-up father Brian Mansell, who was a great athlete and proud Tasmanian Aboriginal Man. My father's family come from the Bass Strait Islands and include great sportsmen, artists and activists.

My parents all instilled in me, since my birth, the importance in being proud of where I come from and who I am. To fight for our rights as Aboriginal People, and to learn my culture and teach it to my children, so it will continue strong and far beyond my time on Earth.

I am a weaver, poet, painter, jeweller, learner and teacher. I am a lover of the Earth and my artwork reflects the circle of life, and a deep respect for ningimpi withi (Grandmother Moon).



Image: Jillian Mundy

## Contact details

**Name:** Gail Wilson

**Position:** Executive General Manager People, Culture and Environment

**Phone:** 03 6216 1600

**Email:** [info@hobartairport.com.au](mailto:info@hobartairport.com.au)





h

Hobart Airport  
TASMANIA

L. Towner