



Reflect

Reconciliation Action Plan

OCTOBER 2024 – DEC 2025



RECONCILIATION
ACTION PLAN

REFLECT





Acknowledgement of Country

Futurity Investment Group Limited (Futurity) acknowledges the Traditional Owners and Custodians of the Country and water on which we rely and pays respect to Elders past and present.

We recognise Aboriginal and Torres Strait Islander peoples as Australia's First Peoples and acknowledge their rich culture and ongoing connection to Country.

We recognise and value the ongoing contribution of Aboriginal and Torres Strait Islander cultures to Australian life and how this enriches our communities.

We embrace the spirit of reconciliation, working towards mutual respect, equality, and a better future together.

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Message from our Chair and CEO



We are proud to share Futurity's commitment to reconciliation through our Reflect Reconciliation Action Plan (Reflect RAP).

Reconciliation is about acknowledging and celebrating the rich cultural traditions of our First Nations peoples, acknowledging our history, while strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of all Australians.

As a national, member-owned organisation with strong roots in community, our vision is that everyone has access to the education and lifelong learning opportunities needed to fulfil their aspirations. We advocate for affordable, accessible, and inclusive education outcomes and support initiatives that seek to break down barriers for members of our community experiencing disadvantage and contribute to equity and equality for First Nations peoples.

We recognise that Aboriginal and Torres Strait Islander peoples face systemic barriers to education. We will focus on what part we can play in ensuring First Nations peoples can access educational opportunities to achieve their aspirations.

Our Reflect RAP is a commitment to how we will build trust, strengthen relationships, and respect for First Nations peoples' traditions, cultures, histories, and achievements.

We believe our organisation has an important role in contributing to reconciliation and closing the education gap through:

- Improved access to education via innovative education funding products,
- Economic empowerment through employment opportunities and procurement from First Nations owned businesses,
- Targeted philanthropy and advocacy through Futurity Education Foundation (the Foundation), and
- Celebrating and promoting innovative and empowering models of teaching through the National Excellence in Teaching Awards (NEiTA).

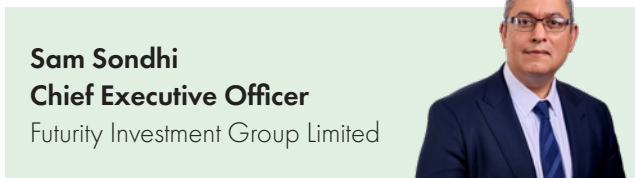
We recognise that we are at the start of our RAP journey, which represents a long-term, whole-of-organisation commitment that we strongly embrace.

We look forward to sharing the journey with you.



Craig Dunstan
Chair

Futurity Investment Group Limited



Sam Sondhi
Chief Executive Officer

Futurity Investment Group Limited

Statement from CEO of Reconciliation Australia



Karen Mundine



INAUGURAL REFLECT RAP

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

Futurity Investment Group joins a network of more than 3,000 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.

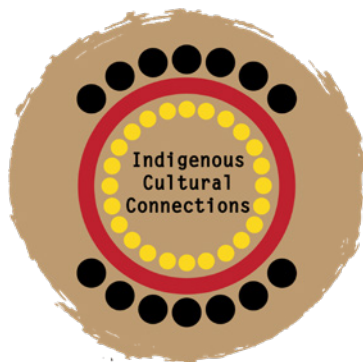
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Futurity Investment Group 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 Futurity Investment Group, 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

Acknowledgement of RAP Partner



Futurity has engaged Seona James, Managing Director of Indigenous Cultural Connections Pty Ltd to support the process of reconciliation across the organisation. Indigenous Cultural Connections is a 100% Aboriginal owned, female led company specialising in cultural consulting, advisory and training services. Seona is a member of the Futurity Reconciliation Action Plan (RAP) Working Group and has guided the development of this RAP document.

A Yorta Yorta woman from Shepparton in regional Victoria, Seona has dedicated the last thirty years working across the public and private sector in Indigenous focused roles. The many positions she has held and her personal impact as a role model has generated significant social and economic opportunities and led to greater equity for Aboriginal and Torres Strait Islander businesses and communities.



Acknowledgement of Artwork



Mya Wilson, Wurundjeri
United, 2024

United

United depicts the concept of unity and collaboration, symbolizing the importance of collective effort and Futurity Investment Group's shared vision of supporting access to education for all. This is conveyed through interconnectedness and mutual support, highlighting the strength of collaboration in overcoming challenges and breaking down barriers to accessing education. The piece serves as a visual representation of the power of unity and the strength that comes with working as one. The piece inspires viewers to pursue their learning aspirations with determination and promotes curiosity and open mindedness. It encourages empathy and understanding in building connections and fostering a harmonious society where the power of education is understood and valued.

Artist Acknowledgement



Mya Wilson

MYA WILSON IS A PROUD WURUNDJERI ARTIST LIVING AND WORKING IN NAARM.

As a talented emerging painter and digital artist, Mya's work delves into her cultural connections, blending traditional motifs with a more contemporary style. Her vibrant colour palette brings these elements to life, creating powerful visual narratives.

Mya has been exploring art since she was 12 but it wasn't until she participated in an Aboriginal art program at 16 that she discovered her passion for storytelling through art. Mya says,

" I didn't know until I did the art program the impact that I can make. I love every artwork I do, not only because I can share my culture, but because of the person's reaction when they see it. "

Mya experiments with different textures, using modeling paste with paint and watercolors, mixing sand and acrylic to express the beauty of the Australian bush. Her journey is one of discovery, passion, and a deep commitment to sharing her culture and helping others through her art.



About Futurity



Futurity is Australia’s leading issuer of education bonds managing over \$1.0 billion in education-purposed investments on behalf of our 48,000 members.

OUR BUSINESS

For 50 years Futurity has helped generations of Australians achieve the education they want for themselves and their families by providing financial products which help our members save and plan for lifelong education costs.

Since our inception in 1974 (as Australian Scholarships Group), more than 570,000 children have received education benefits and \$3.8 billion has been paid to our members and their education beneficiaries.

Futurity is an independent, mutual organisation owned by our members and is privileged to manage the education-purposed investments of over 48,000 Members.

Operating across Australia and New Zealand, Futurity’s products play an active role in supporting and shaping the education journeys of its members and beneficiaries. Our operating footprint comprises 5 locations; our Melbourne head office, located on Wurundjeri Woi-wurrung country, as well as flexible satellite workspaces located in Sydney (Eora country), Brisbane (Turbal and Yugambah countries), Adelaide (Kurna country) and Perth (Whadjuk country).

We also deliver impact through targeted philanthropy and advocacy via the Foundation, formed in 2021 and have celebrated and rewarded teaching excellence across all communities in Australia and New Zealand for 30 years through the National Excellence in Teaching Awards (NEiTA).

OUR PEOPLE

Our workplace employs 55 people in Australia.

We believe that diversity and inclusion build teamwork and success. We value the unique contribution that everyone brings to Futurity, and we recognise that we accomplish more because our team members are from diverse backgrounds and have different talents and ideas. We believe that working together in an environment where everyone can contribute is essential.

We currently have no self-identifying Aboriginal and Torres Strait Islander peoples working at Futurity Investment Group. As an organisation we recognise that reconciliation is furthered by the creation of a culturally safe environment and that this comes from building cultural awareness and sensitivity which is reflected in our recruitment processes and practices.

RECONCILIATION ACTION PLAN WORKING GROUP

Our RAP Working Group comprises staff from across the organisation and is advised and supported by Seona James, Managing Director of Indigenous Cultural Connections.

Our RAP executive sponsor is the CEO. The RAP Working Group will be chaired by the EGM – Strategy & Corporate Affairs. Members of the RAP Working Group comprise:

- CEO, Futurity Investment Group Limited (Executive Sponsor)
- Executive General Manager – Strategy & Corporate Affairs (Working Group Chair)
- CFO & EGM Corporate Services
- Head of People and Culture
- Investor Care Associate
- Office Coordinator
- Seona James, Managing Director, Indigenous Cultural Connections and Yorta Yorta woman

Our Vision for Reconciliation



Promoting and advancing reconciliation with First Nations peoples closely aligns with Futurity’s organisational vision that everyone has access to the education and lifelong learning opportunities needed to fulfil their aspirations.

We believe that helping improve education outcomes for Australia’s First Nations peoples is a vital element in advancing reconciliation, underpinned by:

- Our belief in the rights of all children to have the opportunity for a good education reflected in the UN’s Sustainability Development Goal 4, and
- Our mutual structure. As a member-owned for purpose organisation, we fundamentally believe that people achieve more by working together for the benefit of all.

Our Reflect RAP seeks to deliver:

- Deeper alignment with our organisational strategy.
- Increased cultural competency, where staff have a greater understanding of Aboriginal and Torres Strait Islander cultures and histories.
- An organisational culture that respects and acknowledges Aboriginal and Torres Strait Islander cultures, heritage, values, and beliefs.
- Stronger relationships with Aboriginal and Torres Strait Islander stakeholders and organisations to collaborate on delivering beneficial outcomes for Aboriginal and Torres Strait Islander communities, our members and our business.
- A commitment to facilitating work opportunities that are culturally inclusive of Aboriginal and Torres Strait Islander peoples.
- Increased procurement from Aboriginal and Torres Strait Islander owned businesses.
- Grant funding to organisations that promote improved education outcomes for Aboriginal and Torres Strait Islander communities, through the Foundation.
- A renewed sense of allyship, that builds on Futurity’s support for the Aboriginal and Torres Strait Islander Voice to Parliament.

In developing a Reflect RAP, Futurity is also encouraging staff and other stakeholders to engage in a period of reflection about their relationships with, and understanding of, Australia’s First Nations peoples and the opportunities for learning, connection, and collaboration.

Embedding reconciliation within our next Strategic Plan, will ensure a coordinated approach, provide greater leadership focus, and enhance outcomes.

Our Reconciliation Action Journey



RAP DEVELOPMENT PROCESS

Futurity established its RAP Working Group (RWG) as the internal reference group for our Reconciliation Action Plan in late 2022. The RWG comprises team members who have volunteered from across the organisation and is chaired by the Executive General Manager – Strategy & Corporate Affairs.

To assist in guiding our Reflect RAP development process, we have worked closely with Seona James of Indigenous Cultural Connections, a proud Yorta Yorta woman, with deep experience in advising corporates, not-for-profits and government on Aboriginal Australian history, cultural competency, and the development of Reconciliation Action Plans.

Through a series of RWG meetings, the Reflect RAP was discussed and developed, drawing on our collective ideas, networks, capabilities and the unique strengths of the organisation.

The Reflect RAP is structured with actions and commitments across four dimensions: Governance, Relationship, Respect, and Opportunities, guided by Reconciliation Australia's Reflect RAP template, which is set out below.

PROGRESS TO DATE

To date, our reconciliation activities have been centred around supporting cultural understanding, education, procurement, advocacy and providing grants for education purposed charities working in rural, regional, and remote Indigenous communities.

A key activity has been the establishment of the Foundation in 2021 as a vehicle for educational impact. Futurity directs five percent of its Education Bond management fees annually to FEF, supporting philanthropy that breaks down barriers to education for disadvantaged and marginalised sectors of the community.

In its first five years, the initial FEF mission is to

“support rural, regional and remote students to thrive through community-centred partnerships focused on learning and wellbeing, with an initial focus on First Nations Communities.”

FEF's commitment to reconciliation is demonstrated in a 3-year funding commitment to Yalari Limited to support the education journeys of First Nations students.

Other activities include:

- Cultural awareness training for staff on Aboriginal and Torres Strait Islander Inclusion and Cultural Safety.
- Curating artworks, and the story of those artworks, by young Aboriginal and Torres Strait Islander artists throughout our Head Office and including a permanent display of the Aboriginal Flag and the Torres Strait Islander Flag in our Boardroom.
- Procurement of office supplies from Bibbulmun Products, an Indigenous-owned stationery supplier that funds targeted Indigenous Community Projects.
- During the national discourse on the establishment of a First Nations Voice being enshrined in the Constitution, as called for by the Uluru Statement from The Heart, Futurity supported the Yes vote in favour of the proposition at the referendum. Futurity's continued support for this outcome informs our reconciliation journey.

OUR ACTION PLAN

**FUTURITY'S REFLECT RAP ACTION PLAN IS STRUCTURED
AROUND THE PILLARS:**



Relationships



Respect



Opportunities



Governance

Our Plan reflects key actions we will undertake over the next 12 months to develop relationships with Aboriginal and Torres Strait Islander stakeholders, and better understand where Futurity can meaningfully and sustainably deliver impact.



Relationships



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	a) Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our sphere of influence, principally focused on our Melbourne head office location.	October 2024	Executive General Manager – Strategy & Corporate Affairs
	b) Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2024	Executive General Manager – Strategy & Corporate Affairs
2 Build relationships through celebrating National Reconciliation Week (NRW).	a) Circulate Reconciliation Australia’s NRW 2025 resources and materials to our staff.	April 2025	Head of People & Culture
	b) RAP Working Group (RWG) members to participate in an external National Reconciliation Week 2025 event.	27 May – 3 June 2025	Executive General Manager – Strategy & Corporate Affairs
	c) Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2025	CEO
3 Promote reconciliation through our sphere of influence.	a) Communicate our ongoing commitment to reconciliation to all staff.	October 2024	CEO
	b) Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2024	Executive General Manager – Strategy & Corporate Affairs
	c) Identify RAP, and participant entities that we could approach to collaborate with on our reconciliation journey.	October 2024	Executive General Manager – Strategy & Corporate Affairs
4 Promote positive race relations through anti-discrimination strategies.	a) Research best practice and policies in areas of race relations and anti-discrimination.	October 2024	Executive General Manager – Strategy & Corporate Affairs
	b) Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2024	Head of People & Culture



Respect



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	a) Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	October 2024	Executive General Manager – Strategy & Corporate Affairs
	b) Conduct a review of cultural learning needs within our organisation.	October 2024	Head of People & Culture
6 Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	a) Develop an understanding of the local Traditional Owners or Custodians of the countries and waters within our organisation’s operational area.	October 2024	Executive General Manager – Strategy & Corporate Affairs
	b) Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2024	Executive General Manager – Strategy & Corporate Affairs
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	a) Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	October 2024	Executive General Manager – Strategy & Corporate Affairs
	b) Introduce our staff to NAIDOC Week by promoting external events in our local area.	October 2024	Executive General Manager – Strategy & Corporate Affairs
	c) RAP Working Group to participate in an external NAIDOC Week event.	October 2024	Executive General Manager – Strategy & Corporate Affairs



Opportunities



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	a) Develop a business case for Aboriginal and Torres Strait Islander employment and/or internships within our organisation.	February 2025	Head of People and Culture
	b) Build our understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2025	Head of People and Culture
	c) Review our recruitment processes to ensure there are no barriers to Aboriginal and Torres Strait Islander applicants.	February 2025	Head of People and Culture
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	a) Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2024	CFO
	b) Investigate Supply Nation membership.	December 2024	Executive General Manager – Strategy & Corporate Affairs
	c) Continue our relationship with Bibbulum and other Aboriginal and Torres Strait Islander businesses.	January 2025	CFO



Governance



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of RAP.	a) Maintain our RWG to govern RAP implementation.	July 2024	Executive General Manager – Strategy & Corporate Affairs
	b) Draft a Terms of Reference for the RWG.	July 2024	Executive General Manager – Strategy & Corporate Affairs
	c) Maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2024	Executive General Manager – Strategy & Corporate Affairs
11 Provide appropriate support for effective implementation of RAP commitments.	a) Define resource needs for RAP implementation.	July 2024	Executive General Manager – Strategy & Corporate Affairs
	b) Engage senior leaders in the delivery of RAP commitments.	July 2024	Executive General Manager – Strategy & Corporate Affairs
	c) Appoint a senior leader to champion our RAP internally.	July 2024	CEO
	d) Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2024	Executive General Manager – Strategy & Corporate Affairs
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	a) 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	Executive General Manager – Strategy & Corporate Affairs
	b) Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Executive General Manager – Strategy & Corporate Affairs
	c) Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Executive General Manager – Strategy & Corporate Affairs
13 Continue our reconciliation journey by developing our next RAP.	a) Register via Reconciliation Australia’s website to begin developing our next RAP.	March 2025	Executive General Manager – Strategy & Corporate Affairs

Sarah McAdie

Executive General Manager, Strategy and Corporate Affairs

E: smcadie@futuraityinvest.com | Ph: 0434 837 941

