



RECONCILIATION  
ACTION PLAN

INNOVATE

# Innovate Reconciliation Action Plan

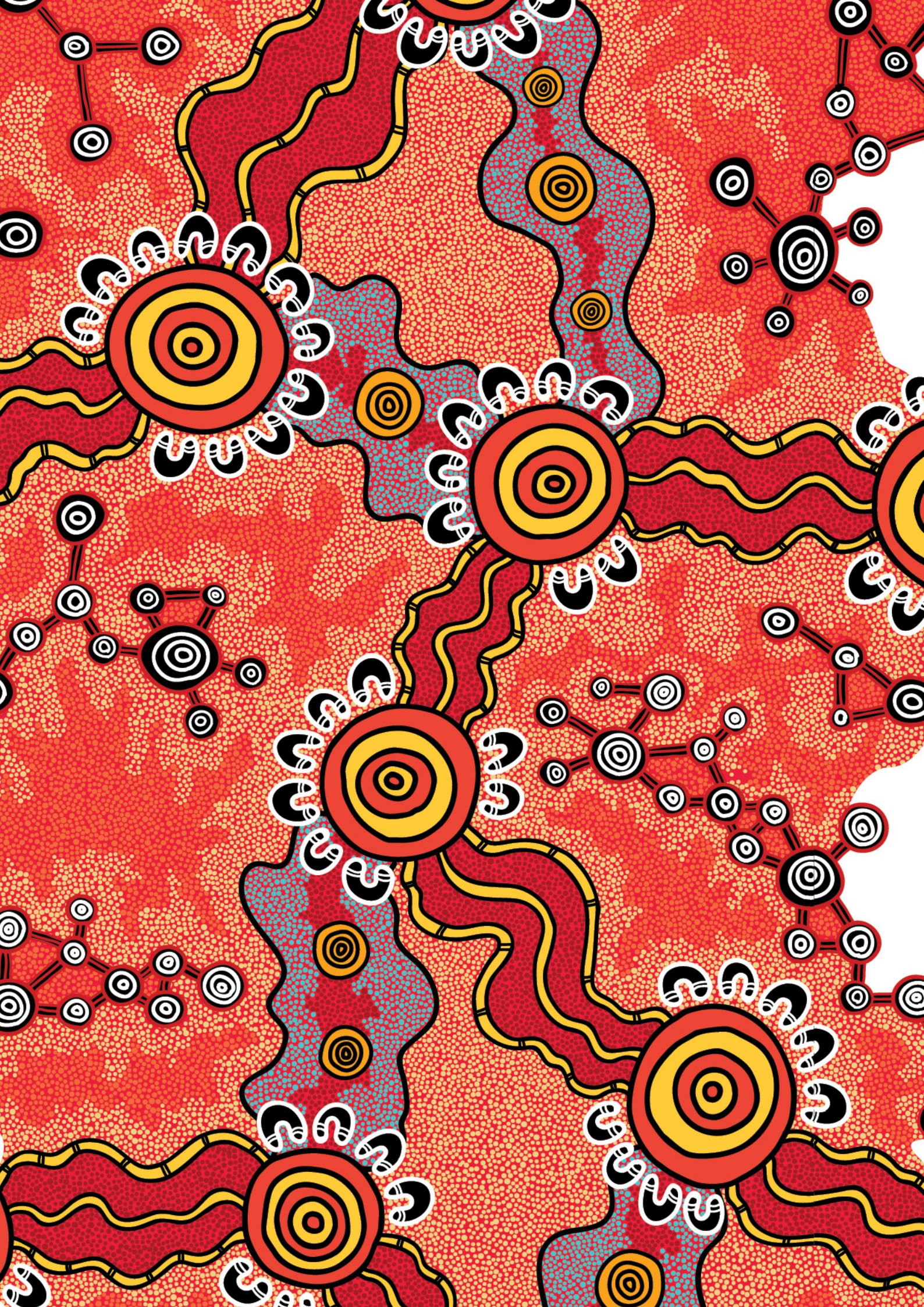
July 2024 - July 2026

Bloomberg



**Reconciliation  
Initiative**









# Message of commitment from RAP CEO

Reconciliation Australia commends Bloomberg L.P. on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

With close to 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 L.P. continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Bloomberg L.P. will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Bloomberg L.P. using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Bloomberg L.P. to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Bloomberg L.P. will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Bloomberg L.P.'s future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

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

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



## Message of commitment from RAP Chair

As I look forward to embarking on our second Innovate RAP with a profound sense of purpose and commitment, I also want to acknowledge all the people who have helped us on this journey so far.

Particularly, I want to thank our current and previous RAP First Nations Advisors, whose critical contributions and advice have guided us and delivered the knowledge and perspective we needed. I'm also grateful for the support of our fantastic RAP Working Group, the amazing partner organisations who have welcomed us to work alongside them in the incredible work they do, and of course the Bloomberg staff who have embraced reconciliation and made it all possible.

Over the last two years there have been so many opportunities to bring people together to learn from and celebrate Aboriginal and Torres Strait Islander peoples and cultures. At the same time, I acknowledge the recent difficulties faced by the community and those we have grown close to during our RAP journey. While I believe the work we've done so far has better prepared us for this and to have conversations with our staff, clients, partners, friends and families, we clearly need to do more. The work corporations like Bloomberg are doing on reconciliation is more important than ever.

As Chair, I'm proud to reaffirm Bloomberg Australia's dedication to reconciliation, to embracing diversity, and to fostering inclusivity in all aspects of our work. We look forward to continuing to honour Aboriginal and Torres Strait Islander peoples' legacy and contributing to building a more just, equitable, and respectful society.

Our commitment to this important journey is unwavering – and we're just getting started.

**Calum Burns**

Head of Enterprise Solutions, Australia & New Zealand







## Message of commitment from APAC Head of D&I

Reflecting on my personal journey as a refugee who found sanctuary and opportunity in Australia, I've gained a profound appreciation for the importance of reconciliation and the pursuit of equity. This perspective has informed my engagement with our Reconciliation Action Plan (RAP) at Bloomberg. As we embark on our third RAP, I am heartened by the progress we've made, even as I remain aware of the distance still to travel on this path.

Our inaugural Reflect RAP in 2019 marked a pivotal moment, with First Nations advisors guiding us to a richer understanding of Aboriginal and Torres Strait Islander histories and contemporary realities. With the introduction of our second RAP, we recognised that despite Bloomberg's relatively modest presence in Australia, we possess significant potential to make an impact by leveraging our expertise in finance, news, media, technology, and philanthropy. Through creative initiatives in arts, culture, and education, we've begun to tap into that potential.

Looking ahead, I'm eager to further our contributions to Aboriginal and Torres Strait Islander communities. We are committed to deepening our understanding and finding our role in the reconciliation process with continued guidance from our First Nations advisors. By engaging with peers and partners, and establishing mutually beneficial relationships, we aim to foster positive change.

As someone who has benefited from the opportunities afforded to me in this country, I recognize that these privileges are not yet accessible to all Aboriginal and Torres Strait Islander peoples. With Bloomberg's influence and resources, I am devoted to advancing equity for Aboriginal and Torres Strait Islander communities, honouring my own experience as a refugee by working towards a future where everyone can thrive.

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

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





## **Our vision for reconciliation**

Our vision for reconciliation is rooted in a deep respect for Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land where we operate. As a global firm, we are acutely aware of our impact in Australia and the importance of engaging with local communities.





We aspire to foster mutual understanding and growth, helping to create a future where all Australians acknowledge and celebrate the rich histories and cultures of Aboriginal and Torres Strait Islander peoples. We believe that when more communities have equitable access to opportunities that support their self-determination and economic participation, societies are stronger, and businesses – ours included – are more successful as a result.

That's why, as well as co-creating platforms for dialogue and collaboration with Aboriginal and Torres Strait Islander peoples, we have a social responsibility to ensure Aboriginal and Torres Strait Islander perspectives are represented in financial markets through transparent data and unbiased media coverage. This commitment extends across the global scope of our operations, and to our philanthropy, where we support the preservation and celebration of Aboriginal and Torres Strait Islander traditions and wisdoms. It also informs our approach to bringing decision-makers together in our spaces, giving us the opportunity to take Australia's underrepresented voices to the world.

We are proud to be part of ensuring that the stewards of the world's oldest living culture can continue passing on their legacy, and that it remains a source of knowledge, pride and prosperity for all Australians, now and in generations to come.





## **Our business**

Since Michael Bloomberg founded our company in 1981, we've been at the forefront of bringing transparency to financial markets and connecting influential decision-makers to cutting-edge data, analytics, and information-delivery services.





Our Bloomberg Terminal broke new ground, and our enterprise solutions continue to harness technology to manage data, enhance workflows, and help our clients unearth opportunity.

Yet, our purpose transcends the realms of finance and technology. Bloomberg Philanthropies is where our heart lies, investing almost all our profits into initiatives that save and improve lives globally. We focus on the arts, education, the environment, government innovation, and public health because we believe in doing well by doing good.

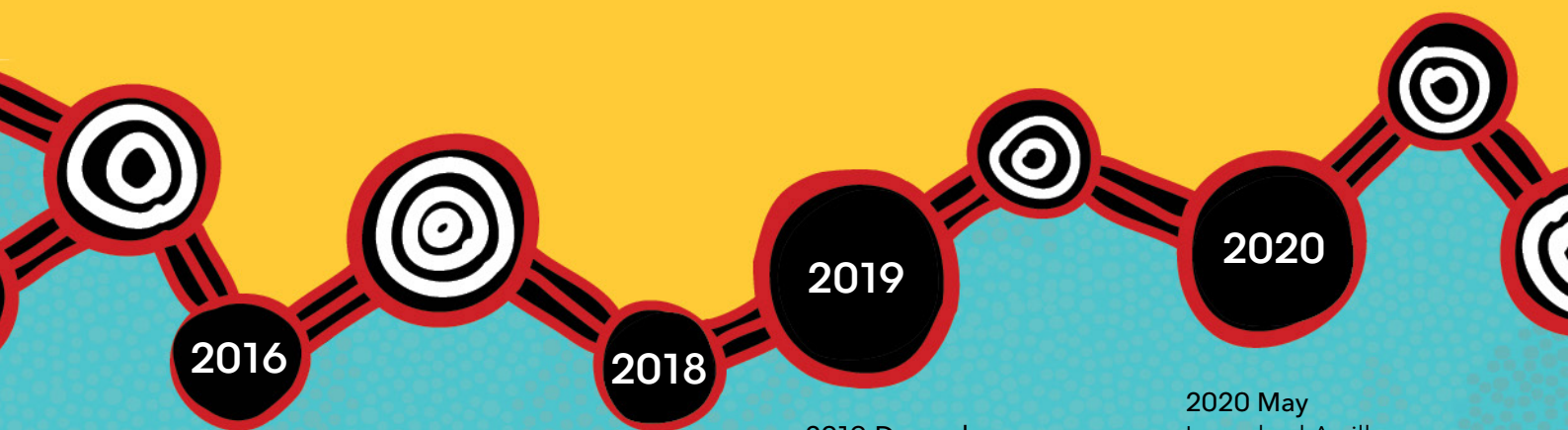
The broad scope of our business, philanthropy and sustainability initiatives sees us engaging with every part of society, including governments, communities and the organisations that support them, businesses and industry, and employees, clients, and partners.

As we work across 159 global locations with over 21,000 employees – including 170 across our Canberra, Melbourne, Perth, and Sydney offices – our culture thrives on diversity and innovation. Although none of our employees currently self-identify as Aboriginal and/or Torres Strait Islander, we continue to seek ways to attract Aboriginal and Torres Strait Islander talent into our organisation.



# Our RAP journey to date

It's been a journey with plenty of learning experiences, including understanding the importance of cultivating one-to-one relationships and deep listening in building meaningful relationships with Aboriginal and Torres Strait Islander communities. We've tweaked and tuned our approach along the way, thanks to the wisdom that First Nations Advisors have so generously shared with us. They've kept us on the right track towards having a genuine and lasting impact.



**2016 August**  
Lunch & Learn with Jonathan Jones on his sculptural installation, barrangal dyara ("skin and bones") at the Sydney Royal Botanic Gardens

**2016–2018**  
Various Corporate Philanthropy events and initiatives supporting Aboriginal and Torres Strait Islander communities, organisations and programmes

**2018**  
GO Foundation becomes major strategic Corporate Philanthropy partner

**2019 December**  
Launch of Reflect RAP

**2020 May**  
Launched Arrilla Digital cultural competency training



Back in 2016, we took our first steps towards reconciliation through our Corporate Philanthropy activities, which developed into partnerships with Aboriginal and Torres Strait Islander organisations and programmes. In 2019, our reconciliation efforts were formalised with our Reflect RAP. It was all about looking in the mirror and seeing where we stood, and about understanding where we could contribute as a business beyond philanthropy. Then, in 2022, we rolled up our sleeves for our first Innovate RAP and got the ball rolling on making a difference – focusing on building meaningful relationships, gaining a deeper respect, and creating opportunities for Aboriginal and Torres Strait Islander peoples and their communities.





# GO Foundation partnership

GO Foundation became a major Corporate Philanthropy partner in 2018. Over the course of our 2022–2024 Innovate RAP, we deepened our partnership with GO by offering post-school mentorship and work experience at Bloomberg, providing valuable first steps into the workforce for GO scholars. Bloomberg have also supported two new initiatives launched by the GO Foundation in 2023 including, a Year 5 & 6 Leadership program and Alumni network. We are proud to be part of initiatives that assist First Nations students transition from primary school to high school and help deepen post school and university connections. We continue to advocate for the wonderful work GO do and connect them to other partners like Opera Australia and Sydney Royal Botanic Gardens. There is always a strong Bloomberg presence at GO Fundraising and partner events. GO Foundation scholars have also participated in Bloomberg Launch (below).

The GO Foundation has inspired Bloomberg deeply. We have followed the stories and progress of the GO scholars and alumni. This is something we want to continue to support. GO's aims of providing equal access to education for First Nations students resonates strongly with our values. We are excited to continue to partner with an organisation that is making such a tangible impact in the community.

### Testimonial from GO:

GO Foundation is proud to partner with Bloomberg, whose ongoing support means we've been able to offer more scholarships – with 665 awarded in 2024 alone. Bloomberg's support also means that we can deliver additional Culture Connect Days in both Adelaide and Canberra as well as new initiatives such as the 5 & 6 Leadership Day and the Alumni network. Bloomberg has also been very generous in providing welcome packs consisting of GO-branded notebooks, pens, pencils and other stationery needs for the start of the year for all GO students, as well as art packs for primary students. The GO Foundation and Bloomberg have built a solid relationship that is based on deep respect, understanding and shared values. We thank Bloomberg for their ongoing support.



# Cultural learning strategy

As part of our first Innovate RAP, we performed a review of our cultural learning offerings and mapped these out against a progressive framework, starting with cultural “awareness”, then moving to “sensitivity”, “competency” and, ultimately, “safety”.

Under “awareness”, we made Arrilla Digital e-learning a core component of our learning curriculum, which resulted in 96% of our Australia-based employees completing the course. Arrilla Digital e-learning is also included in new joiners’ onboarding curriculum.

For “sensitivity”, we continued to work with our Corporate Philanthropy partners to engage employees in activities designed to help them understand and celebrate Aboriginal and Torres Strait Islander cultures. An Ask Me Anything series was introduced that invited Aboriginal and Torres Strait Islander voices to share perspectives on key topics impacting their communities. In both 2022 and 2023, we sponsored cohorts of employees, including key business leaders, to attend Garma to deepen their learning about Aboriginal and Torres Strait Islander cultures, histories and current-day experiences, and to develop relationships with communities.



A key aim of our cultural learning strategy is to deepen our employees’ understanding of dates of significance, including National Reconciliation Week, NAIDOC Week and 26 January. On 26 January in both 2023 and 2024, a third of employees accepted the option to come into the office for a volunteering activity in support of Aboriginal and Torres Strait Islander communities.





# News coverage

Bloomberg News, our editorial division, seeks to tell stories from Australia in a way that is relatable and appealing to our global audience of millions of readers and viewers.

For our Australian newsroom, there has never been a more important time to ensure we feature a diverse range of executives in both online and on-air content. The recent political attention on Indigenous issues from the destruction at Juukan Gorge to the Voice referendum, has fuelled a push for change that is likely to be sustained. Having access to the resources and education provided by a Reconciliation Action Plan, Bloomberg employees, including its news staff, have the opportunity to deepen understandings about the issues that matter most to Aboriginal and Torres Strait Islander peoples.

# Bloomberg Launch

In 2022 we piloted Bloomberg Launch, a mentorship programme to foster deeper connections between Aboriginal and Torres Strait Islander students and Bloomberg leaders in support of building skills for future careers. In addition to mentorship, the programme provides students with access to the Bloomberg Market Concepts e-learning course, helping them gain knowledge about financial markets. Six First Nations students participated in the pilot programme. Based on the students' positive feedback and word of mouth, we were able to offer an enhanced programme to another three students in 2023.

### **Testimonial from Lua Pellegrini (2022 pilot mentee):**

Participating in the Bloomberg mentorship program was an incredible experience where I was matched with a mentor whose interests, passions and personality aligned with my own. Throughout the program, I received support and guidance from my mentor Alice and was fortunate enough to also be able to engage with other experts in the Bloomberg network. During my time in the program, I had the opportunity to meet with Bloomberg partners in the creative arts sector, further expanding my professional connections. My mentor also provided practical insight into my work and career pathway and helped me navigate the next stages of my studies. I'm still in contact with my mentor and continue to receive her support. I also really appreciate the relationships that I build with the other mentees in the program.



# Learnings and way forward

Because we believe we still have work to do, we're staying in the Innovate phase for now. Over the course of this RAP, we are committed to delivering against the Innovate actions, with a keen focus on:

- **Partnerships:** Ensuring greater direct engagement with Aboriginal and Torres Strait Islander peoples and organisations, including in our Corporate Philanthropy programming. In addition, looking for opportunities to convene with industry peers and clients on reconciliation efforts.
- **Representation:** We currently have no data to confirm that any of our employees self-identify as Aboriginal and/or Torres Strait Islander people and recognise the need to create and signal a culturally safe workplace. We will continue to look for opportunities for direct employment, while also leveraging our business differentiators in support of indirect opportunities and inclusion of Aboriginal and Torres Strait Islander peoples in financial markets and news.
- **Procurement:** Identifying further opportunities to onboard Indigenous suppliers and increase spend, and considering how we encourage our supply chain to do the same.
- **Protocols:** Working with communities to identify appropriate cultural protocols to embed in our ways of doing business, including in our news reporting.



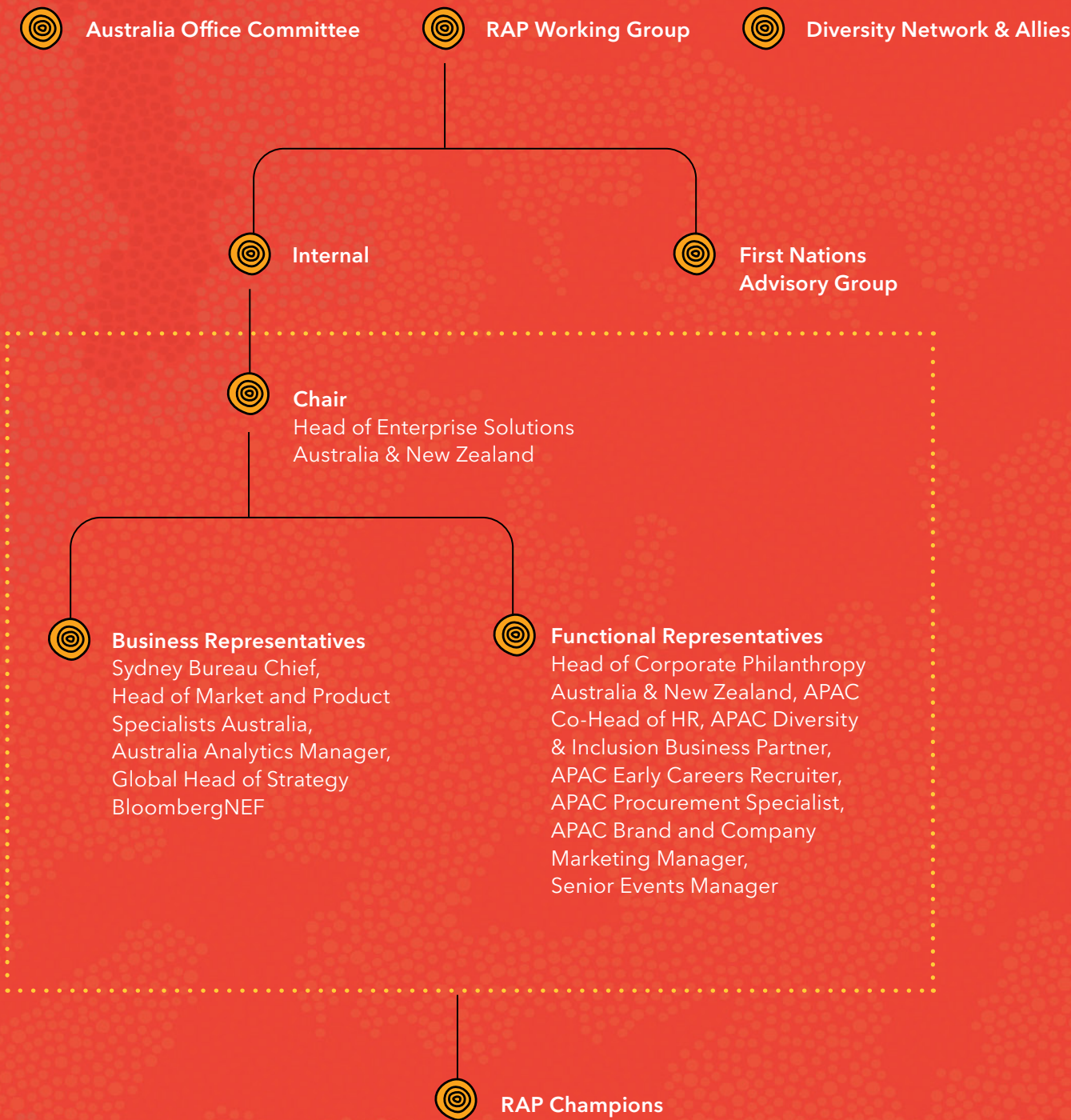


# RAP governance

The RAP is championed and developed by our RAP Working Group Chair, Calum Burns (Head of Enterprise Solutions Australia & New Zealand), other leaders in Australia, and key regional functional representatives. Since our previous Innovate RAP, we increased the number of Working Group members, providing wider representation across our key businesses in Australia. We also introduced a group of RAP Champions to support the efforts of the core RAP Working Group and help raise the profile of, and engagement in, reconciliation internally. They will work closely with our wider Diversity Network & Allies Community (Employee Resource Group). The RAP Working Group has a regular cadence with the Australia Office Committee, as our most senior leaders in the region, to provide updates and two-way feedback.



# RAP ecosystem





# First Nations Advisory Group



**Clark Donovan**

I'm a proud Gumbaynggirr and Gunditjmara man. I completed my Bachelor of Law and Languages in Mandarin Chinese, followed by a law clerkship with Dentons. I also undertook an internship through CareerTrackers, where I was honoured with the 2018 CareerTrackers Intern of the Year award. My commitment to social justice and reconciliation has led me to serve on the board of Reconciliation NSW. Advising Bloomberg continues to be an amazing experience, allowing me to help shape real experiences on the ground in my community and really see the impact that corporates can have when they commit meaningfully to reconciliation.



**Glen Brennan**

I'm a Gomeroi man hailing from Narrabri in northern NSW. With over two decades of experience in the financial services industry, I'm deeply invested in Indigenous economic development. As the former Head of Indigenous Business at NAB, I spearheaded both commercial and non-commercial Indigenous banking activities, collaborating with entrepreneurs to help achieve their growth through various financial solutions. Before joining NAB, I spent ten years serving the Australian Government in Canberra, holding several executive positions. My project experience is diverse, ranging from work with major corporates to public sector initiatives, including engagements with traditional owners, community organisations, and projects in remote and regional areas.



We recognise the importance of representation and Aboriginal and Torres Strait Islander voices to guide our reconciliation efforts. In lieu of having Aboriginal and Torres Strait Islander employees who can help guide our RAP, we've established an external First Nations Advisory Group, which forms an integral part of our RAP Working Group.



### Leila Gurruwiwi

I'm a passionate advocate for cultural awareness and a mentor at heart. My career has been a blend of media and community service, with over a decade as a reporter and newsreader on The Marngrook Footy Show. I've been deeply involved in mentoring young girls, and in supporting Indigenous students who have been disengaged or excluded from mainstream education. I've also taken on the role of Education Officer for Aboriginal and Torres Strait Islander Education at Melbourne Archdiocese Catholic Schools. In this capacity, I've had the opportunity to support Indigenous students in excelling academically and personally, while also helping their families and making schools more culturally safe and inclusive spaces.



### Lua Pellegrini

As a proud Wiradjuri woman who was raised on Darug country, I've been fortunate enough to build a portfolio of work that I'm truly proud of, including being named a finalist for the NSW Young Woman of the Year Award in 2023. I've also had the honor of serving as the Inaugural Co-Chair of the NSW Health - Mental Health Youth Advisory Group and making history as the first young person to chair the NSW Youth Advisory Council at just 19 years old. My work extends into schools, where I help young First Nations women and girls grow in confidence, connection to their culture, and self-efficacy. As someone who grew up caring for my younger brother, Orlando, who lives with cerebral palsy, autism and other disabilities, I'm also a passionate advocate for Young Carers, striving to amplify the voices of those caring for others in the community.



# 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.	July 2024	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 2024	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.	May 2025 & 2026	Employee Communications Manager
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2025 & 2026	Global Head of Strategy BloombergNEF
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2025 & 2026	Global Head of Strategy BloombergNEF
	Organise at least one NRW event each year.	27 May – 3 June, 2025 & 2026	Global Head of Strategy BloombergNEF
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2025 & 2026	Senior Events Manager Australia & New Zealand



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	July 2024 & 2025	Australia Analytics Manager
	Communicate our commitment to reconciliation publicly.	July 2024	APAC Brand and Company Marketing Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2024 & 2025	Head of Market and Product Specialists Australia
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December 2024 & 2025	Head of Market and Product Specialists Australia
	Explore the development of an Indigenous-related Terminal dataset (e.g. whether organisations have a RAP, level of RAP, members of Supply Nation, Indigenous business status).	March 2025	Head of Market and Product Specialists Australia
	Explore opportunities to use 1 Bligh Street as a venue to convene community members, partners, clients and other individuals/ organisations working towards reconciliation.	December 2024 & 2025	Senior Events Manager 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.	December 2024 & 2025	APAC Co-Head of HR
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	January 2025 & 2026	APAC Co-Head of HR
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2024 & 2025	APAC Co-Head of HR
	Educate senior leaders on the effects of racism.	May / June 2025 & 2026	APAC Diversity & Inclusion Business Partner





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.	November 2024 & 2025	APAC Diversity & Inclusion Business Partner
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	November 2024 & 2025	APAC Diversity & Inclusion Business Partner
	Develop, implement, and communicate a cultural learning strategy document for our staff.	January 2025 & 2026	APAC Diversity & Inclusion Business Partner
	Provide opportunities for RAP Working Group members (and RAP Champions), HR managers and other key leadership staff (including the ANZ Office Committee) to participate in formal and structured cultural learning.	January 2025 & 2026	APAC Diversity & Inclusion Business Partner
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 2024	Head of Enterprise Solutions Australia & New Zealand
	Research, develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2024	Head of Enterprise Solutions Australia & New Zealand
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	July 2024 & 2025	Senior Events Manager Australia & New Zealand
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2024 & 2025	Head of Enterprise Solutions Australia & New Zealand
	Seek to understand cultural protocols relevant to news reporting and TV, and develop a guidance document.	December 2024	Sydney Bureau Chief

Action	Deliverable	Timeline	Responsibility
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, 2024, 2025 & 2026	Head of Market and Product Specialists Australia
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December 2024 & 2025	APAC Co-Head of HR
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2024, 2025 & 2026	Employee Communications Manager
8. Support the inclusion of more Aboriginal and Torres Strait Islander voices and perspectives in financial news coverage, and broader media.	Continue to increase Aboriginal and Torres Strait Islander stories, sources and in Bloomberg News, Bloomberg Originals and Bloomberg Opinion coverage where relevant.	July 2024 & 2025	Sydney Bureau Chief
	Explore developing a training programme with an Aboriginal and Torres Strait Islander partner to support inclusion of a greater number of and more diverse community voices in media.	March 2025	Sydney Bureau Chief
9. Continue Corporate Philanthropy efforts to support the progression and preservation of Aboriginal and Torres Strait Islander arts and cultures.	Review Corporate Philanthropy partnerships with Aboriginal and Torres Strait Islander organisations in support of progressing and preserving arts and cultures.	August 2024 & 2025	Head of Corporate Philanthropy Australia & New Zealand
	Explore Corporate Philanthropy partnerships with Aboriginal and Torres Strait Islander organisations in support of progressing and preserving arts and cultures.	December 2024 & 2025	Head of Corporate Philanthropy Australia & New Zealand



# 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
10. 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.	July 2024 & 2025	APAC Co-Head of HR
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	August 2024 & 2025	APAC Co-Head of HR
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	September 2024 & 2025	APAC Co-Head of HR
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	October 2024 & 2025	APAC Co-Head of HR
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2024 & 2025	APAC Co-Head of HR



Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	August 2024	APAC Procurement Specialist
	Maintain Supply Nation membership.	February 2025 & 2026	APAC Procurement Specialist
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2024 & 2025	APAC Procurement Specialist
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	August 2024	APAC Procurement Specialist
	Develop and deepen commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	October 2024 & 2025	APAC Procurement Specialist
	Develop a mechanism to ensure spend with Aboriginal and Torres Strait Islander businesses can be traced and reported.	August 2024	APAC Procurement Specialist
12. Continue to foster partnerships with Aboriginal and Torres Strait Islander organisations in support of broader life outcomes (e.g. indirect employment, education and health).	Refine and deliver Bloomberg Launch mentorship programme annually.	December 2024 & 2025	APAC Early Careers Recruiter
	Review Corporate Philanthropy partnerships with Aboriginal and Torres Strait Islander organisations in support of enhancing community education outcomes.	August 2024 & 2025	Head of Corporate Philanthropy Australia & New Zealand
	Explore Corporate Philanthropy partnerships with Aboriginal and Torres Strait Islander organisations in support of community health outcomes.	August 2024 & 2025	Head of Corporate Philanthropy Australia & New Zealand



# Governance



Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	November 2024 & 2025	Head of Enterprise Solutions Australia & New Zealand
	Review and update Terms of Reference for the RWG.	July 2024	APAC Diversity & Inclusion Business Partner
	Meet at least four times per year to drive and monitor RAP implementation.	August, November 2024  February, May, August, November 2025  February, May 2026	Head of Enterprise Solutions Australia & New Zealand
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2024	Head of Enterprise Solutions Australia & New Zealand
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2024 & 2025	Head of Enterprise Solutions Australia & New Zealand
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2024 & 2025	APAC Diversity & Inclusion Business Partner
	Appoint and maintain an internal RAP WG Chair from senior management.	July 2024 & 2025	APAC Diversity & Inclusion Business Partner



Action	Deliverable	Timeline	Responsibility
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	APAC Diversity & Inclusion Business Partner
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	APAC Diversity & Inclusion Business Partner
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	APAC Diversity & Inclusion Business Partner
	Report RAP progress to all staff and senior leaders (including the ANZ Office Committee) quarterly.	August, November 2024  February, May, August, November 2025  February, May 2026	Head of Enterprise Solutions Australia & New Zealand
	Publicly report our RAP achievements, challenges and learnings, annually.	December 2024 & 2025	APAC Brand and Company Marketing Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	July 2024 & 2026	APAC Diversity & Inclusion Business Partner
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2026	APAC Diversity & Inclusion Business Partner
	Provide annual updates to the APAC Diversity & Inclusion Council.	November 2024 & 2025	Head of Enterprise Solutions Australia & New Zealand
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2026	APAC Diversity & Inclusion Business Partner



# Contact details

## Calum Burns

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## Alice Tiller

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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 recognising 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.