

SOUTH AUSTRALIAN FILM CORPORATION

# Innovate Reconciliation Action Plan

July 2024–July 2026



South Australian **Film Corporation**



RECONCILIATION  
ACTION PLAN

**INNOVATE**

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Thibul Nettle and Tony Krawitz on the set of *Firebite* (2021), photo by Ian Routledge © See-Saw Films

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2024 First Nations Short Film Writing Program participants Lilla Berry, Raven Strangways, Tyler Joseph, Dylan Coleman and Joshua Barbo, photo by Naomi Jellicoe

Warwick Thornton on the set of *Firebite* (2021), photo by Ian Routledge © See-Saw Films



# Acknowledgement of Country

The South Australian Film Corporation (SAFC) acknowledges that we work on the traditional Country of the Kurna people of the Adelaide Plains, and we pay respect to Elders past and present. We recognise and respect their cultural heritage, spiritual beliefs and relationship to land and waters and acknowledge that they are of continuing importance to the Kurna people living today. We extend this respect to other First Nations Language Groups and other First Nations.

# Message from SAFC Chief Executive Officer

Kate Croser



I am pleased to present the South Australian Film Corporation's (SAFC) third Reconciliation Action Plan (2024–2026). The SAFC is committed to our shared responsibility to actively contribute to the reconciliation process and foster meaningful relationships with First Nations peoples, and this RAP is the next important step on our agency's reconciliation journey.

Our commitment to reconciliation is rooted in the recognition of the rich cultural heritage and contributions of Australia's First Nations peoples. By embracing this journey, we aim to create a more inclusive and equitable screen sector that celebrates diversity and promotes cultural understanding. Just as the Federal Government's National Cultural Policy *Revive* commits to "First Nations First", the SAFC commits to elevating First Nations voices and stories as central to our operations and strategic aims, and essential to fostering a rich and representative screen culture in South Australia.

Through our RAP, we will engage with First Nations filmmakers and screen creatives, artists, communities, and organisations, fostering collaborations that amplify and showcase First Nations voices and talents. We will actively seek opportunities to promote First Nations art, cultures, and storytelling, ensuring that First Nations voices are given the platform they deserve. The SAFC Diversity and Inclusion Strategy 2022–2032 also sets clear targets for First Nations participation in the screen sector.

We will continue our important work building a culturally safe and respectful environment within our organisation. This will involve providing cultural competency training for our staff, implementing protocols for engaging with First Nations artists and communities, and embedding First Nations perspectives in our decision-making processes.

As we embark on this journey, I encourage the South Australian screen sector to embrace the principles of reconciliation and actively contribute to our RAP's implementation. Together, we can make a significant impact and contribute to a more inclusive and culturally vibrant arts and creative industries sector.

I am excited about the possibilities that lie ahead and the positive change we can create through our commitment to reconciliation. Let us work together to build a future where First Nations cultures are celebrated, respected, and integrated into the fabric of our organisation.

Kate Croser  
South Australian Film Corporation  
Chief Executive Officer



# Message from Reconciliation Australia CEO

Karen Mundine



Reconciliation Australia commends the South Australian Film Corporation (SAFC) on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The SAFC continues to be part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the SAFC will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the SAFC using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the SAFC to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, the SAFC will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the SAFC's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations to the SAFC on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia

# Our Vision for Reconciliation

Our vision for reconciliation is where there is greater visibility for First Nations peoples, cultures and stories in work created by First Nations screen practitioners, and where the unique perspectives, wisdom and stories of Australia's First Nations continuing cultures are shared and celebrated on screen for audiences across Australia and the world.

Acknowledgement of Australia's First Nations history is a valuable part of the reconciliation process. It is equally important – if not more so – that the SAFC act on its values and embed its commitment to represent and project the immense talent of South Australian First Nations screen makers.

The SAFC recognises that storytelling has always been of great importance to First Nations peoples as an essential way of preserving history and cultures for future generations. As an organisation with storytelling at its heart, the SAFC acknowledges it has an important part to play in this preservation of culture through screen content, and through the process of reconciliation.

Our agency's vision for reconciliation starts with the acknowledgement that First Nations peoples are the original owners and inhabitants of Australia, and that their many cultures, traditions and stories continue today and must be supported and celebrated.

The SAFC is working towards this vision by continuing to support, position and champion the extraordinary stories and creative voices of South Australia's First Nations screen sector. This means assisting emerging and established First Nations screen practitioners in taking their stories to screen audiences, advocating for First Nations storytellers in retaining their intellectual property, and working in partnership with South Australian First Nations communities and local and national stakeholders to develop and enhance opportunities for First Nations screen practitioners.

As an agency we acknowledge we have more to learn about the rich and diverse history and cultures of Australia's First Nations peoples, and as such we have committed to continuous teachings led by First Nations experts for our staff, Board and partner organisations. This continuous sharing of knowledge is something we also hope to communicate to the wider Australian community through the screen productions we support.



# Our Business

Established in 1972, the SAFC is South Australia's leading screen authority and investment body, supporting the development, growth and promotion of the state's screen production sector.

As the most experienced screen agency in Australia we focus on supporting, positioning and championing South Australian screen businesses to achieve creative excellence and prosperity, contributing to a robust South Australian economy and creative vibrancy through production of a diverse slate of feature film, television, video game and other projects.

At the SAFC, we believe in the value of our state's independent screen production sector. We have delivered funding and support for more than 50 years to a vibrant mix of South Australian productions and businesses.

# Our Reconciliation Action Plan

This is the SAFC's third Reconciliation Action Plan following our inaugural Reflect RAP launched in July 2018 and our first Innovate RAP launched in September 2020. Through the work and dedication of the SAFC Board and staff these two RAPs have helped the SAFC to achieve a deeper understanding of First Nations cultures and protocols.

Past achievements of our RAPs include:

- Developing and implementing the SAFC's First Nations Screen Strategy 2020–25
- Establishing the First Nations Advisory Committee
- Maintaining the availability of the Pirrku Kuu Hub as a free workspace for First Nations screen practitioners
- Delivering the First Nations TV Pilot Program and First Nations Internship Program in partnership with Channel 44
- Delivering the First Nations Short Film Program
- Developing and releasing the SAFC's First Nations Cultural Protocols Guide

This Innovate RAP provides the SAFC with a two-year plan to enable our agency to establish the best approach for advancing reconciliation within our organisation and wider sector.

Running from 2024–2026, our Innovate RAP will drive our organisation to develop best approaches to reconciliation through innovative strategies, not only within the SAFC but also with our stakeholders, partner agencies and First Nations community members throughout South Australia. Through strengthening our relationships with First Nations peoples and organisations, we can better engage staff and stakeholders in advancing the aims of reconciliation and develop and pilot innovative strategies to empower First Nations peoples.

The SAFC will continue to build upon and work towards engaging and educating SAFC staff, the Board, our partner agencies, and the wider community to attend First Nations events with community members; create and implement ongoing educational tools and exercises for internal staff about First Nations Cultural Awareness; create and implement an engagement plan to work with more First Nations stakeholders and organisations; create an anti-discrimination policy for our organisation and explore ways of increasing the percentage of First Nations staff members across the screen sector.

We will strive to do this by creating opportunities to boost the creation of ambitious projects by South Australian First Nations filmmakers from across all regions of the state. We will lead, grow and influence the broader screen sector and we will strive to present diverse and engaging content for Australian and international screen audiences.



Our commitment is to promote and support First Nations screen creatives and highlight their work throughout community celebrations, such as NAIDOC week, and provide a platform for South Australian First Nations talent to be profiled regularly through our website and social media networks.

The SAFC is guided by Reconciliation Australia through its ongoing RAP journey and pledges to embed Reconciliation Australia's stated aims of reconciliation into all its programs and initiatives, while continuing to prioritise and develop respectful and meaningful relationships with First Nations peoples.

The RAP Working Group includes representatives from across the entire organisation. This plan has been developed by the SAFC's RAP Working Group, including RAP Champions Jess Cahill and Alex Knopoff along with First Nations and non-First Nations staff. It is endorsed and championed by the SAFC's Chief Executive Officer Kate Croser. The RAP Working Group commits to meeting four times per year to monitor progress and ensure the SAFC is delivering on targets.

# Our Reconciliation Journey

The SAFC has a long and distinguished history of screen culture within Australia, and in partnership with South Australia's First Nations communities is committed to strengthening our relationship with First Nations peoples, including increasing their involvement across the organisation and the screen sector. Through work done under our most recent Innovate RAP, and our First Nations Screen Strategy, the SAFC has facilitated many significant positive outcomes.

The SAFC's First Nations Short Film Program, launched in 2022, saw the development and production of three bold and original short films by First Nations South Australian filmmakers – Travis Akbar's *Tambo*, Tammy Coleman-Zweck's *Black Time, White Time* and Adam Jenkins' *The Getaway* – which all premiered at SXSW Sydney before screening at the 2023 Adelaide Film Festival (AFF).

The initiative followed the SAFC, AFF and Panavision Short Film Production Initiative in 2020, which produced runaway international smash short film *Marungka Tjalatjunu (Dipped in Black)*. From First Nations South Australian writer/director Derik Lynch, the film had its international premiere at the Berlinale (Berlin International Film Festival) in 2023, where it won both the prestigious Silver Bear Jury Prize (Short Film) and the Teddy Award for Best LGBT Short Film – the first of dozens of awards it won around the world.

The SAFC also released our inaugural First Nations Cultural Protocols guide, a practical and informative handbook on culturally appropriate working practices with South Australian First Nations communities. Designed for screen productions working in South Australia, the digital booklet outlines Cultural Protocols including Welcome to and Acknowledgement of Country, how to identify whose country productions film on and advice on obtaining filming permits, as well as including an overview of other considerations for situations involving First Nations South Australian communities and content. This guide is available on the SAFC website and is distributed to all production companies that receive SAFC production funding.

The SAFC's First Nations Internships Program, an innovative skilling and training program run in partnership with Adelaide's community broadcaster Channel 44, enabled First Nations South Australian screen makers to discover new career pathways in TV production, with graduates going on to work on major SAFC supported TV series including ABC's *Maverix* and Warwick Thornton's *Firebite*. Other outcomes included award-winning Channel 44 series *Mob Talks*, created and produced by Internship Program participants to address social issues in First Nations communities, as well as documentary film *The Art of Reconciliation – Telling Our Stories* and series *First Nations Fringe*.

The SAFC's First Nations TV Pilot Program, also delivered in partnership with Channel 44 and supported through the Screenrights Cultural Fund and Screen Australia's First Nations Department, saw First Nations South Australian creative talent mentored in television writing by acclaimed First Nations filmmakers including writer and director Adrian Russell Wills and writer, director, producer and actor Leah Purcell.

We also continued our engagement with the SAFC's First Nations Advisory Committee, comprising First Nations leaders across business, the arts and screen sectors to guide, encourage, and provide direction on our First Nations screen initiatives, and we joined the annual commemorations of National Reconciliation Week and NAIDOC Week, promoting reconciliation and celebrating First Nations South Australian screen sector achievements with special networking events, screenings, talks and more.

Over our RAP journey we have learned the importance of:

- Embedding the RAP and the commitments it contains at all levels of the organisation, so that staffing changes do not affect outcomes;
- Clear, consistent and appropriate communications with First Nations communities;
- Working with champions within First Nations communities; and
- Increasing First Nations employment opportunities within permanent staff and via our funding programs.



# Our Reconciliation Action Working Group

**Alex Knopoff**

Communications and Marketing  
Coordinator, RAP Champion

**Kate Croser**

Chief Executive Officer

**Shouwn Oosting**

SAFC Board Member

**Pauline Clague**

First Nations Strategy Consultant

**Leanne Saunders**

Head of Production and  
Development

**Petra Starke**

Head of Communications and  
Marketing

**Julia Light**

Program Coordinator

# Relationships

By strengthening relationships and working collaboratively with First Nations peoples, screen practitioners and organisations the SAFC can better present accurate and inclusive programs and initiatives and support productions of quality and authenticity. As we expand our relationships with First Nations filmmakers and communities, our reconciliation journey will continue to inform relationships built on truth and respect.





RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations, via SAFC First Nations Advisory Group Meetings, to develop guiding principles for future engagement.	August, November 2024; February, May, August, November 2025; February, May 2026	First Nations Industry Development Executive
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2025	First Nations Industry Development Executive
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025, 2026	RAP Champion
	• RAP Working Group members to participate in an external NRW event.	27 May– 3 June, 2025, 2026	RAP Champion
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May– 3 June, 2025, 2026	CEO, with support of RAP Champion
	• Organise at least one NRW event each year.	27 May– 3 June, 2025, 2026	Head of Comms and Marketing
	• Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May 2025, 2026	RAP Champion
3. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	July 2026	Head of Operations
	• Communicate our commitment to reconciliation publicly.	December 2024, 2025	CEO, with support from Head of Comms and Marketing
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July 2026	RAP Champion
	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2026	First Nations Screen Strategy Executive, RAP Champion

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2026	Head of Operations
	• Develop, implement, and communicate an anti-discrimination policy for our organisation.	July 2026	Head of Operations
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July 2026	Head of Operations
	• Educate all staff including senior leaders on the effects of racism.	December 2024, 2025	Head of Operations
5. Expand SAFC First Nations relationships across Regional and Remote South Australia	• Support SAFC staff to attend two First Nations run SA regional screen events.	June 2025, 2026	Head of Production and Development
	• Target outreach about SAFC programs to regional and remote First Nations communities via local councils, external events and Aboriginal Corporations.	June 2025, 2026	RAP Champion, Head of Comms and Marketing
	• Targeted information sharing about SAFC programs via <i>Koori Mail</i> and, SA Native Title publication, <i>Aboriginal Way</i> .	June 2025, 2026	Head of Comms and Marketing

# Respect

The SAFC acknowledges and respects the contributions made by Australia's First Nations peoples to the history and continuing culture of Australia. Building and strengthening respect between First Nations peoples and other Australians will ensure that First Nations cultures and interests are accurately and sensitively reflected in the SAFC's work and supported throughout SAFC programs, initiatives and activities..



RESPECT			
Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	March 2025, 2026	RAP Champion
	<ul style="list-style-type: none"> <li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.</li> </ul>	August, November 2024; February, May, August, November 2025; February, May 2026	First Nations Screen Strategy Executive
	<ul style="list-style-type: none"> <li>Develop, implement, and communicate a cultural learning strategy document for our staff.</li> </ul>	July 2025	Head of Operations, RAP Champion
	<ul style="list-style-type: none"> <li>Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li> </ul>	March 2025, 2026	Head of Operations
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	July 2026	Head of Operations
	<ul style="list-style-type: none"> <li>Continue communicating our First Nations Cultural Protocols Guide to industry and stakeholders, which includes protocols for Welcome to Country and Acknowledgement of Country.</li> </ul>	Monthly, beginning July 2024	Head of P&D, Head of Comms and Marketing, RAP Champion
	<ul style="list-style-type: none"> <li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</li> </ul>	July 2026	Head of Comms and Marketing
	<ul style="list-style-type: none"> <li>Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings.</li> </ul>	July 2026	CEO, Head of Operations

RESPECT			
Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024, 2025, 2026	RAP Champion
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December 2024, 2025	Head of Operations
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2024, 2025, 2026	CEO, with support of RAP Champion
9. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by acknowledging the SA Countries where SAFC funded productions are filmed.	• Seek to include an Acknowledgement of Country credit on SAFC funded projects.	August 2024	Head of P&D
	• Provide producers with the SAFC First Nations Protocol Document to educate industry on the Country they work on.	August 2024	Program Coordinator



# Opportunities

The SAFC encourages the employment of First Nations peoples across the organisation, and the engagement of First Nations suppliers. The SAFC is committed to providing professional opportunities for First Nations peoples as an essential way of championing their work, their cultures and their stories, and eliminating barriers to equality. The diversification of the SAFC brings varied perspectives, experiences and knowledge to the organisation, making us richer as a whole.



OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	July 2025	Head of Operations, First Nations Screen Strategy Executive (industry side)
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> </ul>	July 2025	Head of Operations
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li> </ul>	July 2025	Head of Operations
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	July 2026	Head of Operations, Head of Comms and Marketing
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul>	June 2024, 2025	Head of Operations, First Nations Screen Strategy Executive (industry side)
	<ul style="list-style-type: none"> <li>Promote First Nations crew members to SAFC funded production companies via the SAFC's preferred crew and services directory.</li> </ul>	July 2024	Program Coordinator
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</li> </ul>	June 2026	Head of Operations
	<ul style="list-style-type: none"> <li>Explore opportunities to attend Indigenous Business Fairs including The Circle's Career Hub and the Industry Advocate: Meet the Buyer events.</li> </ul>	December 2024, December 2025	RAP Champion
	<ul style="list-style-type: none"> <li>Communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li> </ul>	June 2025, 2026	Head of Operations
	<ul style="list-style-type: none"> <li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>	May 2025, 2026	Head of Operations
	<ul style="list-style-type: none"> <li>Continue to develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> </ul>	June 2025, 2026	Head of Operations

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
12. Invest in the development of South Australia's First Nations writers, directors and producers.	<ul style="list-style-type: none"> <li>Three First Nations short film projects supported for production.</li> </ul>	Dec 2024	First Nations Industry Development Executive
	<ul style="list-style-type: none"> <li>Explore opportunities to leverage additional external funding to expand the First Nations program.</li> </ul>	July 2025, 2026	Head of P&D, with support from First Nations Industry Development Executive
	<ul style="list-style-type: none"> <li>Minimum five First Nations practitioners receive funding per annum.</li> </ul>	June 2025, 2026	First Nations Industry Development Executive

# Governance

The SAFC will track and report on our progress against the deliverables set out in this RAP to ensure accountability and inform future planning.



GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	August, November 2024; February, May, August, November 2025, February, May 2026	RAP Champion
	<ul style="list-style-type: none"> <li>Establish and apply a Terms of Reference for the RWG.</li> </ul>	November 2024	RAP Champion
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	August, November 2024; February, May, August, November 2025, February, May 2026	RAP Champion
14. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Allocate budget for RAP implementation.</li> </ul>	June 2025, 2026	Head of Finance
	<ul style="list-style-type: none"> <li>Engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>	July 2026	CEO, Head of Operations
	<ul style="list-style-type: none"> <li>Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>	July 2024	RAP Champion
	<ul style="list-style-type: none"> <li>Appoint and maintain an internal RAP Champion.</li> </ul>	July 2024, 2025, 2026	Head of Operations



GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.</li> </ul>	June 2025, 2026	RAP Champion
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.</li> </ul>	1 August 2024, 2025	RAP Champion
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Survey to Reconciliation Australia.</li> </ul>	30 September 2024, 2025	RAP Champion
	<ul style="list-style-type: none"> <li>Report RAP progress to SAFC Board every six months.</li> </ul>	September, February 2024, 2025, 2026	RAP Champion
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings, annually.</li> </ul>	December 2024, 2025	Head of Comms and Marketing
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	May 2026	RAP Champion
	<ul style="list-style-type: none"> <li>Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li> </ul>	September 2026	RAP Champion
16. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	September 2026	RAP Champion

## Contact details

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South Australian **Film Corporation**

