



Innovate

Reconciliation Action Plan

September 2023 - September 2025

Acknowledgement

LEIDOS RESPECTFULLY ACKNOWLEDGES THE TRADITIONAL OWNERS OF THE LANDS ON WHICH WE LIVE AND WORK THROUGHOUT AUSTRALIA.

**The Wurundjeri Woi-wurrung people
of the Kulin Nation**

(Melbourne and Essendon, Victoria)

We honour their ongoing connection to land, water, space and culture and we pay respect to their Elders - past and present.

The Bunurong people of the Kulin Nation

(Scoresby, Victoria)

We extend our respect to all First Nations peoples within Australia.

The Gadigal people of the Eora Nation

(Sydney, New South Wales)

We also pay respect to the First Nations men and women who have contributed to the defence of Australia in times of peace and war.

The Kurna people

(Adelaide, South Australia)

The Ngunnawal people

(Canberra, Australian Capital Territory)

The Turrbal and Yaggera peoples

(Brisbane, Queensland)

The Whadjuk Noongar people

(Perth, Western Australia)

The Yawuru people

(Broome, Western Australia)

The Larrakia people

(Darwin, Northern Territory)

**The Djabugay; Yirrganydji; Buluwai, Gimuy
Walubara Yidinji; Mandingalbay Yidinji;
Gunggandji; Dulabed and Malanbarra Yidinji;
Bundabarra and Wadjanbarra Yidinji; Wanyurr
Majay; Mamu and Ngadjon-Jii peoples**

(Cairns, Queensland)

A message from **Leidos Australia** Chief Executive **Paul Chase**

WITH 'INCLUSION' BEING ONE OF OUR SIX COMPANY VALUES, LEIDOS AUSTRALIA STRIVES TO CREATE AN ENVIRONMENT "WHERE EVERYONE FEELS A SENSE OF BELONGING. THEY ARE TREATED FAIRLY, GIVEN EQUAL RESPECT AND THE CHANCE TO PROGRESS, CONTRIBUTE AND FEEL FULFILLED."

This is something we aspire to not only for our company, but for all Australia. And so, we recognise our obligation to support reconciliation and its goal of strengthening relationships between Indigenous and non-Indigenous peoples, so that we will all enjoy equal respect and opportunity, and all benefit as a result.

In publishing this, our first Reconciliation Action Plan, we are clearly defining the measurable actions and principles that will ensure we play our part in our country's reconciliation journey. We have committed to an Innovate plan, with a focus on developing and strengthening relationships with, and providing opportunities to, First Nations peoples, and engaging our people and our stakeholders in reconciliation.

I am very proud of the response and commitment from our people to this important initiative. It is clear that reconciliation is important to very many of my colleagues, and I am confident that, together, we can make a meaningful, sustained, difference.

We often describe our company's mission as delivering solutions that help secure Australia. In considering this Reconciliation Action Plan, it has become clear to me that Leidos Australia can help secure Australia not only through our work

providing science and technology solutions to government, but also by creating a safe place for First Nations peoples to participate equally in a range of life opportunities. Only when we have a fully just, equitable and reconciled Australia, will our nation be able to reach its full potential.

I hope you enjoy reading our Reconciliation Action Plan, and look forward to reporting on the progress we make.



Paul Chase
Leidos Australia
Chief Executive

** Leidos notes that we use the words First Nations peoples to represent Aboriginal and Torres Strait Islander peoples throughout this document. Exceptions to this language include reference to the government Indigenous Procurement Policy and Leidos' internal Indigenous procedures and Indigenous Traineeship Program.

A message from **Reconciliation Australia**

RECONCILIATION AUSTRALIA COMMENDS LEIDOS 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 Leidos 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, Leidos 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 close to three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Leidos is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Leidos' 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 Leidos on your Innovate RAP and I look forward to following your ongoing journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Artwork Story

The artwork for Leidos's Innovate Reconciliation Action Plan was a collaboration between Leidos and Dreamtime Art Creative Consultancy. Tarris King was the chosen artist for the commissioned piece which is beautifully displayed in the reception area of our office in Scoresby, Victoria on the land of the Bunurong people of the Kulin Nation.

The word *Leidos* comes from *kaleidoscope*. The captivating imagery of a kaleidoscope was infused into this painting, giving an optical illusion and repetition with refracted colours.

The centre represents land, First Nations people, reconciliation, commitment and education. The land is surrounded by a blue and white colour palette both reflective of water and air. The outside detailed part of the piece is Leidos, the company

and employees, and is embedded with its values, culture and thoughts on what reconciliation looks like to them with respect, unity, inclusion, opportunity, commitment, equality, future, integrity, growth and healing being the most highlighted. The interconnected circles represent the relationship between Leidos and First Nations people.

This value system is an integral part of Leidos's identity moving forward in applying this Reconciliation Action Plan across their Australian company.

This will create understanding and growth for all employees when it comes to First Nations people and culture, thus nurturing a safer space for them within the company and interactions externally. This artwork was created with Leidos's colour palette in mind, so it has a sense of ownership and belonging when you look at it.

About the Artist

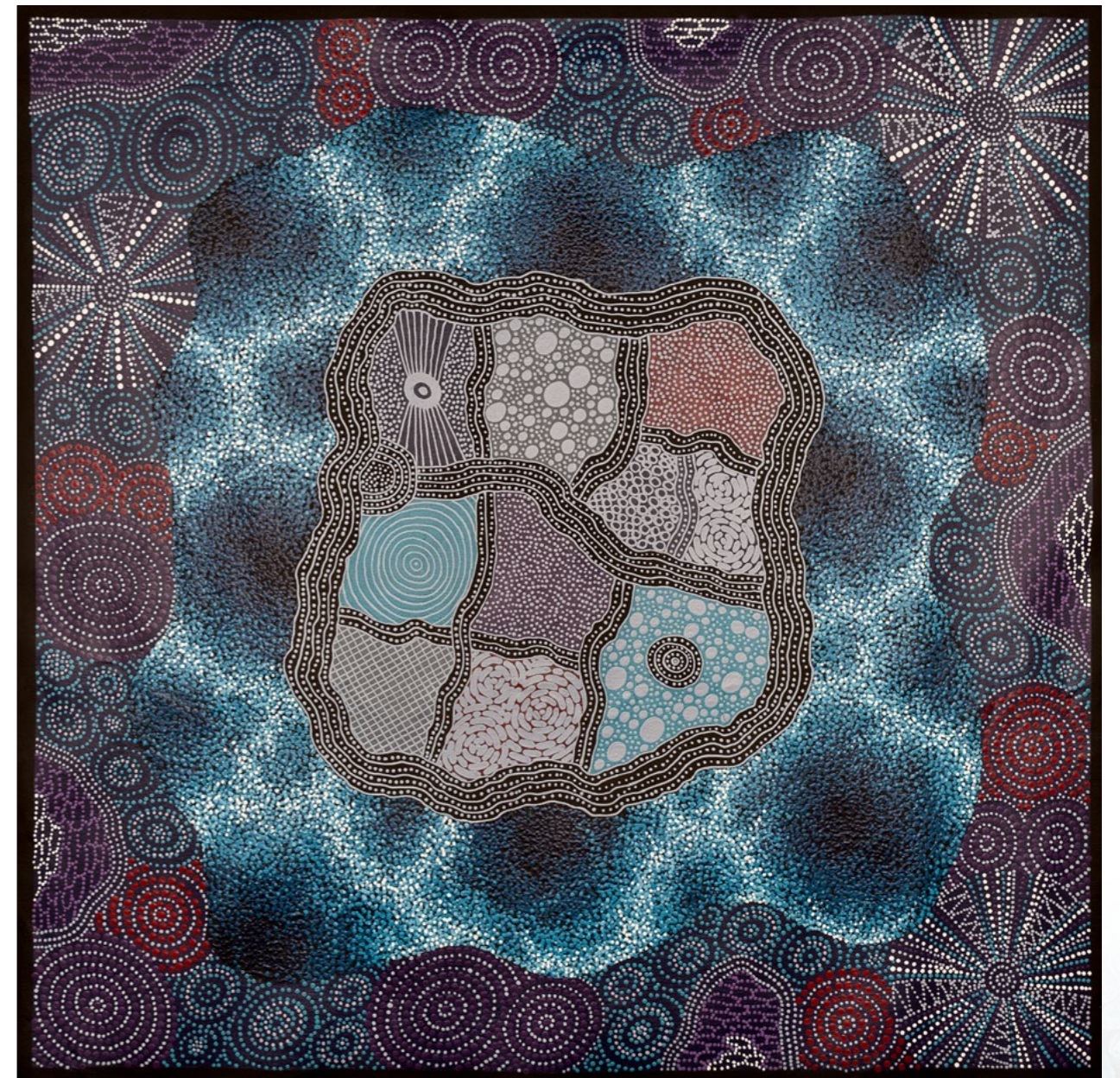
Tarris King was born in Adelaide, South Australia on September 4th, 1986. She is older sister to artist Sarrita King and daughter of renowned Indigenous artist, the late William King Jungala. Tarris derives from the Gurindji tribe. This now famous tribe came to public attention from 1966 - 1975 over land rights in what has become known as the Wave Hill Walk Off. It became the first successful Indigenous land rights claim. This extraordinary event cemented for Tarris the deep and immovable connection with the land.

Tarris grew up in the raw and confronting landscapes around Darwin in Australia's Northern Territory. They were the influences she couldn't ignore and coupled with the guiding insights provided by her father and his people, she saw the importance of art and representing our grand and wonderful Country and its spirit so that all can 'see' where we live.

Tarris now lives in New Zealand. She is a mother of five children, homemaker, life-partner and community member. She feels, more than ever, the strongest connection between the past and future. The past gives us history, stability, stories and roots, while the future endows us with hope, anticipation, change and the notion of belonging to something quintessentially human.



Tarris King
Artist



Artist: Tarris King
Country: Gurindji, Waanyi
Title: *Respect, Unity, Inclusion (My Country Series)*
Medium: Acrylic on Canvas
Dimensions: 90cm x 90cm
Year: 2023

1 Leidos the company	12 Inclusion
2 Unity	13 First Nations people
3 Land	14 Interconnected circles representative of the Relationship between Leidos and First Nations people
4 Representative of water	15 Reconciliation
5 Education	16 Healing
6 Integrity	17 Commitment
7 Growth	18 Representative of air
8 Effect to reflect refracted colours of a kaleidoscope	19 Opportunity
9 Future	20 Employees
10 Respect	21 Equality
11 Values and culture of the company	



Please Note: The Indigenous Cultural and Intellectual Properties of this artwork belongs to Dreamtime Art Creative Consultancy, the artists/their estates and is subject to copyright. To protect these copyrights, no reproduction of any or all parts is allowed without prior written consent. All images contained in this RAP Statement have been used with the necessary permissions and approvals. This artwork for our RAP Statement was developed in collaboration with and image licensing rights managed by Dreamtime Art Creative Consultancy.

Our Vision for Reconciliation

OUR VISION IS FOR LEIDOS AUSTRALIA TO PLAY ITS ROLE IN SUPPORTING RECONCILIATION BY FOSTERING A CULTURE THAT PROMOTES EQUITY, BY ESTABLISHING OPPORTUNITIES FOR FIRST NATIONS PEOPLES BOTH WITHIN OUR ORGANISATION AND THROUGH BUSINESS PARTNERSHIPS, AND BY ENCOURAGING POSITIVE ACTION THROUGHOUT THE DEFENCE INDUSTRY.

We believe Leidos Australia can best practically contribute to advancing reconciliation by taking meaningful action in these key areas -

- We will provide a culturally safe environment for First Nations peoples by participating in activities, celebrations and learning opportunities; ensuring we are being inclusive at all times by providing a respectful and open workplace;
- We will ensure that our people understand what reconciliation is, why it is so important and have the opportunity to participate and celebrate in First Nations peoples activities;
- We will identify opportunities for First Nations peoples targeted recruitment, including the introduction of dedicated traineeships, and then ensuring we provide equal opportunity for career advancement within Leidos Australia; and
- We will increase our awareness of, and engagement with, First Nations' enterprises, ensuring that they are considered equally when supply chain decisions are made, and increasing our annual spend with First Nations' businesses.

Photo: Kerrie Howard



Our Business

WITH 25 YEARS OF LOCAL EXPERIENCE, AND WITH GLOBAL REACH-BACK INTO THE US AND UK, LEIDOS AUSTRALIA WORKS TO SOLVE THE TOUGHEST CHALLENGES IN GOVERNMENT, DEFENCE, INTELLIGENCE, BORDER PROTECTION, AND HEALTH MARKETS.

We design, build, integrate and manage large and complex systems engineering and integration projects to improve business processes, reduce costs, accelerate response time and improve services to end users, all helping to support and secure Australia. Our expertise includes developing large design-build projects, global information systems, cybersecurity solutions, creation of bespoke ICT solutions, integration of existing IT systems, and supporting military operations.

We partner with a wide range of specialist organisations to deliver integrated solutions to Australian Federal, State and Territory Governments.

In November 2022, Leidos completed the acquisition of Cobham Special Mission, which provides airborne surveillance operations on behalf of the Australian Border Force and fixed wing search-and-rescue services for the Australian Maritime Safety Authority. Special Mission's management, operations control centre, engineering design and operational support functions are based in Adelaide with operational bases in Perth, Broome, Darwin, Cairns and Melbourne.

- We have more than 2000 local team members. Most work in one of our offices, which are located in all States and Territories, except Tasmania, with some working on customer sites, and some remotely.
- Currently, three of our employees have self-identified as being either Aboriginal and/or Torres Strait Islander people.
- We have implemented a proactive Indigenous traineeship program as part of this Reconciliation Action Plan.
- We are working to create a fully safe and inclusive culture and environment for all employees.

Leidos Australia works to solve the toughest challenges



Our Values

OUR SIX VALUES ARE THE KEY CHARACTERISTICS THAT WE ASPIRE TO EMULATE EVERY DAY. THEY REPRESENT WHO WE WANT TO BE, BOTH AS INDIVIDUALS AND AS A COLLECTIVE. THEY CAPTURE WHAT WE VALUE THE MOST AND, WE HOPE, WHAT SETS US APART. THEY ARE INSTRUMENTAL IN OUR COMMITMENT TO RECONCILIATION AND THE INITIATIVES IN THIS RAP.

 INTEGRITY Is having the courage to make tough ethical decisions, taking pride in our work, being transparent with our team, and being respectful of everyone.	 INCLUSION Is fostering a sense of belonging, welcoming all perspectives and contributions, and providing equal access to opportunities and resources for everyone.	 INNOVATION Is not limited to our engineers and scientists. It is acting as a catalyst. Being tenacious and curious to help us excel and be a part of a learning organisation.
 AGILITY Is being flexible, creative, and resilient. It is our ability to think and act small while using the size and strength of our balance sheet to our advantage.	 COLLABORATION Is being team-oriented and proactively engaging to meet shared objectives. It is about building relationships and staying connected with each other.	 COMMITMENT Is being accountable, taking ownership, modeling servant leadership, and operating with a sense of urgency to our customers and teams.

Our values are not words on a glossy poster: we are committed to truly living these values. They guide our decision making and are part of everything we do. For example, we use our Values to:

- Inform our recruitment and promotion choices;
- Measure team members' performance by not only focusing on results, but also taking into account how they achieve the results (aligned to our values);
- Celebrate our team members that role model our values at our annual Leidos Australia Values Awards;
- Influence how we interact with our customers, team members and our community; and
- Determine commercial decisions we make.

Our RAP

LEIDOS AUSTRALIA IS DEVELOPING A RECONCILIATION ACTION PLAN NOT JUST BECAUSE IT IS THE RIGHT THING TO DO, BUT ALSO BECAUSE IT MAKES GOOD BUSINESS SENSE. AS A PROUDLY AUSTRALIAN ORGANISATION, WE UNDERSTAND OUR RESPONSIBILITY TO CONTRIBUTE TOWARDS RECONCILIATION - WITHIN OUR COMPANY, OUR INDUSTRY AND IN THE COMMUNITIES IN WHICH WE OPERATE.

Equally, we recognise that First Nations peoples' businesses have unique skills and capabilities that will help our business grow and develop. By partnering with First Nations peoples' organisations, and by developing respectful relationships with, and creating meaningful opportunities for First Nations peoples, Leidos Australia will be a better and stronger company.

In the second half of 2021, Leidos Australia's executive leadership team, led by Chief Executive Paul Chase, made the commitment to develop a Reconciliation Action Plan. We signed a partnership

with the Indigenous Defence & Infrastructure Consortium (iDiC) to help in several areas -

- to identify Aboriginal and Torres Strait Islander-led businesses that could be integrated into our supply chain;
- to identify potential career opportunities for Aboriginal and Torres Strait Islander peoples and candidates to fill those roles; and
- to advise on the content and delivery of the RAP.

Working Group

The RAP Working Group (RWG) has representation at all levels of the business, with members from Corporate Affairs, Business Development, Projects, Human Resources, and Commercial & Procurement teams. We are proud to have Kerrie Howard and Adrian Cheatham from iDiC as First Nations' advisors for the RAP.

Leidos' RAP Champions and RWG members Corporate Affairs Director Stephen Browning and VP Human Resources Alison McPheat will engage with Leidos' workforce to drive awareness of, and engagement with, the RAP.

- Stephen Browning**
Corporate Affairs Director & RAP Champion
- Alison McPheat**
VP Human Resources & RAP Champion
- Scott Cameron**
Director of Commercial and Procurement

Rebecca Stowe
Organisational Capability Consultant

Sandy Fraser
Business Relationships Manager

Michaella Edelstein
Australian Industry Capability Lead

Kerrie Howard
Operations Manager, iDiC

Adrian Cheatham
Strategic Partnership Manager CCA, iDiC

Meilin Loi
Airborne Solutions Communications & Marketing Director

Adam Phillips
Technical Services Manager

Eden Peach
Organisational Change Manager

Kelvin De Mamiel
Software Engineer

Our RAP Journey

So far we have:

- Executed a partnership agreement with the Indigenous Defence and Infrastructure Consortium (iDiC) to help us engage with more Aboriginal and Torres Strait Islander businesses, identify employment opportunities for First Nations peoples and candidates for them, and to develop and execute our RAP;
- Identified five Indigenous Traineeship opportunities and begun the recruitment process;
- Introduced an Indigenous Procurement Procedure to increase awareness of First Nations enterprises and to ensure that First Nations peoples engagement is considered when sourcing & supply chain decisions are made. (The value of spend with First Nations businesses is on a strong upward trajectory, with an increase by 251% in the past 12 months)
- Signed a multi-year, single source, cleaning contract with ARA Indigenous Services, through iDiC;
- Included First Nations labour hire businesses on our Temporary Labour and Recruitment Panel;
- Continued our membership with Supply Nation;
- Launched a reconciliation section on our company intranet;
- Celebrated National Reconciliation Week by hosting an online all-employee event where George Mifsud and Kerrie Howard from iDiC, along with Fatima Everitt from the Dreamtime Art Creative Consultancy (DACC) gave us their perspective on National reconciliation Week and a presentation on First Nations art, culture and protocols;
- Celebrated NAIDOC Week by hosting an online all-employee event where Michael O'Loughlin (Managing Director - ARA Indigenous Services) gave his perspective on NAIDOC Week, and discussed his life and career. We also encouraged our people to attend external NAIDOC Week events, showing them how they could find out what was happening in their area;
- With the help of DACC, begun the process of building a relationship with a First Nations artist and commissioning a piece of art that we will use throughout our Reconciliation journey and tells their cultural story; and
- Cobham Special Mission has worked with its customer, the Australian Maritime Safety Authority, and a Torres Strait Islander artist to place traditional artwork on the front section of a Challenger 604 rescue aircraft which is part of AMSA's search and rescue fleet operated by Special Mission. The design concept features a shark, known as Baydham in Kala Lagaw Ya language, which represents an important symbol in the Torres Strait region. Known as the protector of the reef, sharks play a role in maintaining balance in the seas.

First Nations peoples Employment Pathways

In 2022, Leidos partnered with iDiC as part of our Strategic Relationship Agreement to establish a three-year Indigenous Traineeship Program to create a pipeline of up to five First Nations talent developed through culturally appropriate mentorship offered by iDiC, and workplace training and skills development offered by Leidos. Leidos is proud to create opportunities to support indigenous traineeships that pave the way for exciting industry careers for Aboriginal and Torres Strait Islander people.

The program was designed to provide First Nations trainees with vital industry experience as they complete cybersecurity training via their employer and iDiC consortium partner, Willyama Services, on a part time basis. Participants will spend three days embedded within the Leidos team whilst competing their Cert 3 or 4, Diploma or University course on part time basis. Trainees are paired with a buddy (via Willyama) to help with the day-to-day questions and navigate how things work and also receive regular professional and technical skills training and networking opportunities throughout the year. Trainees will transition to full time Leidos employees, upon successful completion of the traineeship. Through engaging work and exposure to diverse teams, Leidos is committed to supporting and developing Indigenous Trainees to help grow their skills and build their careers.

Leidos has since successfully placed two trainees - one in IT Services and one in Talent Acquisition - with recruitment underway for a third.

Further traineeships will be offered as part of this RAP. iDiC will continue to support Leidos on this journey to help ensure culturally inclusive recruitment and engagement practices.

Figure 1 below shows the advertisement released through LinkedIn to attract suitable candidates.



This word cloud was made by Leidos employees during NAIDOC week to express the associations and feelings of what Reconciliation means to them and to us as a company.



Relationships

Leidos Australia depends on a network of strong partnerships to deliver for our customers. The bigger and more diverse our supply chain is, the better we are able to solve our customers' problems. Building and developing strong, positive and respectful relationships with First Nations peoples, communities and businesses will be mutually beneficial. They will enhance Leidos Australia's culture and support our growth, and will generate opportunities and positive outcomes for our partners.

Action	Deliverable	Timeline	Responsibility
01 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local First Nations stakeholders and organisations to develop guiding principles for future engagement.	February 2024	Director C&P
	Develop and implement an engagement plan to meet and work with all First Nations businesses and stakeholders.	June 2023	Director C&P
	Develop a partnership and collaboration with a First Nations artist to commission an artwork that reflects Leidos as a company and the artist's spiritual connections to their country.	April 2023	Corporate Affairs Director
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships with those people and organisations.	March 2024	Director C&P
	Download Reconciliation Australia's NRW resources and circulate to staff via our internal staff communications "Leidos Focal Point".	May 2023, 2024	HR Consultant
02 Build relationships through celebrating National Reconciliation Week (NRW).	Ensure our Leidos RAP Working Group participates in an external event to recognise and celebrate NRW.	27 May - 3 June 2023, 2024	Business Relationships Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW through the promotion of external events on our intranet.	27 May- 3 June 2023, 2024	Corporate Affairs Director
	Organise at least one internal Leidos NRW event each year, including extending an invitation to First Nations peoples to share their reconciliation experiences or stories through an online event.	27 May - 3 June 2023, 2024	Corporate Affairs Director
	Register Leidos NRW events on Reconciliation Australia's NRW website at least two weeks before the event/s.	May 2023, 2024	Corporate Affairs Director

Action	Deliverable	Timeline	Responsibility
03 Promote reconciliation through our sphere of influence.	Develop and implement a Leidos staff engagement strategy to raise awareness of reconciliation across our workforce.	October 2023	VP HR
	Communicate the Leidos commitment to reconciliation publicly.	July 2024	Corporate Affairs Director
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2025	Director C&P
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	October 2024	Director C&P
04 Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2024	HR Consultant
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	November 2024	VP HR
	Engage with First Nations staff and/or First Nations advisors to consult on our anti-discrimination policy.	October 2024	VP HR
	Educate senior leaders on the effects of racism.	March 2025	VP HR



Respect

Leidos is coming together under the spirit of reconciliation to further understand the connections to culture, the lands and the histories of First Nations peoples. In doing so, we continue the journey of inclusion and respect to the oldest living culture on our Earth and in working with First Nations peoples to gain insights and strengthen our business relationships for the good of all.

Action	Deliverable	Timeline	Responsibility
05 Increase understanding, value and recognition and of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Provide opportunity for Leidos executive leadership team to participate in cultural awareness training.	August 2023	Corporate Affairs Director
	Develop and implement an First Nations cultural awareness training strategy for all Leidos employees which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided.	August 2024	VP HR
	Conduct a review to identify cultural learning requirements specific to our staff's training need and implement within Leidos.	June 2024	HR Consultant
	Consult First Nations advisors to inform our cultural learning strategy.	June 2024	VP HR
	Engage and educate employees on the importance of First Nations peoples art by hosting an all employee presentation by a First Nations people's organisation.	March 2024	Corporate Affairs Director
	Investigate local cultural immersion opportunities for staff.	February 2025	Business Relationships Manager
	Promote awareness of First Nations people's contribution to defence, science and technology, by naming new meeting rooms after notable individuals.	March 2025	Business Relationships Manager

Action	Deliverable	Timeline	Responsibility
06 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Invite First Nations peoples into our offices to explain the significance of Welcome to Country and Acknowledgement of Country.	April 2025	Corporate Affairs Director
	Encourage Leidos staff to include an Acknowledgement of Country at the commencement of all significant meetings.	April 2023	Corporate Affairs Director
	Increase staff's understanding behind cultural protocols for Welcome to Country and Acknowledgement of Country to all Leidos staff, by developing, implementing and communicating a cultural protocol document.	March 2025	Director C&P
	Invite a local First Nations Person, or local Elder to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including the official launch of the Leidos RAP.	July 2023	Corporate Affairs Director
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	April 2023	Corporate Affairs Director
	Organise and display an Acknowledgment of Country plaque in our office/s or on our office building.	September 2024	Business Relationships Manager
	07 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023, 2024
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.		May 2023	HR Consultant
Provide opportunities for all staff to participate in Leidos NAIDOC Week activities and RWG to participate in external NAIDOC events.		First week in July 2023, 2024	Corporate Affairs Director
Provide opportunities for all First Nations staff to participate with their cultures and communities during NAIDOC Week.		First week in July 2023, 2024	VP HR

Opportunities

Leidos is committed to providing more opportunities for First Nations peoples in all facets of our business to build a more inclusive workplace, development engagement and employment retention strategies and develop a stronger and more diverse supply chain. We are committed to providing employment and career pathway opportunities for First Nations peoples, particularly in STEM skilled areas critical to delivering for Commonwealth customer. Further, we are dedicated growing First Nations representation within the broader Defence industry, and will continually make efforts to incorporate First Nations businesses in our Supply Chain.

By doing so, we grow our organisation in both mind and spirit as we seek to live our values.

Action	Deliverable	Timeline	Responsibility
08	Assess Indigenous representation in the 'I Belong at Leidos' (internal inclusion and diversity survey) and develop strategies to increase representation.	August 2024	HR Consultant
	Engage with external First Nations peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development, within Leidos.	February 2024	VP HR
	Develop and implement a Leidos First Nations peoples recruitment, retention and professional development strategy.	April 2024	VP HR
	Advertise all Leidos job vacancies to effectively reach First Nations stakeholders.	April 2024	HR Consultant
	Review HR and recruitment procedures and policies to remove barriers to First Nations peoples participation in the Leidos workplace.	March 2025	HR Consultant
	Include in all job advertisements, 'First Nations peoples are encouraged to apply.'	September 2023	HR Consultant

Action	Deliverable	Timeline	Responsibility
09 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review annually the Leidos-specific Indigenous Procurement Procedure for any updates required, and deliver on an ongoing basis.	October 2023, 2024	Head of Procurement Operations
	Continue Supply Nation membership and reporting on an annual basis.	January 2024, 2025	Director C&P
	Both AIC/IPP Lead and procurement team members to meet Supply Nation representative quarterly to discuss opportunities to increase supplier diversity with Supply Nation verified businesses.	April 2023, 2024, 2025	AIC Lead
	Develop and communicate to staff a list of First Nations businesses that can be used to procure goods and services for Leidos corporate usage or within bids, captures and projects.	February 2024	AIC Lead
10 Continue partnership with iDiC.	Develop at least one commercial relationship with a First Nations owned business.	November 2023	Director C&P
	Work alongside iDiC to continue to implement a three-year Indigenous Traineeship Program.	April 2023	VP HR
	Conduct a budget review for the next tranche of the Indigenous Traineeship program to continue.	October 2024	VP HR

Action	Deliverable	Timeline	Responsibility
11 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain First Nations representation on the RWG.	April 2023	Director C&P
	Establish and apply a Terms of Reference for the RWG.	May 2023	Director C&P
	The Leidos RWG to meet at least once a fortnight to advise, monitor and report on RAP development.	April - December 2023	Director C&P
	Once the RAP is endorsed, RWG to meet monthly on RAP progress, review, and address any issues or changes required.	July - December 2023, 2024, 2025.	AIC Lead
12 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2023	Corporate Affairs Director
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2023	Corporate Affairs Director
	Develop and implement systems and capability needs to track, measure and report on Leidos RAP activities.	July 2023	Director C&P
	Identify and engage RAP Champion/s within Leidos at ELT level.	May 2023	VP HR
13 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.	March 2024, 2025	Corporate Affairs Director
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023, 2024	Corporate Affairs Director
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	30 September, 2023, 2024	Corporate Affairs Director
	Report RAP progress to all staff and senior leaders via internal communications (Focal Point Newsletter) quarterly.	May 2023, 2024, 2025	Corporate Affairs Director

Action	Deliverable	Timeline	Responsibility
14 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Publicly report our RAP achievements, challenges and learnings through Leidos intranet (Reconciliation landing page) annually.	December 2023, 2024	Corporate Affairs Director
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	HR Consultant
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	April 2025	Corporate Affairs Director
15 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2025	Corporate Affairs Director

Contact details

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This was a collaborative project between Dreamtime Art Creative Consultancy & iDiC.
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