

# REFLECT RECONCILIATION ACTION PLAN

JUNE 2025 – MAY 2027



# TOURISM TROPICAL NORTH QUEENSLAND ACKNOWLEDGES THAT ALL TOURISM IS ON COUNTRY.

We acknowledge the spirit of Country and Aboriginal and Torres Strait Islander peoples as carrying custodial responsibility. We pay our respect to the Ancestors and Elders, past and present. We recognise the deep relationships, connections, and responsibilities to lands, waters, and skies as integral to First Nations peoples' identity and culture. We regard their connections as central to culture and being.

Throughout this document, the terms 'Traditional Owner/s,' 'Indigenous,' 'Aboriginal and Torres Strait Islander peoples', and 'First Nations peoples' are used interchangeably and refer to Aboriginal and Torres Strait Islander peoples' as per the recommendations of our RAP Consultants and in consultation with our First Nations Tourism Action Plan Steering Committee.

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# CHAIR'S REPORT

It is a great privilege to be able to present Tourism Tropical North Queensland's (TTNQ) first ever Reconciliation Action Plan.

TTNQ acknowledges the spirit of Country and Aboriginal and Torres Strait Island peoples as carrying custodian responsibility. We pay our respects to Ancestors and Elders, past and present.

We recognise the deep relationships, connections and responsibilities to lands, waters, and skies integral to First Nations Peoples' identity and culture and we give regard to their connections being central to Culture and being.

As a region blessed to be the home of both Aboriginal and Torres Strait Island people, with connections to Country that stretch back thousands of generations, we are lucky to have so many amazing Indigenous experiences to share with the world.

TTNQ as an organisation is committed to working with the Aboriginal and Torres Strait Island communities, organisations and experience providers to build a strong and sustainable future for Country, Culture and our Communities.

Led by our Indigenous Experiences cluster, we formed a First Nations Tourism Steering Committee and developed the first regional plan for First Nations Tourism in Queensland. Our TNQ First Nations Tourism Action Plan begins with the recognition that all tourism is on Country, and as such our ambition should be that all visitors to our region respect, protect, appreciate and connect with Country while they are here.

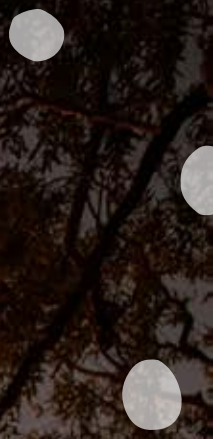
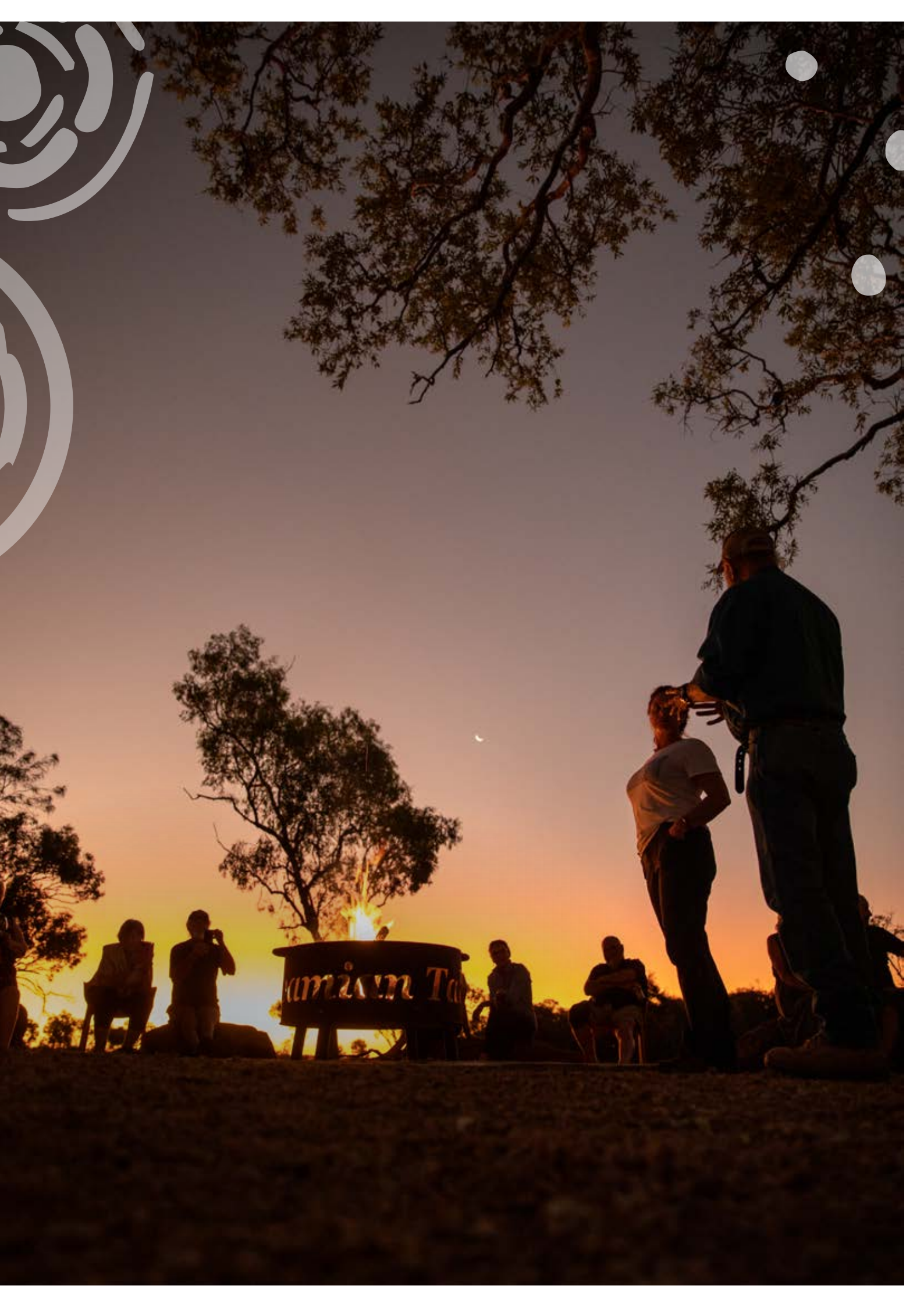
We know the best way for this ambition to be fulfilled is to support our thriving Indigenous experiences cohort and to work closely with the Elders and our Communities to find the balance between the aspirations of our people and the expectations of visitors.

I commend this Reflect Reconciliation Action Plan and invite you to join the TTNQ journey through our Indigenous Experiences Cluster and our First Nations Tourism Action Plan Steering Committee.



**John O'Sullivan**  
Appointed Director – Chair





# STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

## INAUGURAL REFLECT RAP

Reconciliation Australia welcomes Tourism Tropical North Queensland to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Tourism Tropical North Queensland 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 Tourism Tropical North Queensland 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 Tourism Tropical North Queensland, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



**Relationships**



**Respect**



**Opportunities**



**Governance**

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia





# OUR BUSINESS

## OUR BUSINESS

Tourism Tropical North Queensland (TTNQ) is a not-for-profit Regional Tourism Organisation, formed by the industry to provide leadership and direction for the tourism industry in Tropical North Queensland and promote the region and its experiences globally. Through a focused marketing program, we aim to enhance destination awareness in Australia and select international markets. We aim to promote, support, and coordinate initiatives strengthening our membership's capabilities, capacity, and relationships within the wider tourism industry.

The organisation seeks to increase the region's share of Australia's domestic and international visitors to our region, and in particular for our Indigenous Experiences, increase the share of visitors to the region that have an Indigenous Experience. This aspiration is a part of our wider vision and goals outlined in the region's First Nations Tourism Action Plan, including respect for and protection of Country, cultural vitality, and an aspiration that all visitor to our region will connect with Country and Culture.

By collaborating with our members, local tourism organisations, local, state, and federal governments, Tourism and Events Queensland, Tourism Australia, Cairns Airports Limited, and other industry and community stakeholders, we strive to maximise sustainable tourism growth in Tropical North Queensland. This effort is intended to benefit the economic and social well-being of all residents in the region.

**Tourism Tropical North Queensland supports First Nations tourism businesses through the following initiatives:**

## TNQ INDIGENOUS EXPERIENCES CLUSTER

A collective of Aboriginal and Torres Strait Islander owned and operated businesses and stakeholders dedicated to sharing knowledge and expertise regarding Indigenous and non-Indigenous tourism and culturally appropriate visitor experiences.

## FIRST NATIONS TOURISM ACTION PLAN (FNTAP)

A regional publication offering a framework for recognising all tourism activities, initiatives, and programs on Country. This was developed with the support of the Tropical North Queensland First Nations Action Plan Steering Committee. Tropical North Queensland was the pioneer region in creating such a publication and establishing this type of tourism framework. The region's First Nations Tourism Action Plan outlines ambitious goals for Indigenous employment, the number of Indigenous visitor experiences, regenerative tourism projects, recognition of Country by tourism businesses, and the percentage of visitors engaging in Indigenous experiences within our region.

## DEEPER INTO DREAMING

An annual trade publication focusing on Aboriginal and Torres Strait Islander experiences. This resource offers current information on Aboriginal and Torres Strait Islander Arts and Crafts centres, upcoming exhibitions, events, tours and experiences, and accommodation options.

TTNQ has seventeen staff members working in marketing, partnerships, events, and administration. TTNQ's Indigenous Experiences Cluster Coordinator is our only Indigenous employee and our Board has an Appointed Director position for an Indigenous Board member.





# OUR REGION

The Tourism Tropical North Queensland's geographical reach is 20% of the total area of Queensland, covering 340,645 km<sup>2</sup> from Cardwell in the south to the Torres Strait and west to the Northern Territory border including Boodjamulla National Park (Lawn Hill). This includes 25 Local Governments, of which 13 are Indigenous Councils.

The Tropical North Queensland region is best known as the gateway to the World Heritage-listed Great Barrier Reef and Wet Tropics Rainforests (the only place in the world where two natural World Heritage areas meet) and as the home of two ancient cultures, including the world's oldest continuous culture, the Aboriginal peoples, and the Torres Strait Island peoples.



# OUR RECONCILIATION ACTION PLAN



The Reconciliation Action Plan by Tourism Tropical North Queensland (TTNQ) aims to honour and respect cultural and traditional knowledge, along with cultural heritage experiences and connections. It emphasises the importance of recognising and promoting the stewardship of culture and Country by Aboriginal and Torres Strait Islander peoples. The organisation's CEO is the RAP Champion, working with the TTNQ Board and Executive Leadership Team, guided by our First Nations Tourism Action Plan Steering Committee and our TNQ Indigenous Experiences Cluster.

Our Reconciliation Working Group (RWG) is also the Steering Committee for our First Nations Tourism Action Plan (FNTAP) that meets quarterly to review progress of the FNTAP and guide TTNQ in its work in Indigenous tourism including our RAP. The membership of the Steering Committee are all Indigenous representatives of the tourism industry (voted by the Cluster), key agencies (WTMA, GBRMPA), Local Governments, and regional representatives from the Gulf, Cape York and Torres Strait.

Through the Reconciliation Action Plan, we will enhance our understanding of Aboriginal and Torres Strait Islander cultures and histories and explore ways to support reconciliation within our organisation.

We are committed to providing opportunities for Aboriginal and Torres Strait Islander peoples, and our leadership is dedicated to acknowledging and respecting differences, diverse communities and their rights. We aim to foster relationships built on respect, reciprocity and sharing while serving as a bridge of reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Our Reconciliation Action Plan will align with the principles of self-determination as articulated in the United Nations Declaration on the Rights of Indigenous Peoples and the Queensland Human Rights Act, while also recognising the 2012 Larrakia Declaration. Our Reconciliation Action Plan will incorporate the six principles outlined in The Larrakia Declaration.

These principles were established during the First Pacific Asia Indigenous Tourism Conference in Darwin in 2012, where 191 delegates from 16 countries, representing Indigenous communities, government agencies, the tourism sector, and supporting organisations, committed to principles that would guide the growth of Indigenous tourism.



# RECONCILIATION PRINCIPLES

**RESPECT** Recognising customary law and lore, land and water, traditional knowledge, traditional cultural expressions, and cultural heritage, which will underpin all tourism decisions.

**PROTECTION** Indigenous culture and the lands and waters it is based will be protected and promoted through well-managed tourism practices and appropriate interpretation.

**PARTICIPATION** Indigenous peoples will determine the extent and nature and organisational arrangements for their participation in tourism, and governments and multilateral agencies will support the empowerment of Indigenous people.

**CONSULTATION** Governments have a duty to consult and accommodate Indigenous peoples before making decisions on public policy and programs designed to foster the development of Indigenous tourism.

**TRADITION** The tourism industry will respect Indigenous intellectual property rights, cultures, and traditional practices, as well as the need for sustainable and equitable business partnerships and the proper care of the environment and communities that support them.

**PARTNERSHIPS** Equitable partnerships between the tourism industry and Indigenous people will include sharing cultural awareness and skills development, which support the well-being of communities and enhance individual livelihoods.





# CURRENT FUNDING PARTNERSHIP ACTIVITIES IN INDIGENOUS TOURISM

## **TOURISM AUSTRALIA & AUSTRADE**

TTNQ is leading an Indigenous Business Mentoring Program as part of the organisation's International Tourism Recovery Program funded through Austrade. The program will assist up to 10 Indigenous businesses in TNQ in becoming more active in the international market.

## **TOURISM & EVENTS QUEENSLAND AND THE QUEENSLAND GOVERNMENT**

Through the Department of Environment, Tourism, Science and Innovation (Strategic Indigenous Tourism Program), TTNQ is preparing an Indigenous Experiences Marketing Plan and running a famil program for at least 10 Indigenous experiences to network and experience each other's products in the region.

## **QUEENSLAND TOURISM INDUSTRY COUNCIL**

TTNQ co-developed our First Nations Tourism Action Plan and will review it to align with the new State Strategy. We will also align our efforts through the Indigenous Champions Network. Our Cluster and operators from TNQ received sponsorship/ travel subsidies to attend tourism industry events.

## **CAIRNS AIRPORT & PORTS NORTH**

Our annual funding agreements with Ports North and Cairns Airport include a provision to assist Indigenous experiences in our region to grow, including supporting Indigenous tourism experiences in contracting with cruise lines and ground handlers.

# OTHER INITIATIVES (UNFUNDED)

## **QUEENSLAND FIRST NATIONS TOURISM ACTION PLAN**

The Steering Committee meets at least twice annually, the Agencies with responsibilities in the Plan meet quarterly, and TTNQ provides administration support through our Indigenous Experiences Cluster Coordinator.

## **NORTHERN PENINSULA AREA TOURISM GUIDE / CAPE YORK TOURISM GUIDE**

TTNQ provides support to the development of both the NPA Tourism Guide and the Cape York Responsible Tourism Guide to encourage visitors to travel responsibly on Country and to respect cultural protocols in engaging with Aboriginal and Torres Strait Islander communities aligned to the Larrakia Declaration.

## **TNQ INDIGENOUS EXPERIENCES CLUSTER**

An operator cluster and a wider regional cluster meet quarterly to guide the development of First Nations tourism in the region. From this, TTNQ takes its direction on marketing activities and Destination Management priorities.

## **DEEPER INTO DREAMING**

Deeper into Dreaming: This annual trade brochure on Indigenous Experiences in TNQ is prepared by TTNQ and shared with key trade and industry partners, including the Cluster Coordinator, who uses the guide to engage local Tour Desks and encourage more parts of the tourism network to support Indigenous experiences.





1

# RELATIONSHIP

**1.1 ESTABLISH AND STRENGTHEN MUTUALLY BENEFICIAL RELATIONSHIPS WITH ABORIGINAL AND TORRES STRAIT ISLANDER STAKEHOLDERS AND ORGANISATIONS.**

DELIVERABLE	TIMELINE	RESPONSIBILITY
Invite local Aboriginal and Torres Strait Islander traditional owner groups, operators, and organisations across the sub-regions of Tropical North Queensland to meet at least annually to continue developing guiding principles for future engagement by sharing the Indigenous Cluster meeting calendar annually.	Annually in October	<ul style="list-style-type: none"> <li>• TTNQ Indigenous Cluster Coordinator</li> <li>• TNQ Indigenous Cluster Group members</li> <li>• TTNQ CEO</li> </ul>
Develop and implement a First Nations engagement plan with each Local Tourism Organisation and partner agency to identify and work with Aboriginal and Torres Strait Islander stakeholders, businesses and organisations within their local area or sphere of influence.	July 2025 (annually)	<ul style="list-style-type: none"> <li>• TTNQ Partnerships and Events GM</li> <li>• Local Tourism Organisations</li> </ul>
Research best practices and principles supporting partnerships with Aboriginal and Torres Strait Islander groups, businesses and organisations with strong regional representation at events such as DestinationIQ and sharing the learnings with the Indigenous Experiences Cluster.	October 2025 (annually)	<ul style="list-style-type: none"> <li>• TTNQ Indigenous Cluster Coordinator</li> <li>• TTNQ CEO</li> </ul>

**1.2 BUILD RELATIONSHIPS THROUGH CELEBRATING NATIONAL RECONCILIATION WEEK (NRW).**

DELIVERABLE	TIMELINE	RESPONSIBILITY
Circulate Reconciliation Australia’s National Reconciliation Week resources and reconciliation materials to TTNQ’s Board, employees and partners to plan TTNQ-led activities for 2025 in the Board workshop (February 2025).	May (annually)	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> <li>• TTNQ Board</li> </ul>
Participation of the First Nations Tourism Action Plan Steering Committee (RAP Working Group) members and TTNQ staff in external National Reconciliation Week events.	May 27 to June 3 (annually)	<ul style="list-style-type: none"> <li>• TTNQ Executive Leadership</li> <li>• FNTAP Steering Committee</li> </ul>

### 1.3 PROMOTE RECONCILIATION THROUGH OUR SPHERE OF INFLUENCE.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Communicate our commitment to reconciliation to TTNQ's Board, employees and business partners through an annual RAP Priorities Plan as part of the organisation's annual Business Plan endorsed by the Board annually.	April (annually)	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> <li>• TTNQ Indigenous Cluster Coordinator</li> </ul>
Identify external stakeholders that our organisation can engage with on our reconciliation journey	June 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO, Chair and Indigenous Board Director</li> </ul>
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June-July 2025	<ul style="list-style-type: none"> <li>• GM, Partnerships and Events</li> <li>• FNTAP Steering Committee Co-Chairs</li> </ul>
Encourage TTNQ members and other local tourism industry bodies to develop a RAP and Traditional Owner engagement strategy and track progress through the organisation's annual members survey.	November 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> <li>• TTNQ Industry Relations Manager</li> </ul>
Expand the region's 'Promise of a Greater Good' to include more consumer-facing content to encourage visitors and the industry to commit to protecting the Country and respecting Culture on their journey.	October 2025	<ul style="list-style-type: none"> <li>• TTNQ Executive Leadership</li> </ul>
Collaborate with local governments, airports, and managers of land and water entry points and significant locations such as islands and National Parks to recognise the land's traditional owners and incorporate traditional names in entry signage and interpretation.	December 2025	<ul style="list-style-type: none"> <li>• TTNQ Cluster Coordinator and CEO</li> <li>• Indigenous Cluster Group members</li> </ul>
Review HR policies and procedures to identify existing anti-discrimination provisions and future needs.	November 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> </ul>





**1.4** PROMOTE POSITIVE RACE RELATIONS THROUGH ANTI-DISCRIMINATION STRATEGIES.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Engage with Aboriginal and Torres Strait Islander staff/ representatives and/or advisors to consult on our policies and procedures to ensure that they are anti-discrimination.	December 2025	<ul style="list-style-type: none"> <li>• First Nations Steering Committee</li> <li>• TTNQ CEO</li> </ul>
Educate staff, including senior leaders, and contractors, on the effects of racism through targeted training.	July 2025 (annually)	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> </ul>

2

# RESPECT



## 2.1

### INCREASE UNDERSTANDING, VALUE AND RECOGNITION OF ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES, HISTORIES, KNOWLEDGE AND RIGHTS THROUGH CULTURAL LEARNING.

DELIVERABLE	TIMELINE	RESPONSIBILITY
The TTNQ Indigenous Cluster Coordinator to consult with local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy through the Indigenous Cluster.	Review annually December 2025	<ul style="list-style-type: none"> <li>Cluster Coordinator</li> <li>Traditional Owner reps</li> </ul>
Conduct a review of cultural learning needs within our organisation as part of the organisation's annual Business Planning workshops with Staff and Board.	June 2025	<ul style="list-style-type: none"> <li>Cluster Coordinator</li> <li>TTNQ CEO</li> </ul>
Include cultural learning strategies for the TTNQ team as part of the annual Business Plan priorities, which include increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2025	<ul style="list-style-type: none"> <li>TTNQ Executive Leadership</li> </ul>

## 2.2

### DEMONSTRATE RESPECT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BY OBSERVING CULTURAL PROTOCOLS.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop an understanding of the local Traditional Owners of the lands and waters within our organisation's operational area, including working with different Traditional Owner groups each year at our annual staff cultural awareness training session.	July 2025	<ul style="list-style-type: none"> <li>TTNQ Executive Leadership</li> </ul>
Increase staff's understanding of cultural protocols' purpose and significance, including Acknowledgment of Country and Welcome to Country protocols.	July 2025	<ul style="list-style-type: none"> <li>TTNQ Executive Leadership</li> <li>First Nations Steering Committee</li> </ul>
Adopt the QTIC First Nations engagement and cultural protocols for the Acknowledgment of Country at all TTNQ events.	October 2025	<ul style="list-style-type: none"> <li>TTNQ Executive Leadership</li> </ul>
Invite a local Traditional Owner Elder to provide a Welcome to Country or other appropriate cultural protocol at significant events, including external dignitaries.	October 2025	<ul style="list-style-type: none"> <li>TTNQ Partnerships and Events</li> <li>Traditional Owner rep</li> </ul>

## 2.3

### BUILD RESPECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES BY CELEBRATING NAIDOC WEEK.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	May (annually)	• TTNQ CEO
Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	• TTNQ Executive Leadership
Encourage TTNQ staff to attend NAIDOC Week events in our local area.	July 2025	• TTNQ Executive Leadership

## 2.4

### RECOGNITION AND RESPECT OF INDIGENOUS CULTURAL INTELLECTUAL PROPERTY RIGHTS (ICIPR).

DELIVERABLE	TIMELINE	RESPONSIBILITY
Include a requirement for all TTNQ members to respect Aboriginal and Torres Strait Islanders' traditional knowledge and cultural material, including the Indigenous Art Code, in our annual membership prospectus.	June 2025	• TTNQ Partnerships and Events
Educate TTNQ leadership, staff, and partners on understanding traditional knowledge as collective property owned by the community through truth-telling and sharing culture, history, stories, and cultural traditions, including environmental and agricultural practices.	June 2025	• TTNQ CEO • FNTAP Steering Committee
Ensure that any art, merchandise and souvenirs distributed or promoted by TTNQ are authentic and sourced from Indigenous artists in the Country.	June (annually)	- TTNQ Partnerships and Events



3

# OPPORTUNITIES



TORRES STRAIT  
ECO ADVENTURES

### 3.1

## IMPROVE EMPLOYMENT OUTCOMES BY INCREASING ABORIGINAL AND TORRES STRAIT ISLANDER RECRUITMENT, RETENTION AND PROFESSIONAL DEVELOPMENT.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Build an understanding of the current situation and barriers to Aboriginal and Torres Strait Islander recruitment at TTNQ to inform future employment and professional development opportunities.	November 2025	<ul style="list-style-type: none"> <li>Cluster Coordinator</li> <li>TTNQ Executive Leadership</li> </ul>
Establish targets for Aboriginal and Torres Strait Islander recruitment, retention and professional development with a target for TTNQ's overall workforce to exceed the regional benchmark of Indigenous employment of 5% by June 2026.	June 2025, 2026	<ul style="list-style-type: none"> <li>TTNQ CEO and Management</li> <li>TTNQ Board</li> </ul>
Explore increasing the number of Aboriginal and/or Torres Strait Islander people in our region's tourism workforce.	November 2025	<ul style="list-style-type: none"> <li>TNQ Indigenous Cluster Group</li> <li>Cluster Coordinator</li> </ul>
Continue to have an Aboriginal and/ or Torres Strait Islander Board member on the TTNQ Board.	February 2027	<ul style="list-style-type: none"> <li>TTNQ Board</li> <li>TTNQ CEO</li> </ul>

### 3.2

## INCREASE ABORIGINAL AND TORRES STRAIT ISLANDER SUPPLIER DIVERSITY TO SUPPORT IMPROVED ECONOMIC AND SOCIAL OUTCOMES.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement an Aboriginal and Torres Strait Islander procurement policy and approach.	October 2025	<ul style="list-style-type: none"> <li>TTNQ Board</li> <li>TTNQ CEO</li> <li>Finance and Corporate Services Manager</li> </ul>
Investigate Supply Nation membership.	December 2025	<ul style="list-style-type: none"> <li>TTNQ CEO</li> </ul>
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	November 2025	<ul style="list-style-type: none"> <li>TTNQ CEO</li> <li>Finance &amp; Corporate Services Manager</li> </ul>
Provide training and ongoing awareness raising opportunities on how to engage with Aboriginal and/or Torres Strait Islander suppliers.	June 2025	<ul style="list-style-type: none"> <li>TTNQ CEO</li> <li>Finance &amp; Corporate Services Manager</li> </ul>

4

# GOVERNANCE



## 4.1

### ESTABLISH AND MAINTAIN AN EFFECTIVE RAP WORKING GROUP (RWG) TO DRIVE GOVERNANCE OF THE RAP.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Meeting of the First Nations Tourism Action Plan Steering Committee and RAP Working Group to provide oversight of the RAP development and implementation.	August 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> <li>• FNTAP Steering Committee</li> </ul>
Ensure Aboriginal and Torres Strait Islander membership of the RWG, and representation from across the region of TNQ.	July 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> </ul>
Review and maintain the Terms of Reference for the First Nations Tourism Action Plan Steering Committee to include oversight of TTNQ's Reconciliation Action Plan (as the RWG).	August 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> <li>• FNTAP Steering Committee / RWG</li> </ul>
Ensure an annual process of self-nomination and review by the RWG and encourage representation from a broad cross-section of the region.	July 2025	<ul style="list-style-type: none"> <li>• FNTAP Steering Committee / RWG</li> <li>• Cluster Coordinator</li> </ul>

## 4.2

### PROVIDE APPROPRIATE SUPPORT FOR THE EFFECTIVE IMPLEMENTATION OF RAP COMMITMENTS.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Define resource needs for RAP implementation with the RWG.	August 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> <li>• FNTAP Steering Committee / RWG</li> </ul>
Ensure senior leaders are engaged in delivering the TTNQ RAP commitments.	June 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> </ul>
The TTNQ CEO to lead the implementation of the RAP with the Executive Leadership Team.	August 2025	<ul style="list-style-type: none"> <li>• TTNQ CEO</li> <li>• TTNQ Executive Leadership team</li> </ul>
Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2025	<ul style="list-style-type: none"> <li>• TTNQ Executive Leadership</li> <li>• TTNQ Board</li> </ul>

**4.3 BUILD ACCOUNTABILITY AND TRANSPARENCY BY REPORTING RAP ACHIEVEMENTS, CHALLENGES AND LEARNINGS INTERNALLY AND EXTERNALLY.**

DELIVERABLE	TIMELINE	RESPONSIBILITY
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 2025	• TTNQ CEO
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	June 2025	• TTNQ CEO
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2025	• TTNQ CEO • FNTAP Steering Committee / RWG
Report RAP progress to the TTNQ Board and staff twice annually.	November 2025	• TTNQ CEO
Publicly report our RAP achievements and challenges in our Annual Report.	October 2025	• TTNQ CEO
Investigate participating in Reconciliation Australia’s 2026 biennial Workplace RAP Barometer.	February 2026	• TTNQ CEO

**4.4 CONTINUE OUR RECONCILIATION JOURNEY BY DEVELOPING OUR NEXT RAP.**

DELIVERABLE	TIMELINE	RESPONSIBILITY
Register via Reconciliation Australia’s website to begin developing our next RAP.	December 2025	• TTNQ CEO
Commence review of TTNQ Reconciliation Action Plan at least six (6) months prior to expiry.	September 2025	• TTNQ CEO • FNTAP Steering Committee / RWG

# APPENDIX A

## TTNQ RECONCILIATION ACTION PLAN ANNUAL CALENDAR

2025-2026	NATIONAL /STATE EVENTS	TTNQ ACTIVITIES / MILESTONES
<b>JULY</b>	NAIDOC Week (6-13th) Aboriginal Flag anniversary (9th)	<ul style="list-style-type: none"> <li>FNTAP Agencies Meeting / FNTAP Steering Committee Meeting</li> </ul>
<b>AUGUST</b>	International Day of Allyship (8th) and World Indigenous Peoples (9th)	<ul style="list-style-type: none"> <li>Indigenous Operators Meeting</li> </ul>
<b>SEPTEMBER</b>	UN Declaration on the Rights of Indigenous People (13th)	<ul style="list-style-type: none"> <li>TNQ Cluster Meeting</li> </ul>
<b>OCTOBER</b>	Indigenous Business Month	<ul style="list-style-type: none"> <li>FNTAP Agencies Meeting</li> </ul>
<b>NOVEMBER</b>	Destination IQ	<ul style="list-style-type: none"> <li>Indigenous Operators Meeting</li> <li>Cluster Coordinator to prepare cultural learning strategies for team planning and training</li> </ul>
<b>DECEMBER</b>	Human Rights Day (10th)	<ul style="list-style-type: none"> <li>TNQ Cluster Meeting</li> <li>Review of TTNQ Policies and Procedures</li> <li>Publish the annual Cluster meeting calendar</li> <li>Cluster coordinator consult with TOs on TTNQ cultural learning needs</li> </ul>
<b>JANUARY</b>		<ul style="list-style-type: none"> <li>TNQ Cluster Meeting</li> <li>Draft RAP to FNTAP Steering Committee*</li> <li>Deeper into Dreaming review and EOIs</li> </ul>
<b>FEBRUARY</b>	Anniversary of the National Apology (13th)	<ul style="list-style-type: none"> <li>FNTAP Agencies Meeting / FNTAP Steering Committee Meeting</li> <li>TTNQ Staff Business Planning Day (including cultural learning priorities)</li> <li>Submit TTNQ RAP 2025-26</li> </ul>
<b>MARCH</b>	National Close the Gap Day (20th)	<ul style="list-style-type: none"> <li>Indigenous Operators Meeting</li> <li>LTO Annual Agreements, including Indigenous Engagement</li> <li>TTNQ Annual Board Workshop (RAP Priorities)</li> </ul>
<b>APRIL</b>		<ul style="list-style-type: none"> <li>Indigenous Business Showcase event</li> <li>TTNQ Annual Business Plan drafted, including RAP Priorities Plan</li> <li>Call for nominations for FNTAP Steering Committee</li> </ul>
<b>MAY</b>	ATE National Sorry Day (26th) Torres Strait Flag anniversary (29th)	<ul style="list-style-type: none"> <li>Deeper into Dreaming reprint (for ATE)</li> <li>Indigenous Operators Meeting (during ATE)</li> </ul>
<b>JUNE</b>	National Reconciliation Week (May 27 – June 3) Mabo Day (3rd)	<ul style="list-style-type: none"> <li>TNQ Cluster Meeting</li> <li>TTNQ Staff Cultural Awareness Training</li> </ul>

\*Draft RAP provided to TTNQ Board in December 2024 for endorsement for consultation with FNTAP Steering Committee.



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This artwork, and the design elements used throughout this publication were designed by Jedess Hudson and David Hudson for TTNQ as the guiding artwork for our journey of Reconciliation. The artwork was completed in 2020 and has formed the foundation stone of TTNQ's Reconciliation Actions, and hangs in our offices. All rights for the use of the artwork, its likeness and design elements were provided by Jedess and David for use by TTNQ.