

## The ARA's commitment

# Supporting the participation and engagement of First Nations people in rail

### 1. Fostering safe and inclusive work environments

The ARA recognises the need for a coordinated focus on fostering safe and inclusive work environments in rail. Our Respect in Rail course and Rail Gender Equity Charter are two examples of how we are supporting individual organisations to ensure safe and inclusive workplaces for their people.

We will explore opportunities to further develop our training and education offering to support the findings of this report.



### 2. Reconciliation and leadership

The ARA recognises that reconciliation is a critical part of supporting a safe and inclusive work environment for First Nations people.

The ARA is currently developing its Reflect Reconciliation Action Plan (RAP), which is expected to be launched this year. The RAP will identify ways the ARA can support reconciliation in the rail industry and will be guided by our newly established First Nations Consultation Group.

As we develop our RAP, we will also explore opportunities to provide resources and access to experts to support rail industry organisations working towards the delivery of their own RAPs.

We will report on our progress as the RAP is finalised and implemented, and include key information on the ARA website.



### 3. Building capacity through partnerships

There are significant opportunities for Indigenous businesses in the rail industry. We will provide webinars and training to highlight the value of Indigenous procurement as a key driver of economic empowerment and community impact for First Nations communities.

We will partner with specialists in the field to support greater use of Indigenous businesses in rail and provide guidance for industry to enhance procurement outcomes.



### 4. Showcasing Indigenous businesses at AusRAIL

In 2026, we will create a marketplace for Indigenous businesses as part of the AusRAIL exhibition, to provide an opportunity for organisations to showcase their expertise to rail industry leaders.

We will also offer scholarships for Indigenous people to attend AusRAIL to support their professional development and networking.

