We will:
* acknowledge Aboriginal & Torres Strait Islander people through ‘Acknowledgement of Country’ at Board meetings, internal groups and committees and all external professional learning events we lead.

We will:
* empower the voice of our Aboriginal & Torres Strait Islander employees by engaging them in decision making processes through membership on PAI internal groups and committees.

We will:
* ensure our Action for Reconciliation will be reflected in all areas of business, including programs, services and products.

We will:
* develop and implement an Action for Reconciliation that follows best practice.

We will:
* develop a Reconciliation induction package for all staff.

We will:
* commit to supporting and doing business with Aboriginal & Torres Strait Islander organisations and owned companies.

We will:
* provide Cultural Proficiency professional learning for all staff and for this to be reflected in our work.

We will:
* commit to employing and retaining Aboriginal People with a target of 8%.

We will:
* establish and maintain a coordinated range of resources and services that promotes improved outcomes and develops significant brand identity.

We will:
* work with Reconciliation Australia to implement our Action for Reconciliation.

We will:
* embed reconciliation actions at all levels of our organisation.

We will:
* have our Action for Reconciliation endorsed by the PAI Board.

We will:
* establish and maintain a coordinated range of resources and services that promotes improved outcomes and develops significant brand identity.

We will:
* document and share processes across PAI.

We will:
* report on and celebrate our progress internally and publicly.

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