

o|PERA AUSTRALIA

**REFLECT RECONCILIATION ACTION PLAN
MAY 2023 - NOVEMBER 2024**



ACKNOWLEDGEMENT OF COUNTRY

Opera Australia recognises and acknowledges the Traditional Custodians of the unceded land and waters across Australia on which we live, perform and work and we pay our respects to Elders past and present. We acknowledge, celebrate and respect all Aboriginal and Torres Strait Islander peoples as the first storytellers who carry the cultural wisdom, traditions and Dreaming of this ancient land.

*Mutawintji Historic Site, Mutawintji
Credit Destination NSW*

ARTIST ACKNOWLEDGEMENT

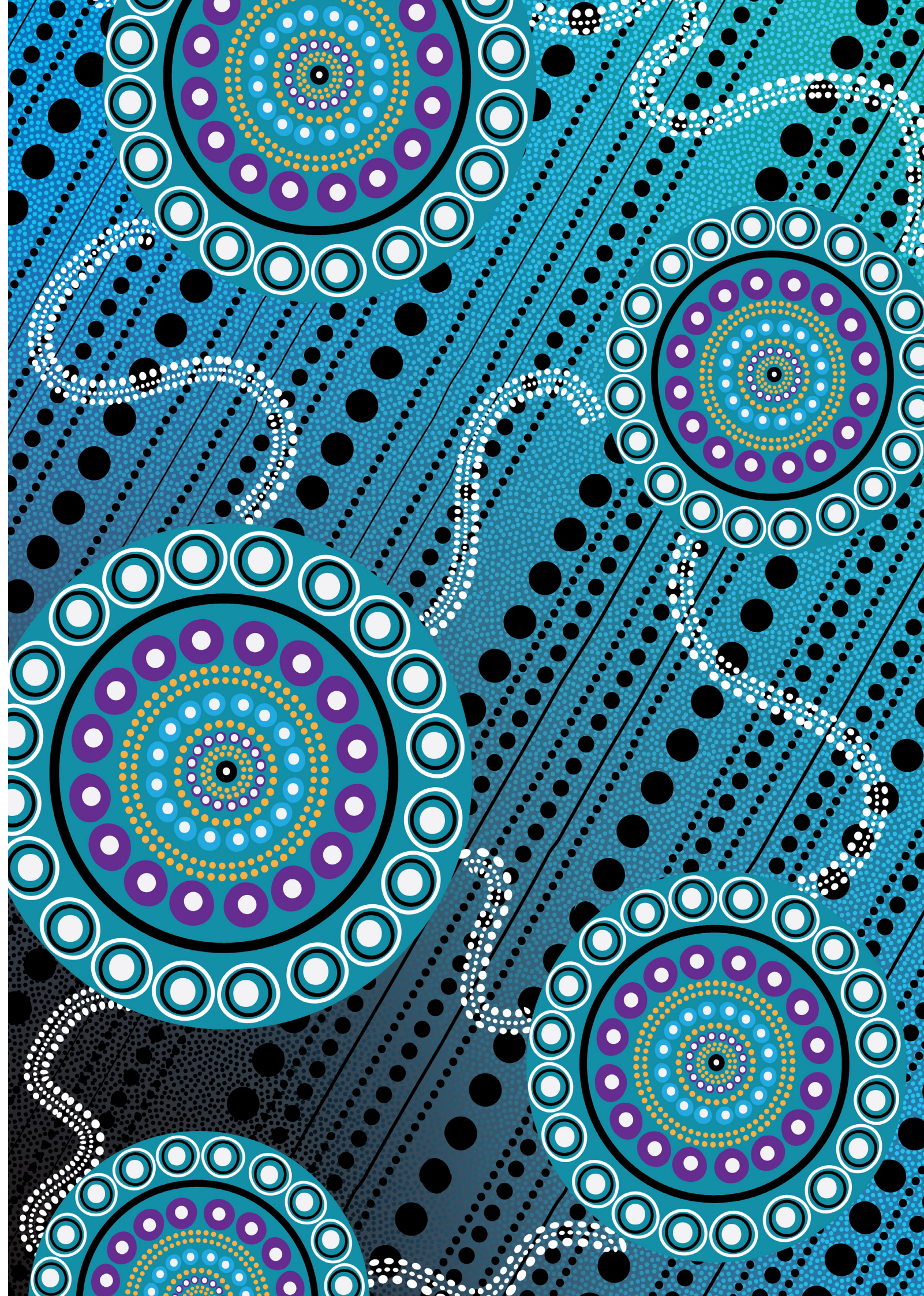
JASMINE SARIN



“The artwork is titled Barabi, a Dharag word for better with time, as stories get better with time. Circles feature in my artwork and represent people in communities. The rings within those circles represent the different layers of community and the different layers of organisations. Each individual dot represents the people who make up those communities and workplaces. When everyone comes together working towards the same goal we create something beautiful and magical. The lines that connect all the people and places represent the past, present and future and flows both ways to create new stories and keep old ones alive. The background is influenced by the coast of the Sydney basin with layers of the eucalypt and ochre to represent the natural landscape we sit in. The black pattern in the background is sound represented as a vibrational pattern, seeing something that you feel.”

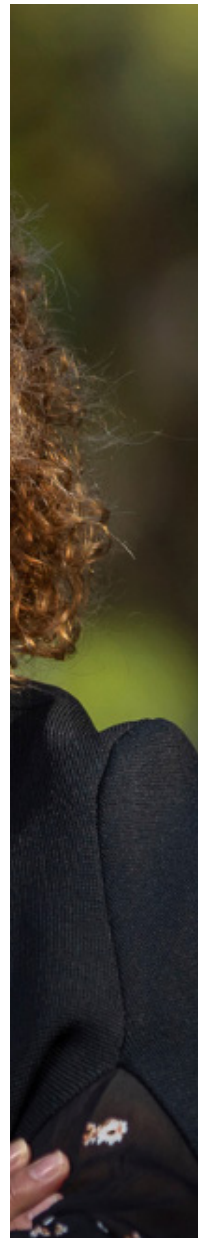
Jasmine is a proud Kamilaroi and Jerrinja woman from NSW. She grew up predominantly on the South Coast in Nowra (Jerrinja and Yuin country) and Wollongong (Dharawal country) but has country influences from Coonabarabran in Central West NSW (Kamilaroi country). She currently lives and works in the Sydney area. She is a self-taught visual artist and graphic designer. Her artwork tells the story of her experiences growing up and her ongoing journey in this world. She brings contemporary methods and concepts to the oldest culture on earth.

Barabi 2023



STATEMENT FROM

CEO RECONCILIATION AUSTRALIA



INAUGURAL REFLECT RAP

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

Opera Australia 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 three 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.

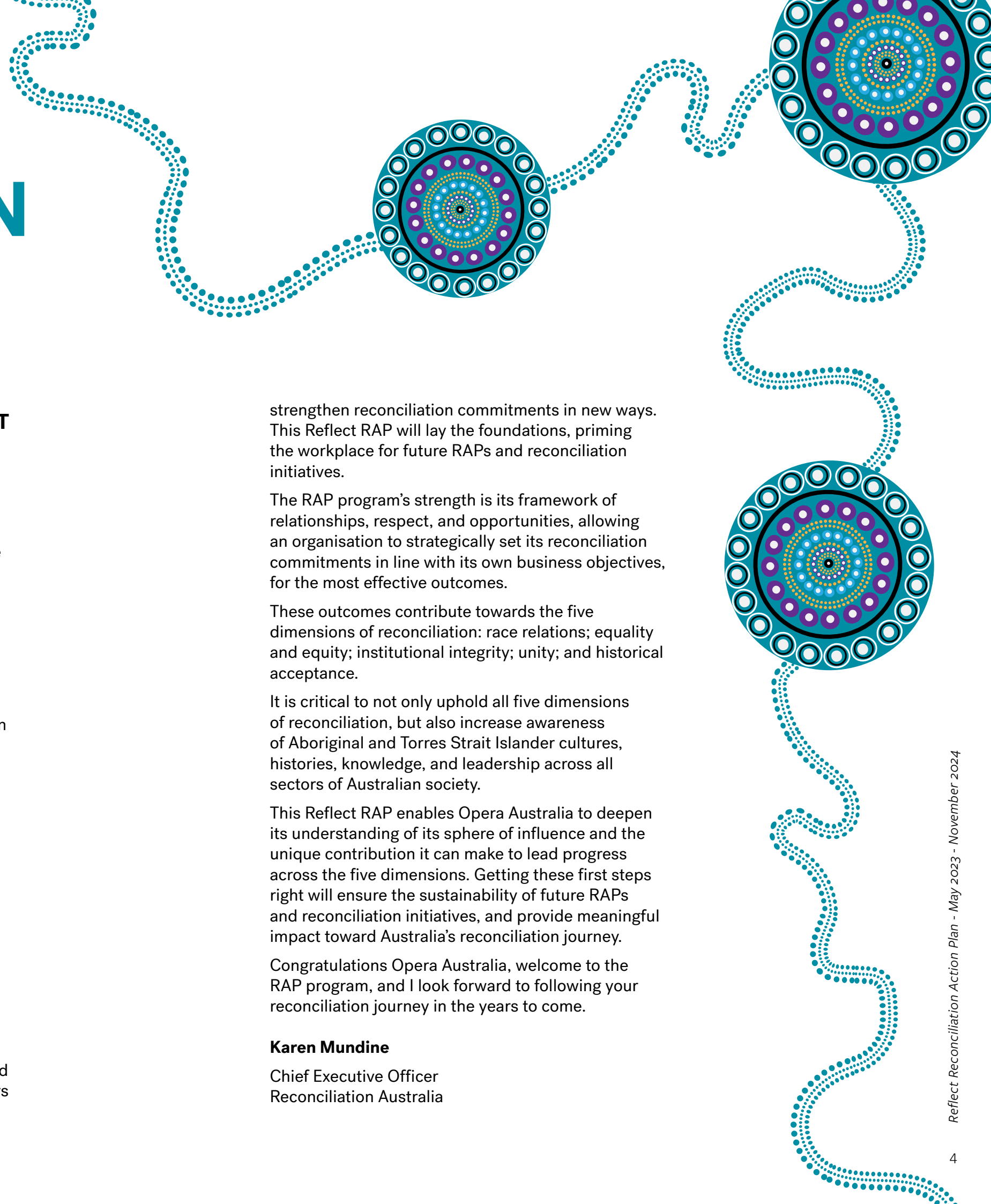
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Opera Australia 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 Opera Australia, 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 THE CHAIR

Opera Australia (OA) performs on land that belongs to the oldest living culture in the world and, as we fulfil our purpose of being an opera company for 21st Century Australia, a significant part of how we will achieve that is by reflecting the culture of the Traditional Custodians of Australia.

It is with great pride that OA is launching its very first Reconciliation Action Plan (RAP) and taking the first steps in its reconciliation journey. The OA Board are delighted to be walking this journey alongside the Executive Team and OA employees.

Our vision is to advance reconciliation through continual cultural learning and support of Aboriginal and Torres Strait Islander artists and communities.

OA is in a unique position, with an existing national platform to use to further advance the conversation around reconciliation. We have the ability to offer opportunities to First Nations artists, performers, administrators and leaders, providing them with a culturally safe and supportive environment within which we can encourage and support them to tell their stories on our stages.

In the context of Reconciliation Australia's RAP Framework - Reflect, Innovate, Stretch and Elevate, we are at the Reflect stage, scoping our capacity for reconciliation. The OA RAP outlines the foundations we have put in place in 2022 to build stronger cultural understanding across the company and to provide opportunities for our people to engage with First Nations cultures. It also outlines plans for 2023.



OA's first RAP will help us understand our sphere of influence and what it takes to deliver meaningful reconciliation outcomes. We recognise there is a lot more we can do to drive change and our RAP will provide the roadmap.

The Board are excited to support the evolution of OA's reconciliation strategy.

A handwritten signature in blue ink, appearing to read 'Rod Sims'.

Rod Sims AO

Chair, OA Board of Directors



Uluru 2022 Mutitjulu Community Choir perform
at the Opera Australia Sitzprobe at Uluru
Credit David Curl

MESSAGE FROM THE CEO

Credit Daniel Boud



Opera Australia's first Reconciliation Action Plan (RAP) reflects the commitment we have made as a company and as individuals to engage with reconciliation. This commitment is incorporated in our mission — to bring an Australian stamp to telling stories through great song, and in our purpose — to be an opera company for 21st century Australia.

As a highly-visible Australian arts company, we need, and want, to be knowledgeable participants in our nation's development and, ultimately, in our nation's healing.

Developing a RAP allows Opera Australia to actively participate in this healing through the work that we do and formalises our commitment to our people, our audiences and to Aboriginal and Torres Strait Islander peoples.

I want to acknowledge that we are not starting from scratch. Opera Australia has done some very ambitious work in the past including *Yarrabah! The Musical*, a musical theatre production developed with members of the Yarrabah Community in Queensland, featuring singer, Casey Donovan, a Gumbaynggirr and Dungari woman, telling the stories of the Community with permission of their Elders. Other initiatives include Opera Australia's production of *The Rabbits*, and support for individual artists including Don Bemrose, a Gunggari Man, and Jess Hitchcock, whose family originates from the Top Western Region of the Torres Strait and Papua New Guinea.

Recognising the need to take a more strategic, consistent and sustained approach to working with First Nations peoples, in early 2022 we appointed Opera Australia's first Diversity Inclusion & Belonging Manager to formalise our activities in this area.

During 2022, we began to implement activities which support greater and more respectful engagement with Aboriginal and Torres Strait Islander peoples. These included the establishment of a Reconciliation Action Working Group made up of employee volunteers, opportunities for all Opera Australia employees to attend Aboriginal Cultural Education sessions and coaching for our leaders on how to deliver an intentional and heartfelt Acknowledgement of Country at internal and external meetings and events.

This, our first RAP, provides the framework for further thinking about how we can create deep and respectful community connection and cultural consultation. Every employee at Opera Australia now has a responsibility, and the support, to bring our RAP to life, to learn, to confront truth and to enact change in our day-to-day activities. From considering cultural sensitivities in our productions, to ensuring a welcoming and safe environment for all people who wish to audition and work with Opera Australia, through to the language we use in our formal and informal communications.

My hope is that our first RAP will allow us to intentionally deliver on our strategic ambitions and provide us with ways to contribute to the national conversation around reconciliation while establishing culturally aware and supportive practices across all Opera Australia platforms and workplaces.

Fiona Allan
CEO, Opera Australia

OUR BUSINESS

Opera Australia is one of the world's most celebrated opera companies with an ambition to bring an Australian stamp to telling great stories through music and song, and a commitment to develop and nurture new generations of Australian talent on and off the stage.

OA regularly works with some of the world's most prestigious opera houses to create co-productions of powerful, often lesser-known, operas. We continue to embrace technology in order to bring our rich catalogue of opera to remote communities through cinema, on-demand TV, podcasts and radio broadcasts. Each year we present over 600 performances of operas, musicals and concerts to more than half a million people in our flagship home venues, Sydney Opera House and Arts Centre Melbourne.

In addition to our annual program, we work year-round with children, teachers and communities across NSW and Victoria with the aim of sparking an interest in song and stories in future generations. Our Schools Tour brings the world of opera and theatre craft to 60,000 primary school children every year.

OUR EMPLOYEES

Opera Australia is one of the biggest employers in Australia's live performance sector, with an ensemble of Australian artists, and regular appearances by international guest artists. Our artistic company includes opera singers, conductors, musicians and répétiteurs, supported by 200 people in scenic construction and painting, lighting, design, direction, wardrobe, wig-making, production, management and administration. In Sydney, we employ the

Opera Australia Orchestra, while Orchestra Victoria is a our key performance partner for Melbourne seasons.

We began collecting demographic employee data in mid 2022, and the data indicates at that time we had two Aboriginal employees. Disclosing employee data 'such as personal demographic information' is purely voluntary and we are creating a safe environment to enable greater disclosure as we unfold our inclusion work.

PERFORMANCE LOCATIONS

Opera Australia performs regularly in Melbourne and Sydney and present an annual National Tour in venues in remote, regional and metropolitan New South Wales and Victoria, and major centers in Tasmania, Australian Capital Territory, Queensland, Western Australia and the Northern Territory.

Our head office is based in Sydney on Gadigal land. Our office in Naarm, Melbourne, is on the land of the Wurundjeri Woi Wurrung and Bunurong Boon Wurrung peoples of the Eastern Kulin nation.

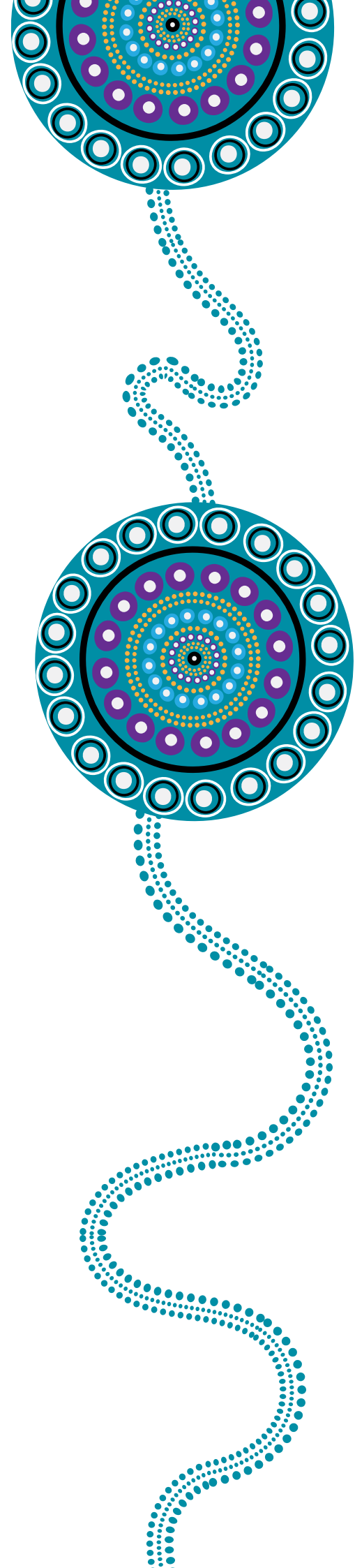
TELLING ABORIGINAL AND TORRES STRAIT ISLANDER STORIES

Opera Australia has worked with Aboriginal and Torres Strait Islander people on an ad hoc basis in the past with Don Bemrose and Jess Hitchcock under our development program. Jess Hitchcock has gone on to work with Short Black Opera, Queensland Opera and other major arts companies in Australia.

Opera Australia has also produced two shows that are either representative of, or tell, Aboriginal stories: *The Rabbits* in 2016 and *Bran Nue Dae* in 2020. *The Rabbits* featured artists such as Marcus Corowa, Jessica Hitchcock, Liza Maza, David Leha and Hollie Andrew with Rachael Maza as Cultural Consultant. The *Bran Nue Dae* company included established performers such as Ernie Dingo but also newcomers, such as Callan Purcell and Tainga Savage, who have both gone on to star in principal roles in *Hamilton* the musical. *Bran Nue Dae* was cancelled part way through the tour due to COVID 19.

In 2013, Opera Australia developed *Yarrabah!* the musical with the Yarrabah community. It was the culmination of two year's work, a collaboration between the people of Yarrabah and the Opera Australia Communities Partnerships Team. Featuring local legend Casey Donovan, Nick Backstrom and directed by Rhoda Roberts, the musical told the story of Yarrabah's history and Community with dignity, pride and celebration.

Most recently, Opera Australia has been commissioned to produce concerts at Uluru for the Voyages company. During the 2022 program, members of the orchestra met with Pitjantjatjara community members to share music.





BranNueDae
Credit julia_rau_photography

OUR RECONCILIATION ACTION PLAN

OUR RECONCILIATION ACTION PLAN VISION

- Opera Australia celebrates and elevates First Nations peoples as the original storytellers of this ancient land.
- Our vision is to advance reconciliation through continual cultural learning and support of Aboriginal and Torres Strait Islander artists and communities. We will create opportunities for Aboriginal and Torres Strait Islander artists, art practitioners, administrators and leaders to work in a culturally safe environment and nurture First Nations performance, production, and storytelling.
- Opera Australia rejoices in the elemental connection of music, stories and celebrating our humanity that unites our cultures and links us all.

As an organisation that creates on the stolen lands of Aboriginal and Torres Strait Islander peoples, it is our responsibility to contribute to a more equitable and inclusive Australia.

Opera Australia aspires, and recognises our responsibility, to be leaders in the arts sector and demonstrate our ongoing commitment to embrace and support Aboriginal and Torres Strait Islander peoples' employment, storytelling and cultures. We want to raise awareness and capability internally and externally, with all our stakeholders and members, to grow cultural understanding and engagement, to support truth telling, celebration and honour of Aboriginal and Torres Strait Islander cultures and peoples. Opera Australia desires to better understand the needs of Aboriginal and Torres Strait Islander creative communities and seeks to build stronger relationships in order that we may connect with them and provide appropriate support.

Commitment to a RAP will provide a robust framework to build upon and to deliver on these artistic and organisational goals and to formalise and make explicit our intentions to support Aboriginal and Torres Strait Islander artists and artistic communities, to create space, and support for Aboriginal and Torres Strait Islander peoples' artistic creation.

OUR RECONCILIATION ACTION PLAN

WORKING GROUP

The Reconciliation Action plan will be implemented by the OA RAP Working Group (RAPWG) and the Diversity, Inclusion and Belonging Partner (DI&B). The RAP working group consists of a RAP executive sponsor.

RAPWG MEMBERS AT JUNE 2023

RAP	NAME	ROLE
Executive Sponsor	Fiona Allan	CEO
Convenor	Rebecca Doyle	People & Strategy Director
Co-Chair	Pella Gregory	Senior Producer
Co-Chair	Ruth Thomas	Senior Producer
Deputy Chair	Jane Ede	Performing Artist
Member	Andrew Guy	International Tourism Marketing Manager
Member	Celeste Haworth	Performing Artist
Member	Celeste Lazarenko	Performing Artist
Member	Lisa Mullineux	Producer
Member	Ben Neutze	Marketing Manager, Content and Social Media

OUR RAP VISION

The purpose of the RAPWG is twofold. Firstly, to assist in the development and implementation of OA's RAP and lead to celebrations and educational events to further reconciliation. Secondly, to help OA deliver on its DI&B vision in relation to Aboriginal and Torres Strait Islander diversity goals:

- To increase the capability of OA to attract and retain an Aboriginal and Torres Strait Islander workforce
- To improve workplace inclusion and support for Aboriginal and Torres Strait Islander peoples
- To improve OA's reputation as a diverse employee and national storyteller.

The **Executive Sponsor** provides senior support and visibility of the RAPWG and the RAP activities across the organisation. Responsibilities include:

- Champion the RAP at the Executive level and at various leadership forums
- Be a visible figurehead for RAP, with their name listed on the intranet, issuing at least two all-employee communications on the activities of the RAP working group per year, and displaying an Aboriginal Flag in their office/workstation
- Speak at key events which highlight the RAP Engage and contribute to tracking performance of the development of the RAP, and report to the Executive on progress
- Operate as a possible escalation point should any issues arise where the RAPWG need support
- Attend RAPWG meetings where possible (85%+)

The responsibilities of the **Chairperson** include:

- Hold the position for a minimum of 6 months and maximum of 12 months
- Ensure timeliness and organisation of RAPWG meetings, agendas and minutes
- Regularly engage with the People Team and Executive Sponsor
- Champion the RAP across the organisation.

The **Convenor** ensures the connection between Opera Australia's DI&B Plan and the RAP and provide support to the RAPWG. Responsibilities include:

- Support the development and implementation of the RAP
- Include RAP information within diversity and inclusion strategy updates prepared for the leadership
- Support internal communications on RAP journey
- Regularly engage with the RAPWG Chairperson and Executive Sponsor
- Champion the RAP across the organisation
- Assist in the development of Aboriginal and Torres Strait Islander stakeholder relationships and partnerships.

Each RAPWG meeting is chaired by a **Chairperson**, who is nominated by working group members.

OUR RECONCILIATION JOURNEY

Opera Australia's reconciliation journey started in April 2022 with the intentional connecting with local communities. Through the connections made with the local community Opera Australia has agreed to collaborate with Tribal Warrior, supporting the young people who attend Tribal Warrior's programs on an opera project.

The RAPWG was created in 2022 and began their learning journey in NAIDOC week that year with a cultural experience with Tribal Warrior on Sydney Harbour and a Reflective Yarning Circle. The then Convenor has deliberately walked the group through the process in a manner that is as respectful and as close to an Aboriginal cultural way as possible, while progress appears to be slow the group are developing deeper understandings and learnings as a result.

The RAPWG has worked with Aboriginal artist Jasmine Sarin to create a Reconciliation Artwork to represent our journey and aspirations. More recently the group has been creating content for inclusion in the RAP.

Opera Australia has also prioritised Aboriginal Cultural Learning which has been made available to all employees and the Board Directors. To ensure as many people as possible can attend, the training has been offered four times in 2022 and will be offered another four times in 2023.

Opera Australia has developed the following documents to support learning and engagement:

- Aboriginal and Torres Strait Islander Communication Protocols
- Aboriginal and Torres Strait Islander Cultural Engagement Guide
- Guidelines for Welcome to Country and Acknowledgement of Country.

Two training sessions have been provided to the OA Leadership team to support the delivery of intentional and heartfelt Acknowledgements of Country. The company's formal Acknowledgement of Country has been added to the company website and displayed on the external doors of OA's buildings in Sydney and Melbourne.

In October 2022, the chair of the RAPWG and the Senior Manager Diversity, Inclusion and Belonging (also the Convenor of the working group at that time) attended Purrrumpa. The learnings and recommendations gathered at Purrrumpa have been documented and provided in a report to OA's Executive Team, with the intention that any recommendations agreed upon by the RAPWG will be included in the RAP.

Throughout this time OA's representatives, including the CEO, have been connecting with Aboriginal creatives for OA to further the process of bringing Aboriginal artists and stories to the national stage.

COMMUNITY PARTNERSHIPS

Opera Australia currently has one community partnership with an Aboriginal community-based organisation and is in the process of developing a language and music-based project, the Redfern Opera Project.

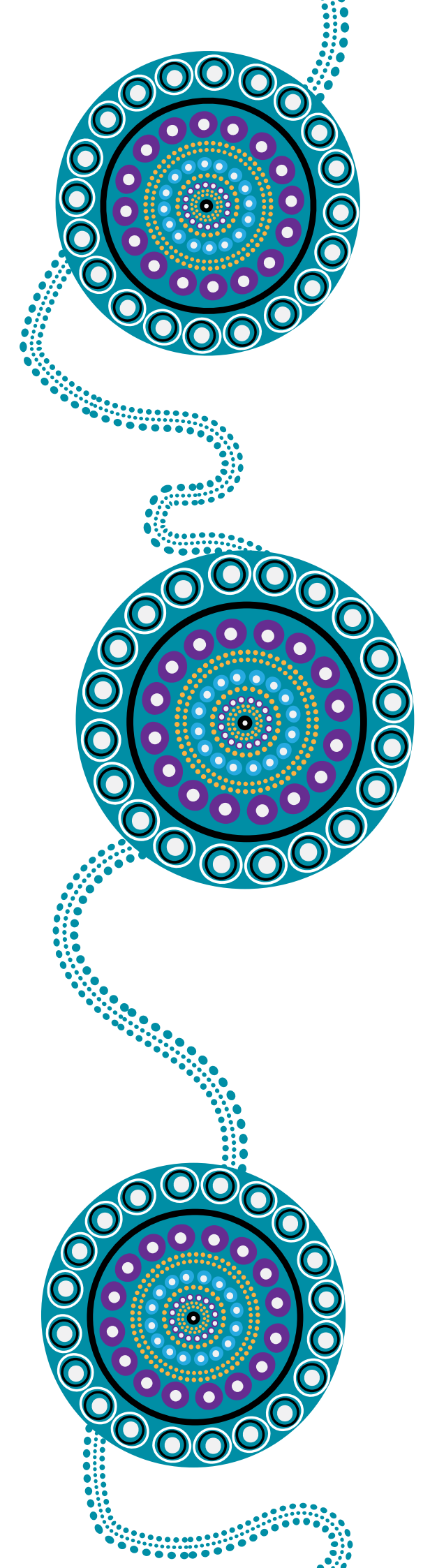
The aim of the Redfern Opera Project is to provide multiple opportunities for Aboriginal children engaged in Tribal Warrior programs to participate in a culturally significant process and an event that is affirming and allows them to practice and share their culture supported by Opera Australia's musical storytelling. The project is intended to be a key action in Opera Australia's RAP to take our reconciliation intentions to the stage.

Currently, the children that attend Tribal Warrior programs are learning language and are writing a story in language that represents First Nations people in Sydney which they will also put to music. Tribal Warrior and Opera Australia saw an opportunity to bring together their visions. Tribal Warrior to provide an opportunity for the children and mentees attending their programs to practice and share their culture and tap into potential employment options, and Opera Australia to tell distinctly Australian musical stories and support children to grow their interest in song and stories.

Partnering with other stakeholders, Tribal Warrior and Opera Australia will produce a one-off program that tells an overarching story relevant to the children. Tribal Warrior will ensure the project is developed using culturally safe practices and maintains the integrity of Aboriginal language and culture. Opera Australia music staff, musicians and singers will collaborate with and coach (as needed) the children as they write, compose and perform their songs. Children who don't perform will be provided with the opportunity to shadow and assist with the other areas of the production.

The Redfern Opera Project provides an opportunity for the children to see stories from their culture performed as part of the Australian musical landscape. Additionally, it is anticipated that this will inspire the children to see that Opera Australia is a place for them and show them potential career paths in the broader industry.

Opera Australia would also like to invite OA's children's chorus (students between the ages of 9-14 who audition to work with us in various productions) to experience a cultural exchange, where the songs are taught to them in language by the children who have developed them.



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 stake holders and organisations within our local area or sphere of influence.	August 2023	RAPWG Co-chair
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2023	RAPWG Co-chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2023, May 2024	RAPWG Co-Chair
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023, 2024	RAPWG Co-Chair
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2023	RAPWG Co-Chair
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all employees ensuring that employees are reached through multiple channels.	August 2023	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2023	RAPWG Co-Chair
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2023	People & Strategy Director
4. Promote positive race relations through anti discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July 2023	People Business Partner
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Nov 2023	People Business Partner

RESPECT



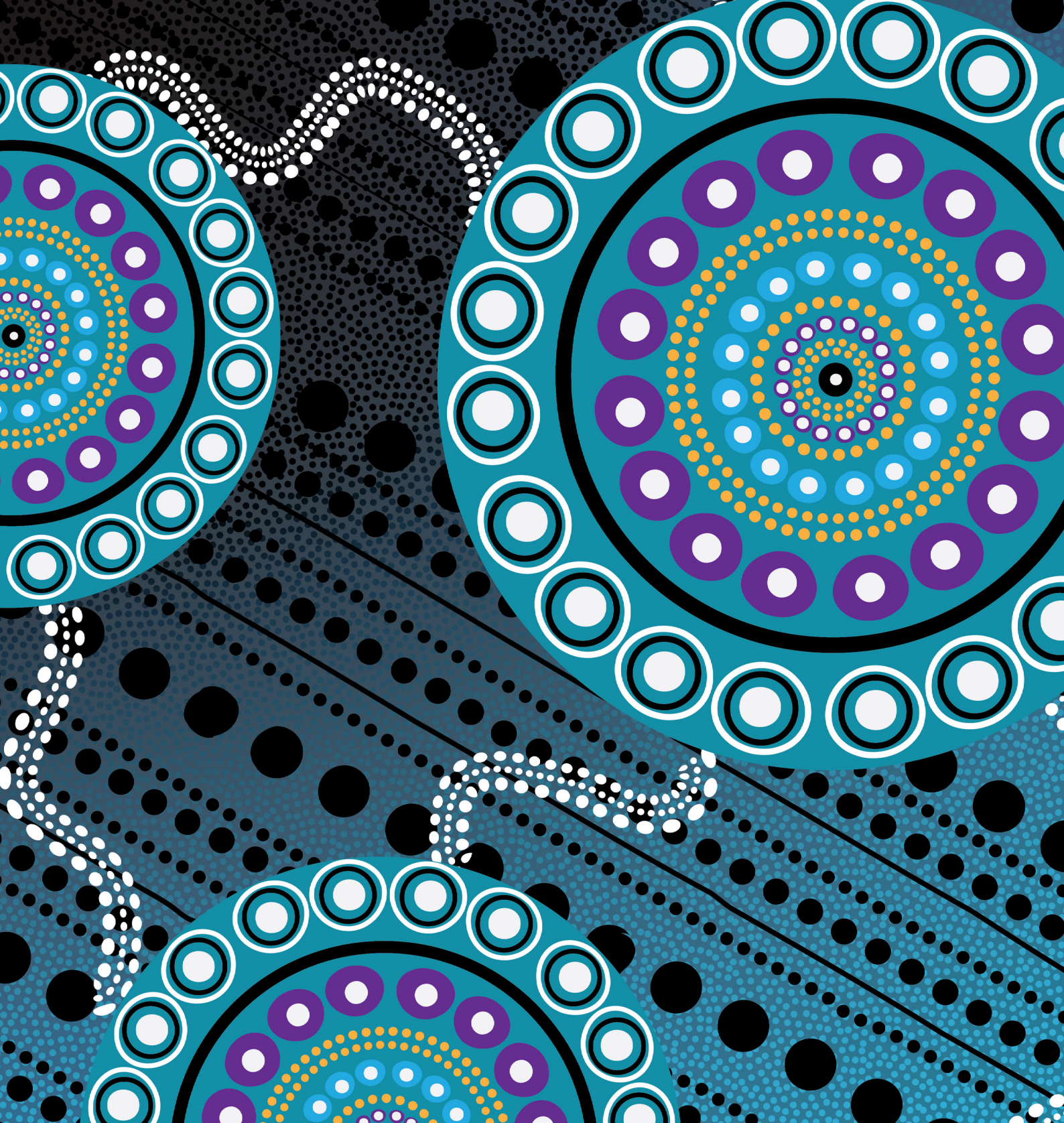
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. Communicate business case to leadership.	August 2023	People & Strategy Director
	Conduct a review of cultural learning needs within our organisation.	Oct 2023	People Business Partner
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.	July 2023	RAPWG Co-Chair
	Increase employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. This is an ongoing piece of work – particularly for new employees.	October 2023	RAPWG Co-Chair
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our employees about the meaning of NAIDOC Week.	July 2023, June 2024	CEO
	Introduce our employees to NAIDOC Week by promoting external events in our local area.	June 2023, June 2024	RAPWG Co-Chair
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023, July 2024	RAPWG Co-Chair

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.	October 2023	Head of People
	Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	October 2023	Head of People
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.	September 2023	RAPWG Co-Chair
	Investigate Supply Nation membership	September 2023	RAPWG Co-Chair
10. Collaborate with Tribal Warrior deliver and implement Redfern Opera Project	Conduct a day long tour of The Opera Centre for the TW youth participants to learn about the roles, opportunities and processes of creating performances.	Oct 2023	CEO
	Mentor and support Tribal Warrior youth participants to create and deliver a musical performance.	July 2024	RAPWG Co-Chair

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAPWG to govern RA implementation.	Review Feb 2024	People & Strategy Director
	Review and update Terms of Reference for the RAPWG.	Review Feb 2024	Head of People
	Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RAPWG.	Review Feb 2024	RAPWG Co-Chair
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2023	RAPWG Co-Chair
	Engage senior leaders in the delivery of RAP commitments.	Oct 2023	Head of People
	Appoint an Executive Sponsor to champion our RAP internally.	May 2023	RAPWG Co-Chair
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2023	RAPWG Co-Chair
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.	June annually	Head of People
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Head of People
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	People Business Partner
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	August 2024	People Business Partner



Contact for public enquiries about our RAP

Email: Reconciliation.ActionPlan@opera.org.au