

Reconciliation Action Plan

Reflect plan

November 2020 to May 2022





About the artwork

DXC commissioned Casey Coolwell to produce the beautiful works within this RAP, because of her vibrant colours, Aboriginal contemporary style, and the intricate way she brings together separate concepts into a collective whole. There is a simpatico between her style and core DXC values; thriving on change, connecting people and businesses, and embracing the possibility of the new.

We feel that this RAP artwork reflects our desire to build meaningful connections with community and collaborate to bring lasting positive change.

Casey's works represent the four themes of our RAP, presenting these as connection between community, culture, business; and the promise and hopes of education and self-determined participation in society of Australia's First Peoples. We have planned our themes with the intention of continuing with them from our Reflect RAP, across the multi-year lifecycle of Reconciliation Australia's RAP Framework.

Art inspires. We hope this art will inspire those who view our RAP to join us on this journey. We are appreciative of the opportunity to work with Casey, to help us turn our RAP vision into something truly visionary.

About the artist



Casey Coolwell is an Aboriginal artist and graphic designer, who co-owns and runs CHABOO, a Supply Nation registered company. Casey is a Quandamooka, Nunukul woman from Minjerribah, with connections to Eulo and the Bini people of Bowen. Casey has created artworks for many well-known organisations including Menzies School of Health Research, Queensland Performing Arts Centre, the Sentencing Advisory Council Queensland and the University of Queensland.

Artwork description by artist

This artwork represents collaboration between DXC and First Nation communities. The top right and bottom left elements represent DXC and First Nation communities.

The design within these two elements depicts the different learnings that will be shared between DXC and First Nation communities. The circular representation of these communities symbolises the new cycles of learning that will come from DXC and communities embracing collaboration and knowledge-sharing. This collaboration and knowledge-sharing is represented by the white dotted lines.

The outer "U" shapes surrounding these communities represent our Ancestors guiding and watching over our progress. The top left and bottom right elements are a mix of the core values (connecting people and businesses, thriving on change and embracing the possibility of the new) and a shield that enforces and represents strength and protection. They surround both DXC and the communities, symbolising the mutual benefit that comes from learning through the exchange of knowledge.

The background represents the different countries of Australia and the positive impact to those countries that can be made through collaborative and mutually beneficial relationships.

Acknowledgement of country and traditional owners

We recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and the Traditional Owners of Australian lands. We acknowledge sovereignty over these lands and waters was never ceded.

We pay our respects to their Elders, past, present and emerging, and to the First Peoples' continuing connection to land, water and community.



Red sands near Watarrka National Park, Northern Territory

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We advise that this document may include images of deceased people that may cause sadness or distress to Aboriginal and Torres Strait Islander peoples.



A message from the Managing Director, DXC Asia Pacific

At DXC we delight in finding new ways to assist our customers to achieve their goals and grow. What is so exciting about our First Nations Program is that we are aiming to assist Aboriginal and Torres Strait Islander people and their communities to meet their own self-identified goals, and to thrive. We believe that it is of critical importance for Australia, that First Nations peoples and their communities can explore their past and future, and determine how they wish to further realise their economic and cultural independence.

As a technology company, our reconciliation journey necessarily involves working from our strengths in technology and innovation. We plan to use these strengths to learn from First Nations communities, and to support their growth. We believe there will be mutual benefit from this journey of reconciliation and will strive to acknowledge and share the wisdom we can gain from the unique knowledge and worldviews of Aboriginal and Torres Strait Islander peoples.

We are proud that DXC has sponsored and partnered with First Nations community groups and businesses over the years. This Reflect Reconciliation Action Plan (RAP) affords a formal,

strategic, and actionable framework for continuing our journey of reconciliation. Through this plan, we will foster increased understanding and appreciation of the unique value Aboriginal and Torres Strait Islander cultures can provide.

Diversity has always been a key tenet of our corporate citizenship goals and ethos. We pride ourselves on working collaboratively with our customers, community groups, and research institutions. This RAP has been developed collaboratively with the support, insights and voluntary efforts over many months, with First Nations staff, partners and communities. We humbly express our appreciation and gratitude to all contributors.

I am committed to this program and plan. DXC is committed to this program and plan. We look forward to building new partnerships and strengthening existing ones. We will work to collaboratively support Aboriginal and Torres Strait Islander self-determination and a broader understanding of Australia's First Nations peoples, and the value of their cultures. With the actions we declare in this document, it is with great pleasure and pride that we release our Reflect Reconciliation Action Plan.

Seelan Nayagam

Managing Director, Asia Pacific, DXC Technology



A message from Reconciliation Australia

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

DXC Technology joins a network of more than 1,100 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 over 2.3 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 DXC Technology 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 DXC Technology, 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

About DXC Technology

DXC Technology is a global market-leading Information Technology services company. We co-design and lead digital transformation projects for more than 6,000 private and public sector clients in over 70 countries. Our 138,000 employees worldwide and our experience, give us a clear and confident vision to run technology projects and sustainment programs, to enable management and modernisation of mission-critical systems, and help clients navigate the ever-changing demands of consumers, customers and the community. In Australia, we employ around 8,000 people, with an extensive, engaged business partner network. We have a national footprint, with a presence in every State and Territory capital in Australia, across 17 locations. Our most recently opened office is in the Northern Territory, where we have ambitious business and community plans.

We are a recognised leader in corporate responsibility, with many community awards and strong global citizenship rankings. Our corporate responsibility portfolio includes our Social Impact Practice (SIP) and DXC Foundation, a registered US charity.

The SIP works to build relationships with community groups, peak bodies and academic organisations in order to better understand social issues and co-design solutions. The SIP supports self-determination by continually developing new programs to benefit the community and work with minority groups to engage in business, education and employment opportunities. Our First Nations Program and award-winning DXC Dandelion Program are both governed by our SIP. The DXC Dandelion Program provides an environment that supports and celebrates the talents and skills of people on the autism spectrum, helping individuals build valuable skills to pursue a career in Information Technology.

There is already overlap between the DXC First Nations Program and the DXC Dandelion Program, as neurodiverse people have become valuable contributors to First Nations Program working group. We anticipate there will be further opportunity for dove-tailing of these programs in the future, as research suggests similar prevalence rates of people on the autism spectrum amongst Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians¹.

DXC Foundation invests globally, aligning our giving, mission and values; with a focus on STEM education, workforce inclusivity and diversity, humanitarian support and environmental sustainability.



Our vision of Reconciliation

We believe we have much we can achieve with, and learn from, Traditional Owners’ world views, problem solving skills and relationship development, in a spirit of reciprocal learning for mutual benefit. First Nations peoples and communities hold a wealth of knowledge and experience, with rich cultures, steeped in spirituality, innovation and sustainability. This knowledge and experience have been built up over tens of thousands of years, and we believe they can be respectfully brought to bear, to address many societal challenges.

Our vision is an Australia in which Aboriginal and Torres Strait Islander peoples and their communities achieve self-determination and proportional representation in all areas of our society; where we practice truth-telling of our history; and where we recognise and appreciate the unique knowledge and views of Australia’s First Nations peoples.

We support agreement-making between governments and First Nations, and truth-telling about our history, in accordance with The Uluru Statement from The Heartⁱⁱ, developed at the 2017 National Constitutional Convention. We undertake to conduct our business with the First Nations peoples of these lands in an ethical manner, engaging in honest and open dialogue, to support their self-determination.



Principles

We will work towards our vision, guided by the following principles, developed through yarns and learnings from Aboriginal and Torres Strait Islander peoples, community groups, and businesses:

1. Align objectives, themes and actions with supporting Aboriginal and Torres Strait Islander peoples maintaining connection with culture, community and Country
2. Adopt a mindset of reciprocal learning, for mutual benefit
3. Engage in collaboration and co-design with First Australians, in developing and supporting self-determination projects and activities
4. Respect Aboriginal and Torres Strait Islander peoples' cultures, spirituality, traditions, and belief systems
5. Engage with all stakeholders with honesty, humility, integrity, respect, and compassion
6. Support truth-telling and acknowledgement of the histories of First Nations peoples of Australia
7. Focus on strengths-based approaches and perspectives, discourage deficit-based approaches and perspectives
8. Ensure accountability for, and measurability of our actions

Objectives

Based on the above vision and principles, our objectives for this RAP are as follows:

1. Build meaningful relationships with Aboriginal and Torres Strait Islander communities
2. Support the achievement of self-determination and proportional representation across all areas of Australian society
3. Promote respect for, and increase awareness of Aboriginal and Torres Strait Islander peoples, their cultures and our shared histories

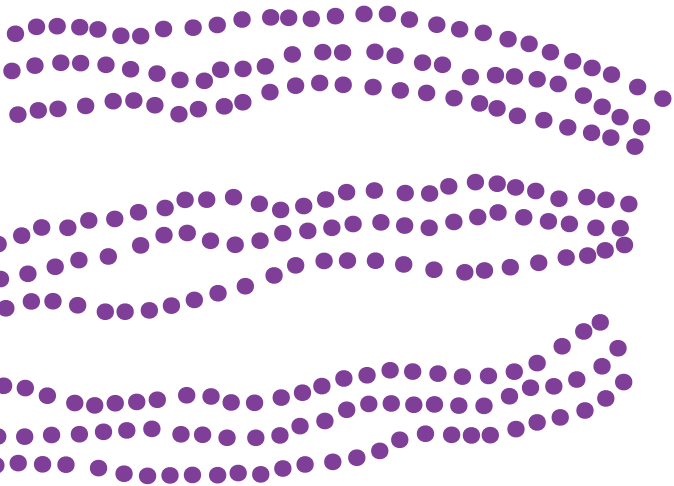
Our Reconciliation journey

In October 2018, we announced the establishment of the DXC Social Impact Practice and our intention that our first new program would be to better understand and support the First Nations People of Australia, the Aboriginal and Torres Strait Islander peoples. Through our First Nations Program and this Reconciliation Action Plan (RAP), we are aiming to improve societal outcomes for Aboriginal and Torres Strait Islander peoples by increasing employment opportunities, building partnerships with First Nations businesses and investing in education and community activities for Aboriginal and Torres Strait Islander peoples.

This program has been conceived by an extensive collaborative effort, which has taken place over more than eighteen months. We established a RAP working group and a steering committee, through which we have already started to develop more relationships and partnerships with First Nations communities and businesses. This has included engagement with Supply Nation.

We respect and value cultural awareness and sensitivity, diverse views and robust discussion. Our working group reflects this in its membership, including First Nations people, neuro-diverse members, people of a wide range of age groups, and from many cultural backgrounds. Our working group consists of over thirty people from across Australia, and across DXC's business units, including representatives from delivery, sales, solutioning, alliance and partnership engagement, finance, contracts, communications, accounts, marketing and senior leadership.

Our RAP will be promoted by our First Nations Program lead, driving internal engagement and awareness, and managing the program of all RAP deliverables. The RAP champion is our Social Impact Practice Lead, Michael Fieldhouse, who will act as an ambassador and champion for reconciliation internally and externally.





Program themes

Our vision, principles and objectives have driven us to identify four themes. We anticipate that these themes will be sustained across our RAPs over the coming years. We may further broaden our outlook as we progress beyond our Reflect RAP, as we better understand the needs of the community and our own areas of strength and capacity. Our working group developed 22 initial blue-sky concepts, and then honed and refined these concepts down to a series of actions and initiatives, under our four themes, as set out below:

1. Business Partnerships
2. Community Engagement
3. Education and Career Pathways
4. DXC Culture, Diversity and Inclusion

Theme key objectives

The following theme objectives underpin our planned actions:

- Identify community groups to work with and build relationships
- Co-design projects and activities that support self-determination and proportional representation
- Build economic capacity within communities
- Promote respect for, and increase awareness of, Aboriginal and Torres Strait Islander peoples and their cultures
- Establish measurement, reporting and governance structures for the Program and RAP



Theme 1: Business partnerships

DXC strongly believes in improving outcomes for Aboriginal and Torres Strait Islander businesses, and contributing to positive social impact for First Australian communities, and Australia as a whole. There is a clear and identified need for an increase in the capacity and coverage of the Aboriginal and Torres Strait Islander business ecosystem in Australia, in particular in Information and Communications Technology (ICT).

Our business partnershipⁱⁱⁱ theme will work towards achieving proportional representation of Aboriginal and Torres Strait Islander businesses in the Australian marketplace by:

- Increasing the number of, and amount spent with, Aboriginal and Torres Strait Islander businesses by DXC;
- Contributing to building a business ecosystem that empowers and supports Aboriginal and Torres Strait Islander peoples to innovate, establish new ventures and to build on existing capabilities and capacity; and
- Building a shared understanding of the value that Aboriginal and Torres Strait Islander businesses contribute to the Australian market, including through their unique perspectives and cultures.

In this RAP we commit to a First Nations business spend target of AUD\$2 million worth of goods and services over the next 12 months.

Current initiatives



Partnerships

Over the last four years we have spent over AUD\$4 million with Supply Nation certified Indigenous business, Willyama Services. This partnership includes strategic ICT services and subject matter expertise, where we jointly support critical Australian Government infrastructure and information management.



Supply chain

As part of our Program, we have commenced a review of our supply chain and First Nations business partners, and are exploring changes to policy to increase and better support these businesses. Further actions for this are called out in this RAP.



Theme 2: Community engagement

Building strong relationships with Aboriginal and Torres Strait Islander communities is a vital aspect of realising our principles of co-design, respect and shared learnings. Our Community Engagement theme supports our key commitment to working collaboratively with communities to support self-determination through:

- Sponsorship of, and participation in community events and activities
- Co-design of community-centric projects
- Sharing of knowledge and culture
- Consultation with community groups on matters relating to DXC’s relationship with lands, waters and communities



Current initiatives



DTC engagements

DXC is engaging in a series of community outreach and co-design programs with our DXC Digital Transformation Centres (DTC). We have already commenced activities in regional and remote communities, and Aboriginal and Torres Strait Islander peak bodies, involving research and co-design of solutions to assist youth health and employment. As this program and others unfold, we are seeing synergies in a combined approach for DTC-based engagement and the Community Technology Enablement initiative below.



Community technology enablement program

DXC is partnering with a consortium of companies to provide much needed technology equipment for rural and regional First Nations communities. Our partners include the Commonwealth Bank of Australia’s Indigenous Business Banking team, and 100% Aboriginal-owned First Nations technology partner, Willyama Services. We are in consultation with a number of other companies to join our mission to improve the availability of technology for Aboriginal and Torres Strait Islander communities.

Supplying technology

This is a new program, which we are rolling out in a contemplative way, to ensure we consider cultural, logistical and other community factors. Our intent is to work closely with our partners who can provide experience and cultural guidance to assist us to deliver meaningful outcomes.

Current initiatives (continued)

While the community technology program started for us as donating laptops to community groups to meet immediate educational needs of Aboriginal and Torres Strait Islander peoples, it has quickly broadened to a wider discussion around related matters, such as internet connectivity, data availability, computer literacy and locations for storage, and so on.

As technologists, we are passionate about the power technology has to provide real social impact. We are looking to understand the wider needs of communities, and how technology can support these. This involves building ongoing relationships, which will support Aboriginal and Torres Strait Islander peoples to learn and work, locally in their communities.

Our first donation was to Yass High School (YHS) in rural New South Wales at the end of May 2020. Yass High School Principal, Linda Langton, said, “We are extremely grateful to be receiving these 30 reconditioned laptops. With COVID-19, our existing supply of devices has been diminished to support schooling from home.” As with many rural communities, the school has an above average number of Aboriginal and Torres Strait Islander children in its student base. YHS Indigenous Program Co-ordinator, Kate Vale said, **“This will help to replenish our fleet and transition us back, to have sufficient machines in the school, and also available for remote students, to continue their education programs.”**

In our second donation, we presented 15 refurbished Dell laptops to registered charity, Brisbane Indigenous Media Association (BIMA) Ltd, in July 2020. With over one hundred thousand listeners nationally, CEO Jyi Lawton said, “We’ve been informing and connecting the community for more than twenty years. During this difficult COVID period, we’ve continued this important work, but our existing laptop fleet was nearly ten years old, which makes it a challenge, as many of our team had to work remotely.”

Our First Nations business partner Willyama Services helped set up this opportunity, and Dell donated new laptop bags.

Within this RAP, we commit to continuing this initiative with educational and First Nations business and community support groups around Australia. Many of these communities are still self-isolating and have difficulty in staying connected with each other and the outside world.

“We are extremely grateful to DXC Technology for this upgrade. These refurbished laptops will make it easier for us strengthen the communication of First Nations voices, and to educate and inform local, rural and remote First Nations peoples and communities.”

Jyi Lawton,
CEO Brisbane
Indigenous Media Association





NT Cricket sponsorship

In August 2018, DXC signed on for three years as the official Technology Partner of NT Cricket and a Major Partner of the Community Men's Division of the Imparja Cup, and the NT Strike League. Our involvement in the Imparja Cup aligns to our focus on sponsoring activities which contribute back to Aboriginal and Torres Strait Islander communities.

In February 2018, DXC was the Presidential Sponsor of NightCliff Cricket Club, and in 2019 we became their platinum partner, for the 2019 Darwin District Cricket Competition.

In July 2020, DXC announced that we are now NT Cricket's inaugural Premier Partner. We look forward to working with Northern Territory Cricket to achieve our shared vision of growth and inclusion – one that encourages and affords greater participation by Aboriginal and Torres Strait Islander peoples, drives the development of innovation and skills, and helps communities in the Territory to build new talent pathways.

Theme 3: Education and career pathways

At DXC, we understand the transformative role that technology plays in empowering communities. DXC is investing in creating new education and career opportunities in technology for Aboriginal and Torres Strait Islander peoples along with the support required to enable participation in these opportunities. We aim to:

- Enable access to technology across all education levels
- Provide opportunities for positive exposure to technology throughout primary and high school
- Provide access to support mechanisms for vocational and tertiary IT education programs
- Increase the number of IT education and employment pathways available to Aboriginal and Torres Strait Islander peoples

Current initiatives

We are excited by the opportunity to make a difference in the lives of Aboriginal and Torres Strait Islander children and youth, their families and communities. As a technology company, we believe there is tremendous opportunity to blend old and new, traditional and technological, to rehabilitate and preserve culture and language, and to inspire a new generation of First Nations peoples to learn and share their ancient and significant cultural origins and wisdom.

We are looking at a number of initiatives to work with schools, and mentorship programs to excite children about the possibilities with technology. We also are exploring opportunities with robots, programmable by kids, in First Nations languages.



Traineeships

DXC is looking to expand its existing ICT traineeship and internship programs, to encourage greater participation by Aboriginal and Torres Strait Islander students. This will include facilitating greater cultural awareness training for staff, and cultural support advisors and advocates for First Nations trainees and interns as they progress through their programs. We are in the process of developing this traineeship program, and actions for this are included in this RAP. Our goal is to commence in 2021.





Theme 4: DXC culture, diversity and inclusion

Diversity and inclusion are a part of our fabric at DXC. We understand that diversity in culture and thought gives us our edge. We aspire to be seen as the definitive employer of choice for Aboriginal and Torres Strait Islander peoples. We are committed to:

- Providing a culturally safe work environment
- Providing opportunities for advancement and growth for Aboriginal and Torres Strait Islander staff
- Learning about and celebrating Aboriginal and Torres Strait Islander cultures

Current initiatives



Cultural awareness

Through greater diversity, increased awareness and tolerance, we will drive innovative thinking and our competitive edge. We believe in equality. We harness the unique contributions of our people to give us our edge. We conduct activities which encourage awareness and celebration of Aboriginal and Torres Strait Islander cultures, including recognition activities during National Reconciliation Week and NAIDOC Week.



Understanding our demographics

We have a number of staff who identify as Aboriginal and/or Torres Strait Islander people, however we have never formally captured these details. We are progressing an initiative for existing Aboriginal and/or Torres Strait Islander staff to self-identify, if they choose, via our Human Resources (HR) systems, and then for new staff to do so as one of our employment onboarding processes. Privacy considerations and legislation will be key to its success. We anticipate that through staff choosing to confidentially or openly declare their Aboriginal and/or Torres Strait Islander identity, we will better understand our employee demographics, and be able to better support our First Nations staff members.



Relationships

No	Action	Deliverables	Timeline	Responsibility	Themes
1	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Mar 2021	Program Lead	Community engagement
		1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Mar 2021	Program Lead +External Consultant	Community engagement
		1.3 Develop a community engagement plan.	May 2021	Program Lead +External Consultant	
2	Build relationships through celebrating National Reconciliation Week (NRW)	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Apr 2021, 2022	Program Lead	Community engagement
		2.2 RAP working group members to participate in at least one external NRW event.	Apr 2021, 2022	Program Lead +Accounts +Program members +Senior Leaders +All staff	
		2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2021, 2022		
3	Promote reconciliation through our sphere of influence	3.1 Communicate our commitment to reconciliation to our staff.	Nov 2020	Program Lead +Program Sponsor	DXC culture, diversity & inclusion Business partnerships
		3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Feb 2021	Program Lead	
		3.3 Identify like-minded organisations, including those with their own RAP, that we could collaborate with on our reconciliation journey.	Dec 2020	Program Lead	
		3.4 Engage with clients to align and co-deliver on reconciliation opportunities.	Oct 2021	Program Lead	
4	Promote positive race relations through anti-discrimination strategies	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2020	HR Lead +Program Lead +External Consultant	DXC culture, diversity & inclusion
		4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Mar 2021	HR Lead +Program Lead +External Consultant	

Respect



No	Action	Deliverables	Timeline	Responsibility	Themes
5	Increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	<p>5.1 Conduct a review of cultural learning needs within our organisation.</p> <p>5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.</p> <p>5.3 Develop a business case for increasing understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</p> <p>5.4 Develop or purchase training packages and materials to educate DXC staff and executive in the cultures, histories and current affairs of Aboriginal and Torres Strait Islander peoples.</p> <p>5.5 Provide module learning based cultural awareness training for DXC staff as part of core DXC training in Australia.</p> <p>5.6 Review and report on cultural awareness training program.</p> <p>5.7 Facilitate quarterly presentations by local First Nations Elders and representatives on matters of cultural significance to them, that they would like to share.</p> <p>5.8 Attend and contribute to First Nations cultural conferences.</p> <p>5.9 Provide opportunities for RAP working group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</p>	<p>Feb 2021</p> <p>Apr 2021</p> <p>Apr 2021</p> <p>Jun 2021</p> <p>Feb 2022</p> <p>Mar 2022</p> <p>May 2021</p> <p>May 2021</p> <p>May 2021</p>	<p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Program Lead +Director, HR</p> <p>Program Lead Cultural Advisor</p> <p>Director, HR +State Leads +Program Lead</p>	DXC culture, diversity & inclusion

Respect

No	Action	Deliverables	Timeline	Responsibility	Themes
6	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<p>6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within DXC's operational areas, in each Australian state and territory.</p> <p>6.2 Train staff in the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</p>	<p>Mar 2021</p> <p>Feb 2021</p>	<p>Each State Lead +Program Lead +Director, HR</p> <p>Director, HR +State Leads +Program Lead</p>	DXC culture, diversity & inclusion
7	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<p>7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</p> <p>7.2 Introduce our staff to NAIDOC Week by promoting external events in our local area.</p> <p>7.3 RAP working group to participate in an external NAIDOC Week event.</p> <p>7.4 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NAIDOC Week.</p>	<p>Nov 2020 Jul 2021</p> <p>Nov 2020 Jul 2021</p> <p>Nov 2020 Jul 2021</p> <p>Nov 2020 Jul 2021</p>	<p>Program Lead +State Leads +Director, HR</p> <p>Program Lead +State Leads +Director, HR</p> <p>Program Lead +State Leads +Director, HR</p> <p>Program Lead +State Leads +Director, HR</p>	DXC culture, diversity & inclusion Community engagement
8	Promote cultural education and awareness through a First Australians calendar of activities	<p>8.1 Work with communications, DXC community councils and State leads to support and encourage participation in First Nations calendar of events across Australia.</p> <p>8.2 Recruit executive involvement in at least four events.</p>	<p>Feb, Mar, May, Jun, Jul 2021, Feb, Mar 2022</p> <p>Feb, Mar, May, Jun, Jul 2021, Feb, Mar 2022</p>	<p>Program Lead +Comms +State Leads +Director, HR</p> <p>Program Lead +State Leads +Director, HR</p>	DXC culture, diversity & inclusion

Opportunities

No	Action	Deliverables	Timeline	Responsibility	Themes
9	Establish education support programs, to facilitate greater participation by First Australians students in further educational and career opportunities	9.1 Commence DXC volunteer mentoring of Aboriginal and Torres Strait Islander students through existing programs.	Feb 2022	Education Lead	Education & career pathways
		9.2 Enrol DXC participation in First Nations student program days, fairs, etc.	Mar 2021	Education Lead	Community engagement
		9.3 Sponsor and attend school STEM programs and conferences, targeting SA, WA and NT.	Jun 2021	Education Lead	
		9.4 Research and report on a DXC First Nations scholarship program.	Jun 2021	Program Lead +Education Lead +Director, HR	
		9.5 Investigate further program opportunities.	Oct 2021	Education Lead +Program Lead	
10	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Strategy			
		10.1 Engage with Aboriginal and Torres Strait Islander staff on our recruitment, retention and professional development strategy.	Feb 2021	Director, HR +Program Lead +Education Lead	DXC culture, diversity & inclusion
		10.2 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	May 2021	Director, HR +Program Lead +Education Lead	DXC culture, diversity & inclusion
		10.3 Review HR and recruitment procedures and policies to identify and address Aboriginal and Torres Strait Islander participation in our workplace.	May 2021	Director, HR +Program Lead	DXC culture, diversity & inclusion Education and career pathways

Opportunities

No	Action	Deliverables	Timeline	Responsibility	Themes
10	Improve First Nations employee and contractor recruitment and retention in DXC	<p>Recruitment</p> <p>10.4 Establish First Nations peoples recruitment guidelines and active recruitment measures.</p> <p>10.5 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</p> <p>10.6 Initiate a First Nations Traineeships program, including a first location for implementation.</p> <p>10.7 Research and report on a possible DXC First Nations cadetship program.</p> <p>Retention</p> <p>10.8 Define a role, and recruit or identify a person in DXC Australia, to support First Nations peoples', HR diversity and inclusion.</p> <p>10.9 Investigate support requirements for current and prospective First Nations employees and contractors.</p> <p>10.10 Develop and implement solutions for identified support requirements for current and prospective First Nations employees and contractors.</p> <p>10.11 Establish optional self-identification as Aboriginal and/or Torres Strait Islander employees and contractors in DXC, to inform future employment and professional development opportunities.</p> <p>10.12 Define and establish a communication channel for interactions with First Nations employees/contractors, which takes into account employee and contractor privacy.</p> <p>10.13 Define and establish a First Nations employee and contractor engagement group, which takes into account employee and contractor privacy.</p>	<p>Aug 2021</p> <p>Aug 2021</p> <p>Jul 2021</p> <p>Dec 2021</p> <p>Mar 2021</p> <p>Apr 2021</p> <p>Jun 2021</p> <p>Apr 2021</p> <p>Apr 2021</p> <p>Apr 2021</p>	<p>Director, HR +Program Lead</p> <p>HR Director +Education Lead +Program Lead</p> <p>Director, HR +Education Lead +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p> <p>Director, HR +Program Lead</p>	<p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p> <p>DXC culture, diversity & inclusion</p>

Opportunities

No	Action	Deliverables	Timeline	Responsibility	Themes
10	Improve First Nations employee and contractor recruitment and retention in DXC	10.14 Research and report to the program and the executive on enabling a First Nations supportive environment in DXC's leadership program, to encourage First Nations peoples into leaderships positions with DXC.	Jun 2021	Director, HR +Program Lead	DXC culture, diversity & inclusion
		10.15 Investigate establishing an Aboriginal and Torres Strait Islander employees' mentorship program.	Oct 2021	Director, HR +Program Lead	DXC culture, diversity & inclusion
11	Support Aboriginal and Torres Strait Islander communities through philanthropic programs	11.1 Conduct community outreach and co-design projects with our DXC Digital Transformation Centre teams, based on community-identified challenges and areas for potential improvement.	Feb 2021 Jun 2021 Oct 2021 Feb 2022	Program Lead +Snr Managing Partner, Consulting +Community Engagement Lead	Community engagement
		11.2 Conduct project review of community outreach and co-design projects.	Mar 2022	Program Lead +Snr Managing Partner, Consulting +Community Engagement Lead	
12	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	12.1 Develop and implement a First Nations businesses procurement strategy.	Apr 2021	Program Lead +Director, Supply Chain	Business partnerships
		12.2 Review procurement and supply chain policies and standard operating procedures regarding support of First Nations businesses.	Apr 2021	+Director, Alliances & Partnerships +Contracts Lead	
		12.3 Implement any applicable changes to DXC policies recommended and standard operating procedures in Action 12.2 to better support and prefer utilise First Nations Indigenous businesses where possible.	Aug 2021	Director, Supply Chain +Program Lead +Contracts Lead	
		12.4 Review existing suppliers with a view to increasing number of First Nations suppliers we use, and overall spend with First Nations suppliers, including Supply Nation registered and certified businesses.	Apr 2021	Director, Supply Chain +Program Lead +Contracts Lead	
		12.5 Establish processes for DXC business units to easily find available First Nations suppliers.	Mar 2021	Director, Supply Chain +Program Lead +Contracts Lead	

Opportunities

No	Action	Deliverables	Timeline	Responsibility	Themes
12	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<p>12.6 Report quarterly to Supply Nation on spend and First Nations business engagement.</p> <p>12.7 Establish acceptable, favourable payment terms for First Nations businesses.</p> <p>12.8 Review existing client contracts and new standard contract template for appropriate First Nations engagement terms.</p> <p>12.9 Work with existing and potential First Nations partners to understand their offerings and align DXC First Nations Program and commercial aspirations.</p> <p>12.10 Conduct DXC First Nations suppliers' roadshow/exhibition.</p>	<p>Dec 2020 Mar, Jun, Sep, Dec 2021 Mar 2022</p> <p>Mar 2021</p> <p>Jun 2021</p> <p>Jun 2021</p> <p>Oct 2021</p>	<p>Director, Supply Chain +Solution Lead +VP Regional Sales</p> <p>Director, Supply Chain +Sales Support Lead +Program Lead</p> <p>Director, Supply Chain +Program Lead</p> <p>Director, Supply Chain +Program Lead +Contracts Lead</p> <p>Program Lead +Contracts Lead +Director, Supply Chain Program Lead +Partnerships Lead</p>	Business partnerships
13	Engage with the business community as an active Supply Nation member	<p>13.1 Renew membership with Supply Nation annually.</p> <p>13.2 Determine KPIs and targets for First Nations (business) supplier diversity and spend.</p> <p>13.3 Assign responsibility for meeting supplier diversity KPIs to key personnel within the organisation.</p>	<p>Jun 2021</p> <p>Mar 2021</p> <p>May 2021</p>	<p>Program Lead +Partnerships Lead</p> <p>Program Lead +Partnerships Lead</p> <p>Program Lead +Director, Supply Chain +VP Regional Sales</p>	Business partnerships

Opportunities

No	Action	Deliverables	Timeline	Responsibility	Themes
13	Engage with the business community as an active Supply Nation member	<p>13.4 Assign responsibility for meeting spend targets to key personnel within the organisation.</p> <p>13.5 Participate in Supply Nation activities, where appropriate.</p> <p>13.6 Build on existing relationship with Supply Nation, by utilising new tools and services as they become available.</p> <p>13.7 Promote selected Supply Nation objectives within DXC and the community.</p>	<p>May 2021</p> <p>Apr 2022</p> <p>Apr 2022</p> <p>Apr 2022</p>	<p>Program Lead +Director, Supply Chain +VP Regional Sales +Director, Regional Delivery</p> <p>Program Lead</p> <p>Program Lead</p> <p>Program Lead</p>	Business partnerships
14	Support proportional representation of First Nations businesses and expand the First Nations business sector, through capacity building and support mechanisms	<p>14.1 Engage with First Nations incubator and accelerator programs to explore mentorship and sponsorship options.</p> <p>14.2 Include First Nations start-up businesses in DXC virtual roadshows and exhibitions.</p> <p>14.3 Investigate mechanisms to support First Nations start-ups and established businesses through mentoring, partnerships, business support and capacity building.</p> <p>14.4 Explore a First Nations start-up innovation competition¹.</p>	<p>Feb 2021</p> <p>Jul 2021</p> <p>May 2021</p> <p>Sep 2021</p>	<p>Program Lead +Partnerships Lead</p> <p>Program Lead +Partnerships Lead +Director, Supply Chain</p> <p>Partnerships Lead +Director, Alliances & Partnerships +Director, General Counsel</p> <p>Partnerships Lead +Director, Marketing and Communications</p>	Business partnerships

¹ DXC runs the DXC Invitational, a competition for late stage start-ups and scale-ups to help drive innovation in the market. https://www.dxc.technology/innovation/ahp/147120-dxc_invitational

Opportunities

No	Action	Deliverables	Timeline	Responsibility	Themes
15	Build on our existing Community Technology Enablement Program, to improve technology availability and technology literacy within Aboriginal and Torres Strait Islander communities	<p>15.1 Release at least five tranches of devices to rural and remote Aboriginal and Torres Strait Islander community groups.</p> <p>15.2 Nurture and support the network of companies providing services and devices for the program.</p> <p>15.3 Identify long-term goals and plan for devices, infrastructure and data.</p>	<p>Oct 2021</p> <p>Mar 2022</p> <p>Oct 2021</p>	<p>Program Lead +Community Engagement Lead</p> <p>Program Lead +Community Engagement Lead</p> <p>Program Lead +Community Engagement Lead</p>	<p>Community engagement</p> <p>Business partnerships</p>
16	Expand community sponsorship activities, to provide further opportunities for community members	<p>16.1 Continue to support NT Cricket through sponsorship, to enable greater participation by First Nations community members, and encourage further local community engagement opportunities.</p> <p>16.2 Identify new groups for possible sponsorship arrangements to support further opportunities for Aboriginal and Torres Strait Islander community members.</p> <p>16.3 Initiate new sponsorship arrangements to support further opportunities for Aboriginal and Torres Strait Islander community members.</p>	<p>Mar 2021</p> <p>Dec 2020</p> <p>Feb 2021</p>	<p>Program Lead +Community Engagement Lead</p> <p>Program Lead +Community Engagement Lead</p>	<p>Community engagement</p>
17	Build on existing school, TAFE and university relationships to further education opportunities for Aboriginal and Torres Strait Islander peoples	<p>17.1 Create an education and career pathways strategy with Aboriginal and Torres Strait Islander peoples for educational opportunities.</p> <p>17.2 Establish contact points and build relationships with education bodies, providers, and government departments.</p>	<p>Mar 2021</p> <p>Apr 2021</p>	<p>Education Lead +Program Lead</p> <p>Education Lead +Program Lead</p>	<p>Education & career pathways</p>

Tracking and governance

Our First Nations Program sits within our Social Impact Practice (SIP). It is overseen by a program steering committee made up of the SIP lead and key members from the DXC Australia and New Zealand senior leadership team. The program is supported by a program lead and program working group, which is a combination of dedicated, leveraged and volunteer staff from within DXC. In the next twelve months, we plan to augment this with a program advisory panel, which will include members from Aboriginal and Torres Strait Islander businesses, communities or interest groups.

No	Action	Deliverables	Timeline	Responsibility	Themes
18	Establish and maintain an effective RAP working group (RWG) to drive governance of the RAP	18.1 Draft terms of reference for the RAP working group.	Jan 2021	Program Lead +Steering Committee +Program Sponsor	DXC culture, diversity & inclusion
		18.2 Seek to expand and continue Aboriginal and Torres Strait Islander representation on the RAP working group.	Jan 2021	Program Lead	Community engagement
		18.3 Establish a program advisory council, to provide advice on program development and implementation.	Mar 2021	Program Lead	Business partnerships
19	Provide appropriate support for effective implementation of RAP commitments	19.1 Define and confirm resource needs for RAP implementation.	Feb 2021	Program Lead +Steering Committee +Program Sponsor	DXC culture, diversity & inclusion
		19.2 Engage senior leaders to be involved in the delivery of RAP commitments.	Feb 2021	Program Lead +Steering Committee	
		19.3 Define appropriate systems and capability to track, measure and report on RAP commitments.	Feb 2021	Program Lead +Steering Committee	
20	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	20.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sep 2021	Program Lead	DXC culture, diversity & inclusion
		20.2 Quarterly review of RAP progress.	Jan, Apr, Jul, Oct 2021, Jan, Apr, Jul, Oct 2022	Program Lead	Community engagement Business partnerships

Tracking and governance

No	Action	Deliverables	Timeline	Responsibility	Themes
20	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<p>20.3 Report to clients on RAP progress, as per contractual arrangements.</p> <p>20.4 Publish an annual RAP/Program review.</p>	<p>Nov-Dec 2020</p> <p>Jan-Dec 2021</p> <p>Jan-May 2022</p> <p>Dec 2021</p>	<p>Program Lead</p> <p>Program Lead</p>	<p>DXC culture, diversity & inclusion</p> <p>Community engagement</p> <p>Business partnerships</p>
21	Progress our reconciliation journey by developing our next RAP	<p>21.1 Draft Innovate RAP.</p> <p>21.2 Seek approval for Innovate RAP with Reconciliation Australia.</p> <p>21.3 Launch Innovate RAP.</p>	<p>Jan 2022</p> <p>Feb 2022</p> <p>May 2022</p>	<p>Program Lead +Working Group</p> <p>Program Lead</p> <p>Program Lead</p>	<p>DXC culture, diversity & inclusion</p>



Acknowledgements

Over the course of the development of our First Nations Program and this Reconciliation Action Plan, we have had yarns and worked with many individuals, organisations and communities. We thank those below and everyone else who has provided support and suggestions.

AMP	Commonwealth Bank of Australia	Origin Foundation	Umoona Community Council
Australian Indigenous Mentoring Experience	Chaboo Designs	Reconciliation Australia	University of South Australia
Australian Taxation Office	Gulanga Group	Supply Nation	Willyama Services
Brisbane Indigenous Media Association	Origin Energy	TAFE SA	Yass High School



DXC First Nations Program and RAP working group

Key working group members

Our working group includes over thirty people who contribute actively to our program, and will continue to provide hands-on support for our RAP actions and activities.



Stuart Meadley
Program Lead,
DXC Australia First Nations Program
Technology Platform Lead,
DXC Social Impact Practice

Stuart Meadley works in the DXC Social Impact Practice and is the DXC First Nations Program Lead. He has a Bachelor of Arts, from ANU, where he studied linguistics, languages and psychology. Stuart has a natural passion for language and culture and how these influence our world views.

With a background in volunteer youth programs over many years, Stuart is passionate believer in the power of community. Key to this is ensuring that we can maintain connections with our heritage – people, culture and country. Stuart has experience in workplace diversity and inclusion, special needs advocacy and support, employee experience, along with program leadership and delivery.



Simon O'Toole
Cultural Advisor and
Community Engagement Lead,
DXC Australia First Nations Program
Senior Technical Consultant, Emerging
Technology, DXC Consulting and
Analytics Practice

Simon O'Toole is a Technical Consultant from the Consulting Practice, located in Canberra. Simon is currently studying Software Engineering at The Australian National University (ANU). Simon was the Indigenous Student Representative at ANU for 2014-2016 and was the Project Assistant for Indigenous Health research projects through George Institute for Global Health 2011-2013. Simon is a Eualayai / Gamillaroi man, who has vast array of technical experience, including automated and manual software testing, full-stack development, machine learning, systems architecture and VR/AR development. He joined the First Nations Program to increase engagement between First-Nation peoples and technology, to empower, excite and enable. Simon is the key architect of our Reconciliation Action Plan, and is an invaluable advisor to, and ambassador for, our Program. He brings with him a wealth of ideas and perspectives we are fortunate to have.

Key working group members



Sarah Carberry
Business Analyst,
Defence Account

Sarah Carberry is a Business Analyst located in Canberra. She has a Social Science degree, with a major in Sociology. Her hometown is Narrabri, NSW, where there is a vibrant and active First Nations community. In Narrabri, Sarah volunteered at the Hunter New England Community Health Centre, which she still has a close connection with.

Sarah understands the importance of having a fair and diverse workplace, and the significance that a program like this can have for our company and community. She is an active volunteer member of the working group. Part of her contribution is in managing our sprint cycles and Kanban.



Sarah Scott
SAP Solution Architect,
DXC Oxygen Practice

Sarah Scott is an SAP Solution Architect who is currently located in Melbourne. Sarah studied archaeology at university and has an interest in the First Nations peoples and cultures of our beautiful land. She grew up in a regional country town and went to school with Aboriginal families. At DXC her opportunity to contribute to improving outcomes for First Australians was instigated by a leadership program whitepaper on increasing our engagement with Aboriginal and Torres Strait Islander peoples, written by colleague and fellow working group member, Ashley Mendes. Since joining our working group, Sarah has developed her interest and knowledge of the Aboriginal and Torres Strait Islander cultures, and develops solutions and “Indigenous Participation Plans” aligned with our Program objectives. Sarah is a strong contributor of ideas to the program, and a keen developer and advocate of the solutioning collateral library we are building.



James Campbell
Business Consultant,
DXC Consulting Practice

James Campbell is an Associate Business Consultant, who started with the DXC graduate cohort of 2020. He studied Actuarial Studies and Finance at university and is member of our First Nations Program. James has volunteered his time with the Red Cross Society at ANU and done various other volunteering roles. James takes on whatever he can for the Program and manages our internal website and content. Most recently has coordinated the rollout of our First Nations Art Initiative, placing Aboriginal and Torres Strait Islander artworks in our key State and Territory offices, across Australia. He is also coordinating our internal NAIDOC events this year.

Key working group members



Neil Curtis

Account Security Officer,
DXC Security

Neil Curtis is a Senior Account Security Executive, Cyber Lead for Indigenous Cyber Business and a Cyber Master Lead, located in Brisbane. Neil has a wide range of working relationships with Traditional Owners and their communities. Through his networks, he has a wide access to remote communities. Neil has been involved with Aboriginal and Torres Strait Islander communities since before his time at DXC. He has seen first-hand millions of lost dollars going into poorly understood programs aimed at trying to bridge a range of gaps and he believes that it is time to do things right. Neil was a team lead for one of the early working group concept development teams and a member of another.



Ashley Mendes

Australia/New Zealand & Asia
Regional Director Contracting and
Commercial Solutions

Ashley Mendes has over 15 years' experience as a Contracts, Finance and Management Accounting professional. He passionately leads our diverse ANZ and Asian Region Contract and Commercial Management Solutions Team. Ashley wrote a white paper for the DXC Leadership program last year, a proposal increasing First Nations business and community engagement, which is coming to fruition through this program. As a working group member, Ashley is supporting DXC reviews of supplier and client contracts, and our supply chain, to provide greater opportunity for engagement with Aboriginal and Torres Strait Islander businesses and partners.



Luke Stephenson

Learning & Development Trainer,
DXC Delivery
Education and Career Pathways Lead,
DXC Australia First Nations Program

Luke Stephenson is responsible for the development and management of DXC's Digital Traineeship Program with TAFE SA, our Internship Program / and research opportunities with the University of South Australia. He is also responsible for the ongoing development and support of our First Nations Traineeships program. Luke holds bachelor's degrees in Commerce (Marketing) and Innovation and Entrepreneurship, with research experience in sustainable development with emerging technologies. Based in Adelaide, Luke is passionate about supporting our increasingly diverse workforce at DXC, and is excited by the role that technology can play as a force for positive change, increasing education and career opportunities for Aboriginal and Torres Strait Islander peoples.



Key working group members



Tim Colliver

Business Operations
Manager, Social Impact Practice

Tim Colliver works in the DXC Social Impact Practice as Business Operations Manager, responsible for commercial, financial and governance related activities for the Practice, including supporting the First Nations Program. Tim believes that we all have talents that should be valued in our community, and that each and every community will thrive when it embraces diverse thinking and experience from all corners of humanity. Tim has proudly selected the locally produced, First Nations art, purchased by DXC and prominently displayed in our Adelaide office.



Michele Howard

Consultant,
Australia and New Zealand
Workforce Skills Management

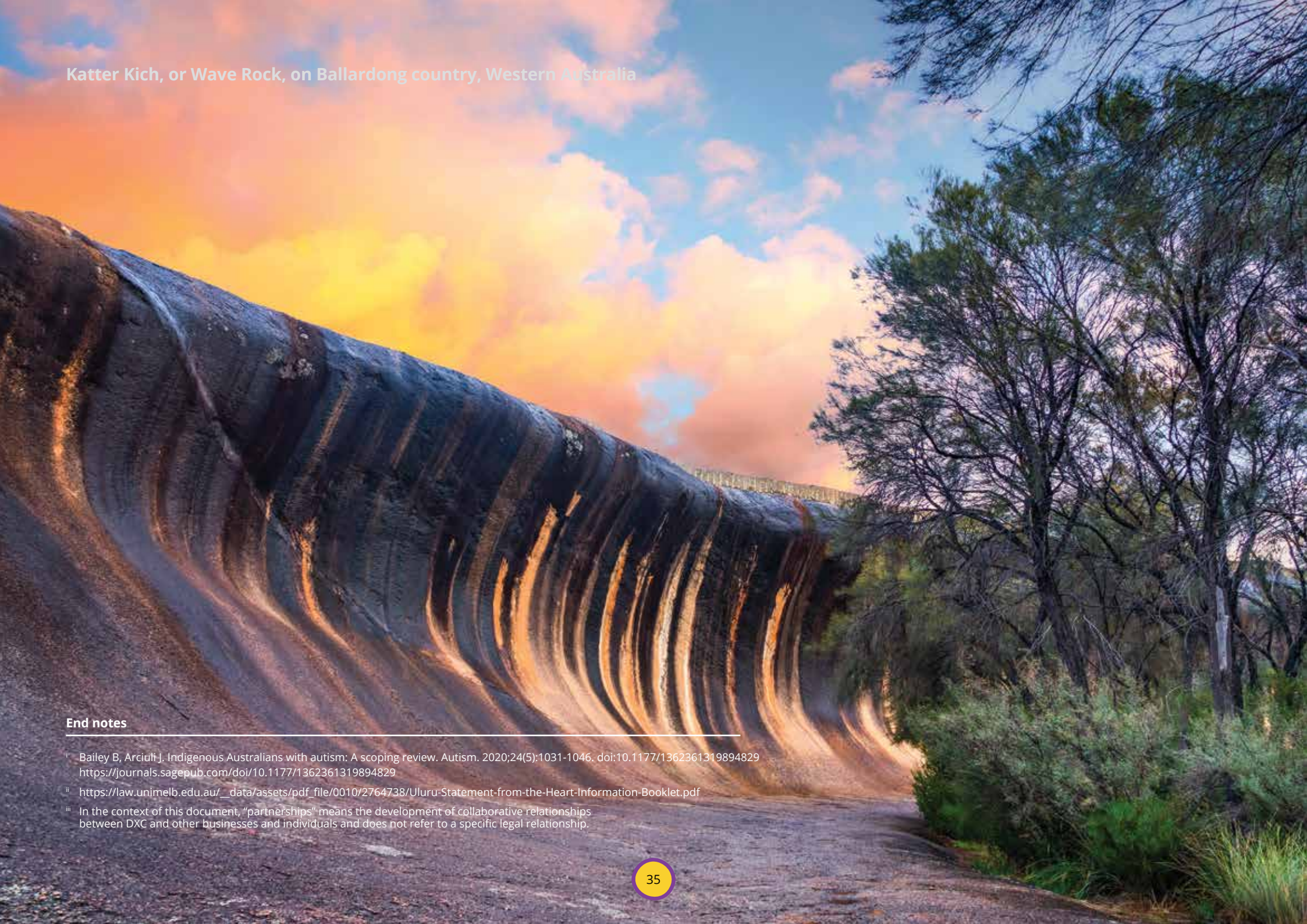
Michele Howard has 30 years' experience in the private and public sectors and has worked at DXC for nine years in Workforce Management focusing on the skills employees require to deliver results to our clients and grow their careers. Prior to working at DXC, Michele spent 10 years working in the Western Australian Public Sector, with the last two of those years being at the Department of Regional Development and Lands, as the Executive Officer for the Royalties for Regions Trust Fund. Michele lives close to Fremantle and is proud that her city was the first to move its Australia Celebrations to another date. Michele works to be a part of changing things for the better, addressing, where we can, inequities in our society.



Giuliana Priolo

Senior Business Consultant,
DXC Process Practice

Giuliana started with DXC two years ago. Until joining our working group, most of her involvement in community engagement has been in her personal time. Melbourne based, Giuliana volunteers with the Big Umbrella Foundation, and the Moving Wardrobe, and is involved with community councils and community gardens. She has a strong sense of social justice and has been influenced by the positive experiences that her kids' schools have had, in raising awareness and appreciation of Aboriginal and Torres Strait Islander peoples and their cultures. With a passion for music and an enjoyment of art, Giuliana believes these are powerful and essential mediums for storytelling and sharing our histories and experiences. As part of our First Nations Art Initiative under our RAP theme of Culture, Diversity and Inclusion, Giuliana has proudly selected the locally produced, First Nations art, purchased by DXC and prominently displayed in our Melbourne office.



End notes

ⁱ Bailey B, Arciuli J. Indigenous Australians with autism: A scoping review. *Autism*. 2020;24(5):1031-1046. doi:10.1177/1362361319894829 <https://journals.sagepub.com/doi/10.1177/1362361319894829>

ⁱⁱ https://law.unimelb.edu.au/_data/assets/pdf_file/0010/2764738/Uluru-Statement-from-the-Heart-Information-Booklet.pdf

ⁱⁱⁱ In the context of this document, “partnerships” means the development of collaborative relationships between DXC and other businesses and individuals and does not refer to a specific legal relationship.



We would love to hear from you.

Get in touch at **FirstNationsAus@dxc.com**

