

Reflect

Reconciliation Action Plan

Oxford University Press Australia and New Zealand (OUPANZ)

November 2024 to November 2025

Acknowledgement of Country

Oxford University Press acknowledges the Traditional Owners of the many lands on which we create and share our learning resources. We acknowledge the Traditional Owners as the original storytellers, teachers and students of this land we call Australia. We pay our respects to Elders, past and present, for the ways in which they have enabled the teachings of their rich cultures and knowledge systems to be shared for millennia.

Message from our General Manager

I am delighted to share with you that Oxford University Press Australia and New Zealand is embarking on a significant journey by implementing a Reconciliation Action Plan (RAP). This initiative is a testament to our commitment to fostering a culture that values diversity, equity, and inclusion.

The decision to implement a RAP stems from our desire to promote an environment that respects and values diverse cultures and perspectives. It is a step towards strengthening our relationships by acknowledging and respecting the rich cultural histories, values, and experiences of Aboriginal and Torres Strait Islander peoples.

Our RAP will enhance our cultural competency by providing opportunities for our staff and stakeholders to engage in cultural learning activities. This will deepen our understanding and appreciation of First Nations cultures, and drive positive change by addressing social and economic disparities.

While our Reflect RAP will be the first formal step towards Reconciliation, our business is committed to developing our relationship with First Nations peoples and reconciliation in a number of ways. We have established the Oxford First Nations Advisory Board to demonstrate our commitment to supporting culturally appropriate education for all.

The benefits of implementing the RAP are manifold. It will enhance our understanding of the cultures, histories, and contributions of Aboriginal and Torres Strait Islander peoples. By fostering an inclusive and respectful environment, we can improve engagement among our staff and with our First Nations stakeholders. Diversity brings a wealth of ideas, perspectives, and experiences, driving innovation and creativity within our organization.

Moreover, by demonstrating our commitment to reconciliation, we can enhance our brand reputation and trust. We believe that through this plan, we can make a positive impact on our organization and society as a whole.

Selina Pickard

General Manager Oxford University Press Australia and New Zealand



Statement from CEO of Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes Oxford University Press to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Oxford University Press joins a network of more than 2,500 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 Oxford University Press 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 Oxford University Press, 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



Our Business

Oxford University Press Australia and New Zealand (OUPANZ) has operated in Australia since 1908 and is committed to supporting teachers and learners in Australia, New Zealand and the Pacific to achieve and uncover new possibilities. With team members located across the country, we service primary schools, secondary schools and universities in all states and territories, delivering quality learning resources meticulously written to the latest curriculums.

OUPANZ is a department of the University of Oxford. It is our mission to further the University's objective of excellence in research, scholarship and education by publishing worldwide. We want to help every student succeed and ensure they acquire a comprehensive education. We are changing to make learning work for anyone, anywhere. Learning changes lives – and we're here to drive that change. We support all people wherever and however they want to learn, so they can achieve their learning goals and uncover new possibilities.

OUPANZ acknowledges the Traditional Owners as the original storytellers, teachers and students of this land we call Australia. It is our ongoing goal to represent First Nations histories, experiences, truths and knowledge across all our publications with accuracy and respect.

In Australia, increasing public awareness of – and interest in – First Nations histories, perspectives and knowledges is reflected in the integration of First Nations content in all learning areas of the Australian Curriculum 9.0 (released in 2022), which sets national standards for the learning outcomes of all young Australians and forms the basis of local curricula across all states and territories.

Knowledge and learning underpin the progress we make, as individuals and as a society. When we know more, we can solve new problems and explore fresh opportunities.



Our Vision and our RAP

Our Vision

OUPANZ's vision for reconciliation is for First Nations peoples, histories, cultures, knowledge, learnings and stories to be respected and celebrated. We understand that learning can change lives, and that is why we are deeply committed to use our position as an educational publisher to amplify the voices, experiences and knowledge of First Nations peoples. Knowledge and learning underpin the progress we make, as individuals and as a society.

Our RAP

Creating a Reconciliation Action Plan (RAP) is part of OUPANZ's formal commitment and contribution towards reconciliation. The RAP framework allows our business to take meaningful steps and action.

Diversity, equity and inclusion are core to OUPANZ's values and mission. We envision our RAP to be embedded into everything we do, across all policies, procedures and publications. We recognise the need for a shift in our approach in order to make reconciliation imperative for business and a critical aspect of our culture.

Our RAP Working Group

The development and implementation of our Reflect RAP will be driven by our RAP Working Group, and supported by our Senior Leadership Team, Selina Pickard and Lee Walker. Our RAP Working Group comprises of staff from across the business, including our internal Diversity, Equity & Inclusion (DEI) Committee. Our RAP champion is Sarah Joseph, who is also leading our DEI First Nations commitment.

Our Current Activities and Partnerships

While our Reflect RAP will be the first formal step towards Reconciliation, our business has been committed to developing our relationship with First Nations peoples and reconciliation in a number of ways.

The Indigenous Literacy Foundation

Our staff make personal donations to The Indigenous Literacy Foundation (ILF) on Indigenous Literacy Day and participate in various ILF activities, such as the annual trivia night.



Open Book: Australian Publishing Internship

The Open Book Internship is funded by the Australian Government, Australian Council for the Arts and Copyright Agency, and is aimed at fostering cultural diversity in the Australian publishing industry. OUPANZ has been a proud host of the Open Book Publishing Internship for many years. The Open Book Internship aims to foster cultural diversity within the Australian publishing industry. Of the internships, one is an Aboriginal and/or Torres Strait Islander identified role.¹



Oxford First Nations Advisory Board

In 2023, OUPANZ began the process of forming a First Nations Advisory Board. The goal was to establish a committee of First Nations educators, academics and subject matter experts who will enter an ongoing paid relationship with OUPANZ with the purpose of sharing knowledge and improving the quality of OUPANZ products, from textbooks to readers and teaching programs. Committee members will be drawn from all around Australia (including the Torres Strait Islands) and represent the breadth and depth of First Nations cultures and knowledges. This is a proactive opportunity to formalise OUPANZ’s approach to commissioning and developing culturally appropriate content.

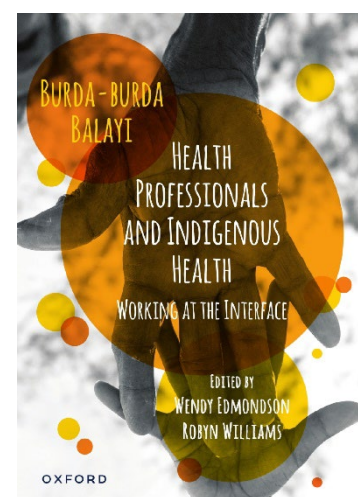
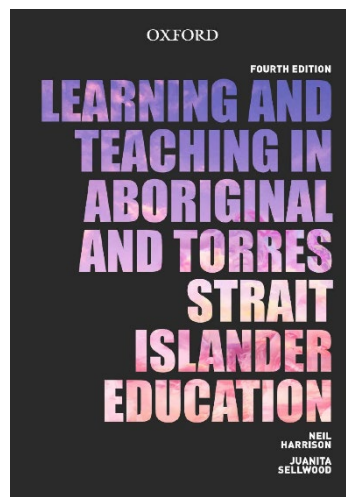
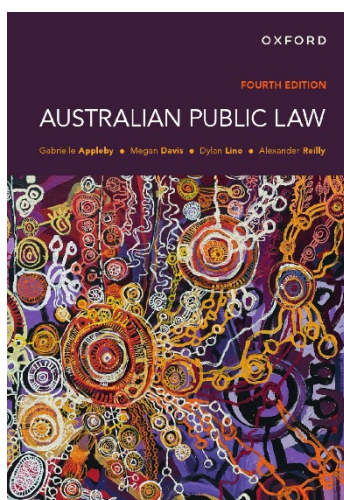
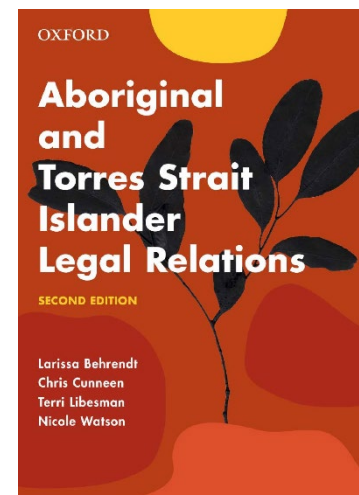
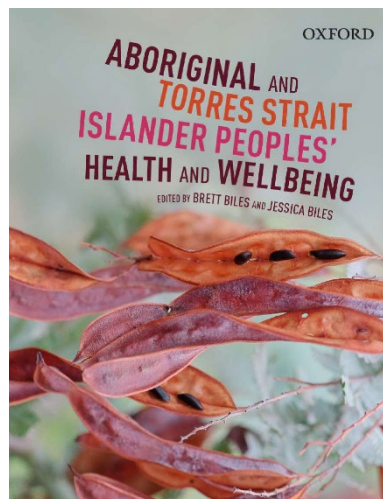
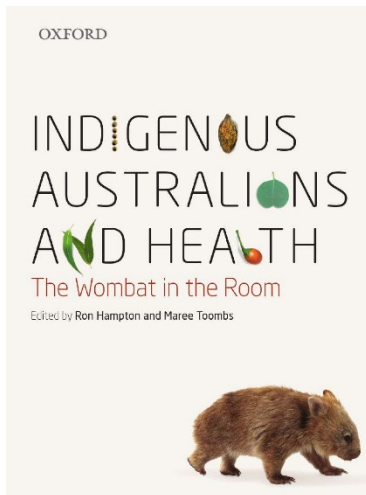


¹ <https://www.openbookinternship.org/about>

Our Publishing

The Australian Curriculum 9.0² identifies ‘Aboriginal and Torres Strait Islander Histories and Cultures’ as a cross-curriculum priority which aims to engage with First Nations peoples’ knowledges, experiences and perspectives. In response, OUPANZ prioritises working with First Nations authors, employing sensitivity reviewers, and seeking consultation during the content development phase. This consultative process means the content is read through the lens of someone with a lived experience and feedback is provided on accuracy and authenticity.

In addition, OUPANZ has many First Nations authored and focused titles.



² <https://v9.australiancurriculum.edu.au/>

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November 2024	RAP Working Group (RWG) Lead Sarah Joseph
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2024	RWG Lead Sarah Joseph & Oxford First Nations Advisory Board (OFNAB) Lead Emily Yates
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May/June 2025	RWG Lead Sarah Joseph & Diversity, Equity & Inclusion (DEI) Lead Tess Owen
	RAP Working Group members to participate in an external NRW event.	27 May–3 June 2025	DEI Lead Tess Owen
	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	DEI Lead Tess Owen
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff	November 2024	Lee Walker & Dan Aspinall (SMT)
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2024	RWG Lead Sarah Joseph
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2024	RWG Lead Sarah Joseph
	Host a link to Reconciliation Australia's Narragunnawali: Reconciliation in Education program on our website.	January 2024	Lee Walker & Dan Aspinall (SMT)

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4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2024	DEI Lead Tess Owen
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2024	RWG Lead Sarah Joseph

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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2024	RWG Lead Sarah Joseph & OFNAB Lead Emily Yates
	Conduct a review of cultural learning needs within our organisation.	October 2024	RWG Lead Sarah Joseph & OFNAB Lead Emily Yates
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 our organisation's operational area.	February 2025	RWG Lead Sarah Joseph
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2025	RWG Lead Sarah Joseph & DEI Lead Tess Owen
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.	First week in July 2025	DEI Lead Tess Owen
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	DEI Lead Tess Owen
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	DEI Lead Tess Owen

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2024	DEI Lead Tess Owen
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Ongoing November 2024	DEI Lead Tess Owen
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 businesses.	November 2024	RWG Lead Sarah Joseph
	Investigate Supply Nation membership and research state-based Aboriginal and Torres Strait Islander business directories.	November 2024	RWG Lead Sarah Joseph

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	November 2024	RWG Lead Sarah Joseph
	Draft a Terms of Reference for the RWG.	Ongoing November 2024	RWG Lead Sarah Joseph & DEI Lead Tess Owen
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Ongoing January 2024	OFNAB Lead Emily Yates
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Ongoing November 2024	RWG Lead Sarah Joseph
	Engage senior leaders in the delivery of RAP commitments.	November 2024	Lee Walker & Dan Aspinall (SMT)
	Appoint a senior leader to champion our RAP internally.	November 2024	Lee Walker & Dan Aspinall (SMT)
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2025	RWG Lead Sarah Joseph
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2025 (annual)	RWG Lead Sarah Joseph
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2025 (annual)	RWG Lead Sarah Joseph
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025	RWG Lead Sarah Joseph

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13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	August 2025	RWG Lead Sarah Joseph
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Contact Details

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