

RECONCILIATION  
ACTION PLAN

REFLECT

# Reflect Reconciliation Action Plan

December 2019 - December 2020

Diversity & Inclusion  
at Bloomberg

### **Acknowledgement of Country and Traditional Owners**

Bloomberg L.P. acknowledges the Traditional Owners as the Custodians of the land which we now call Australia. We pay our respects to all Aboriginal and Torres Strait Islander peoples and their Elders, past, present and future, and recognise the importance of connection to land, waters and resources.

### **Terms Used**

Guided by the Aboriginal and Torres Strait Islander individuals and firms we engaged with when creating our Reconciliation Action Plan (RAP), the terms "Aboriginal and Torres Strait Islander" and "Indigenous Australian peoples" are used interchangeably throughout this document. For the purpose of this Reconciliation Action Plan, both terms refer to Aboriginal and Torres Strait Islander peoples of Australia. We acknowledge that these terms do not reflect the diversity of the Indigenous community, and that many Indigenous people prefer to be known by other cultural names.



## Message of commitment from Heena Chakravorti, Managing Director, Australia and New Zealand

**Transparency and equality are key pillars of the Bloomberg culture. By embracing our differences and enriching understanding between Indigenous and non-Indigenous Australians, we can find a better path toward a more integrated and enduring future.**

Bloomberg's Reconciliation Action Plan (RAP) 2019-2020 is the beginning of an exciting journey of learning and action. Wherever we operate around the world, we practice a culture of openness that acknowledges the need to embrace local customs and traditions in order to build successful businesses. I am thrilled that we have decided to deepen our commitment in Australia by building richer relationships with our Indigenous partners, organisations and communities.

We see this as a natural fit for our business. Our global philanthropic efforts give the vast proportion of our profits back to local communities where we operate. From local arts to education, government innovation, and public health, Bloomberg has long seen the importance of enriching people's livelihoods and celebrating our differences. Australia's enduring culture is unique, and its history long and complex. In order to address the social and economic imbalances experienced by Indigenous Australians, building a path towards a stronger internal acknowledgement of our shared past is critical.

Bloomberg's data-driven technology business has taught us that you can't manage what you don't measure. We will be approaching our RAP by benchmarking our success through data and practical solutions. We aim to bring our firm's global expertise to the table and find a unique approach to enhancing cultural competency among our many employees and stakeholders. We also hope that through our role in connecting people and markets around us, we will inspire others in our community to reflect and support positive change.

I am excited that Bloomberg is embarking on this lasting and fulfilling journey. The transparency and rigor of our processes will be invaluable – and I am confident that we will be more engaging and purposeful in supporting our people, partners and clients.

A handwritten signature in blue ink, appearing to be 'Heena Chakravorti', written in a cursive style.

Heena Chakravorti  
Managing Director, Australia and New Zealand



## Message of commitment from Alisha Fernando, Head of Diversity & Inclusion, APAC

Our presence in Australia is very young when compared to the 65,000 years of continuous culture, history and heritage of Aboriginal and Torres Strait Islander peoples in Australia.

As we begin our journey to contribute to and support Aboriginal and Torres Strait Islander peoples' efforts towards self-determination and reconciliation with the non-Indigenous Australian community, we are proud to introduce our inaugural Reconciliation Action Plan (RAP). This RAP outlines our commitment to ensuring that our engagement with and support of Aboriginal and Torres Strait Islander communities and peoples is, at its core, valuable, culturally appropriate and respectful of their needs, and able to balance those needs with our own mission and focus.

We recognize that this is a significant step for our firm and we are committed to continuing to learn and partner with Aboriginal and Torres Strait Islander organizations, Elders and emerging leaders to help us shape our reconciliation journey well into the future.

A handwritten signature in black ink, appearing to read 'Alisha Fernando'.

Alisha Fernando  
Head of Diversity & Inclusion, APAC

## Our business

Connectivity. Transparency. Fairness. We're very proud of our open culture. The diversity of people and points of view we get from our more than 18,500 employees in 73 countries fuels our innovation. When Michael Bloomberg founded this company, he made giving back a part of its DNA. As we've grown, we've been able to do more for the world around us. Today we devote an incredible amount of resources, including our time and talents, to giving back to the communities where we live and work.

Bloomberg L.P. is a privately held financial, software, data, and media company headquartered in New York City. Bloomberg was founded by Michael Bloomberg in 1981. Bloomberg L.P. provides financial software tools such as an analytics and trading platforms, data services, insights and news to financial companies and organizations through the Bloomberg Terminal (via our Bloomberg Professional Service). Bloomberg L.P. also includes a wire service (Bloomberg News), a global television network (Bloomberg Television), digital websites, radio stations (Bloomberg Radio), subscription-only newsletters, and magazines: Bloomberg Businessweek and Bloomberg Markets.

Moreover, our profits fuel the work undertaken by Bloomberg Philanthropies, whose mission is to create better, longer lives for the greatest number of people by focusing on five key areas: the arts, education, the environment, government innovation, and public health. We also believe sustainability is smart business, and we're always finding greener ways of working. Our Sydney office for example, is a GreenStar 6 rated building, recognised for its best-in-class building strategies and practices.

Bloomberg's diverse workforce and open culture are essential to innovation and the key to our success. Our efforts help establish an inclusive and diverse work environment where all Bloomberg employees feel respected and empowered to make an impact on the business globally. We have approximately 150 employees in four offices across Australia: Canberra, Melbourne, Perth and Sydney. The majority of our Australian employees are based in our Sydney office.

## Our RAP

We believe we have a duty to the communities in Australia and the people we live and work with to take action and build reconciliation. We are just starting on this journey and would like to do so in a meaningful, sustainable and measurable way.

The RAP is championed and developed by our Head of Diversity & Inclusion, APAC, our Managing Director, Australia and New Zealand, and the entire Australia Office Committee of senior leaders across all of our businesses.

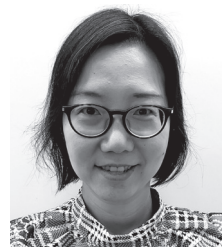
## RAP Working Group



**Tehani Perera Chadha**  
D&I Programs and  
Communities Lead,  
APAC



**Heena Chakravorti**  
RAP Working Group Chair  
and Managing Director,  
Australia and New Zealand



**Ida Chan**  
Sourcing Specialist,  
APAC



**Alisha Fernando**  
Head of Diversity & Inclusion,  
APAC



**Yuki Noguchi**  
Head of Corporate  
Philanthropy,  
Australia



**Orson Oztop**  
Head of Marketing and Events,  
Australia



**Arti Ram**  
Head of Company Marketing,  
APAC



**Jennifer Weng**  
Country HR Manager,  
Australia

## Indigenous advisors



### **Brooke Boney**

Brooke is a Gamilaroi woman who grew up in Muswellbrook in New South Wales' Hunter Valley region with her mum and five younger brothers and sisters. Brooke is the current host of Nine Network's Today Show as an entertainment reporter. Brooke has also been a breakfast news presenter on triple j.

Whilst studying journalism she produced the morning Blackchat program on Sydney's Koori Radio before going to class, then did an internship at the ABC in the afternoons. Like many students who land the dream internship, she was forced to cut back her workload at university to facilitate the opportunity. Before graduating, Brooke scored a job as a political correspondent for NITV in the press gallery at Parliament House in 2013, arriving the same week that Kevin Rudd deposed Julia Gillard.

Also, while she was studying at UTS, she mentored young people through AIME, and it was one of the most rewarding experiences of her life. According to Brooke, if young Aboriginal people can see other blackfullas kicking goals, they can imagine themselves doing it too.



### **Clark Donovan**

Clark is a proud Gumbaynggirr and Gunditjmara man. After completing his Bachelor of Law and Languages in Mandarin Chinese, Clark completed his law clerkship with Dentons and undertook an internship through CareerTrackers where he was awarded the 2018 CareerTrackers Intern of the Year.

Clark has previously served on the board of Reconciliation NSW and currently works for the Commonwealth Bank.



### **Taleisha Sutherland-Robinson**

Taleisha is a proud Gumbaynggirr woman living in Sydney and aiming to study Business at the University of Technology Sydney. Taleisha is a current GO Scholar and part of the CareerTrackers Indigenous Internship Program. She is the first First Nations intern at Bloomberg and will start in January 2020. Throughout her time in school, she has taken on numerous leadership roles, from captaining sports teams to organising school camps and events. Taleisha's experience working in customer service and playing team sports demonstrates her confidence and communication skills when building relationships and engaging with others.

## Our partnerships/current activities

Bloomberg StartUp, our global education engagement program, has worked closely with the GO Foundation since 2018. Through a series of volunteer and mentoring events, we work to further GO's mission of creating opportunity for indigenous youth through workshops and career discussions at our office as well as excursions to a number of our cultural partners throughout Australia.

- 50% of our Sydney employees have participated directly with GO's Aboriginal youth
- In 2018 and 2019, we hosted the GO Foundation's official program launch at the Bloomberg Sydney office
- Through our philanthropy partners, we have provided cultural programmes to Aboriginal and Torres Strait Islander students. These have included the Royal Botanic Garden Sydney, OzHarvest, Eat Up Australia, Habitat for Humanity Australia, Opera Australia, and the Museum of Contemporary Art Australia
- For more information, please visit <https://www.gofoundation.org.au/>

This year, we became Carriageworks' first partner on its Indigenous Program, which aims to empower and celebrate Aboriginal and Torres Strait Islander cultures and artists in Australia and effect real impact and engagement.

Bloomberg Philanthropies is supporting three major projects:

- The National: New Australian Art 2019, an exhibition which includes three major Indigenous commissions
- The Clothing Store Artist Studios - Indigenous Artist in Residence
- South East Aboriginal Arts Market, a celebrated art marketplace in which 60 Indigenous artists and collectives will present traditional and contemporary practices
- We are also collaborating with Carriageworks and an Aboriginal and Torres Strait Islander artist to commission a site-specific corporate artwork in our Sydney office that tells Bloomberg's story and connection with the lands and waters in our local area



We have collaborated with artist Jonathan Jones on Kaldor Public Art Project to:

- Introduce works of cultural and community importance to clients and employees through a supported exhibition
- For more information, please visit <http://kaldorartprojects.org.au/project-32-jonathan-jones>

We have initiated a partnership with CareerTrackers to:

- Promote open roles to Aboriginal and Torres Strait Islander candidates
- Provide 45 hours of pre-employment training, mentoring, and office visits to Aboriginal and Torres Strait Islander students
- Introduce candidates to Bloomberg

We have established a relationship with the Metropolitan Local Aboriginal Land Council to:

- Provide support to us in our journey with consultancy services for our business
- Deliver Welcome to Country addresses for our major events

While our efforts and initiatives are still in the early stages, we have laid the groundwork by:

- Communicating to all employees that we will submit a RAP this year and making the draft available on our intranet
- Including a Welcome to Country in all of our external Sydney events since 2016, each time ensuring that we partner with a Gadigal Elder
- Training our leaders to provide an Acknowledgement of Country at all key events, internal and external

We have also:

- Commemorated and celebrated National Sorry Day, National Reconciliation Week, and NAIDOC Week
- Communicated to all staff the significance of these occasions
- Displayed Aboriginal and Torres Strait Islander artwork in our offices

# Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish a RAP Working Group	Establish the RAP Working Group (RWG) to support the implementation of our RAP, comprising members of the Office Committee and key enablement leads.	December 2019	Managing Director, Australia & New Zealand
	Establish and engage with an Indigenous Advisors who will guide our strategy, actions and initiatives to ensure they are of meaning and value to the communities in which we conduct our business.	March 2020	Head of Diversity & Inclusion, APAC
2. Build internal and external relationships	Continue to build on our partnership with CareerTrackers to promote open roles to Aboriginal and Torres Strait Islander candidates by providing 45 hours of pre-employment training, mentoring, and office visits to Aboriginal and Torres Strait Islander students, and introduce candidates to Bloomberg.	December 2020	Head of Philanthropy, Australia
	Build on our relationship with the Metropolitan Local Aboriginal Land Council to provide Welcome to Country addresses and consultancy services for our businesses.	December 2020	Head of Diversity & Inclusion, APAC
	In collaboration with our Indigenous Advisors, develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local sphere of influence that we could approach to connect with on our reconciliation journey.	June 2020	Head of Diversity & Inclusion, APAC
	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	December 2020	Managing Director, Australia & New Zealand

Action	Deliverable	Timeline	Responsibility
3. Participate in and celebrate National Reconciliation Week (NRW)	Provide all staff with details of NRW events and encourage staff to attend an event.	May 2020	Head of Marketing and Events, Australia
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2020	Head of Company Marketing, APAC
	Ensure our RAP Working Group and Office Committee members further deepen our learning by participating in a NRW event.	May 2020	
4. Raise internal and external awareness of our RAP	Develop and implement a plan to raise awareness amongst all staff about our RAP commitments, which encompasses publishing our RAP on our internal and external Bloomberg D&I web pages.	December 2019	Head of Company Marketing, APAC
	Encourage our industry peers who have not developed a RAP to investigate the internal and external positive impacts in developing a RAP.	December 2020	Managing Director, Australia & New Zealand
	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	March 2020	Head of Company Marketing, APAC
5. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination.	December 2020	Head of Diversity & Inclusion, APAC
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2020	Country HR Manager, Australia

# Respect



Action	Deliverable	Timeline	Responsibility
6. Visibly promote Aboriginal and Torres Strait Islander Cultures within our offices	Partner with Carriageworks and an Aboriginal and Torres Strait Islander artist to commission a site-specific corporate artwork in our Sydney office that tells Bloomberg’s story and connection with the lands and waters in our local area and that of our clients and stakeholders.	December 2020	Head of Philanthropy, Australia
	Launch event with the artist to communicate the importance of the artwork, and subsequent use of it in our marketing/communication materials to inspire and to promote reconciliation.	December 2020	Head of Marketing and Events, Australia
	Launch a short video that will tell the story of the artwork and the artist to ensure that all new Bloomberg staff and visitors to our Sydney office, can learn about the significance of the artwork as it relates to our presence on the land of the Gadigal people and our commitment to reconciliation.	December 2020	Head of Company Marketing, APAC
7. Explore Aboriginal and Torres Strait Islander cultural learning and development	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	March 2020	Head of Diversity & Inclusion, APAC
	Conduct a review and prioritisation of individuals within Bloomberg who will undertake cultural awareness training over the period of the Reflect RAP.	February 2020	Head of Diversity & Inclusion, APAC
	Conduct a review of training mediums/channels most suited to Bloomberg’s needs, ensuring the right method is used for the various employee groups (i.e. RAP Working Group to attend Garma and undertake face-to-face training, remote staff to have access to online/e-learn modules).	June 2020	Head of Diversity & Inclusion, APAC
	Develop a calendar of cultural awareness training via various mediums to ensure all staff across our Australian offices have access to material that will allow them to further their understanding of Aboriginal and Torres Strait Islander cultures and protocols.	June 2020	Head of Diversity & Inclusion, APAC
Ensure all members of the Office Committee and senior leaders undertake face-to-face localised cultural awareness training.	December 2020	Managing Director, Australia & New Zealand	

Action	Deliverable	Timeline	Responsibility
8. Participate in and celebrate NAIDOC Week	Raise awareness and share information amongst our staff of the meaning of NAIDOC Week, including information about the local Aboriginal and Torres Strait Islander peoples and communities.	July 2020	Head of Company Marketing, APAC
	Introduce our staff to NAIDOC Week by promoting community events in our local area.	July 2020	Head of Marketing & Events, Australia
	Ensure our RAP Working Group and Office Committee members participate in an external NAIDOC Week event.	July 2020	Managing Director, Australia & New Zealand
9. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	In collaboration with our Indigenous Advisors, explore and develop a list of the Traditional Owners of the lands and waters in which we operate and within our sphere of influence to explore further opportunities for collaboration, support, engagement and knowledge building.	December 2020	Head of Diversity & Inclusion, APAC
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	March 2020	Head of Company Marketing, APAC

# Opportunities



Action	Deliverable	Timeline	Responsibility
10. Explore Aboriginal and Torres Strait Islander employment	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2020	Country HR Manager, Australia
	Investigate Aboriginal and Torres Strait Islander employment pathways to hire candidates with prior work experience.	June 2020	Country HR Manager, Australia
	Consult with the Indigenous Advisors and current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	June 2020	Country HR Manager, Australia
11. Explore Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander-owned businesses.	June 2020	Sourcing Specialist, APAC
	Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses.	December 2020	Sourcing Specialist, APAC
12. Play an active role in better supporting Aboriginal and Torres Strait Islander communities	Sponsor the Royal Botanic Garden Sydney's Community Greening program that provides garden-based learning experiences while promoting understanding of native food plants and Aboriginal culture.	December 2020	Head of Philanthropy, Australia
	Support our employees to volunteer at the community gardens in Redfern eight times a year to help tend to the native gardens.	December 2020	Head of Philanthropy, Australia
	Support the South East Aboriginal Art Market at Carriageworks, which shines a spotlight on south-eastern Aboriginal art and culture as a distinctive presence within Australian art.	November 2020	Head of Philanthropy, Australia
	Support Opera Australia's Schools Tour program visiting schools supported by the GO Foundation.	December 2020	Head of Philanthropy, Australia
	In partnership with Habitat for Humanity, allow employees to volunteer to participate in renovation work of Indigenous Community Housing through their NAIDOC Week programme.	June 2020	Head of Philanthropy, Australia
13. Explore opportunities to support Aboriginal and Torres Strait Islander students	Proactively invite Aboriginal and Torres Strait Islander student candidates to join the Bloomberg Academy program for second-year students in our Sydney office. Bloomberg Academy is a three-day workshop for women, providing masterclasses, skill-building sessions and direct experience in real workplace scenarios.	April 2020	Country HR Manager, Australia
	Identify one Aboriginal and Torres Strait Islander student for an internship commencing in 2021.	June 2020	Country HR Manager, Australia
	Support the GO Foundation and CareerTrackers to provide mentoring/career advice to Aboriginal and Torres Strait Islander students.	December 2020	Head of Philanthropy, Australia

# Governance and tracking progress



Action	Deliverable	Timeline	Responsibility
14. Build support for the RAP	Define resource needs for RAP development and implementation.	December 2019	Managing Director, Australia & New Zealand
	Define systems and capability needs to track, measure and report on RAP activities.	December 2019	Head of Diversity & Inclusion, APAC
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	September 2020	Head of Diversity & Inclusion, APAC
	Participate in the Barometer to capture data and measure our staff's attitudes, behaviours and perceptions towards reconciliation.	May 2020	Head of Diversity & Inclusion, APAC
15. Review and Refresh RAP	Engage with our Indigenous Advisors and Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	June 2020	Head of Diversity & Inclusion, APAC
	Register via Reconciliation Australia's website to begin developing our new RAP.	September 2020	Head of Diversity & Inclusion, APAC

## Contact details

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#### **About the artist**

Sydney-based Yuwaalaraay woman Lucy Simpson is a process-led designer, textile artist and maker who specialises in visual narratives, stories of place, textile and fibrework, and conceptual experiential design.

Throughout her design practice, Lucy embraces artmaking as a process, continually connecting her work back to story and experience.

An example of the artist's work (*Ngaarr*) is featured through the Bloomberg RAP document. Inspired by the inner bark of a gilibaa tree, the artwork honours strength and resilience, systems and patterns in nature, and the lessons embedded within. Shared philosophies between Simpson and Bloomberg celebrate community (people and place), knowledge systems, and unbroken and ongoing connections.

#### **Artwork**

Lucy Simpson, *Ngaarr*, 2019. Detail of digital print on silk.

#### **Feedback**

Bloomberg welcomes feedback and comments on our RAP. Please contact us at [bopen2@bloomberg.net](mailto:bopen2@bloomberg.net) or reach out to us on any of our social media channels.