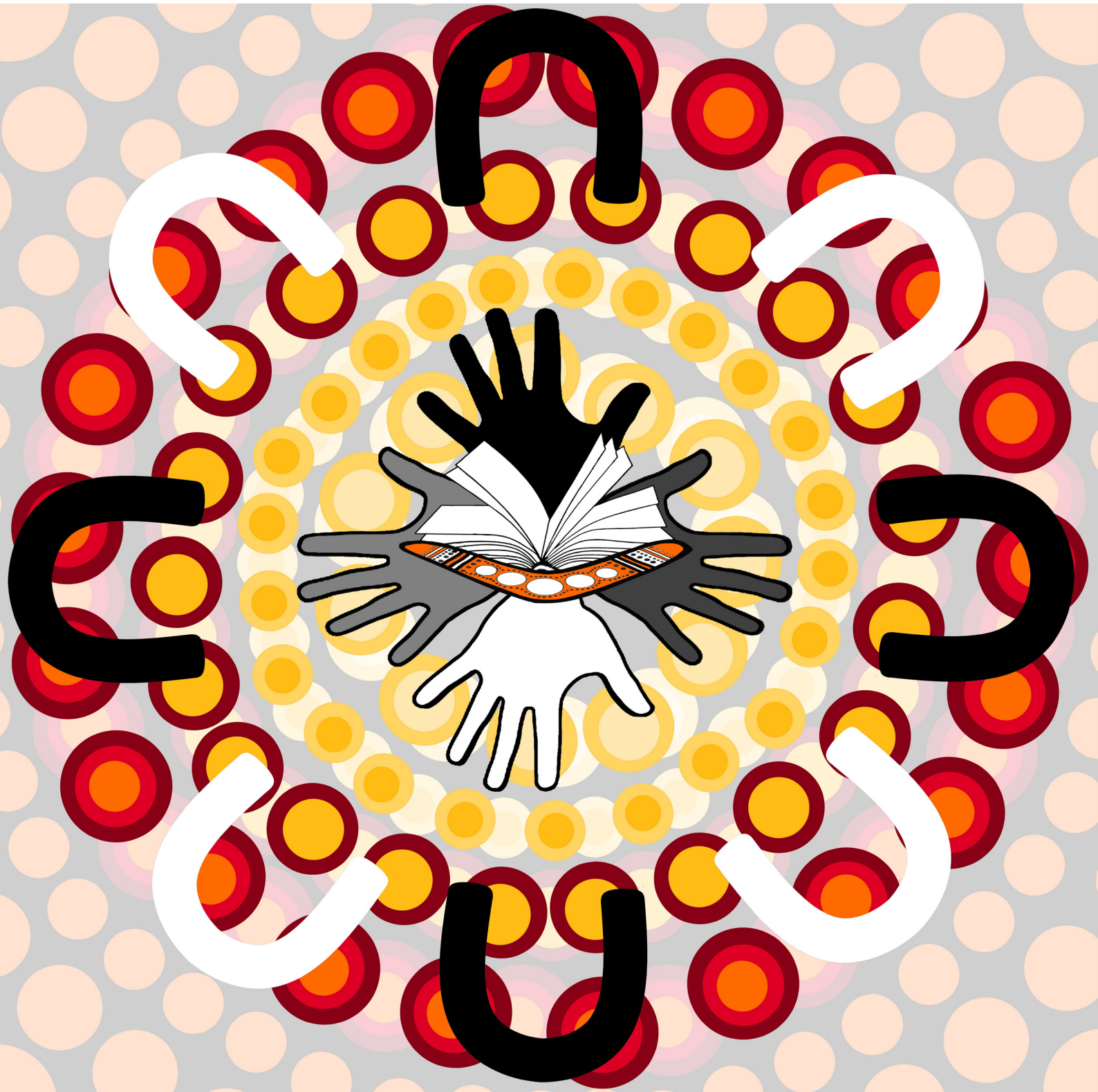


REFLECT

RECONCILIATION ACTION PLAN

MARCH 2023 TO JULY 2024

PENGUIN RANDOM HOUSE AUSTRALIA



Penguin
Random House
Australia





ACKNOWLEDGEMENT OF COUNTRY

We at Penguin Random House Australia acknowledge that Aboriginal and Torres Strait Islander peoples are the Traditional Custodians and the first storytellers of the lands on which we live and work. We honour Aboriginal and Torres Strait Islander peoples' continuous connection to Country, waters, skies and communities. We celebrate Aboriginal and Torres Strait Islander stories, traditions and living cultures; and we pay our respects to Elders past and present.





ABOUT THE ARTIST AND COVER ARTWORK

GREGG DREISE

“Thank-You Circles - Helping Hands” is artwork specifically created as a part of Penguin Random House’s Reconciliation Action Plan.

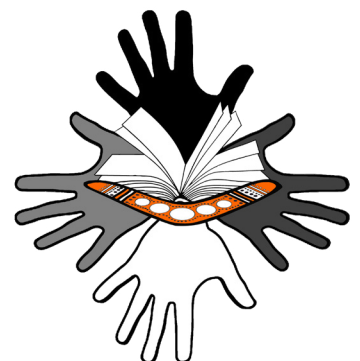
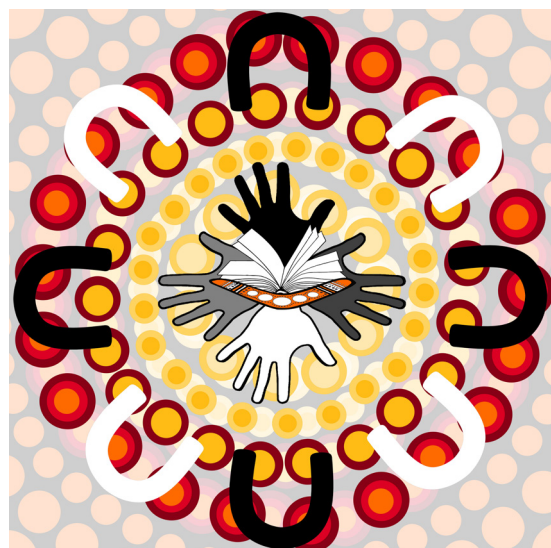
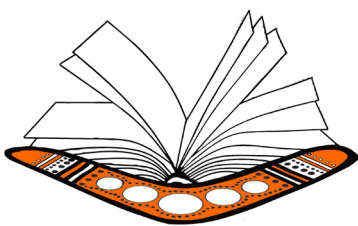
Gregg Dreise is a proud descendant of Gomeri and Euahalyi Countries in North West New South Wales and across the South Western Queensland Border. He feels privileged to work as an Author and Illustrator with the Penguin Random House Team, and also a proud Ambassador to the Indigenous Literacy Foundation.

This artwork begins with Gabayindah Gooroos (Thank-You Circles) that embed the long lasting tradition of being thankful for the things we need. They thank Father Sky; Mother Earth; highlighting the cyclic nature of being connected to Country. They are reminders to cherish our water; plants; animals; families; and friends (past/present/future).

Focused in the middle we have ‘Helping Hands’ of all shades working together to help readers learn deep Australian Culture. Together these helping hands are creating a book that is bound by a boomerang – to represent knowledge and wisdom that has been shared across this continent since Creation Time.

Seeing over this creation of a new style of ingenious, Indigenous Story Telling, is a passionate group of Elders from different shades. These Elders are using their varying forms of wisdom to assist in the empowerment of Australians to rise up with a future of pride in the rich history that will respect our past; educate our present; and guide our future.

As well as books, Gregg’s artwork can be found on T.V. shows, sporting jerseys, and walls all around the world.





MESSAGE FROM PENGUIN RANDOM HOUSE AUSTRALIA JULIE BURLAND, CHIEF EXECUTIVE OFFICER

I am delighted to present the Reflect Reconciliation Action Plan (RAP) on behalf of all who work at Penguin Random House Australia. The Reflect RAP is the first step in our formal commitment to reconciliation with Aboriginal and Torres Strait Islander communities, and to creating a future more just and equitable. It is the culmination of deep collective reflection and thinking on how we work, and how we might contribute to the achievement of reconciliation in Australia.

Telling and sharing stories is at the heart of who we are and what we do at Penguin Random House Australia. The Penguin Random House Reflect RAP is an expression of our commitment to listen and learn from First Nations peoples. It provides a framework, through the pillars of Relationships, Respect and Opportunities, to deepen our understanding of, and engagement with, First Nations peoples and cultures, as a means to implement change.

The implementation of the Reflect RAP will have a positive impact on who we are and the work we do. It will provide each of us with the opportunity to deepen awareness and appreciation of the cultures, histories, knowledge and rights of Australia's Aboriginal and Torres Strait Islander peoples; it will foster more engagement with First Nations partners; and it will contribute to a more enriched, inclusive and diverse workplace.

As Australia's leading publisher, we are ever mindful of the role we play in shaping the national discourse, and the responsibility, privilege and opportunity that comes with this role. Reconciliation is at the heart of our vision to publish with integrity, inclusivity and respect, and the Reflect RAP will inform and strengthen our publishing.

We thank Reconciliation Australia for guiding us in developing the Penguin Random House Australia Reflect RAP. It marks the beginning of our reconciliation journey and long-term commitment to effecting change. We look forward to working with Reconciliation Australia to turn good intentions into action, and to play our role in the national reconciliation movement.

Julie Burland

Chief Executive Officer
Penguin Random House Australia





MESSAGE OF ENDORSEMENT FROM RECONCILIATION AUSTRALIA KAREN MUNDINE, CHIEF EXECUTIVE OFFICER

Reconciliation Australia welcomes Penguin Random House to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Penguin Random House joins a network of more than 2,200 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 Penguin Random House 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 Penguin Random House, 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

Penguin Random House is the proud publisher of some of the world's favourite books, from cherished authors around the world. We celebrate writers, stories and ideas that entertain, educate and inspire readers of all ages.

At Penguin Random House Australia, we are proud to work with the most talented local writers, thinkers and artists, both emerging and established, and publish a diverse range of local voices for our readers in Australia, and beyond.

Our team of creative and passionate people from various backgrounds and experiences work together to uphold integrity and excellence throughout the entire publishing process, from idea to printed books and their distribution. Our company values of Discover, Respect, Engage, Share, underpin all we do.

In Australia our team numbers 370 employees who work out of our offices in Sydney, on land traditionally owned by the Cammeraygal people of the Eora Nation; and Melbourne, on land traditionally owned by the Wurundjeri and Boonwurrung peoples of the Kulin Nation; in our warehouse in Scoresby, on land traditionally owned by the Wurundjeri and Bunurong people of the Kulin Nation; or remotely in other locations throughout Australia. Two employees have identified as Aboriginal and/or Torres Strait Islander people.

We are the leading publisher distributing books across Australia, and work hard to bring the very best books to readers throughout the country and beyond.

Penguin Random House Australia is committed to providing a workplace and culture that values diversity and inclusion across all levels of the business. We recognise and acknowledge the contribution of people with diverse backgrounds, experiences and perspectives, including differences in gender, age, ethnicity, disability, religion, sexual orientation and family status.

We embrace the opportunity to develop and implement our Reflect RAP, and thereby contribute in a meaningful way to a more respectful, just and equitable future.



OUR VISION FOR RECONCILIATION

Our vision for reconciliation at Penguin Random House Australia is to be an organisation that values and celebrates First Nations peoples, cultures, stories and storytelling. We understand the integral role that First Nations cultures plays in our identity as a nation. As a leading, influential publisher, we aspire to publish, employ and collaborate with First Nations peoples in an impactful way, and foster an organisational culture inclusive and respectful of Indigenous knowledges, experiences and perspectives.

Our RAP

Creating a Reflect Reconciliation Plan (RAP) at Penguin Random House Australia enables us to formalise our commitment to change, and to turn good intention into action. It sets a path for our business to continue to work towards reconciliation and constitutional recognition of Aboriginal and Torres Strait Islander peoples. The structured framework enables us to focus our efforts on achieving our goals for reconciliation and better understanding of First Nations peoples, and brings accountability to our efforts.

It is our business and passion at Penguin Random House Australia to tell stories. We recognise and respect that Aboriginal and Torres Strait Islander peoples are the Traditional Owners of the continent now known as Australia, and Custodians of the oldest storytelling tradition in the world.

We are proud of the role we have played to date in publishing First Nations authors and stories. We recognise it is our responsibility as an Australian publisher to honour and welcome First Nations writers and storytelling, and work with First Nations authors to bring their stories to readers in the most respectful, ethical and culturally sensitive manner possible.

As an organisation we want to do better, and leverage our engaged team. In the creation of our RAP we recognise the need to deepen our knowledge of and respect for First Nations cultures, histories, perspectives and contributions to this country, in order to broaden and build on our relationships with First Nations peoples and communities, and to work towards a more equitable future.



IMPLEMENTING OUR RAP

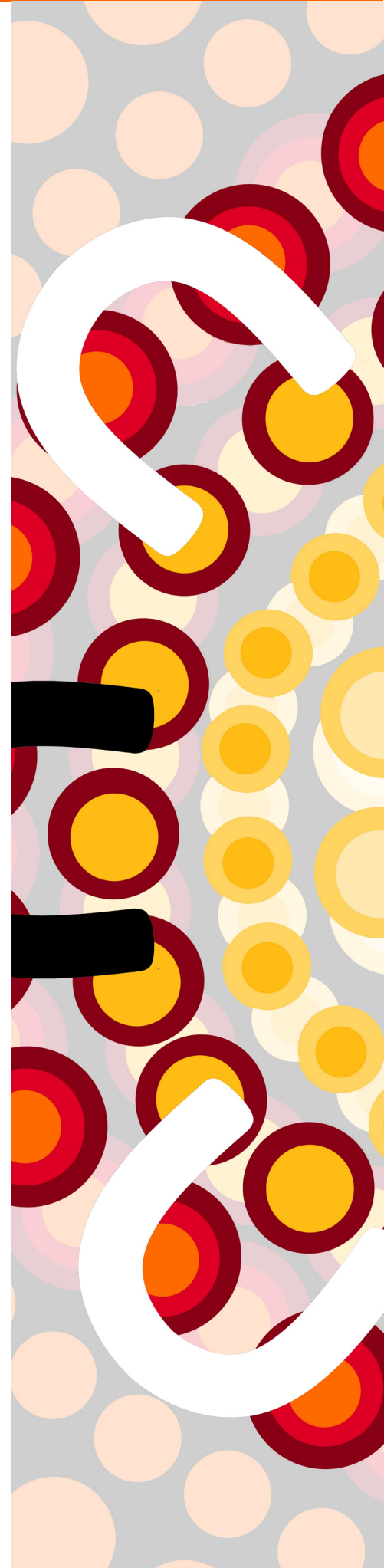
We will implement our inaugural Reflect RAP by living our company values:

DISCOVER – We will develop and deepen our knowledge and understanding of the diverse cultures, histories, knowledge and rights of First Nations peoples. We will seek the work of First Nations writers and artists, and build on our publishing of First Nations stories.

RESPECT – With increased knowledge comes greater respect. We will show respect for First Nations peoples and cultures by understanding and observing cultural protocols, and by celebrating significant events such as NAIDOC Week, National Reconciliation Week (NRW), and Indigenous Literacy Day (ILD). By publishing First Nations writers with inclusivity and integrity we will respectfully amplify First Nations voices and contribute to the national discourse about colonisation and reconciliation.

ENGAGE – We will build stronger relationships with the Traditional Owners of the lands upon which we work. We will promote the inclusion of Aboriginal and Torres Strait Islander employees, and celebrate their diversity. We will seek out more external First Nations partners and other like-minded organisations we can engage and collaborate with on our reconciliation journey.

SHARE – We will learn from First Nations authors and illustrators and share their stories and creativity with readers everywhere. In doing so we will celebrate First Nations peoples and culture, and promote respect and reconciliation. We will be inclusive and will commit to anti-discrimination strategies and policies.





OUR RAP WORKING GROUP

The development and implementation of our Reflect RAP will be overseen and supported by our RAP working group, comprised of members from across our organisation and chaired by Claudine Kruger, Strategy and Corporate Development Director. We have partnered with Aboriginal and Torres Strait Islander organisations Ochre Dawn and Two Point Co. to guide us through the process, together with Reconciliation Australia.

OUR CURRENT ACTIVITIES AND PARTNERSHIPS

While the creation of our Reflect RAP marks the first formal step as an organisation in our reconciliation journey at Penguin Random House Australia, we have been developing our engagement with reconciliation throughout the organisation in a number of ways.

OUR PUBLISHING

Celebrating and sharing First Nations stories, cultures, histories and languages with readers everywhere has been a long-standing commitment. At Penguin Random House Australia we will commit to publishing and nurturing First Nations voices and artists with passion and respect.

OUR CORPORATE GIVING

The Indigenous Literacy Foundation (ILF) is our major charitable partner and we donate annually to support their ongoing work. Staff make personal donations to the ILF on Indigenous Literacy Day. We also pay for staff to take time out from work to volunteer for various ILF activities.

OUR PARTNERS

Penguin Random House Australia has a number of existing partnerships with the Aboriginal and Torres Strait Islander organisations. Notable among these includes Ochre Dawn, which facilitated a workshop at the outset of our RAP journey that set us on our path to reconciliation. Two Point Co. has provided further nuanced guidance in developing our RAP; facilitated a workshop for the leadership team to set the foundation of our vision; and provided guidance in the development of our Acknowledgement to Country, and its cultural endorsement.

We will continue to seek and partner with Aboriginal and Torres Strait Islander businesses and organisations as part of our procurement processes for our business needs.



GROWING OUR AWARENESS

We have undertaken a number of initiatives at Penguin Random House to deepen our collective engagement with reconciliation. We celebrate First Nations peoples and cultures through the company-wide celebration of NAIDOC Week and Indigenous Literacy Day. We recognise this is a continual and evolving process.

Developing and committing to our Reflect RAP will empower us to deepen our understanding about reconciliation at a national level.

RELATIONSHIPS

Penguin Random House Australia recognises that at the heart of reconciliation is the need to strengthen the relationship between Aboriginal and Torres Strait Islander peoples and the broader community, and commits to building strong 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.	September 2023	Sales & Operations Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2023	Sales & Operations Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023 and 2024	Sales & Operations Director
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2023 and 2024	Strategy & Development Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2023 and 2024	Strategy & Corporate Development Director
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2023	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2023	Sales & Operations Director
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey .	October 2023	Sales & Operations Director
	Encourage and support staff to participate and engage in activities supporting Indigenous Literacy Foundation (ILF) and Indigenous Literacy Day.	September 2023	Production Manager (Adult) (this role is also the head of Corporate & Social Responsibility)
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August 2023	Sales & Operations Director
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2024	HR Director



RESPECT

Penguin Random House Australia will build awareness and understanding of Aboriginal and Torres Strait Islander cultures, histories, rights and experiences to build respect for First Nations peoples and perspectives.

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.	March 2024	Strategy & Corporate Development Director
	Conduct a review of cultural learning needs within our organisation.	November 2023	HR Director
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.	April 2023	Sales & Operations Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2023	Sales & Operations Director
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.	June 2023 and June 2024	Strategy & Corporate Development Director
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023 and June 2024	Strategy & Corporate Development Director
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023 and July 2024	Strategy & Corporate Development Director

OPPORTUNITIES

Penguin Random House Australia will develop and implement culturally appropriate, partnership-centred solutions to help create equal participation for Aboriginal and Torres Strait Islander peoples.

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.	May 2024	HR Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2024	HR Director
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.	August 2023	Strategy & Corporate Development Director
	Investigate Supply Nation membership.	August 2023	Sales & Operations Director

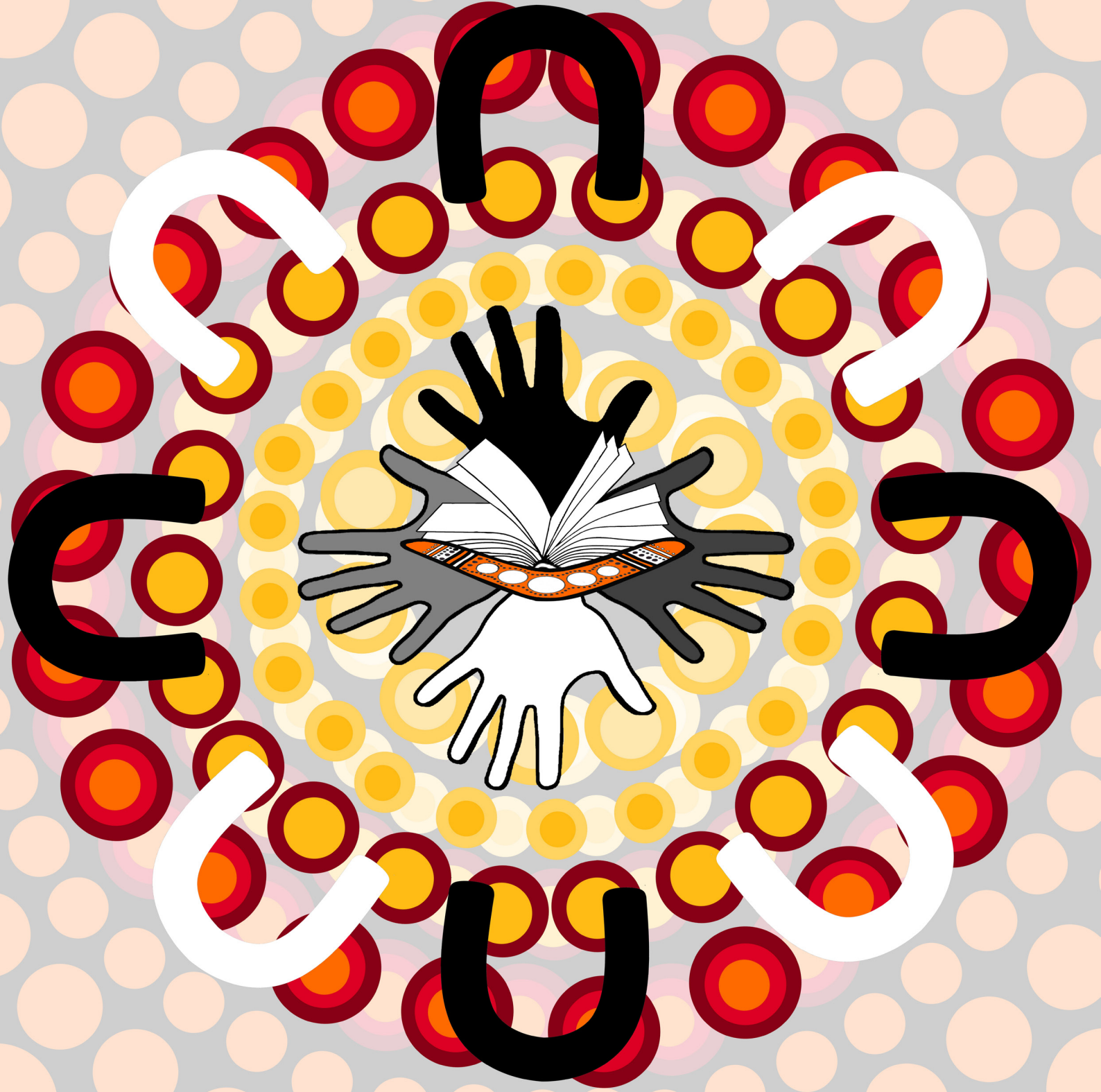


RESPECT

Penguin Random House Australia will build awareness and understanding of Aboriginal and Torres Strait Islander cultures, histories, rights and experiences to build respect for First Nations peoples and perspectives.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	May 2023	Strategy & Corporate Development Director
	Draft a Terms of Reference for the RWG.	May 2023	Strategy & Corporate Development Director
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2023	Strategy & Corporate Development Director
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2023	Strategy & Corporate Development Director
	Engage senior leaders in the delivery of RAP commitments.	March 2023	Strategy & Corporate Development Director
	Maintain a senior leader to champion our RAP internally.	March 2023	CEO
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 annually	HR Director & Strategy
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	HR Director
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Strategy & Corporate Development Director
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2024	HR Director & Strategy & Corporate Development Director





CONTACT DETAILS:

Name: Claudine Kruger

Position: Strategy & Corporate Development Director

Phone: 0407 400 606

Email: ckruger@penguinrandomhouse.com.au



Penguin
Random House
Australia

