

ORIMA Research Pty Ltd

**INNOVATE**

**Reconciliation Action Plan**

**January 2023 – January 2025**

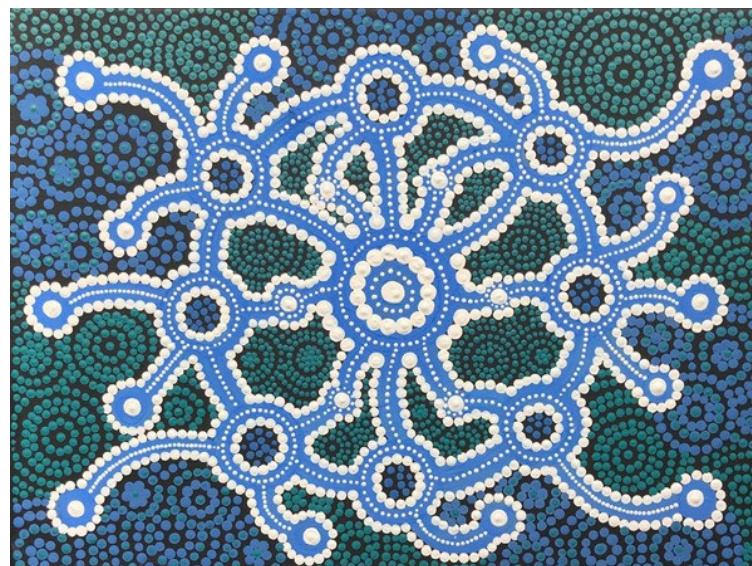
14 October 2022

*ORIMA pays respect to Aboriginal and Torres Strait Islander peoples past and present, their cultures and traditions and acknowledges their continuing connection to Land, Sea and Community.*



# ORIMA Research First Nations community interviewer Artwork

Our artwork depicts ORIMA Research's core values of conducting our work in an ethical manner with honesty, integrity, respect and humility. It also reflects our value of contributing to our community in a positive way. The painting represents the ORIMA Research First Nations Community Interviewers, humbly visiting the country and community of other Australian First Nations peoples, sitting courteously with them and listening with integrity to their voices and thoughts – respectfully sharing as part of a community the views and thoughts of Australia's First Nation peoples.



ORIMA Research is privileged to have our First Nations Community Interviewer artwork completed by **Tristan Pwerl Duggie**. Tristan comes from Mungkarta Community 80km south of Tennant Creek, Northern Territory. His family are from the Warumungu, Warlpiri and Alyawarr language nations of central Australia. In addition to being an accomplished artist Tristan has studied education and has a passion to see community development through education. He has worked in the Northern Territory Department of Education for over 7 years and works supporting remote students into boarding schools right across Australia.

# Our vision for reconciliation

***Our vision for reconciliation is to contribute to strengthening relationships and togetherness between First Nations and non-Indigenous peoples via creating opportunities for capacity building, empowerment, understanding, respect and appreciation.***

As an organisation, we have always upheld the principles of diversity and inclusion as key ingredients to achieving excellence in our work. This has meant that over the years our business focus has involved building positive and respectful working relationships with Aboriginal and Torres Strait Islander peoples throughout Australia.

Our vision for reconciliation crystallises our intentions and efforts towards contributing to closing the gap for Aboriginal and Torres Strait Islander peoples, and to establishing meaningful two-way relationships that seek to empower and build respect and understanding. Our commitment to the values and five dimensions of reconciliation has been steadfastly strong for many years as evidenced in our business practices. It has been demonstrated through our engagement of commercial projects that actively seek to provide a small but meaningful contribution in efforts to strengthen relationships and togetherness. We now look forward to further formalising our ongoing commitment to helping create a just, equitable and reconciled Australia through our second Reconciliation Action Plan.

## A message from the Managing Director



**SZYMON DUNIEC**

I am delighted to present ORIMA Research Pty Ltd's second Reconciliation Action Plan (RAP).

ORIMA Research's mission is to improve the wellbeing of people by contributing to high-quality, evidence-based public policy, public administration, service delivery and management decisions through our research, data analytics and advisory services. The development of this innovative RAP is consistent with this mission and continues our journey of reconciliation as a company.

This includes focussing on strengthening relationships and togetherness with Aboriginal and Torres Strait Islander peoples and continuing to engage staff in culturally appropriate research and practices.

We look forward to continuing to grow and strengthen our commitment to reconciliation through this RAP.

A handwritten signature in black ink that reads 'S Duniec'.

**Szymon Duniec**  
**Managing Director**  
**ORIMA Research**



# Our business

**ORIMA Research is Australia's largest provider of research, evaluation and data analytics services to Government** – around 95% of our business is conducted for public sector clients. ORIMA is a 100% Australian-owned private company that is independent of Government. We have offices in Melbourne, Canberra, Sydney and Brisbane and staff located across Australia.

**We are a recognised leader in conducting research within Aboriginal and Torres Strait Islander communities.** ORIMA Research has an in-house team of First Nations community interviewers. This gives ORIMA a unique capability in the market and social research industry to conduct targeted, sensitive and robust national research with Aboriginal and Torres Strait Islander peoples.

Overall, ORIMA Research employs over 60 permanent staff. Three staff identify as being Aboriginal, such as our First Nations Principal Advisor, N'Arweet Dr Carolyn Briggs AM. We also have a casual team of about 30 Aboriginal and Torres Strait Islander interviewers across Australia.

## What we do



**Communications and Marketing Research**



**Community Research**



**Employee Research**



**Client and Stakeholder Research**



**Policy Development and Program Management Research**



**Program Evaluations and Reviews**



**Data Analytics**



**Data Portals and Ballots**



**Aboriginal and Torres Strait Islander Research and Omnibus Survey**

# Our Reconciliation Action Plan

**One of our fundamental values is to make a genuine positive contribution to our community.** A key expression of this value is our commitment to developing relationships and creating opportunities with Aboriginal and Torres Strait Islander peoples, based on respect and mutual understanding.

Throughout our company's history, we have maintained a strong focus on ensuring that our research with Australia's First Peoples is conducted in a respectful and sensitive way. We are grateful to have conducted many research projects with Aboriginal and Torres Strait Islander peoples, working with both our employees in our First Nations Community Interviewer team and our research participants.

**Our Reconciliation Action Plan (RAP) formalises our commitment** to working with, and creating opportunities for, Aboriginal and Torres Strait Islander peoples and communities. Although we have a history of working with Aboriginal and Torres Strait Islander peoples and communities, we approached the development of our second RAP as an opportunity to reflect on our journey to date and further strengthen already strong and strategic foundations for further actions and activities. Hence, we have developed an **Innovate RAP** as a clear framework for strengthening and further developing relationships and strategies over the long term to empower Aboriginal and Torres Strait Islander peoples. Our Innovate RAP also provides a mechanism to implement and measure our steps towards reconciliation and ensure we hold ourselves accountable for our progress.

# Our Reconciliation Action Plan implementation

At ORIMA we have implemented the activities in our 'Reflect' RAP to take small but important steps towards reconciliation. This included bringing on board our First Nation's Principal Advisor, N'Arweet Dr Carolyn Briggs AM, to guide our research policies and practices. As a proud Elder of the Yaluk-ut Weelam clan of Boon Wurrung, N'Arweet Dr Briggs has been involved in developing and supporting opportunities for Indigenous youth and Boon Wurrung culture for over 40 years. In 2020, she completed her PhD on Indigenous Knowledge Transmission and is Elder in Residence at RMIT University. She sits on a range of committees and advisory groups and will continue to oversee our culturally appropriate practices as a member of our RAP Working Group, which is the governance mechanism by which progress under our Innovate RAP will be implemented and monitored over the course of 2020 – 2024.

Our RAP Working Group includes staff from a range of business units and roles across our offices – ensuring broad representation across the organisation. The Working Group now includes two staff members who identify as Aboriginal.

To facilitate timely and effective decision making, the Working Group reports directly to Liz Duniec, Director.

## Our RAP Champions Include

### Sponsor:

- Liz Duniec, Director

### Co-Chairs:

- N'Arweet Dr Carolyn Briggs AM, Principal Advisor
- Penny Moylan, Principal Research Manager

### Aboriginal and Torres Strait Islander representatives:

- Aaron Annuscheit, Junior Software Engineer
- Stephen La Macchia, Associate Research Consultant

### Other Working Group members:

- Jackie Wilson, Partner
- Brenda Lucardie, People Performance Manager
- Kirsty Anderson, Project Support Officer
- Kathryn Lumericisi, Operations Administration (Secretariat)

# Relationships

Having **ongoing, respectful and meaningful relationships** with Aboriginal and Torres Strait Islander peoples and communities is especially important to us. Employment of First Nations Community Interviewers and the funding of the Indigenous Education fund – all provide opportunities for our people to **engage directly with Aboriginal and Torres Strait Islander peoples**, to **appreciate the strengths of their cultures and traditions**, and to **develop meaningful long-term relationships**.



	Action	Deliverable	Timeline	Responsibility
1	Strengthen <b>mutually beneficial relationships</b> with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to build positive and respectful working relationships with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Ongoing	RAP Champions
2	Build relationships through <b>celebrating National Reconciliation Week</b> (NRW).	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Staff to participate in at least one internal event for NRW.	27 May – 3 June 2022, 2023, 2024 27 May – 3 June 2022, 2023, 2024	RAP Champions People Performance Manager
3	<b>Promote reconciliation</b> through our sphere of influence.	Continue to build positive relationship with local Aboriginal and Torres Strait Islander peoples.  Continue to disseminate a calendar of annual events celebrating and recognising Aboriginal and Torres Strait Islander cultures and peoples.  Integrating and communicating best practice approaches in research and engagement with Aboriginal and Torres Strait Islander peoples within our sphere of influence (e.g. clients and industry).	Ongoing  April 2022, 2023, 2024  Ongoing	RAP Champions  Principal Research Manager  RAP Champions



# Respect

ORIMA Research is committed to promoting **awareness and respect** of Aboriginal and Torres Strait Islander **peoples, cultures and diversity**. Through this understanding and respect, we are able to **carry on our reconciliation journey and continue delivering culturally appropriate research** with Aboriginal and Torres Strait Islander peoples.



Action	Deliverable	Timeline	Responsibility
4 Increase <b>understanding, value and recognition</b> of Aboriginal and Torres Strait Islander <b>cultures, histories, knowledge</b> and <b>rights</b> through cultural learning.	Implement the recommendations of the business case that is in development for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	September 2022	Partner
5 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by <b>observing cultural protocols</b> .	At ORIMA's corporate planning days each year, invite a Traditional Owner to present to staff to further develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	November 2022, 2023, 2024	Principal Research Manager
	Create and display a 'Welcome to Place' at each office that highlights a link to our ORIMA values and local cultures/ stories plus list both traditional and extant place names in relation to our offices.	May 2022	Principal Research Manager
	Continue to identify ways to involve the Aboriginal and Torres Strait Islander Community Interviewers in organisational cultural knowledge acquisition.	Ongoing	RAP Champions
6 Build respect for Aboriginal and Torres Strait Islander <b>cultures and histories</b> by <b>celebrating NAIDOC Week</b> .	Promote awareness and share information amongst our staff about NAIDOC Week.	5 – 12 July 2022, 2023, 2024	Operations Administrator
	Organise at least one internal and external event to participate in for NAIDOC Week.	5 – 12 July 2022, 2023, 2024	Principal Research Manager

# Opportunities

We are committed to providing **employment opportunities and professional development** for Aboriginal and Torres Strait Islander peoples. Through our National team of First Nations Community Interviewers and our partnerships and activities, we will continue to **build and foster opportunities that support positive economic and social outcomes** for Aboriginal and Torres Strait Islander peoples.



Action	Deliverable	Timeline	Responsibility
7 <b>Improve employment outcomes</b> by increasing Aboriginal and Torres Strait Islander <b>recruitment, retention and professional development</b> .	Create the opportunity for Aboriginal and Torres Strait Islander staff to be able to be mentored by ORIMA's Principal Advisor to assist with professional development.	July 2022	People Performance Manager
	Continue to look for ways to build ORIMA's First Nations Community Interviewers and to maintain and/ or strengthen Aboriginal and Torres Strait Islander recruitment and retention.	Ongoing	Principal Research Manager; People Performance Manager
	Continue to progress the First Nations Employment Strategy.	August 2022	People Performance Manager
8 Increase Aboriginal and Torres Strait Islander <b>supplier diversity</b> to support <b>improved economic and social outcomes</b> .	Follow up on our support of First Nations Businesses, e.g. stationery purchases.	October 2022	Principle Research Manager
9 Expand our team of <b>First Nations Community Interviewers</b> .	Continue to grow ORIMA's First Nations Community Interviewer team across Australia to ensure culturally appropriate research with First Nations communities.	October 2022	Principal Research Manager
10 Continue to support <b>Indigenous Education Fund</b> .	Maintain contribution of \$5,000 annually to Our Lady of the Sacred Heart College in Alice Springs.	Annually	Director (Liz Duniec)

# Governance

We understand the importance of **effective support and governance** to the successful implementation of our RAP. As part of our commitment to our RAP, we have already established a **RAP Working Group**, which will enable us to continue to monitor progress under our Innovate RAP.



Action	Deliverable	Timeline	Responsibility
11 RAP Champions <b>actively monitor development and implementation of actions</b> , tracking progress and reporting outputs and outcomes.	Maintain and review the RAP Working Group membership annually to govern RAP implementation.	August 2022, 2023, 2024	Project Support Officer and Principle Research Manager
	Maintain and review Terms of Reference for the RWG annually. Maintain and review Aboriginal and Torres Strait Islander representation on the RWG.	August 2022, 2023, 2024	Project Support Officer and Principle Research Manager
12 Provide <b>appropriate support for effective implementation</b> of RAP commitments.	Define resource needs for RAP implementation.	Ongoing	Principal Research Manager
	Engage senior leaders in the delivery of RAP commitments.	January 2022, 2023, 2024	Principal Research Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Ongoing	Principal Research Manager
13 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 2022, 2023, 2024	Principal Research Manager
	RAP review and related education session at our annual Planning Days.	November 2022, 2023, 2024	Associate Research Consultant

# Thank you

*For research queries or general information about ORIMA please go to:*



[info@orima.com](mailto:info@orima.com)



[@ORIMA Research](#)

*For further information on the RAP, please contact:*

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Communication, marketing and community research



Organisational, stakeholder and client research



Client and stakeholder research



Consultation and submissions



Portals



Data analytics and compliance



Online surveys and ballots



First Nations research



Disability services research