



RECONCILIATION  
ACTION PLAN

INNOVATE

# Innovate Reconciliation Action Plan

June 2022 - June 2024

Bloomberg



Reconciliation  
Initiative

### **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 Karen Mundine, Chief Executive Officer, Reconciliation Australia**

Reconciliation Australia commends Bloomberg LP on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Bloomberg LP to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Bloomberg LP will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Bloomberg LP is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Bloomberg LP's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Bloomberg LP on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



## **Message of commitment from Calum Burns, Head of Enterprise Solutions, Australia and New Zealand and Chair of the RAP Committee**

As I step in to lead and foster Bloomberg's reconciliation efforts, I look back on where we began, the steps we have taken and what is still ahead for us.

Our Reflect RAP was humble yet determined, reflecting our deep desire to learn, cultivate meaningful partnerships and progress our reconciliation journey. While 2020 and 2021 presented many challenges, I'm pleased we maintained focus on our most important commitments. We continued to provide support in ways that allowed our Aboriginal and Torres Strait Islander partners and external network to maintain their work and support of the community.

Looking ahead, we will continue to bring the unique characteristics of our financial data, technology, news and media organisation to help progress reconciliation, deepen the relationships we have established – as well as building new ones with our clients, stakeholders and partners. We will continue to look for ways to collaborate, share learnings and achieve greater collective impact.

We acknowledge we have yet to welcome any Aboriginal and Torres Strait Islander employees, and are committed to providing a safe, welcoming and supportive workplace for those who will join us – now and in the future. Creating a culturally inclusive work environment and collaborating closely with our philanthropic partners are two primary ways we will work to become an employer of choice for Aboriginal and Torres Strait Islander talent.

Establishing and maintaining paths of self-determination are hallmarks of our approach, and we will progress through listening, learning and showing up – even when it's hard.

A handwritten signature in cursive script that reads "CBurns".

Calum Burns  
Head of Enterprise Solutions, Australia & New Zealand





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

We began our learning, engagement and allyship journey with the launch of our Reflect RAP in December of 2019. While we are proud of the progress we have made to deepen our understanding of Aboriginal and Torres Strait Islander histories, cultures, peoples and communities, we also acknowledge there is still much to be done to better support and engage in a meaningful and culturally respectful way.

Our aim is to collaborate with First Nations leaders and the wider community on how best to bring our resources, influence and networks to further Aboriginal and Torres Strait Islander people's right to self-determination, equity and equality. We will do this by creating opportunities via our ongoing philanthropic partnerships with organisations such as the CareerTrackers, by reviewing our procurement strategies and maximising engagement with Aboriginal and Torres Strait Islander suppliers via our membership with Supply Nation, and by continuing to work to identify and attract Aboriginal and Torres Strait Islander talent.

Our commitment to continuous learning and impact is unwavering, and we are pleased to continue our reconciliation journey with this Innovate RAP. We look forward to connecting with communities, leaders and peers to amplify our contribution both within and outside of Bloomberg.

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

Alisha Fernando  
Head of Diversity & Inclusion, APAC

## **Our vision for reconciliation**

Our vision for reconciliation is to bring our hearts, minds, resources and networks to support, contribute, and where appropriate and invited to do so by Aboriginal and Torres Strait Islander communities, to progress efforts to create an Australia that is fair, equal and values Aboriginal and Torres Strait Islander peoples, communities, histories and contributions.

As the longest continuing living culture on Earth, we respect and value the histories, rich cultures and knowledge that the communities and its peoples hold. We believe in, and will look for ways to support the preservation and celebration of Aboriginal and Torres Strait Islander traditions, cultures and knowledge, so that they can be shared and be a source of learning for generations to come.

We will continue to work hard to establish and build mutually beneficial relationships with Aboriginal and Torres Strait Islander communities and organisations. Through our philanthropic efforts, we will create opportunities that aim to make it possible for First Nations peoples, communities and organisations to have equal and unbiased educational, cultural and employment opportunities to achieve their ambitions and support the ongoing efforts of First Nations peoples' quest for self-determination.



## Our business

In 1981, Michael Bloomberg founded this company and revolutionized an industry by giving influential decision makers a critical edge – bringing transparency to financial markets and connecting market participants to ground-breaking data, analytics and information-delivery services through the Bloomberg Terminal. Bloomberg’s enterprise solutions build on this core strength, leveraging technology to allow customers to access, integrate, distribute and manage data and information across organisations more efficiently and effectively.

But that’s not where our mission ends. We’ve taken everything we learned from Bloomberg, the company, and we’ve put it into Bloomberg Philanthropies – along with almost all of our profits – to help save and improve lives across the globe. We work across 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.

While our core business is a privately held financial, software, data, and media company headquartered in New York City, it is our diverse workforce and open culture – 20,000+ people across 73 countries – that drives our innovation and is the key to our sustained success. In Australia, we have approximately 150 employees in Canberra, Melbourne, Perth and Sydney. Although we currently have no data to confirm that any of our employees self-identify as Aboriginal and/or Torres Strait Islander people, we continue to seek ways to bring Aboriginal and Torres Strait Islander talent into our organisation.

## Our RAP

We have a duty to the communities in Australia and the people we live and work with to take action and build reconciliation. We started our journey over a year ago and would like to use our learnings from our Reflect RAP and continue our efforts to ensure our contributions are meaningful, sustainable and measurable.

Our Innovate RAP will build on efforts from our first Reflect RAP, where we focused on establishing relationships, building internal knowledge, exploring and progressing our company and philanthropic efforts in support of Aboriginal and Torres Strait Islander peoples, communities and organisations.

We are humbled and privileged to have been able to provide philanthropic support to key First Nations organisations throughout what has perhaps been one of the most challenging years in history for many.

We have also supported First Nations organisations such as the GO Foundation in providing educational opportunities to Aboriginal and Torres Strait Islander students, along with supporting AIME through various initiatives such as the IMAGI-NATION TV and mentoring. Additionally, we have progressed our internal efforts to create employment opportunities through our newly created Indigenous internship program and welcomed Taleisha Sutherland-Robinson to our firm as our first ever program intern in 2020. In 2021, we welcomed Taleisha back along with Caitlin Tanswell and will continue our efforts on this front.

Along with education and employment opportunities, the majority of our staff have taken up the opportunity to deepen their learning and understanding of Aboriginal and Torres Strait Islander cultures, histories and places via in-person and online training, attending virtual events throughout the year and specifically during NAIDOC and National Reconciliation Week.



The RAP is championed and developed by our RAP Committee Chair and Head of Enterprise Solutions (ANZ), key regional leaders and the entire Australia Office Committee of senior leaders across all of our businesses.

Our internal RAP Committee consists of:



**Ainslie Chandler**  
Sydney Bureau Chief



**Alice Tiller**  
Country HR Manager,  
Australia



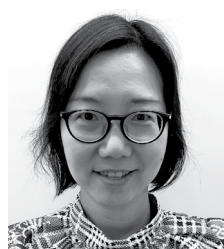
**Alisha Fernando**  
Head of Diversity & Inclusion,  
APAC



**Anri Kimura Bushby**  
Global Internship Lead &  
Campus Program Manager,  
APAC



**Calum Burns**  
Head of Enterprise Solutions,  
Australia & New Zealand



**Ida Chan**  
Sourcing Specialist,  
APAC



**Louisa Yeo**  
Diversity & Inclusion  
Client Partner, APAC



**Orson Oztop**  
Country Head of Marketing  
& Events, Australia



**Yuki Noguchi**  
Head of Philanthropy,  
Australia

As a firm we recognise the need to have representation and First Nations voices to guide our efforts. We currently have no data to confirm that any of our employees self-identify as Aboriginal and/or Torres Strait Islander people and, therefore, in lieu of having employees who can help guide our RAP, we have established a First Nations Advisory group, who form an integral part of our RAP Committee. Since the inception of our Reflect RAP, this group has shared their knowledge and networks, challenged us, and guided our efforts.

With this new RAP, we welcome Glen Brennan and Leila Gurruwiwi to our group of advisors and thank Taleisha Sutherland-Robinson and Brooke Boney for their contributions throughout 2020 and 2021.

Our external First Nations Advisors are:



**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. Since joining us as an advisor, Clark has helped shape our internship program and has been a mentor for Taleisha during her internship at Bloomberg.



**Glen Brennan**

A Gomerioi man from Narrabri in northern NSW, Glen is an experienced financial services professional with over 20 years' experience in the banking sector and a strong focus on Indigenous economic development. As the Head of Indigenous Business at NAB, Glen led the bank's commercial and non-commercial Indigenous banking activities, working closely with entrepreneurs to ensure their growth aspirations came to fruition through working capital, cash flow management, business lending and investments. Prior to his time at NAB, he spent 10 years working for the Australian Government where he held various executive roles in Canberra. Glen's project experience spans major corporates and the public sector, including traditional owners, community organisations and remote and regional initiatives.



**Leila Gurruwiwi**

Cultural-awareness advocate and mentor Leila Gurruwiwi has combined a successful media career with a range of community pursuits. Currently the Aboriginal and Torres Strait Islander Education Officer at Melbourne Archdiocese Catholics Schools, she hopes to foster a strong sense of identity in Indigenous students as well as promote a strong knowledge, understanding and embracing of Indigenous cultures and perspectives. Leila is also the producer of Jarracharra, an in-the-works documentary looking at the rise of the Indigenous fashion industry in Australia and worldwide.

# Relationships



We believe our reconciliation efforts should be guided by the Aboriginal and Torres Strait Islander communities with whom we work – and how those communities believe our contributions, support and leadership would be most useful. Building relationships is central to opening the lines of communication that will inform our efforts to use our skills, experience, networks and brand in a meaningful way and find areas of mutual benefit.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2022	Head of Enterprise Solutions, Australia & New Zealand
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2022	Head of Enterprise Solutions, Australia & New Zealand
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	1 May-30 May, 2023 & 2024	Head of Company Marketing, APAC
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2023 & 2024	Head of Enterprise Solutions, Australia & New Zealand
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2023 & 2024	Head of Enterprise Solutions, Australia & New Zealand
	Organise at least one NRW event each year.	27 May - 3 June, 2023 & 2024	Country Head of Marketing & Events, Australia & New Zealand
	Register all our NRW events on Reconciliation Australia’s NRW website.	1 May - 30 May, 2023 & 2024	Country Head of Marketing & Events, Australia & New Zealand



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	December 2022	Country Head of Marketing & Events, Australia
	Communicate our commitment to reconciliation publically.	June 2022	Head of Company Marketing, APAC
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2023	Head of Enterprise Solutions, Australia & New Zealand
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	December 2022 & 2023	Head of Enterprise Solutions, Australia & New Zealand
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	Country HR Manager, Australia & New Zealand
	Develop, implement and communicate an anti-discrimination policy for our organisation.	December 2022	Country HR Manager, Australia & New Zealand
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2022	Country HR Manager, Australia & New Zealand
	Educate senior leaders on the effects of racism.	December 2022 & 2023	APAC Talent Partner

# Respect



Out of respect for the cultures that host us, we’re committed to giving back to the places in which we live and work – using the time and talents of our employees and the resources of our business to create lasting impact. Our philanthropic ethos is embedded in our company’s DNA and our philanthropic efforts focus on five key areas for creating lasting change: public health, environment, education, government innovation, and arts & culture.

As a firm, we believe enabling our staff, clients and the community to gain better knowledge of Aboriginal and Torres Strait Islander peoples and communities will enable deeper engagement with important Aboriginal and Torres Strait Islander customs, cultivate greater respect for the histories of First Nations communities, and help elevate and celebrate their cultures and achievements.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	December 2022	APAC Talent Partner
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	December 2022	APAC Talent Partner
	Develop, implement, and communicate a cultural learning strategy for our staff.	December 2022	APAC Talent Partner
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	December 2022 & 2023	Diversity & Inclusion Client Partner, APAC
	Provide employees the opportunities to learn and experience Aboriginal and Torres Strait Islander cultures through First Nations art sketch club at MCA, and guided tours at the art organisations that focus on First Nations arts.	December 2022 & 2023	Country Head of Corporate Philanthropy, Australia & New Zealand

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2022	Head of Enterprise Solutions, Australia & New Zealand
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September 2022	Head of Internal Communications, APAC
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	December 2022 & 2023	Country Head of Marketing & Events, Australia & New Zealand
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2022 & 2023	Country Head of Marketing & Events, Australia & New Zealand
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Committee to participate in at least one external NAIDOC Week event.	First week in July, 2022 & 2023	Head of Enterprise Solutions, Australia & New Zealand
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2022	Country HR Manager, Australia & New Zealand
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2022 & 2023	Country Head of Marketing & Events, Australia

# Opportunities



We believe self-determination and equity are intricately linked. Without First Nations and non-Aboriginal and Torres Strait Islander peoples, communities and organisations being able to come together and use their collective knowledge, influence, networks and resources to create opportunities for First Nations peoples to thrive, any efforts we make alone will be in vain.

As a firm, we strongly believe that a diversity of viewpoints and an environment of inclusion fuels greater innovation and impact in how we serve our clients. Creating educational, employment, development and economic opportunities for First Nations peoples not only benefits them, but further enhances our business capabilities.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2022	Country HR Manager, Australia & New Zealand
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2022	Country HR Manager, Australia & New Zealand
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2023	Country HR Manager, Australia & New Zealand
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2022 & 2023	Country HR Manager, Australia & New Zealand
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2022	Country HR Manager, Australia & New Zealand
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2023	Country HR Manager, Australia & New Zealand
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	August 2023	Sourcing Specialist, APAC
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2022 & 2023	Sourcing Specialist, APAC
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2022	Sourcing Specialist, APAC
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2022	Sourcing Specialist, APAC



Action	Deliverable	Timeline	Responsibility
10. Continue our Corporate Philanthropic efforts to support the progression of First Nations arts, culture and education.	Through our Corporate Philanthropy efforts, support employment of Aboriginal and Torres Strait Islander artists via provisions of art residencies, exhibitions to continue the celebration and preservation of First Nations culture through art.	December 2022 & 2023	Country Head of Corporate Philanthropy, Australia & New Zealand
	Via our partnerships with Opera Australia, MCA, Carriageworks and ACMI, provide unique educational theatre and art experiences for Aboriginal and Torres Strait Islander students who we have a relationship with via our partners at GO Foundation, CareerTrackers and AIME.	December 2022 & 2023	Country Head of Philanthropy, Australia & New Zealand
	In partnership with The Royal Botanic Gardens Sydney, we will create a unique internship program for Aboriginal and Torres Strait Islander students that will provide cultural and corporate learning opportunities. The Royal Botanic Gardens will offer opportunities within the internship for exposure to preservation of native plants programming and First Nations flora cultural tours, whilst Bloomberg LP will provide exposure and experience across financial markets, technology, news and media.	December 2023	Country Head of Corporate Philanthropy, Australia & New Zealand
	Deepen our relationship with partners such as GO Foundation, CareerTrackers and AIME to provide educational opportunities to Aboriginal and Torres Strait Islander students.	December 2022 & 2023	Country Head of Corporate Philanthropy, Australia & New Zealand
	Through our ongoing partnership with CareerTrackers, AIME and GO Foundation, continue to provide educational programs to 400 Aboriginal and Torres Strait Islander students focused on careers and technical skills.	December 2022 & 2023	Country Head of Corporate Philanthropy, Australia & New Zealand

# Governance and tracking progress



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Committee to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Committee.	December 2022 & 2023	Head of Enterprise Solutions, Australia & New Zealand
	Establish and apply a Terms of Reference for the RWG.	July 2022	Diversity & Inclusion Client Partner, APAC
	Meet at least four times per year to drive and monitor RAP implementation.	June, August, October, December 2022 & March, June, September, December 2023	Head of Enterprise Solutions, Australia & New Zealand
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2022	Head of Enterprise Solutions, Australia & New Zealand
	Engage our senior leaders and other staff in the delivery of RAP commitments.	June 2022 & 2023	Head of Enterprise Solutions, Australia & New Zealand
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2022 & 2023	Diversity & Inclusion Client Partner, APAC
	Appoint and maintain an internal RAP Champion from senior management.	June 2022 & 2023	Head of Diversity & Inclusion, APAC

Action	Deliverable	Timeline	Responsibility
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022 & 2023	Diversity & Inclusion Client Partner, APAC
	Report RAP progress to all staff and senior leaders quarterly.	June, September, December 2022 & March, June, September, December 2023	Head of Internal Communications, APAC
	Publically report our RAP achievements, challenges and learnings, annually.	December 2022 & 2023	Head of Company Marketing, APAC
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Diversity & Inclusion Client Partner, APAC
	Provide annual updates to the APAC Diversity & Inclusion Council	December 2022 & 2023	Head of Enterprise Solutions, Australia & New Zealand
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	March 2024	Diversity & Inclusion Client Partner, APAC

## Contact details

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Country Head of Human Resources  
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#### **About the artist - Stephen Hogarth**

Stephen Hogarth is a Brisbane-based artist and descendant of the Gamilaroi nation. He began painting in his teens under the guidance of local Elders. Stephen's main reason for painting comes from a desire to share with others, with inspiration flowing from country, the land and people. With the help of his parents, he founded his business, Hogarth Arts, in 1996. You can find out more about Stephen and his art at [hogartharts.com.au](http://hogartharts.com.au).

#### **Artwork**

This artwork seeks to reflect Bloomberg's efforts to embrace Indigenous cultures, ways, traditions and knowledge. As a relatively young business, we strive to learn, share and give back to the communities where we live and work, so that we can all grow and prosper as one. In Australia, we believe that acknowledgement of country must be made. We believe that the rich heritage of one of the oldest continuing cultures should be celebrated. And we believe that recognizing the strength and resilience of Aboriginal and Torres Strait Islander communities lies at the very center of successful Reconciliation. We support these efforts by leveraging our expertise in financial data, news and insight, by employing technology to help global decision-makers see challenges more clearly, and by drawing on our extensive philanthropic experience in helping improve lives across the world. Because if the future is going to belong to all of us, we all need to be part of building it.

#### **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.