

Reconciliation Action Plan

Reflect

April 2024 - October 2025



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Acknowledgement of Country

ManpowerGroup acknowledges the First Peoples of Australia and their ongoing role as Traditional Owners of the lands and waters where we work, live and play; and whose over 60,000 years of continued connection to country and culture we are privileged to share in.

We acknowledge that sovereignty was never ceded and that this always was and always will be Aboriginal and Torres Strait Islander land.

We pay our respects to Aboriginal and Torres Strait Islander culture and to Elders past and present; and look forward to our journey of continued learning and mutual support towards meaningful reconciliation in Australia.

A Message from the ManpowerGroup Managing Director

I am delighted to personally introduce ManpowerGroup Australia’s very first Reconciliation Action Plan (RAP).

The creation of this plan marks a powerful first step on what will be a transformative journey of awareness, education, understanding, and connection for the ManpowerGroup Australia team, our clients, associates, and partners.

This ManpowerGroup Australia Reconciliation Action Plan - Reflect is a formal extension of our existing Diversity Equality Inclusion and Belonging (DEIB) efforts and a demonstration of our commitment to driving the reconciliation process forward in a meaningful way. Importantly, this plan will guide our actions and decisions as we strive to build a stronger sense of connection between our business and Aboriginal and Torres Strait Islander communities.

Every day, through our brands Manpower, Experis, Talent Solutions, and Right Management, our people engage with tens of thousands of individuals to provide consultation on employment, employee engagement, and workforce strategy. Our people are trusted advisers when it comes to workplace insights.

Given ManpowerGroup’s extensive reach and trusted network, I firmly believe that we not only have the ability to influence positive societal change but also a responsibility to take the lead on issues that matter.

This ManpowerGroup RAP Reflect illustrates our strong commitment to establishing greater cultural awareness and maturity within our organisation, among those we work with, and across Australian society.

My hope is that by building this framework for reconciliation and embarking on this journey, we will establish a workplace culture that proactively engages Aboriginal and Torres Strait Islander communities, openly celebrates the impact that Aboriginal and Torres Strait Islander people have within our organisation, and allows them to celebrate their culture with pride.

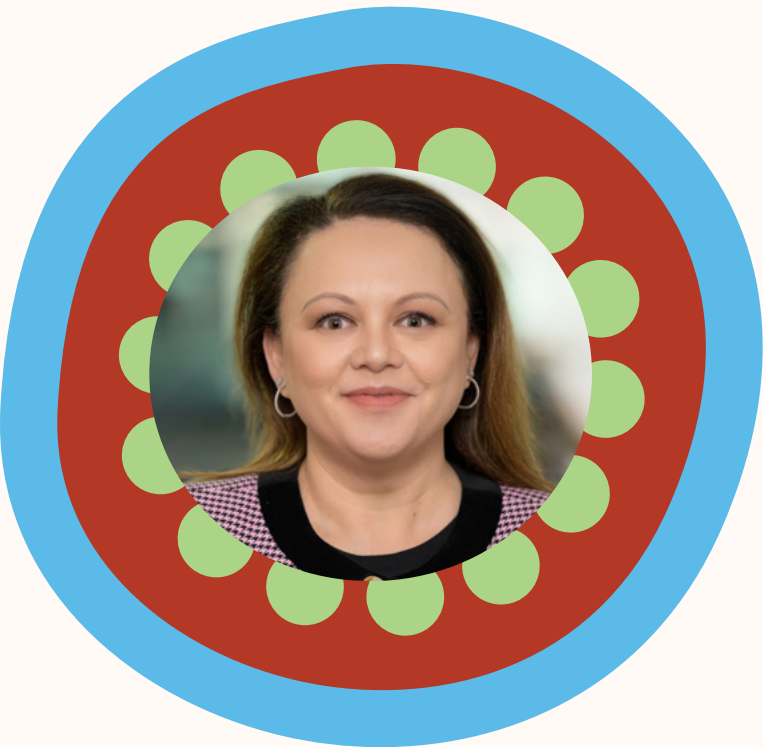
I congratulate the large number of people from across our organisation who have engaged in developing this plan. It is a plan that I am confident will guide us successfully through the first phase of our journey and establish a foundation from which our people and our partners can advance reconciliation between

Aboriginal and Torres Strait Islander peoples and non-Indigenous Australian’s.

Thank you for joining us on this important journey. I look forward to our collective efforts in building a better tomorrow.



Born and raised in Maitland New South Wales on the lands of the Wonnarua people, I am a proud Novocastrian who now resides in Sydney on the lands of the Gadigal people.



Penny O'Reilly
Penny O'Reilly
Managing Director,
ManpowerGroup Australia

Statement from CEO of Reconciliation Australia

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

ManpowerGroup 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 ManpowerGroup 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 ManpowerGroup, 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

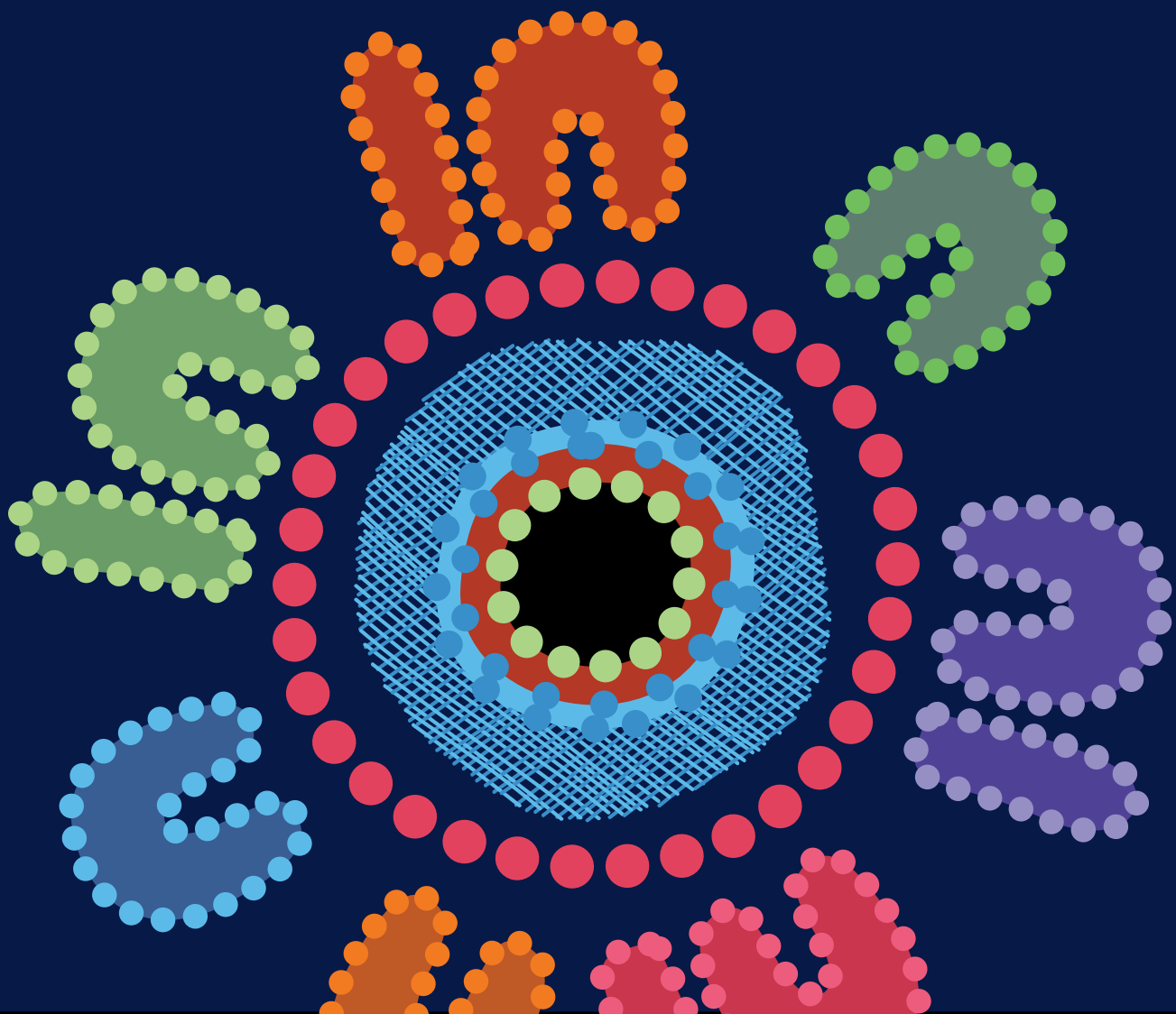
ManpowerGroup is the world leader in innovative workforce solutions, connecting human potential to the power of business. We serve both large and small organisations across all industry sectors through our expert family of brands and offerings; Manpower, Experis, and Talent Solutions.

We operate across more than 75 countries and territories and have done so for over 70 years. Our vision is to lead in the creation and delivery of innovative workforce solutions and services that enable our clients, to win in the changing world of work.



Since 1965 we have been connecting thousands of Australians to meaningful work every day, across a wide range of skills and industries, helping to power the success of clients around the country.

ManpowerGroup Australia directly employ approximately 250 people, with a reported Aboriginal and Torres Strait Islander peoples' participation rate of 1.13% as at November 2023 with an aim to grow our participation rate to 3% by 2025. Data is captured via our organisational wide HR platform as well as via a Diversity Equity Inclusion and Belonging Survey completed annually.



Our Brands

Our comprehensive family of brands address the complex workforce challenges organisations face today, from contingent and permanent staffing to talent management, outsourcing and talent development.



Manpower is the global leader in contingent and permanent recruitment workforce solutions.



Experis is a leading specialist IT employment agency, helping businesses of all sizes hire the best people in technology.



Talent Solutions offers a full lifecycle workforce management solution, tailoring data-driven solutions to each organisation's specific needs.



Right Management is a global leader in Career Transition, Talent Management and Leadership Development.

Our Locations

Our offices are on the lands of the:



**Our people also perform their work on many other
Aboriginal and Torres Strait Islander lands across Australia.**

Our Values



People

At ManpowerGroup we care about people and the role of work in their lives. We respect people as individuals, trusting them, supporting them, and enabling them to achieve their aims in work and in life. We help people develop their careers through planning, work, coaching and training. We recognise everyone's contribution to our success, and we encourage and reward achievement.



Knowledge

We share our knowledge, our expertise and our resources, so that everyone understands what is important now and what's happening next in the world of work – and knows how best to respond. We actively listen and act upon this information to improve our relationships, solutions and services.



Innovation

Based on our understanding of the world of work, we actively pursue the development and adoption of the best practices worldwide. We do this by never accepting the status quo. We constantly challenge the norm to find new and better ways of doing things so that together with our clients, our associates and our team we can forge a better and more inclusive future.

Our RAP

ManpowerGroup is developing a RAP to acknowledge the First Peoples of Australia, to recognise that this land was never ceded and to be a genuine voice for inclusion, which must begin with reconciliation. To achieve this, we have a responsibility to develop a culture of belonging both across our workplace and in the way we will work

with our candidates, associates, and clients on Aboriginal and Torres Strait Islander lands. For our organisation we believe this is the right time to embark on a journey of reconciliation as we redefine who we are as a business and move to our new operating and delivery model.

We know there is *more we can do*

Since 2022 we have been developing our **Acknowledgment of Country** practice as part of our internal meeting protocols.

Our Executive Team led the way in demonstrating the Acknowledgment of Country in our company wide Town Hall meetings. Its use has since flowed through to many other types of internal and external meetings.

We are encouraging people to personalise their words and some lovely examples are emerging as this practice is taken up around ManpowerGroup.

Delivering an Acknowledgment of Country can be somewhat daunting at first and we are thrilled with the genuine efforts our people are making.

Our Intentions

Our RAP lays a foundation for future activities and RAP's and provides the opportunity for us to lead by example, publicly demonstrating our commitment to Aboriginal and Torres Strait Islander peoples.

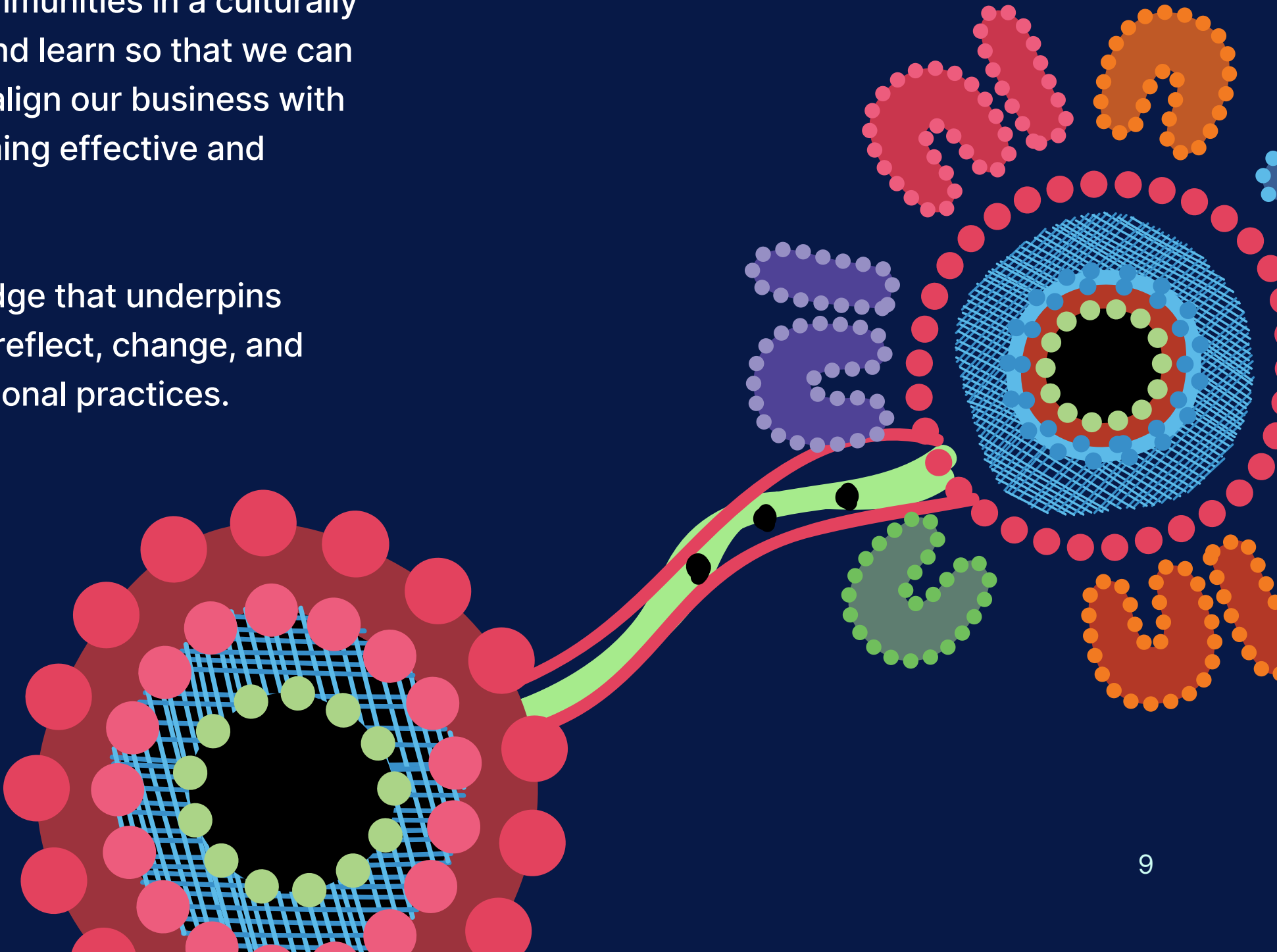
We believe that Manpower Group can have a powerful impact by partnering with and learning from Aboriginal and Torres Strait Islander communities.

We aim to engage with local Aboriginal and Torres Strait Islander communities in a culturally appropriate way, listen and learn so that we can understand how best to align our business with community needs, informing effective and supporting programs.

We seek to build knowledge that underpins meaningful action as we reflect, change, and strengthen our organisational practices.

We strive to offer a culturally safe and supportive environment for all that will enable us to successfully employ, engage, develop, place, and retain First Nations people.

Ultimately, we hope this will provide better opportunities for Aboriginal and Torres Strait Islander people to develop meaningful and sustainable careers in our direct and on-hired workforces, as well as our broader client base.



Our RAP Working Group

Our RAP Working Group has brought together individuals from various parts of our organisation on a voluntary basis, who were eager to further their own personal interest in and commitment to reconciliation.

We are privileged to have Aboriginal representation through **Kathleen Parchert**, and through her guidance, the team has been able to create a safe space to explore, question, learn and share.

We are grateful for the dedicated contributions made by the entire working group and celebrate the group’s ability to challenge the status quo and hold each other accountable in

the creation of an authentic, realistic, and credible Reconciliation Action Plan.

Our Reflect RAP has been developed throughout 2023 and is a way to formalise the work that we have already commenced as part of our reconciliation journey.



Kathleen Parchert
RAP Lead
People & Culture Business Partner
» Lands of the Dharawal People of the Eora Nation (Sydney)



Priscilla Famularo
RAP Executive Sponsor
Director People & Culture
» Lands of the Wurundjeri and Boon-Wurrung People of the Kulin Nation (Melbourne)



Teresa Bakaouka
DEIB Lead
Diversity Equity Inclusion and Belonging
» Lands of the Djerimanga (Wulna) People (Northern Territory)



Chrissy Pensabene
Talent & Capability Manager
» Lands of the Noongar and Whadjuk Peoples (Perth)



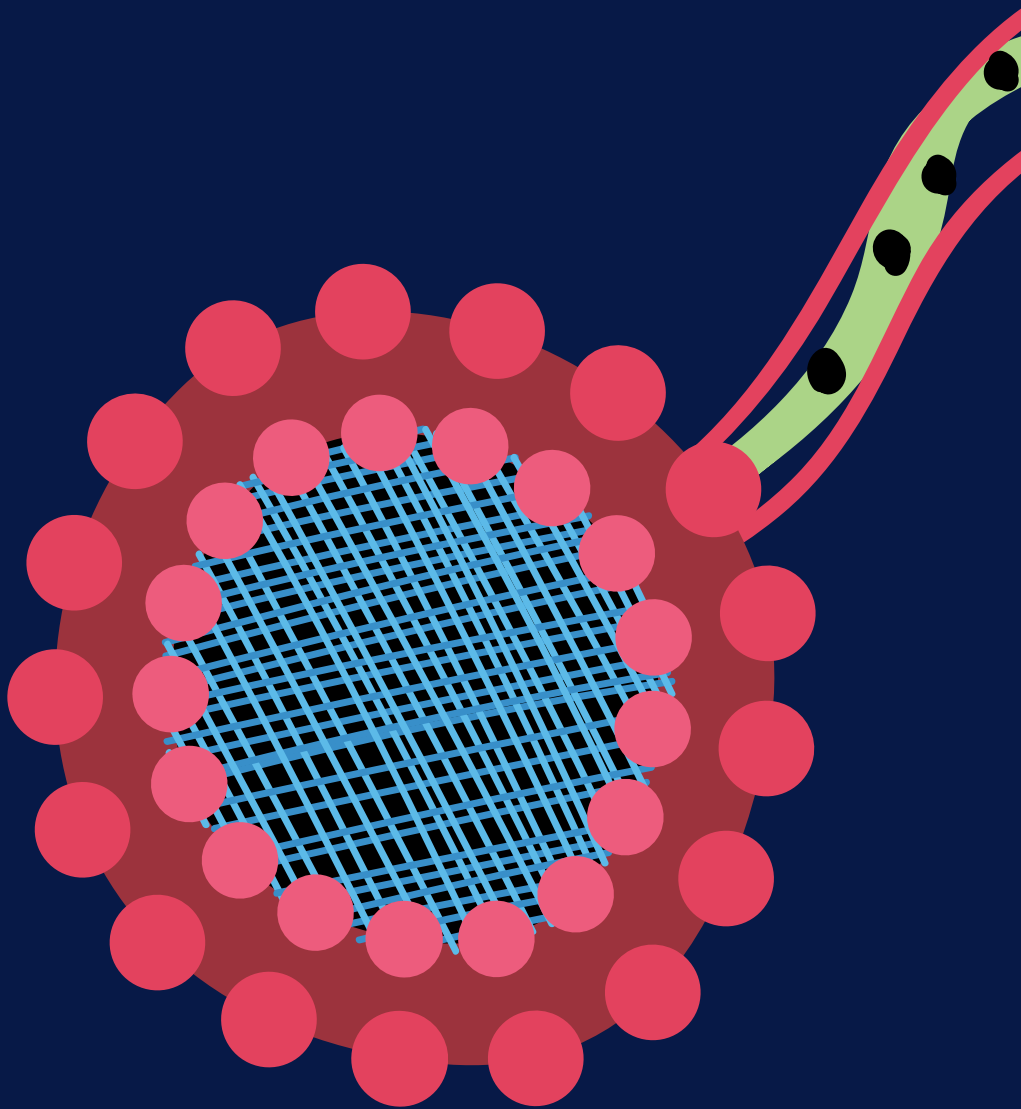
Carys Jones
Portfolio Manager (MPS), Talent Solutions
» Lands of the Gadigal and Birrabiragal Peoples of the Eora Nation (Sydney)



Charisma Cabria
RAP Graphic Designer
Senior Marketing Executive (Design)
» Based in Singapore

Valuable contributions acknowledged from the following previous employees:

- Karen Barrow
- Kate Holbeck
- Kristen Vourvahakis
- Natasha Russell

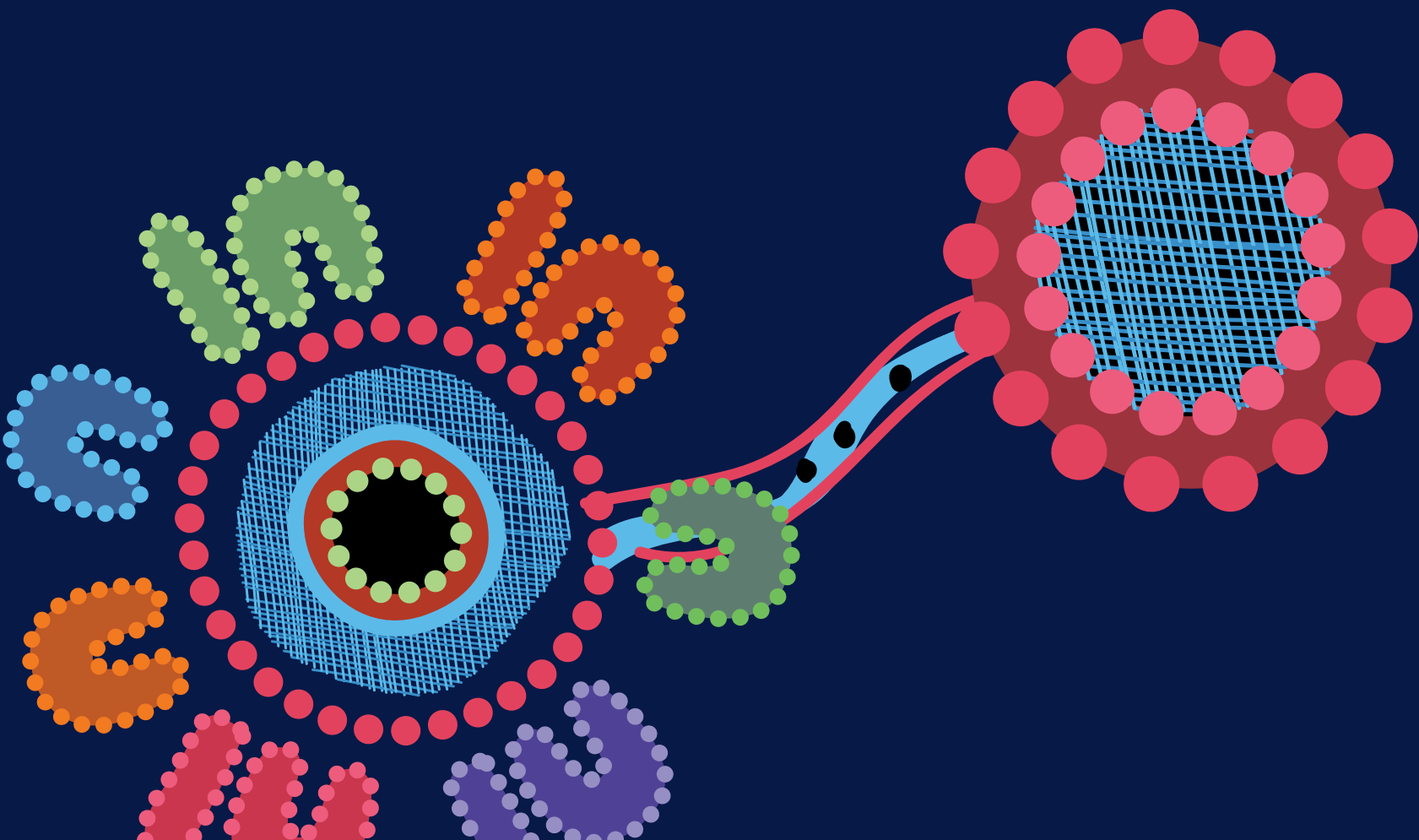


Executive Leadership Team - RAP Executive Sponsors

In March 2023, our Executive Leadership Team undertook a community engagement session with Nyikbar Consulting, seeking to understand what developing a Reconciliation Action Plan really means.

They explored the mindset, structure and commitment needed to ensure our reconciliation journey is realistic, appropriate and allows ManpowerGroup to connect meaningfully with our heritage and deepen relationships with our community.

A key outcome was a commitment through the Reflect RAP process to learn how we can adjust our organisational practices to provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.



“

Aboriginal and Torres Strait Islander cultures is steeped in learning, my experience is that the more I learn about First Australian’s cultures, histories, and ways, the more I want to learn. Those of us fortunate enough to benefit from this land must also be responsible for its care and preservation for those to come next, and this includes the precious millennia-old cultures, that we can learn from and foster.



Michael

“

I live on Ngunnawal country. I’ve been lucky to be involved in one of the largest and most far-reaching First Australian employment & development programs ever conducted across our country, and I’ve seen how diversity of thought can be a power for change. But cultural change doesn’t “just happen” – it needs to be a deliberate mission for the entire workplace. I hope our commitment to reconciliation can help unlock change for greater inclusivity across our business and help us better contribute on a national scale.



Glenn

“

I am on the lands of the Kulin Nation. Bunurong People are the Traditional Owners. We are an organisation that has people at the heart of what we do. Our RAP signifies our commitment to strengthening relationships, consulting with community, encouraging awareness and creating a sense of belonging for our people. Most importantly, the RAP is about respect and building trust through meaningful action.



Priscilla

“

I live on Gadigal country. Being part of an inclusive organisation that can drive positive change across the country is something I feel proud of. For me, our Reconciliation Plan continues a personal journey of learning, connection, and action. I’m thankful to be part of a company that allows, inspires, and encourages this growth. I look forward in living our Reconciliation Action Plan from both a professional and personal perspective.



Matthew

Penny O'Reilly Managing Director	Donna O'Flynn GM Projects & Execution	David Bruch Chief Financial Officer	Glenn McPhee Executive GM Talent Solutions	Matthew De Zilva GM Sales	Priscilla Famularo P&C Director
Brett Maguire Marketing Director	Ellen Nelson Head of Legal	Elizabeth Allen GM Right Management	Michael Sacco GM Talent Solutions	Kevin Convey GM Experis	Joanne McGrath Director, Manpower Specialist



Our Reconciliation Journey

ManpowerGroup Australia has previously explored the development of a Reconciliation Action Plan in 2018 and again in 2022, an Innovate RAP was drafted, but it was never completed, submitted, or accredited and in 2023 the business recognised that we needed to seek clarity through reflection. We have agreed that we are at the Reflect stage and have started a genuine journey of Reconciliation, one that we are committed to.

We acknowledge that in some parts of our organisation, we have built a solid level of knowledge and awareness and have been able to partner with organisations such as the Australian Defence Force (ADF), to positively contribute to reconciliation efforts between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

This partnership has allowed us to learn from Aboriginal and Torres Strait Islander communities, to build cultural awareness and increase our understanding of how we can contribute to the recruitment and development of First Nations people. This experience enabled us to deepen our ability to support and guide the ADF as they strive to achieve their reconciliation commitments and subsequent employee participation targets.

Our Reconciliation Journey

Defence Force Recruiting

For more than 70 years, ManpowerGroup has operated on the belief that meaningful, purposeful employment has the power to change the world. For the past decade, we have worked with and supported Aboriginal and Torres Strait Islander peoples to help make this belief a reality. We are proud of the difference we have helped make so far.

Throughout our 20-year partnership with the Department of Defence, operating the Defence Force Recruiting (DFR) organisation, ManpowerGroup has positively influenced significant employment and development outcomes for First Nations people.

Since 2014, ManpowerGroup has enabled 4,083 First Nations people to join the Australian Defence Force (ADF), with 3,157 entering directly into service and 926 via various ADF Indigenous pathway programs.

The Indigenous pathway programs are focused on bridging the gap for First Nations peoples to meet ADF entry standards. Via these efforts, and depending on needs, First Nations people have had access to one of two types of programs.

The **Indigenous Pre-Recruit Program** (Navy, Army, and Air Force) focuses on physical fitness, character development and cultural appreciation. This six-week course supports new recruits in building the necessary skills, knowledge, and confidence to continue onto a successful full-time career in the ADF.

The Navy and Army facilitated **Indigenous Development Programs** lift education and health standards of participants to improve trainability. These more intensive 17 to 19-week programs enable Aboriginal and Torres Strait Islander People to achieve ADF minimum entry standards.

Upon successful completion, a participant earns a year 10 equivalent Maths and English certification (Certificate II in Vocational Skills for Work) and first aid certification. This program includes an enhanced focus on cultural self-awareness, self-confidence, resilience, personal health, and fundamental military skills.

As our recruiting contract with the ADF came to a close in 2023, ManpowerGroup took time to reflect on the many areas of positive influence we were able to contribute to the overall ADF workforce.

We take specific pride in our contributions towards improving education outcomes, increasing employment opportunities, and providing access and funding for healthcare and treatment options for many First Nations people.

Defence Force Recruiting was a composite organisation comprising of Navy, Army and Air Force, Australian Public Service, and ManpowerGroup personnel brought together to undertake all recruitment activities on behalf of the ADF between June 2003 and June 2023.

ManpowerGroup's dedicated DFR staff numbered up to 370 and helped achieve an Indigenous participation rate for all new entrants joining the ADF peaking at over 4.5% (measured over annual intake periods).



DEFENCE FORCE RECRUITING

Current Activities

Manpower Group is on a journey of cultural awareness, education, understanding and connection. Across our organisation everyone is encouraged to get involved, connect with and learn about our First Nations peoples, their cultures and histories.

During National Reconciliation Week 2023 – Be the Voice For Generations we focused on education, providing learning packages, opportunities to attend community events and connection time in our offices to yarn and share stories over morning teas.

Taste buds were tempted with delicious bush foods and flavours that were new to many.

During NAIDOC 2023 ‘For Our Elders’ we facilitated Yarning Circles as a creative, collaborative, and harmonious way to learn, build respectful relationships, and pass on cultural knowledge. Yarning Circles were led by an Aboriginal team member and supported by members of our RAP working group.

All employees were encouraged to participate and enhance their understanding of First Nations peoples, through exploring how we can connect with First Nations communities in our roles; sharing thoughts and experiences with a focus on the barriers to equity. These sessions offered a safe environment; and an opportunity to build connectedness within our business community.

During the Yarning Circles participants were asked:

“

When you think about the relationship Aboriginal and Torres Strait Islander communities and families have with their Elders, what comes to mind?

The responses shared formed beautiful and insightful word clouds that have been shared across our organisation.

deep respect and wisdom

stories passed down

deep respect

TRADITION leaders

learnings community and respect

RESPECT

GUIDANCE WISDOM

history respect mentoring sharing

teaching wisdom

community

strong sense of tradition

Our Partnerships



The Indigenous Literacy Foundation was founded by Suzy Wilson, owner of Riverbend Books in Brisbane. In 2004, Suzy launched the Riverbend Readers' Challenge, with the aim of raising funds to improve literacy outcomes in remote Australia.

The Riverbend Readers' Challenge partnered with the Fred Hollows Foundation to become the Indigenous Literacy Project in 2007. In 2011, it became the Indigenous Literacy Foundation.

Since 2011, the Indigenous Literacy Foundation has worked with over 400 remote Communities, gifted 752,866 books, supplied 100 playgroups with early literacy Book Buzz resources, and published 109 books reflecting 31 Aboriginal and Torres Strait Islander languages.



ManpowerGroup is also proud to partner with Supply Nation, a non-profit organisation that aims to grow the Aboriginal and Torres Strait Island business sector through promotion of supplier diversity in Australia.

Honouring Community

As part of our most recent Gadigal (Sydney) office relocation ManpowerGroup decided to name our meeting rooms in recognition of significant Indigenous Australians.

A carefully created short list of notable Aboriginal and Torres Strait Islanders people was shared this with our employees, along with an explanation of their achievements, followed by a poll allowing input from all staff.

The results saw our meeting rooms named after Charles Perkins, Lowitja O'Donoghue and the Birrabirragal clan. Our training and facilitation rooms are named after Mandaway Yunupingu and Emily Kame Kngwarreye. Our boardroom is known as the Gadigal Room.

Naming these well used spaces in this way both honours these individuals and reminds us of the contribution all Aboriginal and Torres Strait Islander people can continue to bring to Australian society and the business world.





Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2024	General Manager - Sales
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2024	General Manager - Sales
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024, 2025	DEIB Lead (RAP Implementation Lead)
	RAP Working Group members to participate in an external NRW event.	27 May - 03 June 2024	People & Culture Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 03 June 2024	Managing Director

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2024	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2024	DEIB Lead (RAP Implementation Lead)
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2024	Executive General Manager - Talent Solutions
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	November 2024	Head of Legal
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2024	People & Culture Director
	Raise awareness of company expectations on what constitutes appropriate behaviour in the workplace, including the negative impact of discriminatory and racist behaviours.	September 2024	People & Culture Director



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.	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 2024	People & Culture Director
	Conduct a review of cultural learning needs within our organisation.	September 2024	People & Culture Director
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2024	General Manager - Talent Solutions
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2024	DEIB Lead (RAP Implementation Lead)
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024, 2025	DEIB Lead (RAP Implementation Lead)
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024, 2025	DEIB Lead (RAP Implementation Lead)
	RAP Working Group to participate in an external NAIDOC Week event.	1 st week of July 2024, 2025	People & Culture Director



Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	July 2024	People & Culture Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2024	General Manager - Right Management
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2024	Chief Finance Officer
	Maintain Supply Nation membership.	January 2025	Chief Finance Officer



Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	April 2024	Head of Legal
	Draft a Terms of Reference for the RWG.	April 2024	Head of Legal
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	April 2024	Head of Legal
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2024	People & Culture Director
	Engage senior leaders in the delivery of RAP commitments	April 2024	Managing Director
	Appoint a senior leader to champion our RAP internally.	April 2024	Managing Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2024	People & Culture Director
12. 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)	People & Culture Director
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	01 August (annually)	People & Culture Director
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September (annually)	People & Culture Director
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2025	People & Culture Director

About the Artist

Dion Devow

Dion is a proud Aboriginal and Torres Strait Islander man who was born and raised in Darwin, Northern Territory. On Dion's fathers' side he is Manbarra who are Traditional Owners of the Palm Island Group. Dion's mother's people are from Darnley Island in the Torres Strait.

Moving to Canberra to undertake university, Dion completed a bachelor's degree in health education and has since gone on to achieve numerous awards and accolades including NAIDOC Person and Business of the Year in 2016, as well as ACT Australian of the Year in 2018.

Dion has worked in Indigenous affairs for over 20 years and ManpowerGroup feels extremely fortunate to be working with Dion and his team not only for the development of this magnificent piece of artwork but also as a trusted cultural partner and adviser.

As an organisation we feel a strong sense of connection and a great deal of pride when we look at this artwork, and we are very excited about our reconciliation journey ahead.

About the

ManpowerGroup Reconciliation Artwork

Creating Positive Communities - Through Knowledge, Unity, and Respect

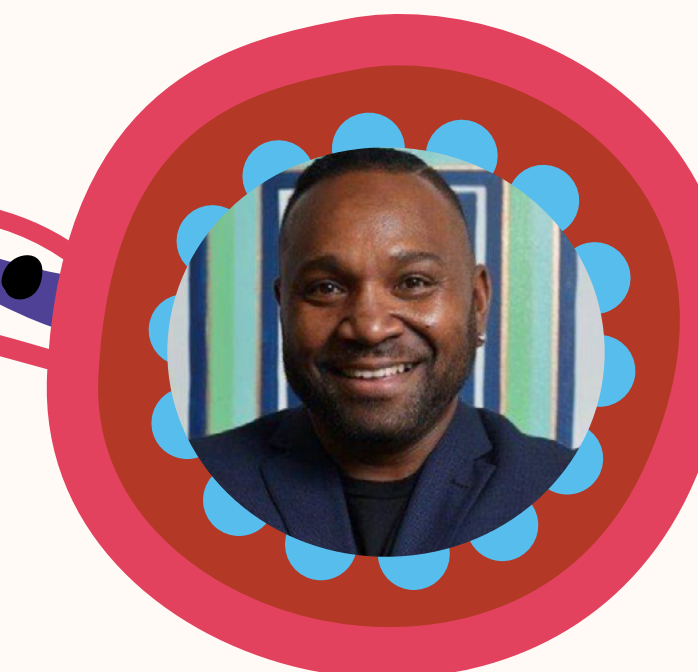
This artwork is entitled ***Creating Positive Communities*** and it was uniquely created for ManpowerGroup Australia's Reconciliation Action Plan (RAP). The artwork represents and portrays this via the use of the company corporate colours. The colours represent the different brands within ManpowerGroup and depicts them in a contemporary, bright, vibrant manner.

The image conveys the creation of positive communities through ***Knowledge, Unity, and Respect***. The circular designs illustrate different communities and the peoples within them, and the long wavy lines portray the journey of learning and the gaining of knowledge through the incorporation and understanding of Culture through Respect.

You can also see People represented in this piece as dots travelling on the journey, and the different colours in the bands represent how those different types of knowledge are attained at certain points within the journey.

The blue crosshatching within the circles demonstrates the strengthening and binding of people, and the use of different colours demonstrates the diversity of our community both within ManpowerGroup and the stakeholders they work with.

The array of scattered dots, placed in a way that is almost uneven, depicts Innovation, and how developing People and Communities can look different and take many shapes and forms that are not always uniform, thereby producing outcomes that are powerful and unique, just like this artwork.



Dion Devow
17 August 2023





ManpowerGroup®

manpowergroup.com.au

For any enquiries about our Reflect RAP, please contact:

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Diversity Equity Inclusion and Belonging Lead

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