



# IFAS Group Reflect Reconciliation Action Plan

May 2024 – November 2025







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## *Acknowledgment of Country*

We acknowledge the Traditional Owners of the land on which we operate, the Wurundjeri Woi Wurrung people of the Kulin Nation. We pay our respects to their Elders past, present, and emerging. We recognize their continuing connection to the land, waters, and culture. We extend this respect to all Aboriginal and Torres Strait Islander peoples.





## About our Artwork and Artist

Artist Statement and Artwork Description by Peter (Pjay) Streeton:

My name is Peter (Pjay) Streeton, and I am a proud Latji Latji man from Mildura. I present to you my painting titled "Coming Together." This artwork is a reflection of cultural pride and community unity.

"Coming Together" depicts a central meeting place where diverse groups unite to support disadvantaged individuals. The 'U' shapes symbolize people gathering in solidarity, while four circles represent key community organizations. A white diagonal line divides the canvas, with pink symbolizing the Big Umbrella and blue representing IFAS, both pivotal in community support. Surrounding the central motif are dots in yellow, orange, and red, symbolizing happiness, strength, and creativity respectively: yellow for happiness and hope, red for strength and passion, and orange for courage and creativity.

This painting embodies unity and support within the community, illustrating the collaboration and strength found when people come together for a common cause.





## Message from Reconciliation Australia

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

IFAS Group joins a network of more than 2,500 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 IFAS Group 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 IFAS Group, 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



## A Message from Our Director

I begin this message by acknowledging the Traditional Custodians of the lands and waters throughout Australia, paying our respects to Elders past and present. It is a humble and necessary gesture to recognize the deep history and enduring culture of Australia's First Nations Peoples.

At IFAS Group, we are immensely proud and excited to announce that we are embarking on a transformative journey toward reconciliation. As a people-centric organization, our commitment extends not only to our dedicated staff but to the broader community as well. With the development of our Reconciliation Action Plan (RAP), we are taking deliberate steps to strengthen ties and emphasize the well-being of individuals and communities.

Our RAP represents a formal pledge to strengthen ties between Aboriginal and Torres Strait Islander Peoples and non-Indigenous Australians. We plan to actively engage with First Nations communities, prioritize cultural competency training, and promote sustainable practices, contributing to the well-being and empowerment of these communities.

We acknowledge the historical and ongoing barriers that have hindered the progress and opportunities available to First Nations People. These barriers have included systematic discrimination, cultural suppression, limited access to quality education and healthcare, and economic inequality. It is our duty to learn from it and work diligently to amend it.

Our commitment is a forward-looking one, based in the belief that reconciliation leads to positive change. We are focused on promoting understanding, empowerment, and partnership. Through our RAP, we aspire to collaboratively build a future where procurement and job creation with Aboriginal and Torres Strait Islander Peoples are not just objectives but lived experiences. We aim to work together to create tangible opportunities that empower and benefit all involved parties.

The IFAS Group Reflect RAP serves as our guiding framework, enabling us to better comprehend the challenges faced by First Nations People through active education and improved frameworks and initiatives. Our commitment to reconciliation extends beyond words; it's an action-driven plan, a confirmation in our belief in equity, unity, and the creation of a more inclusive Australia.

Thank you for joining us on this journey of reconciliation.

Jane Filihia, Director, IFAS Group



## Our Vision for Reconciliation

Embracing a vision of reconciliation, our ultimate goal is to support a society where Indigenous Communities thrive with restored dignity, equitable opportunities, and empowered self-determination. By dismantling the legacies of colonization, dispossession, and harmful government policies, we aspire to create a future marked by genuine partnership, cultural respect, and shared prosperity for all.

At IFAS Group we recognise and acknowledge First Nations Peoples who have been a part of Australia's history for over 60, 000 years. IFAS is proud to present our Reflect Reconciliation Plan (RAP), outlining our commitment to help mend and reconcile relationships between Aboriginal and Torres Strait Islander Peoples and non-Indigenous people.

Our RAP reflects our deep appreciation for the rich culture and invaluable contributions of Aboriginal and Torres Strait Islander Peoples. We are dedicated to gaining a profound understanding of the resilience and strengths of First Nations Peoples, with a focus on cultivating, nurturing, and empowering positive relationships between Aboriginal and Torres Strait Islander People and individuals within our organization and broader community.

We are excited to share our RAP with you, and we invite you to join us on this journey towards reconciliation. Together, we can create meaningful change, build stronger relationships, and contribute to a more just and inclusive Australia for all.



## Our Business

IFAS Group, situated in Melbourne, has undergone a significant evolution since its inception as IFAS Security. While our company currently operates solely within Victoria, our vision includes strategic growth and expansion beyond current boundaries, as we continue to evolve and diversify our service offerings. Our expanded portfolio now encompasses a comprehensive range of services, extending beyond our renowned security and crowd control offerings to include traffic control and maintenance. Although our company is relatively young, having been established in 2019, our management team boasts extensive backgrounds in the security and traffic control sectors, with the majority of us accumulating 15 to 20 years of industry experience.

Central to our corporate philosophy is the cultivation of open and harmonious relationships, with a special focus on establishing meaningful connections with both our clients and the broader community we engage with.

Diversity and inclusivity are integral to our organizational fabric. Our workforce comprises individuals from various cultural backgrounds, each contributing their unique perspectives and talents. At present, we employ a dedicated team of 100 professionals, a number that often surges during peak operational periods. Regrettably, we must acknowledge that we currently do not have any Aboriginal or Torres Strait Islander individuals among our staff—a situation we are strongly committed to rectifying.

Given the inherently people-centric nature of our services, we recognize the paramount importance of actively contributing to the creation of culturally safe, respectful, and inclusive environments. This commitment extends beyond our valued employees to encompass the diverse communities we interact with during our work.

Throughout the initial yearly rollout of our Reconciliation Action Plan (RAP), IFAS Group will engage the expertise of our designated Business Development Consultant as our RAP Champion. However, all members of our upper management will actively participate in discussions, implementation efforts, and the ongoing monitoring of our RAP's objectives and actions. We are fully dedicated to making meaningful progress in our journey towards reconciliation.

## Our Values

Our company values of Leadership, Teamwork, Reliability, Honesty, and Responsibility pertain to developing our Reflect Reconciliation Action Plan (RAP) and how they can be beneficial:

1. **Leadership:** We believe in leading by example, not only in our given industries but also in promoting reconciliation. Our commitment to reconciliation is a testament to our leadership in bringing about positive change in society. Leadership is crucial for the implementation of our RAP and to set the tone for the entire organisation and demonstrate a commitment to Indigenous reconciliation to inspire others.
2. **Teamwork:** We understand that reconciliation is a collective effort, and we embrace the power of teamwork to bridge cultural gaps and create an inclusive workplace where everyone's voice is heard. We believe collaborating with employees, Indigenous Communities, and the broader community are key to achieving our reconciliation goals.
3. **Reliability:** We are committed to consistently delivering on our promises, just as we are committed to the long-term goals of reconciliation. Our reliability ensures that our actions align with our words.
4. **Honesty:** We uphold the highest standards of honesty in our interactions with all. We believe honesty is essential for building and maintaining strong relationships with Indigenous Communities.
5. **Responsibility:** "We take responsibility for our role in advancing reconciliation, acknowledging the past injustices, and actively working towards a more equitable future for all. We are ready to take responsibility and ownership of the reconciliation journey and being accountable for the outcomes and impacts of our actions."

Our company values demonstrate our organization's dedication to fostering a culture of reconciliation and can greatly contribute to the success of our Reflect Reconciliation Action Plan



## Our RAP

IFAS Group, though relatively new, has embarked on a purposeful journey towards becoming an ethical and exemplary organization right from its inception. At the core of this commitment is our respect for the land on which we operate and the Indigenous Communities that have an enduring connection to it. Our commitment to 'respect for the land' extends beyond physical geography to encompass a profound acknowledgment of the ongoing cultures and both the told and untold histories of Indigenous Communities. We strive to cultivate a holistic understanding that goes beyond surface-level recognition, appreciating the deep spiritual, cultural, and historical significance of the land to its original custodians. This commitment guides our actions as we work to align our growth and operations with the values and aspirations in partnership with First Nations Peoples.

In our pursuit of reconciliation, we are excited to be working towards the development of a comprehensive Reflect Reconciliation Action Plan. This plan will serve as our guiding compass, ensuring that our business practices, policies, and relationships are firmly rooted in principles of respect, collaboration, and cultural sensitivity. Recognizing that this journey is an ongoing process, we are committed to continuous learning, active engagement with Aboriginal and Torres Strait Islander Communities, and the incorporation of Aboriginal and Torres Strait Islander Peoples' perspectives into our decision-making processes.

The implementation of a Reconciliation Action Plan (RAP) is crucial to our organization as it serves as a strategic roadmap, guiding our commitment to reconciliation in a purposeful and measurable manner. A RAP provides a framework to integrate meaningful initiatives that extend beyond symbolic gestures, allowing us to actively contribute to positive change and address historical disparities. Supporting and empowering Aboriginal and Torres Strait Islander Peoples is of paramount importance to us because it aligns with our core values of equality, diversity, and social responsibility. By creating an inclusive and empowering environment, we not only acknowledge the historical and ongoing injustices but actively work towards dismantling systemic barriers and promoting a society where everyone has equal access to opportunities and resources.

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At IFAS Group we pride ourselves on being adaptable in a swiftly changing world. As we evolve, we aim to align ourselves on the right side of equality, diversity, and social responsibility. We have always thrived to be ethical and responsible in all our undertakings, so naturally working within Australia there is no more worthy cause and meaningful endeavour than supporting, empowering and collaborating with Aboriginal and Torre Strait Islander Peoples.





## Our RAP Champion

IFAS Group is proud to introduce our dedicated RAP Champion, Business Development Consultant Keiran Buckingham. With a wealth of experience in the security industry, Keiran has witnessed the transformative changes within the sector over the years. He has enthusiastically accepted the responsibility of shaping, leading, and promoting our reconciliation activities.

Tasked with our commitment to reconciliation, Keiran will work closely with the RAP Working Group to ensure the successful implementation of our Reconciliation Action Plan. He is looking forward to overseeing and executing actions that align with the values of IFAS Group. With the support of the RAP Working Group, he is committed to engaging and mobilizing staff across the business and creating a workplace culture that reflects our dedication to reconciliation.

## Our Partnerships/ Current Activities

While IFAS Group, as a relatively young company, has not yet established specific partnerships or initiatives in the realm of reconciliation with Aboriginal and Torres Strait Islander Peoples, we are dedicated to initiating meaningful engagement in the near future. As we continue to grow, we eagerly anticipate establishing community partnerships and implementing internal activities that align with the principles of reconciliation. Watch this space for updates on our evolving journey, as we actively pursue opportunities to play a constructive role in the ongoing dialogue and efforts towards creating a more inclusive and equitable society.



# Our Action Areas



## 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"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	May 2024, May 2025	Director
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	May 2024, May 2025	Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.</li> </ul>	May 2024, May 2025	Operations Officer
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May- 3 June, 2024, 27 May – 3 June 2025	Operations Officer
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May- 3 June, 2024, 27 May – 3 June 2025	Operations Officer
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	June 2024, June 2025	Business Development Consultant
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	June 2024, June 2025	Business Development Consultant
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	June 2024, June 2025	Business Development Consultant
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	July 2024, July 2025	Director
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	July 2024, July 2025	Director





## Respect

Action	Deliverable	Timeline	Responsibility
1. 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"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	September 2024	<i>Business Development Consultant</i>
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	October 2024	<i>Business Development Consultant</i>
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.</li> </ul>	<i>November 2024</i>	Operations Officer
	<ul style="list-style-type: none"> <li>Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	November 2024	Operations Officer
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	October 2024	General Manager
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	<i>June 2024, June 2025</i>	General Manager
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2024, First week in July 2025	Operations Officer





## Opportunities

Action	Deliverable	Timeline	Responsibility
<b>4. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	August 2025	<i>Business Development</i>
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	August 2025	<i>Operations Officer</i>
<b>5. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	August 2025	Business Development Consultant
	<ul style="list-style-type: none"> <li>Develop a list of Aboriginal and Torres Strait Islander suppliers</li> </ul>	August 2025	Business Development Consultant





## Governance

Action	Deliverable	Timeline	Responsibility
6. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> </ul>	May 2024	Business Development Consultant
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	May 2024	Business Development Consultant
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	November 2024	Operational Manager
7. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	June 2024	Operational Manager
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	July 2024	General Manager
	<ul style="list-style-type: none"> <li>Appoint a senior leader to champion our RAP internally.</li> </ul>	July 2024	General Manager
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	August 2024	General Manager
8. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>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.</li> </ul>	June annually	Business Development Consultant
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.</li> </ul>	1 August annually	Business Development Consultant
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Survey to Reconciliation Australia.</li> </ul>	30 September, annually	Business Development Consultant
9. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	August, 2025	Business Development Consultant



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