



EDT



RECONCILIATION
ACTION PLAN


REFLECT

Reflect

Reconciliation Action Plan

July 2024 – December 2025





Artwork created by Marcus Pedro, a Torres Strait Islander man from St Paul's Village on Moa Island. Marcus comes from the tribe of Wagadagam and his totems are the crocodile, the dugong, and the shovel nose shark. Marcus serves as EDT's first nations and diversity advisor.

Table of Contents

Document Control.....	4
Document Version Control	4
EDT Document Approvals	4
External Document Approvals.....	4
Related Documents	4
Statement from Reconciliation Australia CEO	6
Our business.....	8
Our RAP	8
Our partnerships/current activities	9
Reconciliation Action Plan.....	11
Relationships.....	11
Respect	12
Opportunities.....	13
Governance.....	13
Contact EDT	14

Document Control

Document Version Control

Date	Version	Author	Status	Comments
26/6/2024	1	Michael McKinnon, Marcus Pedro	Final draft	

EDT Document Approvals

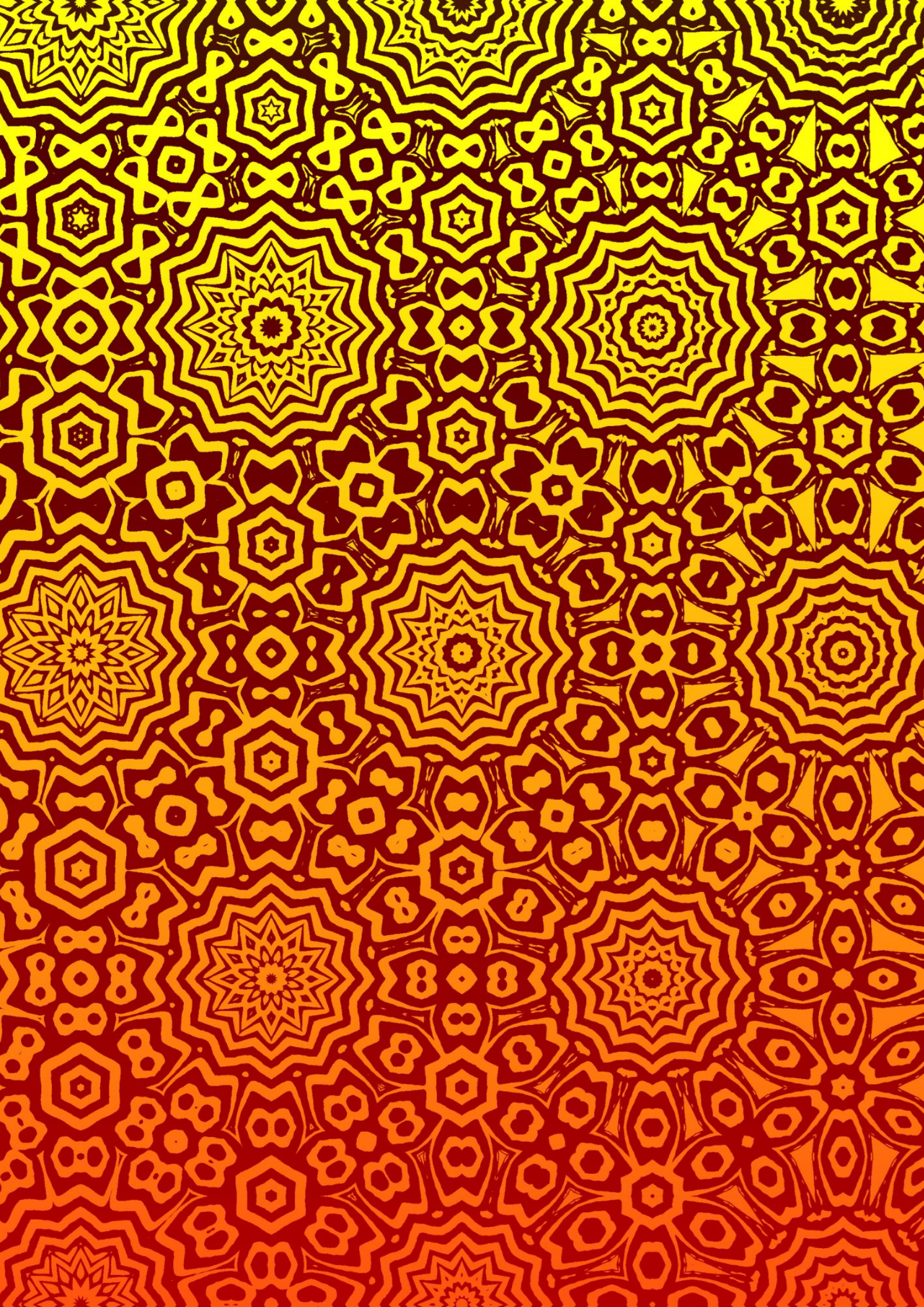
Date Approved	Version	Approved By	Approvers' Role
28/6/2024	1	Jo Sherman	Founder and CEO, EDT

External Document Approvals

Date Approved	Version	Approved By	Approvers' Role
5/7/2024	1	Gieta Seymour	RAP Program Manager, Development, Reconciliation Australia

Related Documents

Document Name	Current Version



Statement from Reconciliation Australia CEO

Reconciliation Australia welcomes EDT to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

EDT joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

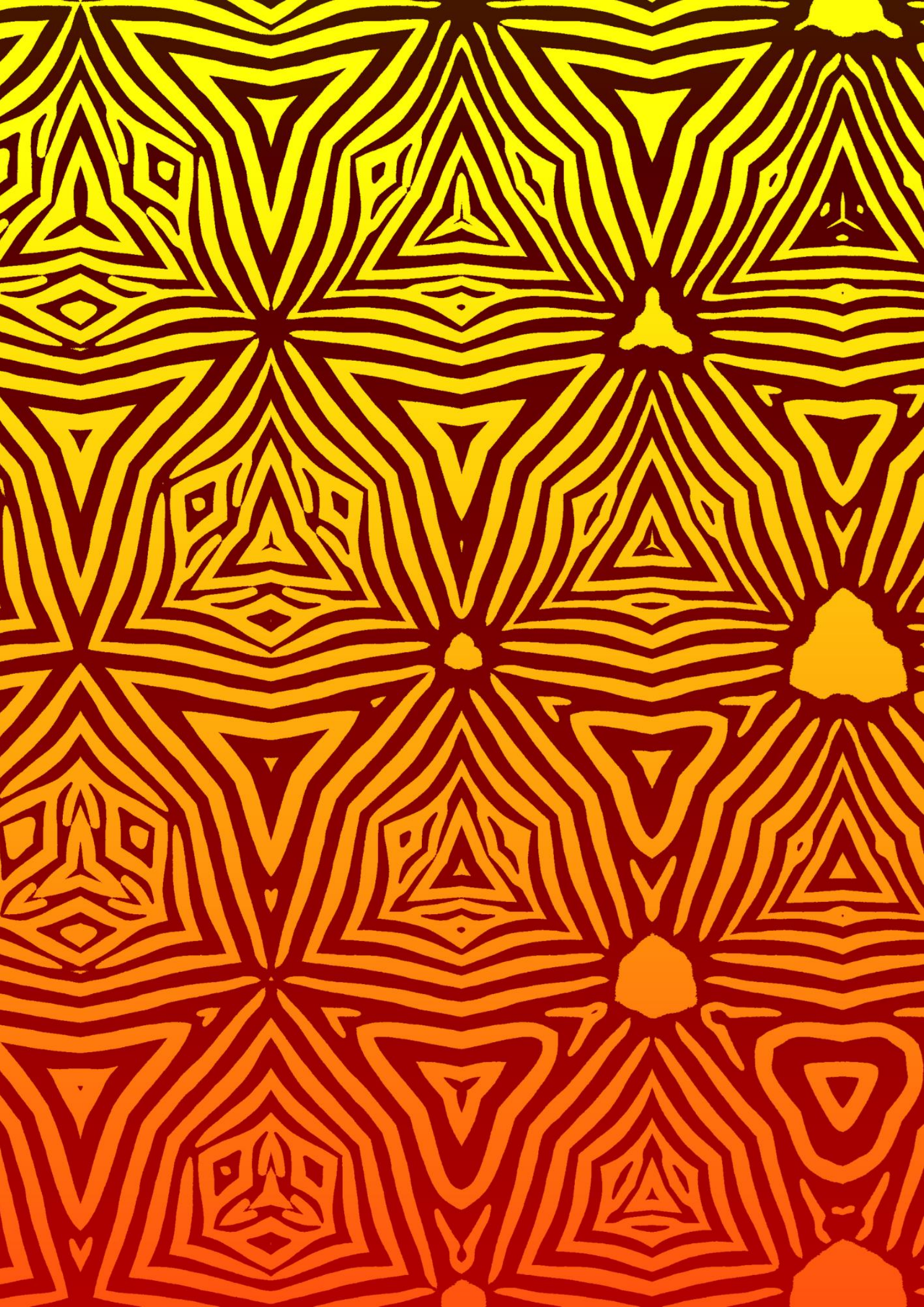
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables EDT to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations EDT, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Our business

EDT is a privately owned Australian company based in Brisbane. The company delivers case and evidence management software-as-a-service (SaaS) solutions internationally for justice agencies and regulators.

EDT was founded in 2002 by Jo Sherman, a lawyer and computer scientist who has driven innovation in the regulatory IT sector for over three decades. Jo and other key EDT team members have worked with regulators, courts, ministries of justice, and the judiciary in Australia, New Zealand, the UK and Canada. EDT employs 56 staff in Australia, Canada, the United Kingdom, and the United States and 33 staff in Australia. Marcus Pedro, our First Nations and Diversity Advisor and RAP Champion, is EDT's only Aboriginal and Torres Strait Islander team member.

EDT's Australian office is in Paddington, Brisbane on the lands of the Yuggera and Turrbal people.

EDT's vision is to empower clients to deliver effective justice. EDT solutions support the entire digital evidence lifecycle for regulatory and law enforcement cases. Our technology integrates case management, trial preparation, and electronic hearing features with traditional eDiscovery work practices such as data processing, analytics, review, and production.

As a woman-owned SME, EDT actively encourages young women to pursue careers in science, technology, engineering, and maths.

EDT is committed to improving employment opportunities for Aboriginal and Torres Strait Islander people in the legal and IT sectors.

Our RAP

EDT is committed to reconciliation and supporting and improving relationships between Aboriginal and Torres Strait Islander people and non-Indigenous people. Australia's history involves dispossession, injustice and racism. Aboriginal and Torres Strait Islander people deserve the same opportunities and choices as every other Australian and the quality and length of someone's life should not be determined by their racial background. EDT wants to adopt a RAP to help foster and understand reconciliation. EDT has already developed and adopted a diversity and inclusion charter.

EDT will communicate our commitment to the RAP process to our staff, customers, and the broader community. We will review and identify ways to improve and support employment for Aboriginal and Torres Strait Islander people in the information technology sector.

Marcus Pedro is EDT's RAP Champion. EDT appointed Marcus as its First Nations and Diversity Advisor in 2022. He is a Torres Strait Islander man from Moa Island and comes from the tribe of the Wagadagam. He works with and advises a diversity group including senior executives and human resources management. With Marcus's involvement, EDT has drafted and established a company charter of diversity and inclusion.

EDT held Welcome to Country and Acknowledgement of Country ceremonies at our Brisbane office in November 2022, on the lands of the Yuggera and Turrbal people. Ashley Ruska represented the Nunukul

Yuggera people for the Welcoming.

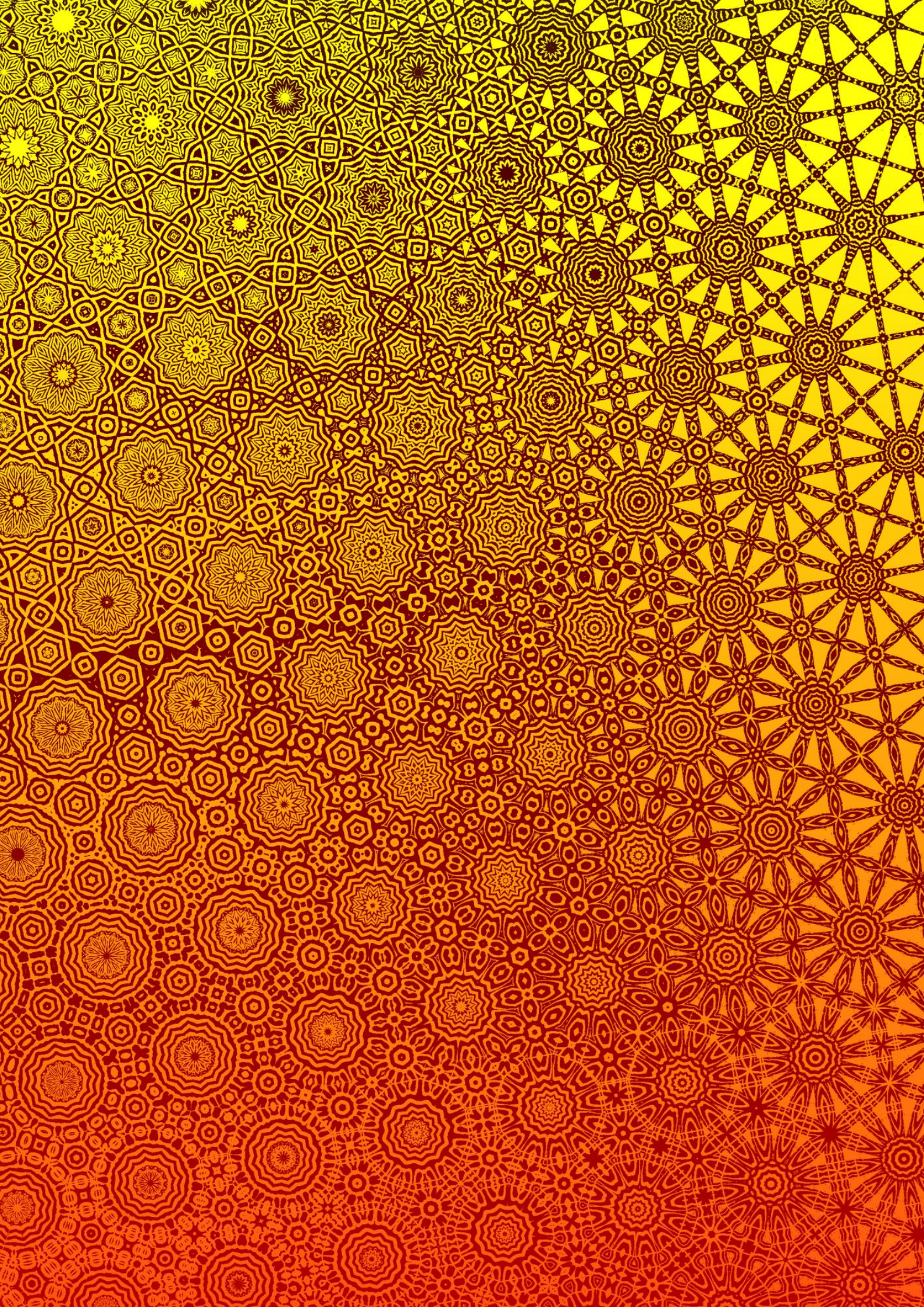
Speaking at the ceremony, EDT founder and chief executive Jo Sherman said: “We can’t change our world for the better unless we first acknowledge the truth about the land on which we work and the injustices of the past and present. We do and we will continue to acknowledge this truth.”



(l-r) Ashley Ruska, Marcus Pedro, Jo Sherman at EDT’s Welcome to Country and Acknowledgement of Country ceremonies, November 2022.

Our partnerships/current activities

EDT has established a relationship with Queensland University of Technology to offer internships for First Nations IT students that will provide industry experience and a pathway to employment after graduation.



Reconciliation Action Plan



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	September 2025	First Nations and Diversity Advisor (FNDA)
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September 2025	FNDA
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff. 	May 2025	HR director
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external National Reconciliation Week event. 	27 May – 3 June 2025	Lead: FNDA Support: RAP working group
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week. 	27 May – 3 June 2025	Executive Officer (EO)
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	December 2024	Lead: CEO Support: EO
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	December 2024	Lead: FNDA Support: Corporate Affairs Advisor (CAA)
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	September 2025	Lead: FNDA Support: CAA
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	September 2025	Legal Analyst (LA)
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2024	Lead: HR director Support: LA



Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	September 2025	Lead: EO Support: Head of Content (HOC)
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	December 2025	Lead: FNDA Support: HOC
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area. 	September 2024	Lead: FNDA Support: CAA
	<ul style="list-style-type: none"> Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	September 2024	Lead: HR director Support: CAA
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2025	Lead: CEO Support: EO, CAA
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2025	Lead: FNDA Support: CAA
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2025	Lead: CEO Support: RAP working group



Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for employing Aboriginal and Torres Strait Islander people within our organisation. 	December 2024	Lead: CEO Support: EO
	<ul style="list-style-type: none"> Build understanding of current staffing of Aboriginal and Torres Strait Islander people to inform future employment and professional development opportunities. 	December 2024	Lead: HR director Support: FNDA
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses. 	December 2024	Lead: CAA Support: FNDA
	<ul style="list-style-type: none"> Research state-based Aboriginal and Torres Strait Islander business directories and develop a list of Aboriginal and Torres Strait Islander-owned suppliers. 	July 2025	Lead: FNDA Support: CAA



Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	September 2024	Lead: CEO Support: FNDA
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG in line with Reconciliation Australia's RWG drafting guide. 	August 2024	Lead: HOC Support: CAA
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	August 2024	Lead: CEO Support: FNDA

Action	Deliverable	Timeline	Responsibility
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	August 2024	Lead: FNDA Support: EO
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	August 2024	CEO
	<ul style="list-style-type: none"> Appoint a senior leader to champion our RAP internally. 	August 2024	Lead: CEO Support: EO
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	September 2024	Lead: CEO Support: CAA
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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	FNDA
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August annually	FNDA
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September annually	FNDA
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	September 2025	FNDA

Contact EDT

Jo Wilmot, Head of People and Culture

Phone: 0408 900 010

Email: jwilmot@edt.io

Visit www.edt.io.

