

# Principals Australia Institute Action for Reconciliation

## Relationships

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

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

*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.

## Respect

*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:*  
commit to employ and retain Aboriginal People with a target of 8%.

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

## Opportunities

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

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

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

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

## Track and Report our Progress

*We will:*  
document and share processes across PAI.

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