



RIC Formal Meeting Summary

15&16 March 2022

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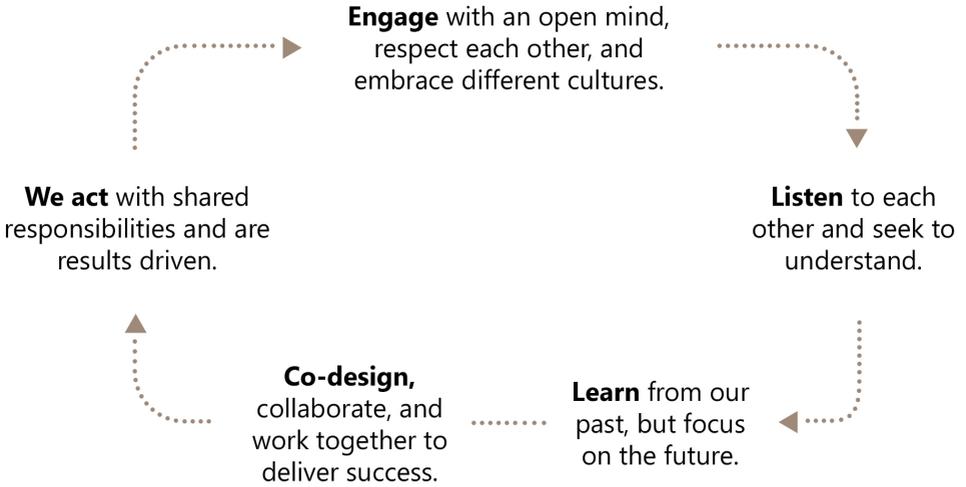
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Our Commitments

We agreed that to make progress in service of our vision, we will:



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RIC Vision and Mission

The refreshed RIC vision and mission,
endorsed by the RIC members in 2021

Refreshed Vision

We think forward **into the future** and ask what we hope for our children's children and their grandchildren. We want to put in place now, things for the future. We want a future to be one in which **Ngarda Marlpa Ngarli of the Pilbara** are recognised, respected **and equally strong**. We want this for them, so **Ngarda Marlpa Ngarli of the Pilbara** carry on our tradition through Land and Custom.

2021 3-5 Year Vision

We will improve the foundational needs of **Ngarda Marlpa Ngarli of the Pilbara** by breaking down **employment barriers**, increasing **business development** opportunities and supporting **on-country initiatives**.

Mission

Working together on the **foundations of needs** of the **Ngarda Marlpa Ngarli of the Pilbara** that have opted into the RFD to implement **equitable access** to employment, training, business development and contracting opportunities as well as monitoring the other 5 Regional Standards to ensure benefits flow back to communities

Executive Summary

Looking at what we achieved...

Meeting Objectives

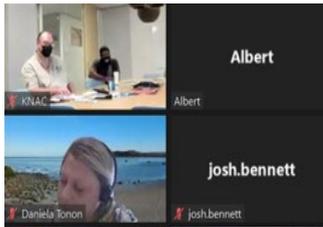
What we achieved

...RTIO Reporting: Employment & Training and Business Dev & Contracting Regional Standards...



We all had the opportunity to share concerns about the format of both reports and offered suggestions for improvements

...Co-design priority project ATAL...



Strong support demonstrated for the ATAL project with strong focus on broader employment pathways.

...Co-design priority project TO Business Hub...



Progress made in identifying support services for TO businesses but significant work required to achieve a Pilbara-based TO Business hub.

...Yarning ideas for RFD modernisation...



We agreed that modernisation of the RFD is essential with some conversations still to be had about how that will look.

...updates on TO Validation & RFD animation projects...



Helpful updates, now looking to Rio Tinto to progress to completion.

Who Attended?

The following representatives attended the RIC Formal meeting:

RIC Representatives

Tracy Conway (Banjima), Keanan Hall (Karlka Nyiyaparli), Charles Tucker (Karlka Nyiyaparli), Albert Pianta (Ngarlawangga), Anthony Hubert (Ngarlawangga), Jenny Smith (Ngarluma), Janelle Mowarin (Ngarluma), Michael Walker (Ngarluma), Kelly Slattery (RRK), Halloway Smirke (Yinhawangka), Julie Walker (Yinhawangka), Josh Bennett (RTIO), Chris Osborn (RTIO) and Ainslie Bourne (RTIO).

PBC Representatives

Johanna Ramsay (Banjima), James Rhee (Karlka Nyiyaparli), Deepak Negi (Ngarlawangga), Emil Moul (Ngarluma), Anthony Galante (RRK), Kupa Tao & Karina Hutchinson (Yinhawangka).

RTIO Representatives

Cecile Thaxter, Rheannan Burke, Christine Sindely, Leigh Cover, Paulo dePonte, Jason Masters, Aine Healy Carter, Lesley Embleton, & Narelle Ryder.

Guest

Mark Simpson

Facilitators

Daniela Tonon & Tahnee Davies

Rotating Meeting Chair

Halloway Smirke (TO - Yinhawangka)

Acknowledgement

It was a difficult decision to hold this meeting. The COVID virus was starting to take hold in WA, regional travel was discouraged and even the option to host small hub venues in different regions was considered too risky.

However, the Small Working Group members were keen to maintain momentum, obtain endorsement for the progress so far and share information. Moving to an online zoom environment with each individual joining on their own device was risky but ultimately the right decision.

The TOs demonstrated incredible commitment to each other and the RIC vision by attending even with significant sorry business in the community and some RIC members ill with COVID or other illnesses or sick family members still dialing in.

Thank you!

What We Heard You Say

Summarised feedback and quotes from TO attendees

Feedback and Quotes

Good, respectful conversation, strong relationships. Value is talking to other TOs. Sharing information is important. Appreciate being able to say what we need to say

Misrepresentation of conversations (or lack of) with the SWG and RIC members needs to stop.

Need more clarity around data and more context, not just Pilbara, not just numbers, also need targets, need to know improvements being made.

'TO Only' time is critical

In a time of change, agreement reviews, coming together with common cause to achieve tangible and concrete outcomes is important

Let's move from intention to action and impact, stop spinning wheels

Topics presented were clear priorities for the RIC.

Modernisation process is only opportunity to change things, need to take time talking and working through issues.

Focus on one core issue and get that done. School based programs was selected three years ago but hasn't been actioned.

Avoid over-design and adopt continuous improvement approach

Fantastic commitment from TOs - some with Covid, sorry business, showing huge commitment and courage.

Time between meetings is opportunity to collaborate, don't wait for information. Feedback directly to Rio Tinto and Facilitators

SWG working hard to progress conversation. Need to balance workload of SWG

Implementation Officers should have some regular collaboration opportunities

PBCs still paying for meetings, shouldn't be using compensation money to fund these meetings to consult with PBCs

Our Agenda



Summarised version of our two-day agenda

Day 1 Focus | Listening, Feedback Focus & Collaboration

Tech Check-In

Welcome and context

RTIO Reporting – Employment & Training

RIC Priority Project: ATAL - Q&A and Next Steps

RTIO Updates: TO Validation & RFD Animation projects

TO Only Session

Day 2 Focus | Listening, Feedback Focus & Collaboration

Reflections on Day 1

RFD Modernisation Workshop

RTIO Reporting – Business Development & Contracting

RIC Priority Project: TO Business Hub - Q&A and Next Steps

Final Reflections

TO Only Session

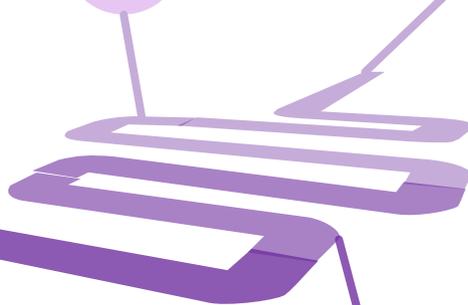
What we Covered on Day 1:

Focus on Employment & Training

The 'TO Only' time provided the opportunity for TOs to debrief and talk frankly

Even in an online environment, we spent valuable time together

We discussed the vision and goals for ATAL and encouraged speedier progress on implementation



We gave feedback on the TO Validation process and RFD Animation Project

We discussed the Employment & Training Annual Report and came up with some improvements



Acknowledged passings in the community

Employment and Training

RTIO Report, Employment & Training Regional Standards

- RTIO has specific obligations within the RFD Employment & Training Regional Standard.
- These obligations must be reported to the RIC in Q1 each year.
- Commitments and Obligations centre around:
 - Pilbara Aboriginal People (PAP) employment numbers,
 - PAP work readiness,
 - PAP retention rates,
 - PAP career advancement, and
 - Increased rate of completion of employee training.
- The 2021 annual report was presented to the RIC as a pre-read prior to the RIC meeting.
- The Agenda allowed for time for the RIC to ask RTIO questions on the information contained in the report.

Actions

What action is needed to improve the E&T Annual RFD Reporting?:

1. The report to be based on RTIO specific reporting requirements.
2. Incorporate efforts to address racism with the workplace.
3. Incorporate outcomes and targets, not just data.
4. Incorporate Opt-In group specific data:

Feedback Summary

*What improvement opportunities is there to ensure the **annual reporting is useful and meaningful**, as well as meet the RFD obligations:*

- PBC Implementation Officers involvement in shaping the reporting would be a benefit.
- Simplify and consolidate reporting, based/aligned with RFD requirements with some key additions such as changes/improvement in the workplace, outcomes and targets and Opt-in group specific data.
- Consider providing a video summary of the report for sharing with PBCs and community to explain report.
- Good to see each Opt-In group specific data, want to ensure it is accurate.

Employment and Training

RIC Priority Project: ATAL

- The Aboriginal Training and Liaison Unit (**ATAL**) was a highly successful RTIO Aboriginal training and employment program for approximately 20 years.
- After discussing ATAL successes over many years, it was decided that RTIO and the RIC would **co-design** a training and employment program based of the ATAL program.
- At the RIC meeting in September 2021, it was declared a priority project and delegated to the RIC Small Working Group (SWG) to work with RTIO and report back on its development, at future RIC meetings.

Actions

What action is needed to progress this project?:

1. Small Working Group to continue guiding progress on ATAL.

Feedback Summary

*What improvement opportunities are there that will progress the project and **make the ATAL fit for purpose?***

- Pre-reading material was too long.
- ATAL brand is really important and needs to be based on impacts.
- We need to focus on achieving outcomes
- The overall intent of the program is on the right track – explore how Implementation Officers can support.
- Program should be open to Aboriginal people at all stages of their life, whether starting out or returning to the workforce.
- Program to be age/gender responsive.
- Important to address the barriers to employment, such as; rosters, location, health and housing issues.
- Should provide training and pathways to different jobs, not just Rio Tinto jobs.
- Important to understand the different roles that PBCs and RTIO will play.
- Need to consider the roles of employment & training agencies. What is their role to play?

Employment and Training

RTIO Update: TO Validation Project

- The RIC has asked how the specific data relating to Opti-In groups within the annual reports is verified.
- In September 2021, the RIC asked the RIC Small Working Group (SWG) to work with RTIO on a verification process.
- Following a RTIO internal review, it was determined that there were some discrepancies between RTIO data processes and information supplied on the ORIC website.
- RTIO has identified a number of internal hurdles that it needs to address to ensure accurate data is available.
- RTIO has set up an internal working group to improve data accuracy generally.

Actions

What action is needed to progress this project?:

1. RTIO to provide PBC's with a specific RTIO email address for TO candidate/referrals
2. RTIO to provide a timeline to the SWG get the Verification Project implemented into RTIO.
3. PBCs to authorise RTIO to use the beneficiary membership lists (supplied to RTIO annually as part of the Sub-Fund Agreement obligation) for the purpose of RTIO verifying TO data.

Feedback summary

*What improvement opportunities are there that will progress the project and **make the TO Validation process fit for purpose?***

- Refer to the Diversity Council of Australia *Counting Culture* as best practice principles for measuring cultural diversity.
- Consider gathering data to include labour hire and vendors across supply chains.
- Expect accurate but not perfect data.

Employment and Training

RTIO Update: RFD Animation Projects

- There is little familiarity of the RFD, either within RTIO or the wider community.
- As a result, RTIO has commissioned a three-minute animation video, using Pilbara animals and scenery to provide a high-level explanation of the seven RFD Regional Standards and Rio Tinto's obligations contained in the RFD.

Actions

What action is needed to progress this project?:

1. Rio Tinto to continue progressing the animation video with guidance from the Small Working Group.

Feedback summary

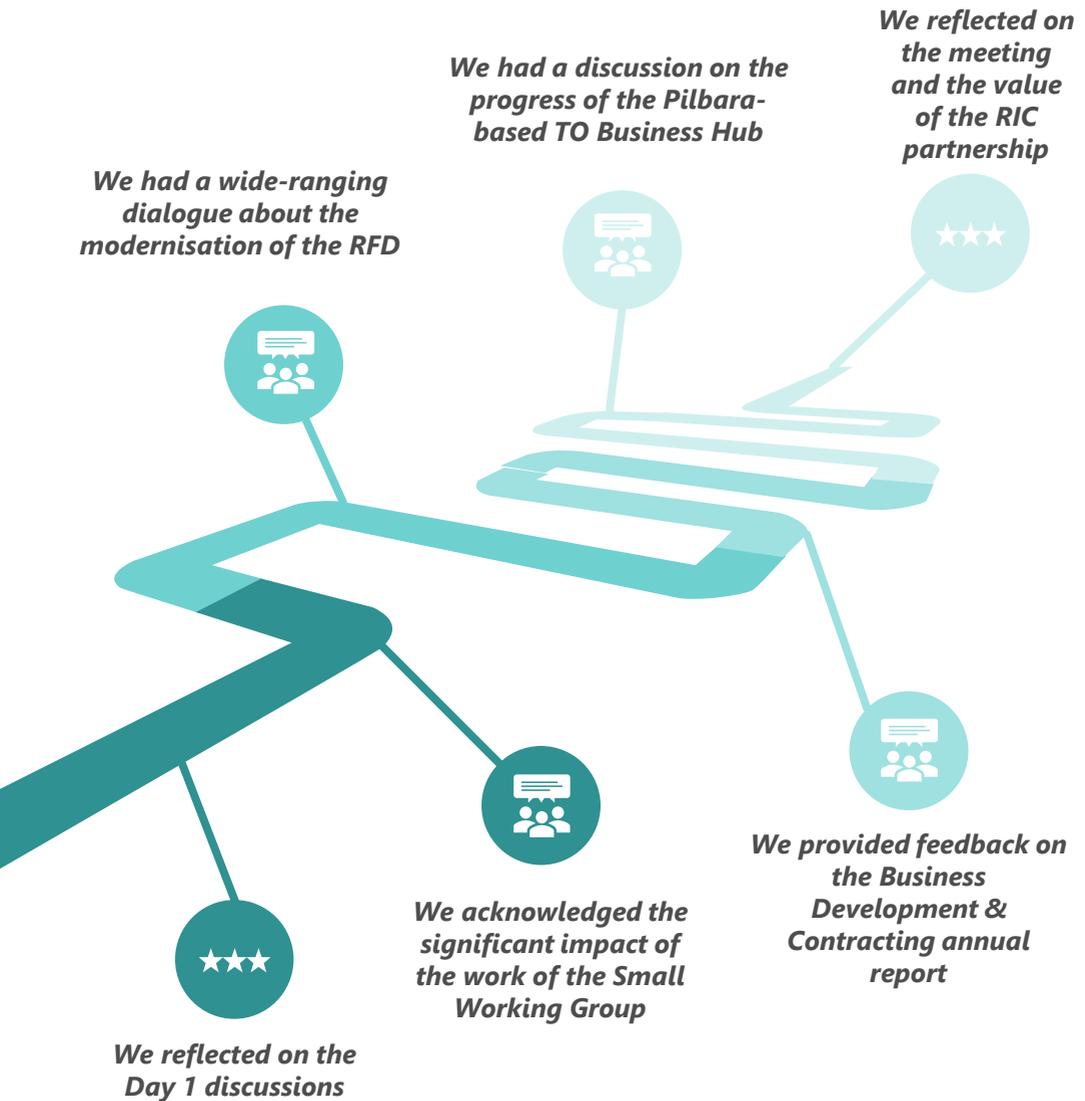
*What improvement opportunities are there that will progress the project and **make the RFD Animation Video process fit for purpose?***

- Final feedback to go through the RIC Small Working Group before production.
- Thanks to Kelly and James for their contribution into the script.
- A simple tool to inform/refresh both internal staff and community members about the function of the RFD.
- Even if RFD is modernised, this video will have value as a historical piece.
- If well-received, can then undertake a similar project on each specific Regional Standard – deeper dive.



What we Covered on Day 2

Focus on Business Development & Contracting



Regional Framework Deed Modernisation

RFD Modernisation Workshop

- A review of the Regional Framework Deed (RFD) commenced in 2020 (the RFD was then 10 years old).
- RFD Opt-In Groups indicated a preference to modernise rather than simply review the RFD.
- At the last RIC Formal Meeting in September 2021, the RIC members requested a paper on the RFD modernisation options.
- The pre-reading material contained five potential options. These were used as a discussion item only.
- The session focused on a general discussion about what would make the RFD and the RIC work better.

No Actions

Opt-In groups did not want to commit to actions in this sessions due to a number of key stakeholder not in attendance. The next steps in this space should be discussed with the SWG and directly with each Opt-In Group.

Feedback summary

What highlights from conversations, could help the RFD modernisation process:

- When modernising the RFD, each group is likely to take its own time and approach, involving community and legal reviews.
- It was acknowledged the various decision making processes that needs to be followed. This needs to be respected.
- There is a feeling from some Opt-In groups of 'little benefit' from being part of the RFD.
- Each Opt-In group has individual matters which needs to be addressed
- The current RFD is to long. Any modernisation needs to be shortened and allow for easier access to it's funding

- RTIO needs to be held accountable and have consequences.
- RFD commitments need to be seen as binding and met by Rio Tinto
- A modernised RFD needs to be clearly promoted/communicated across RTIO and PBCs.
- Opt-In groups generally felt a demolition and rebuild would be required, not a renovation of the RFD, with particular focus on what is important to community.
- General sentiment from Opt-In groups is that the collaboration and cross group sharing via the RIC is the best thing to come out of the RFD.

Business Development and Contracting

RTIO Report, Business Development & Contracting Regional Standard

- RTIO has specific obligations within the RFD Business Development & Contracting (BD&C) Regional Standard.
- One obligation is to report annually to the RIC on its progress in meeting BD&C Joint Goals, Commitments and Objectives.
- The overall Joint Goal is to increase the total spend on contracts awarded to Pilbara Aboriginal Businesses (**PABs**) to build Aboriginal prosperity and increase the pool of local suppliers as part of a strong regional economy.
- The 2021 annual report was presented to the RIC as a pre-read prior to the RIC meeting.
- The Agenda allowed for time for the RIC to ask RTIO questions on the information contained in the report.

Actions

What action is needed to improve the BD&C Annual RFD Reporting?:

1. RTIO to facilitate some PABs coming to next SWG to share experiences and stories.
2. RTIO to provide very clear one-page document to PBCs on who are the RTIO Business Development contacts are, including position titles and contact details.

Feedback summary

*What improvement opportunities are there to ensure the **annual RFD reporting is useful and meaningful**, as well as meet the RFD obligations:*

- The report requires clarification and commentary on graphs and data.
- Request for Business Development team to work closer with SWG on scope.
- RTIO, at this stage the focus is on businesses that want to work with RTIO and will later look at those that want to work in other sectors.
- RTIO has contacted up to 30 Opt-in Group member businesses who have identified three priority areas for support: 1) single point of contact, 2) sustainable work and 3) visible pipeline of work and new ventures.
- RIC is looking for RTIO to provide more details about why businesses are unsuccessful at winning tenders.
- PBCs should be supported alongside TO Businesses, to build up their capabilities.
- Need to reference the Business Council of Australia 'Raising the Bar' which mandates an Indigenous procurement target of 3% of annual influenceable spend with Indigenous businesses over a five year period.

Business Development and Contracting

RIC Priority Project: TO Business Hub

- The RIC has raised issues around the lack of ‘on the ground’ business development support for individuals and PBC’s.
- Over time the RIC considered a possible solution which could be a ‘one stop shop’ solution. This resulted in what the RIC calls today as the ‘TO Business Hub’.
- At the RIC meeting in September 2021, the ‘TO Business Hub’ was declared as a priority projects and delegated to the RIC Small Working Group (SWG) to work with RTIO and report back on what this ‘TO Business Hub’ might/could look like.
- So far, RTIO has looked at advantages and challenges of different services such as ABEC (as described in RFD), Waaliti Hub (old Wirra Hub) and KDCCI.
- RTIO focus has also been on setting up a panel to provide services outside of RTIO and a gap analysis regarding RTIO current services that could be offered to TOs.

Actions

What action is needed to progress the TO Business Hub?:

1. RTIO to organize and facilitate a combined workshop between SWG and PABs (at various levels of the business spectrum) to gather feedback.

Feedback summary

*What improvement opportunities are there that will progress the project and **make the TO Business Hub fit for purpose?***

- There was a misrepresentation of how much involvement the SWG had in providing feedback so far on the TO Business Hub project.
- Project needs more workshoping with SWG before coming back to RIC again.
- Presentation was confusing, i.e., pre-reads different to meeting presentation.
- Full awareness, won't find anything that is fit for purpose for everyone. Complicated space.
- TO Business Hub criteria presented seemed to be RTIO focused, not TO focused.
- Need RTIO to support businesses even if they are not involved in mining
- Consider what government support should be provided and accessed.



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