



**BRISBANE**  
CONVENTION  
& EXHIBITION  
**CENTRE**



RECONCILIATION  
ACTION PLAN

**REFLECT**

# REFLECT RECONCILIATION ACTION PLAN

August 2023 – July 2024



# ACKNOWLEDGING COUNTRY

In the spirit of reconciliation and respect, Brisbane Convention & Exhibition Centre (BCEC) warmly acknowledges the Traditional Custodians of the land on which BCEC now stands. We pay our respects to Elders past and present, and recognise their enduring contribution to the culture and spirit of the land.







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## GENERAL MANAGER'S MESSAGE

On behalf of the team at BCEC, I am proud to present the Centre's Reflect Reconciliation Action Plan (RAP).

This RAP confirms our commitment to acknowledging, celebrating and showcasing First Nations cultures and peoples, and promoting Aboriginal and Torres Strait Islander heritage and traditions throughout the Centre's operations.

We hope this RAP will help us identify how we can make a genuine contribution to reconciliation.

Based on the foundational pillars of Relationships, Respect and Opportunities, it includes creating employment and training options that better reflect community needs, and strengthening our appreciation and understanding of Aboriginal and Torres Strait Islander cultures among our staff, clients and visitors.

Although this is our first formal step on our reconciliation journey, the Centre has a strong history of fostering and improving inclusive employment and training.

Previously we have facilitated training and work experience for local First Nations young peoples, one of whom remained working for the Centre for six years, as well as Aboriginal and Torres Strait Islander students from the Djarragun College in Far North Queensland.

I would like to thank our Reconciliation Working Group for their dedication and determination in initiating and continuing to drive this important project. We understand we will have to continue to work tirelessly to ensure ongoing success.

### Kym Guesdon

General Manager  
Brisbane Convention & Exhibition Centre



# RECONCILIATION AUSTRALIA

## CEO STATEMENT

Reconciliation Australia welcomes Brisbane Convention & Exhibition Centre to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Brisbane Convention & Exhibition Centre joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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

This Reflect RAP enables Brisbane Convention & Exhibition Centre 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 Brisbane Convention & Exhibition Centre, 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



Artist: Jody Rallah  
Photographer: Lewis Lim

# THE ARTWORK

## ABOUT THE ARTIST

Jody Rallah is a Yuggera, Biri Gubba, and Warangu person of the Brisbane and Bowen regions of Queensland. Jody works with a variety of mediums and practices across object making, sculptural installation in the private and public realms, painting, sound and performance. She enquires how materiality is alive and carries knowledge, igniting conversations spanning between generations that affect relationships between people and place across time. Responding to narratives of place and resilience informed by experience during the process of making, when collecting and collaborating with material, or collaborating with family and community during the act of making.

In 2020 Jody was one of twenty-four artists selected for the prestigious “Hatched” National Graduate Exhibition at the Perth Institute of Contemporary Art (PICA). The following year, she held a solo exhibition at the Milani Carpark Gallery. Additional projects include the 2022 “Apmere Mparntwe - Australian Ceramics Triennale”, the 4A Gallery of Contemporary Asian Art nationally touring exhibition “Drawn by Stones”, A Welcome to Country Public Art Project at QUT’s Kelvin Grove campus, participation in First Nations Art Program 2022 – “Outstanding” organised by Blaklash Creative for Brisbane City Council and Artist in Residence, Clay: Collected Ceramics, Museum of Brisbane.

Jody is a Graduate of the Contemporary Australian Indigenous Art (CAIA) Queensland College of Art program, Griffith University, the only degree for First Nations visual artists in Australia. The artist was nominated for the BCEC RAP opportunity by the program’s director, Dr Carol McGregor.

## ABOUT THE ARTWORK

**Jody Rallah**  
**Yuggera - Biri**  
**Ingredients to Wealth 2022 - 23**  
**Acrylic and gold leaf on linen**  
**101 cm x 76.3 cm**

Many hands through generations,  
the passing from and reaching to,  
Bini djara,  
Mil djara,  
Djara gialiba

Indigenous agricultural practices have cultivated bush foods and medicines for tens of thousands of years. These plants have thrived in diverse Countries across the Australian continent to nurture the life; not only people and the animals, but the health of the river systems.

The painting depicts locally cultivated bush foods and medicines found along this stretch of the Brisbane River, cascading from a coolamon, acknowledging the biocultural connection passing from and reaching through generations. Coolamons were traditionally made and used by Indigenous Australians for agricultural purposes and for carrying infants, they are symbols of abundance and represent intergenerational caring for Country. The murmur of the food and medicine plants echoes the curve of our river - they reference the health of river systems in their surrounding biodiversity. Health is Wealth.

Commissioned by the Brisbane Convention & Exhibition Centre in acknowledgement of its Reconciliation Action Plan, 2023/2024 in consultation with First Nations Curatorial Advisor, Dr Carol McGregor, Program Director, Contemporary Australian Indigenous Art, Queensland College of Art, Griffith University.







# OUR VISION FOR RECONCILIATION

Our vision for reconciliation is an Australia that respects and embraces diversity, recognises and accepts our shared history, strives to remove negative race relations and values the knowledge, custom and cultures of Australia's First Nations peoples.

## OUR AIM FOR THE BCEC REFLECT RAP IS TO:

- develop and strengthen partnerships with Aboriginal and Torres Strait Islander communities and businesses,
- share knowledge and encourage understanding through staff education programs,
- showcase First Nations' cultures and peoples, and identify opportunities to include and promote Aboriginal and Torres Strait Islander peoples' cultures throughout the Centre's operations,
- create inclusive employment and training options, and
- strengthen our appreciation and understanding of Aboriginal and Torres Strait Islander cultures among our staff, clients and international and Australian visitors.



# OUR BUSINESS

## BRISBANE CONVENTION & EXHIBITION CENTRE

The Brisbane Convention & Exhibition Centre opened its doors on Queensland Day, 6 June 1995 with the twin aims of setting a new benchmark for convention facilities and services in Australia and contributing to the Queensland economy by attracting a high yield business tourism sector to the State.

We have succeeded on both counts. BCEC has a global reputation for excellence as reflected by 192 awards including the AIPC APEX World's Best Convention Centre Award for 2016 to 2018 and Runner Up in the AIPC APEX World's Best Convention Centre Award 2020 to 2022. The Centre enjoys a 70% rate of repeat business and to date has created more than \$5.5 billion in economic benefit for Queensland.

Owned by the Queensland Government and managed by ASM Global Asia Pacific, BCEC has operated profitably since opening in 1995 and does not depend on annual government grants for capital expenditure or to cover its operating and marketing costs.

BCEC is located in the unique riverside South Bank cultural, entertainment and dining precinct, with more than 70 cafes, bars and restaurants and 900 hotel rooms surrounded by 17 hectares of parkland.



## SUSTAINABILITY AND COMMUNITY INITIATIVES

BCEC strives to be a world leading socially and environmentally sustainable event facility partnering with clients and connecting with our community to deliver positive outcomes.

The Centre occupies a large footprint in the precinct, which comes with an obligation to adopt a whole of community partnership approach towards a shared goal for a safe and healthy environment.

This includes a strategic commitment to build a sustainable future for our clients, our staff and our community through a balance of environmental, social, economic and cultural factors.

This has resulted in the Centre achieving EarthCheck Platinum certification, for international best practice in sustainability, recognising the Centre's strong leadership and innovation in key areas of social, cultural and environmental issues.

BCEC's actions are based on the key pillars of ASM Global's Corporate Responsibility program, ASM ACTS, to protect the environment, strengthen our communities and invest in people.

On the innovation side, BCEC is currently developing an updated version of the Centre's Carbon Calculator to quantify emissions from events across the Centre's operations as well as identifying options for the reduction or offset of these emissions.

The Centre's food philosophy is based on local, sustainable and ethical procurement of produce. We are proud to include First Nations produce in the Centre's 2023/2024 Menu.



# OUR PEOPLE

In an average year we host more than 1,100 events, some 830,000 attendees and serve over 1.3 million meals. The Centre is committed to providing a safe, inclusive and respectful workplace for all of its 600+ staff.

At this stage it is not known how many First Nations peoples are employed by BCEC. BCEC does not require team members to disclose their cultural identity as part of their onboarding, however advice will be sought on culturally appropriate ways to offer staff the opportunity to self-identify as being Aboriginal and/or Torres Strait Islander peoples through the RAP implementation.

Since 1995 the Centre has deliberately taken steps to be an inclusive and diverse employer. We have been proud to partner with a number of specialist employment agencies such as Cerebral Palsy Alliance and Stepping Stone Clubhouse to provide employment for their clients.

Other partnerships have included the TAFE Queensland program for long term unemployed First Nations young peoples and we have longstanding relationships with numerous schools. These school partnerships facilitated education and knowledge sharing of our industry, as well as work experience and site tours tailored to curriculum needs. The Centre has also collaborated with clients who had similar programs and wished to provide opportunities for work experience.

## TRAINING


BCEC has a strong history of fostering and improving inclusive employment and training in the hospitality sector. The Centre is widely recognised as a leader in developing and improving standards of employment in the hospitality and tourism industries.

Previously we have facilitated training and work experience with an end goal of employment for local First Nations young peoples into our Food & Beverage team, as part of the former South Bank Precinct Aboriginal and Torres Strait Islander Employment Strategy.

The Centre also hosted groups of Aboriginal and Torres Strait Islander students from Djarragun College in Far North Queensland who participated in training, with on the job experience in the staging and servicing of an actual event.







# RAP WORKING GROUP

The RAP Working Group, under the guidance of our Aboriginal and Torres Strait Islander Advisor, Bridget Garay, will:

- Establish commercial relationships and maintain existing engagements with Aboriginal and Torres Strait Islander organisations.
- Encourage staff participation in education sessions and learnings of First Nations cultures.
- Create employment and professional development opportunities for Aboriginal and Torres Strait Islander peoples.
- Showcase the cultures of Aboriginal and Torres Strait Islander peoples to BCEC's staff, clients and international and Australian visitors.



# OUR RAP

Our reasons for commencing our reconciliation journey are to:

- Reflect on and transform our behaviours and operations to recognise and celebrate the cultures and future of Aboriginal and Torres Strait Islander peoples.
- Maintain a safe and inclusive working environment for First Nations peoples.
- Provide our international clients and visitors with a broader understanding of the purpose for and steps towards reconciliation.
- Ensure our policies and practices reflect our ongoing reconciliation journey and our commitment to acknowledgement and respect of First Nations peoples.

Ian Chalmers, BCEC Facilities Director and Executive Team Member, has been appointed as BCEC's RAP Champion and will oversee the implementation of BCEC's Reflect RAP, by:

- Regularly reporting on the progress of the BCEC's Reflect RAP to:
  - BCEC's Head Office, ASM Global - monthly
  - BCEC Senior Management Teams - weekly
  - BCEC Staff - monthly
- Engaging with First Nations stakeholders and organisations to seek guidance and advice on the implementation of specific programs.
- Including all Senior Executive members representing all departments, to actively participate in the RAP Working Group and assist in implementing programs outlined in BCEC's Reflect RAP.
- Including First Nations peoples in BCEC's RAP Working Group.
- Assigning Deliverables from BCEC's Reflect RAP to Senior Management team members.





# OUR PARTNERSHIPS AND CURRENT ACTIVITIES

## ARTWORK

The Centre takes pride in fostering and promoting First Nations Art. Its Plaza Gallery houses one of the most significant collections of early Australian Central Desert Art. The works of 18 artists are represented in the Gallery including Clifford Possum Tjapaltjarri, Johnny Warangula Tjupurrula and Kaapa Tjampitjinpa who are seen as key figures in the history of Australian Central Desert Art.

The Plaza Gallery is open to the general public and visitors to the Centre, when not in use as an event space. It is also on the Brisbane art tourism trail.

In addition, the Centre maintains an important collection of local First Nations contemporary art. These works, which are on display throughout the building for the enjoyment of visitors, include works by Gordon Bennett and Judy Watson and other well-known and highly regarded Australian artists.

## LOCAL FIRST NATIONS RELATIONSHIPS

BCEC hosts up to 30 international conventions every year delivering almost 17,000 international visitors to Brisbane.

BCEC continues to identify opportunities to collaborate with local First Nations businesses and groups to tell the story of Australia's Aboriginal and Torres Strait Islander cultures providing our international visitors with the opportunity to connect with local traditional First Nations experiences.

The aim of these collaborations is to produce community experiences that express First Nations Australian perspectives, mainly through the artistic process, including the potential to showcase Aboriginal and Torres Strait Islander artefacts and artworks at visiting conferences at BCEC.

## RIVERLIFE MIRRABOOKA FIRST NATIONS EXPERIENCES

Visiting delegates can experience Aboriginal and Torres Strait Islander cultures through traditional dance, music and storytelling on the inner-city banks of the Brisbane River through a long-term association with RiverLife Mirrabooka First Nations Experiences, where they can learn about the diverse aspects of contemporary Aboriginal and Torres Strait Islander cultures through traditional song and dance and educational talks offering an insight into Aboriginal and Torres Strait Islander life and histories.



## ECOMARINES

BCEC is an Impact Partner of Tangalooma EcoMarines, an education program for primary and secondary school students, teaching them to be the environmental leaders of the future. Their mission is to restore the oceans and waterways through education, student leadership, networking and connecting, and learning from Traditional Custodians of the land.

Dr Robert Anderson, known as Uncle Bob, is a well-respected Ngugi Elder from Mulgumpin in Quandamooka, South East Queensland and is Patron of EcoMarines. Uncle Bob is actively involved in the EcoMarines school based program. A key element of the EcoMarines program is cultural recognition and Uncle Bob provides the Traditional Custodians' perspective to the area of Quandamooka (Moreton Bay and surrounds) and Mulgumpin (Moreton Island) where the EcoMarines activities are focused.

BCEC works closely with EcoMarines to host and deliver its annual event 'The Wave' which is attended by Uncle Bob who does a Welcome to Country. The event also includes a cultural talk to educate staff and guests about what Welcome to Country means, why Elders are called Uncle and Auntie and the cultural significance to the area.

The event is a chance to celebrate the environmental achievements of EcoMarines schools, attracting hundreds of engaged students, environmental leaders and State Government Ministers. Members of the Centre's Executive Team and other staff participate in this event.

## GRIFFITH UNIVERSITY

BCEC is partnering with Griffith University in regard to opportunities for students and BCEC in the following areas:

- Projects for students to undertake
- Employment
- Work experience

This partnership resulted in BCEC securing Jody Rallah, a Yuggera, Biri Gubba, and Warangu person of the Brisbane and Bowen regions of Queensland to provide artwork for use in our Reflect RAP.

Jody is a Graduate of the Contemporary Australian Indigenous Art (CAIA) Queensland College of Art, Griffith University.

The Contemporary Australian Indigenous Art is the only degree for First Nations visual artists in Australia.





# DELIVERABLES

## RELATIONSHIPS

DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Action 1: Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>		
Identify and maintain engagement with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August 2023	RWG Chair, General Manager
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2023	RAP Champion, Facilities Director
<b>Action 2: Build relationships through celebrating National Reconciliation Week (NRW).</b>		
Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	RWG Co-Chair, HR Director
RAP Working Group members to continue to participate in external NRW events.	May 2024	RWG Co-Chair, Executive Assistant
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2024	RAP Champion, Facilities Director
<b>Action 3: Promote reconciliation through our sphere of influence.</b>		
Communicate our commitment to reconciliation to all staff.	August 2023	RWG Co-Chair, HR Director
Maintain engagement with external stakeholders on our organisation's reconciliation journey.	August 2023	RWG Chair, General Manager
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	October 2023	RAP Champion, Facilities Director
<b>Action 4: Promote positive race relations through anti-discrimination strategies.</b>		
Research best practice and policies in areas of race relations and anti-discrimination.	October 2023	RWG Co-Chair, HR Director
Maintain a regular review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2023	RWG Co-Chair, HR Director

## RESPECT

DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Action 5: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>		
Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	January 2024	RWG Co-Chair General Manager
Conduct a review of cultural learning needs within our organisation.	January 2024	RWG Co-Chair, HR Director
Develop a suite of cultural learning programs within our organisation.	February 2024	RWG Co-Chair, HR Director
<b>Action 6: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>		
Conduct the research to develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	August 2023	RWG Advisor
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2023	RWG Co-Chair HR Director
<b>Action 7: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>		
Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024	RWG Co-Chair HR Director
Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	RWG Co-Chair HR Director
RAP Working Group to participate in an external NAIDOC Week event.	July 2024	RWG Co-Chair Executive Assistant



# OPPORTUNITIES

DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Action 8: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>		
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2024	RWG Co-Chair, HR Director
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2024	RWG Co-Chair, HR Director
<b>Action 9: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>		
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2024	Finance Director
Investigate Supply Nation membership.	August 2023	Finance Director



## GOVERNANCE

DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Action 10: Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>		
Maintain BCEC's RWG to govern RAP implementation.	August 2023	RWG Chair, General Manager
Develop a Terms of Reference for the RWG.	January 2024	RAP Champion Facilities Director
Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2023	RAP Champion Facilities Director
<b>Action 11: Provide appropriate support for effective implementation of RAP commitments.</b>		
Maintain defined and approved resource needs for RAP implementation.	August 2023	RWG Chair, General Manager
Engage senior leaders in the delivery of RAP commitments.	September 2023	RWG Chair, General Manager
Appoint a senior leader to champion our RAP internally.	August 2023	RWG Chair, General Manager
Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2023	RWG Co-Chair Executive Assistant
<b>Action 12: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>		
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.	August 2023	RWG Co-Chair, Executive Assistant
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2023	RWG Co-Chair, Executive Assistant
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	August 2024	RAP Champion, Facilities Director
<b>Action 13: Continue our reconciliation journey by developing our next RAP.</b>		
Register via Reconciliation Australia's website to begin developing our next RAP.	June 2024	RWG Co-Chair, Executive Assistant





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