



Reconciliation Action Plan

REFLECT RAP | MARCH 2020 - SEPTEMBER 2021



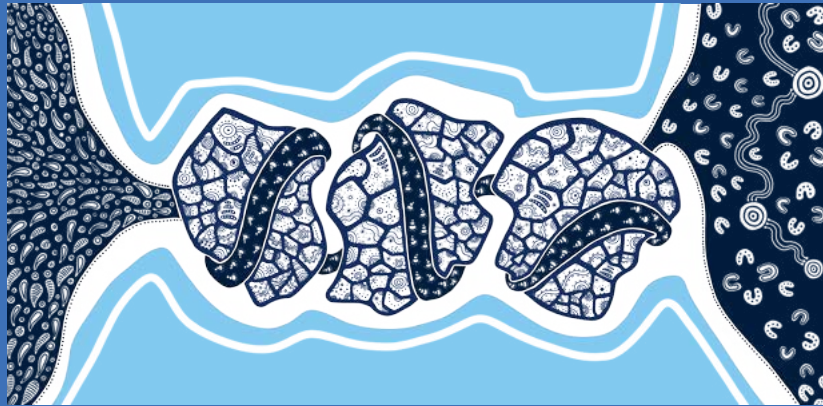


Rickiesha Deegan

FEATURED ARTIST

Rickiesha Deegan is a proud Kariyarra and Nyikina woman from Port Hedland, a small regional town in the Pilbara, currently living on Whadjuk Noongar boodjar in Perth, Western Australia. Art and design has been Rickiesha's way to connect with her culture, express her mental health and explore her identity as an Aboriginal woman living in this modern world.

She is also a UniSuper member and works for People and Culture at Curtin University.



‘Shaping our future’

ABOUT THE ARTWORK

The artwork represents UniSuper’s passion to secure the future for Australia’s thinkers, creators and investigators who are shaping a better tomorrow. In shaping Australia’s future we need to acknowledge and recognise the first thinkers, creators and investigators. The First Nations people of this country.

The piece represents the beginning of UniSuper’s journey in reconciliation. The ‘future’ is wrapped in the journey of reconciliation which is shaping our future, leading to a strong collaborative community for our Indigenous and non-Indigenous leaders of tomorrow.

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CONTACT DETAILS FOR UNISUPER RAP

Rob Demasi, Design Researcher

Message from our Chief Executive Officer

As the fund dedicated to the higher education and research sector, we manage the super savings of over 450,000 members. These members are from diverse backgrounds and work in a variety of roles across the sector, but our mission is the same for every member. We want to help them create a secure financial future so they can enjoy their retirement.

We acknowledge that our Aboriginal and Torres Strait Islander members face unique challenges in engaging with their super fund and the super system more broadly. At a fund level, we know there's more we can do to improve the retirement outcomes of these members. Our Reflect Reconciliation Action Plan (RAP), the very first for the fund, is the start of that journey, and we're looking forward to working with our people across the organisation, with support and insights from our Aboriginal and Torres Strait Islander members, to deliver meaningful change.

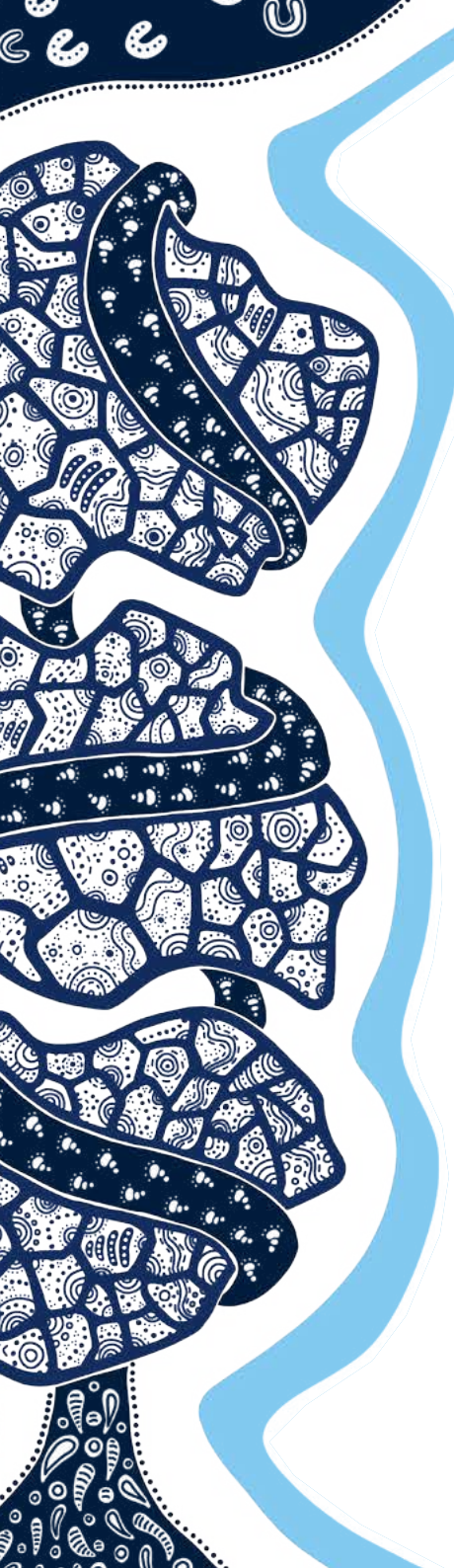
Our vision for the future is one where all Australians, regardless of gender, ethnicity or socio-economic background, can enjoy a comfortable, confident and secure retirement. I'm very proud of the foundations we're building now to deliver on this vision for our Aboriginal and Torres Strait Islander members.

Kind regards



Kevin O'Sullivan
Chief Executive Officer





Our business

UniSuper is the super fund dedicated to people working in Australia's higher education (universities) and research community. We're one of Australia's largest super funds with approximately 450,000 members. We're passionate about securing the future for Australia's thinkers, creators and investigators who are shaping a better tomorrow. We manage their super throughout their working careers and into retirement, helping them to achieve a comfortable, confident and secure retirement.

There are over 800 staff employed at UniSuper nationwide with the majority of our employees located in Melbourne. Outside of our Melbourne headquarters, we have six office locations: Adelaide, Brisbane, Canberra, Parramatta, Perth and Sydney. We also have employees based on campus at almost all 37 universities nationwide.

Inclusion is an important premise of our employment practices. We want to create a workplace where employees can do their best, in a manner that's true to them, so in turn, they can do the best for our members. After all, our 'genuine care for members' philosophy is something we take very seriously.

At present, we have one employee who identifies as Aboriginal and/or Torres Strait Islander.

Our RAP

Superannuation, and financial literacy more broadly, can be major causes of social exclusion for the Aboriginal and/or Torres Strait Islander communities, resulting in less favourable financial outcomes. From gaps in educational outcomes leading to wage disparities, to increased health challenges and lower life expectancies, these factors contribute to less opportunity for our First Nations members to benefit from Australia's compulsory super system.

UniSuper's aim is to provide a greater retirement outcome for all members, including our Aboriginal and/or Torres Strait Islander members. Through a RAP's structured framework, we will commit to the practical actions to support our First Nations members with the guidance and confidence needed to support a better understanding and engagement with their super.

From an internal perspective, we believe educating our employees about Aboriginal and/or Torres Strait Islander cultures and protocols can help us provide a tailored service to better engage with our First Nations members. By doing this, we can begin to remove some of the barriers that may leave some of our Aboriginal and/or Torres Strait Islander members financially excluded when they retire.

We know financial literacy is one of these barriers, so through a focused commitment such as a RAP, we can work together with our Aboriginal and/or Torres Strait Islander members to overcome this barrier.

OUR RECONCILIATION COMMITTEES

A RAP will help keep UniSuper accountable to deliver on various activities and initiatives to better educate our staff and increase engagement with the Aboriginal and/or Torres Strait Islander community. While the initial work on this initiative was driven by a cross-functional Reconciliation Working Group, the business has now created two tiers of oversight and execution to ensure this work takes place:

- RAP Steering Committee, responsible for the overall strategy and plan, and also advocates about this issue across the business, and
- RAP Champions Committee, responsible for championing activities and awareness within each champion's state or business unit, and delivering individual items within the RAP.

RAP Steering Committee

Julie Watkins - Chief People Officer (Executive Sponsor)
 Rob Demasi - Design Researcher
 Shannon Lloyd - Head of Capability
 John Briggs - First Nations Consultant

RAP Champions Committee

Klaiden Williams - Claims Assist Administrator
 Sybil Dixon - Senior Investment Analyst
 Craig Delphine - Senior Legal Counsel
 Christopher Delaland - Claims Assessor
 Sean Higgins - Employer Partnership Manager (WA)
 Catherine Michael - Employer Partnership Manager (QLD)
 Theresa Parkinson - Employer Partnership Manager (SA)
 Diane Soumbassis - Super Consultant
 Mich Nguyen - Personal Assistant

Our Executive Leadership Team has embraced the core purpose of the RAP and is committed to supporting this important initiative.

OUR CURRENT ACTIVITIES

In working towards a RAP, we've commenced the groundwork needed to ensure we effectively enter the RAP process confident of success. To date, UniSuper has:

Introduced an Acknowledgement of Country at events

We've introduced an Acknowledgment of Country at all internal company events, including events and roadshows held at universities nationwide.

Delivered cultural awareness training

Several key employees (including frontline member and employer-facing employees) have undertaken cultural awareness training with a First Nations training provider. The workshop helped increase our employees' knowledge of First Australian cultures and understand the inherent challenges in the way Aboriginal and/or Torres Strait Islander members engage with financial services providers.

Established better working relationships

We've strengthened our relationships with representative bodies to better understand how they can assist us in our journey towards reconciliation. This includes attendance at several First Nations Summits which provide an opportunity for representatives from First Nations communities, the superannuation industry and government bodies to discuss progress in addressing the unique and often complex barriers that prevent First Australians from adequately accessing and engaging with their super. We've also met with many of our First Nations members on-campus to learn about their cultures and their attitudes towards their finances to help us understand their lived experiences.

Engaged a First Nations Consultant

We have engaged a First Nations Consultant to provide guidance and cultural insights to our Steering Committee and UniSuper more broadly. Our First Nations Consultant has also provided our employees with cultural awareness training.

Partnering and co-funding research conducted by Curtin University focused on First Nations Australians and superannuation

UniSuper has partnered and co-funded research being conducted by Curtin University to better understand the financial needs of our Aboriginal and/or Torres Strait Islander members.

OUR PARTNERSHIPS

The chair of our RAP Steering Committee is UniSuper's representative on a cross-industry First Nations super working group which is committed to effectively establishing and developing culturally appropriate processes to encourage participation of the Aboriginal and/or Torres Strait Islander people. Our involvement in the working group (including attendance at a First Nations Summit in 2016 and a First Nations Super Roundtable in 2018) has improved our understanding of the critical need to enhance and improve Aboriginal and/or Torres Strait Islander members' access to their super.

UniSuper has previously participated in the Big Super Day Out - an event designed to help Aboriginal and/or Torres Strait Islander members meet with experts in the financial sector to motivate their engagement with their finances (including their super) and help improve their overall financial literacy.

Additionally, UniSuper has met with First Nations Foundation to explore potential future sponsorship opportunities and ways of working together as our core businesses are aligned in providing all Australians with better super outcomes.

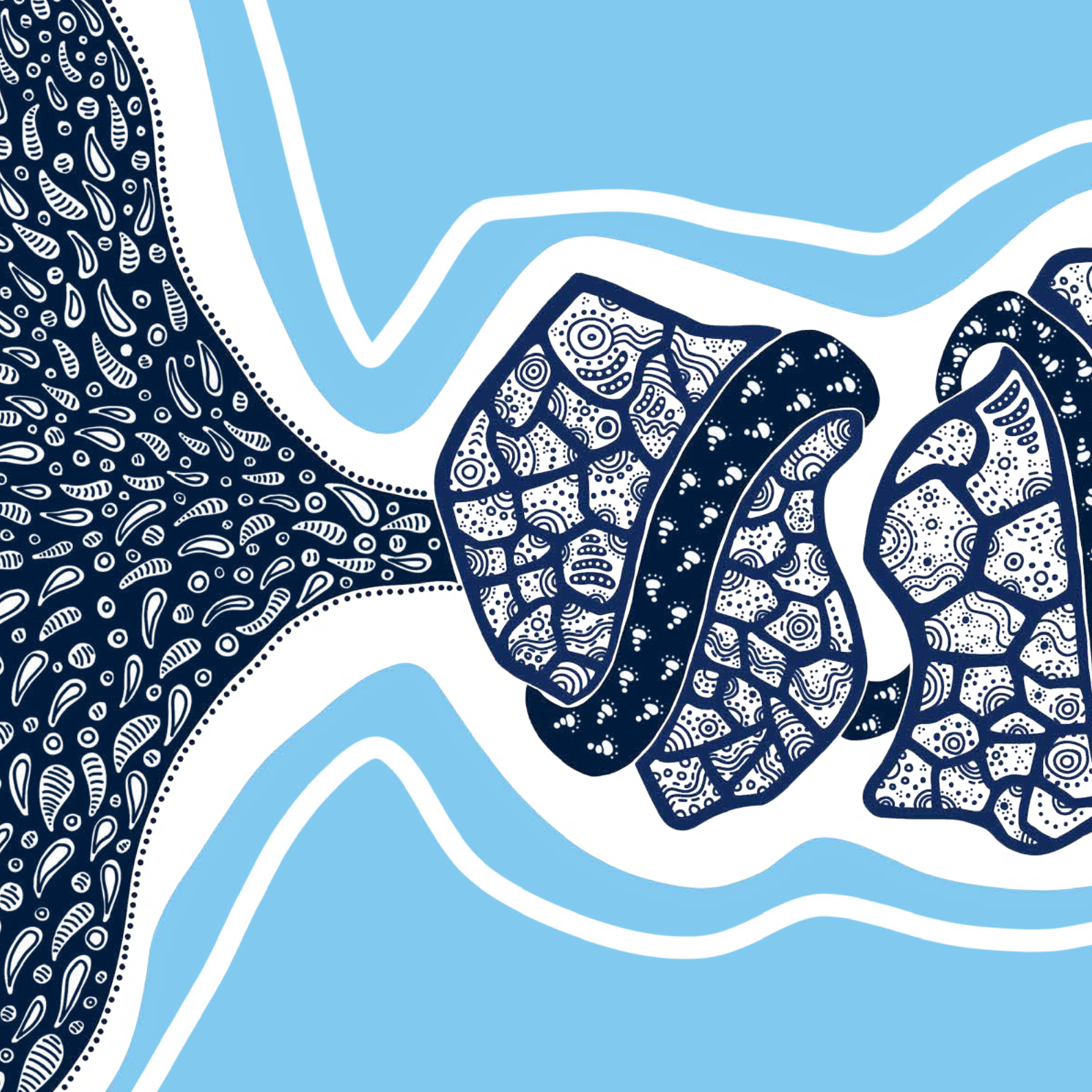
UniSuper currently works with CareerSeekers - an association that assists students with internships within the financial sector. Their sister arm, CareerTrackers, helps place Aboriginal and/or Torres Strait Islander students within organisations to complete internships. UniSuper is currently in discussions with CareerTrackers to negotiate an arrangement where First Nations students can achieve the same career outcomes as their non-First Nations colleagues.

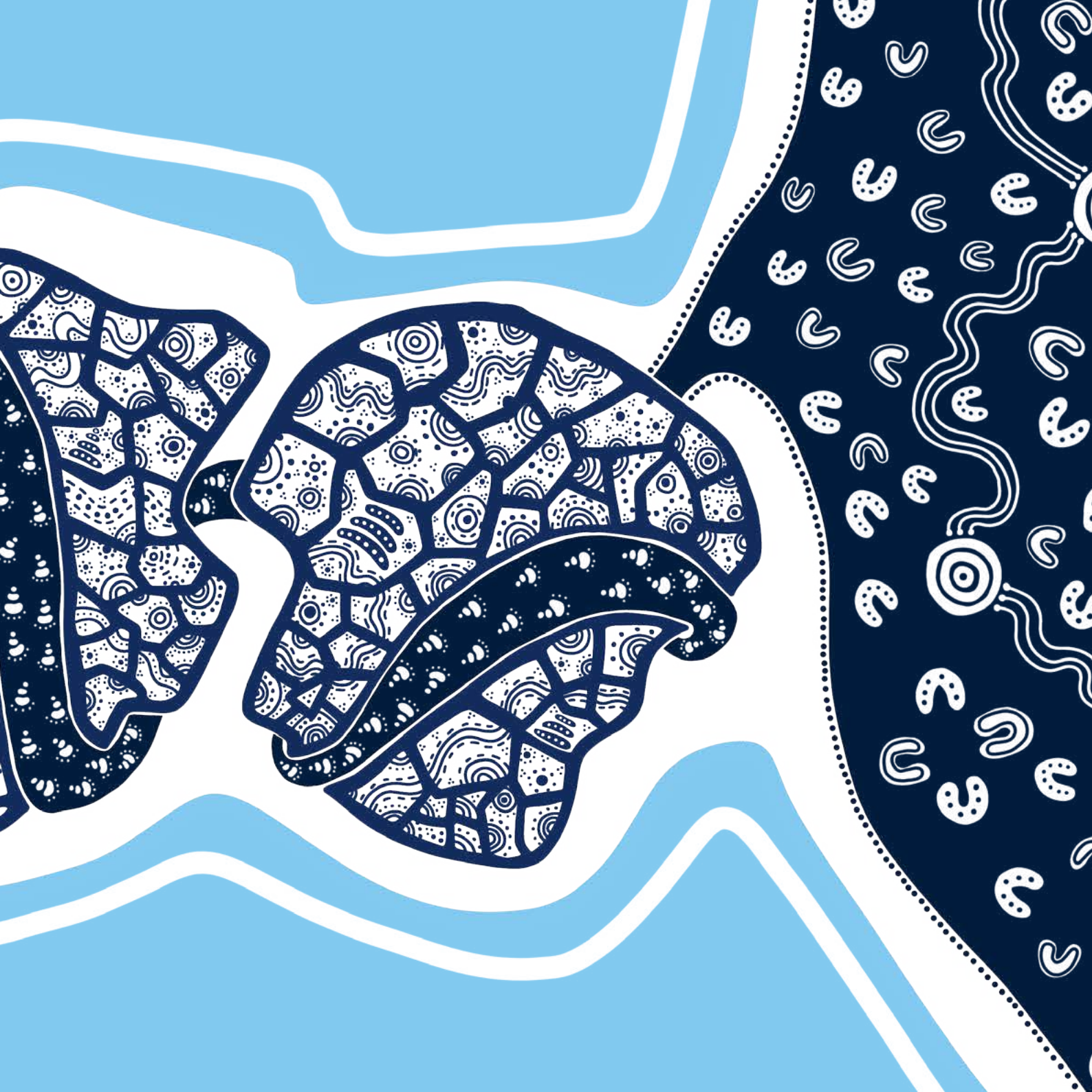
UniSuper has also sponsored a joint initiative with the University of New England and Rotary Australia to raise funds to register the births of vulnerable Australians, through not-for-profit organisation the Minimbah Project. A surprising number of Australians do not possess an official birth certificate and this can lead to larger issues later in life, particularly when the individual needs to prove their identity to engage with education system, future employers and the Government more broadly. A cohort of these 'vulnerable Australians' includes some First Nations people. In sponsoring this event, UniSuper helped to register the births of more than 150 people, ensuring that proof of identity doesn't become an issue when these people need to engage with the super system.

IN SUMMARY

UniSuper has introduced a number of initiatives to prepare us for our RAP's implementation. Our employees have been updated about this journey and our plan to establish a RAP via a number of internal channels.

UniSuper is prepared for this commitment and believe that the introduction of a RAP will help us build a better tomorrow with greater inclusion and diversity that we can all be proud of.





RELATIONSHIPS			
<i>Action</i>	<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
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.	July 2020	Employer Partnership Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2020	Senior Investment Analyst
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June 2020 and 2021	Senior Internal Communications Consultant
	RAP Steering Committee and Champions Committee members to participate in an external NRW event.	June 2020 and 2021	Senior Legal Counsel
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2020 and 2021	Senior Internal Communications Consultant
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2020	Chief People Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2020	Employer Partnership Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2020	Super Consultant
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2020	People Business Partner
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2020	People Business Partner

RESPECT			
<i>Action</i>	<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2020	Head of Capability
	Conduct a review of cultural learning needs within our organisation.	November 2020	Head of Capability
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.	March 2021	Claims Assessor
	Increase our staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2020	Claims Assist Administrator
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 2020 and 2021	Senior Internal Communications Consultant
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2020 and 2021	Employer Partnership Manager
	RAP Steering Committee and Champions Committee to participate in an external NAIDOC Week event.	5 July - 12 July 2020 and 2021	Senior Legal Counsel

OPPORTUNITIES			
<i>Action</i>	<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
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.	December 2020	People Business Partner
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2020	People Business Partner
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 2020	Senior Investment Analyst
	Investigate Supply Nation membership.	October 2020	Claims Assessor

GOVERNANCE			
<i>Action</i>	<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
10. Establish and maintain an effective RAP Steering Committee to drive governance of the RAP.	Maintain a RAP Steering Committee to govern RAP implementation.	March 2020	Design Researcher
	Draft a Terms of Reference for the RAP Steering Committee.	April 2020	Head of Capability
	Maintain Aboriginal and Torres Strait Islander representation on the RAP Steering Committee.	March 2020	Head of Capability
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2020	Chief People Officer
	Engage senior leaders in the delivery of RAP commitments.	April 2020	Chief People Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2020	Design Researcher
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2020	Design Researcher
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2020	Employer Partnership Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2020	Super Consultant
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2021	Design Researcher

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