

# Reflect Reconciliation Action Plan

June 2025–June 2026



teradata.





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# Acknowledgement of Country

Teradata honours the rich cultural heritage and over 65,000 years of continuous connection that Aboriginal and Torres Strait Islander peoples have maintained with the lands, waters, and communities across Australia. We acknowledge the Traditional Custodians of the lands on which we operate, work, and reside, and recognise their enduring care for, and deep relationship with, Country.

We pay our respects to Elders past and present and are deeply grateful for the resilience, knowledge, and generosity that Aboriginal and Torres Strait Islander communities continue to share. As we walk together on the journey towards reconciliation, we are committed to listening, learning, and contributing to a more inclusive and equitable future for all.



# Artist

LaToya is a proud Ngunnawal and Wiradjuri woman with ancestral ties to Yass and Cowra—two small towns in Central West New South Wales. She was born on Wiradjuri Country in Cowra, grew up on Ngunnawal Country in Canberra, and now lives on Dharawal Country in Wollongong, New South Wales. Her cultural connections span Wiradjuri, Ngunnawal, and Dharawal Countries.

LaToya’s artwork reflects her strong, continuing connections and unique relationships with Country, land, and community. Her practice honours her deep respect for culture and tradition. Drawing inspiration from her surroundings, she recreates elements of Country and shares stories through symbolic representation. Her work is also deeply influenced by the strength and wisdom of her ancestors—those who have walked, cared for, and sustained these lands for tens of thousands of years.



**LaToya Kennedy**  
Artist



# Artwork: Digital Journey

Digital Journey was commissioned to mark Teradata's first Reconciliation Action Plan (RAP) and reflects the company's commitment to meaningful reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. This artwork shares the story of Teradata's reconciliation journey through a visual representation of connection, collaboration, and respect. As a global IT and cloud analytics company, Teradata plays a significant role in enabling trusted AI/ML, harmonised data, and faster innovation for better-informed decisions across industries including retail, finance, healthcare, public services, telecommunications, manufacturing, and transportation. Teradata's data solutions support a wide range of essential services—from banking and border control to social services, and aviation.

At the heart of the artwork is a large central meeting place, symbolising Teradata's Global Headquarters in San Diego, California, USA. Radiating from this centre are connecting pathways—representing the flow of algorithms and data—that link to smaller green meeting places. These symbolise Teradata's 39 additional global office locations across Australia, the Americas, Europe, the Middle East, Africa, and Asia.

People symbols positioned along the pathways represent Teradata's clients, partners, and stakeholders, who work collaboratively to advance reconciliation and foster positive outcomes for Aboriginal and Torres Strait Islander communities. These figures also reflect the importance of shared learning, cultural exchange, and mutual respect across all relationships.

The inclusion of handprints, footprints, and animal tracks speaks to deep connections to people, culture, and Country. These elements acknowledge the continuing presence and contributions of First Nations peoples, their cultural knowledge, and the enduring spiritual connection to ancestors and the Dreaming.



Digital Journey is a powerful reflection of Teradata's value—ethics, integrity, accountability, and transparency and the organisation's commitment to building respectful relationships with Aboriginal and Torres Strait Islander peoples. It honours the unique and continuing connection First Nations peoples have with Country and culture, and the strength drawn from ancestral knowledge and traditions.



# A message from Reconciliation Australia

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



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

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

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

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

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

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

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

This Reflect RAP enables Teradata Australia 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 Teradata Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.





# About Teradata

Teradata is a global company that provides data warehousing and analytics solutions to help businesses manage, analyse and derive insights from their data.

Teradata offers software, hardware, and consulting services to support data-driven decision-making and improve business outcomes for our clients.

Teradata is committed to a set of core values which includes focusing on creating solutions tailored to customer needs, leveraging advanced data analytics and cloud technology to drive progress. Through collaboration and trust Teradata emphasises teamwork, transparency, and mutual respect, fostering an inclusive environment. Teradata is dedicated to ethical resource management and sustainability along with being a place where employees are encouraged to act with urgency, take calculated risks, and follow through with commitments to achieve high ambitions. Teradata values inclusivity by creating opportunities for people of all backgrounds.

Teradata is a global leader in enterprise data analytics and cloud solutions, specialising in helping organisations unlock value from their data through advanced analytics, AI and scalable cloud platforms.

In Australia, Teradata began in 1998, employs 135 employees and we continue to be a business that strives to deliver success for our customers and live up to those core values. Our organisation has a global geographical reach with our corporate headquarters located in San Diego in the USA. Currently in Australia we have an office on Gadigal Country in Sydney and another one on Ngunnawal Country in Canberra. Even with a small workforce here in Australia, we believe that, supported by our Global team we are well on our way to making a meaningful contribution to Reconciliation.

Teradata's commitment to environmental, social and governance (ESG) principles aligns closely with the objectives of the Reflect Reconciliation Action Plan (RAP), emphasising inclusivity, sustainability, and ethical governance. Just as the Reflect RAP plan fosters respect for Aboriginal and Torres Strait Islander cultures and contributions., Teradata's focus on cultivating a diverse and people-first culture ensures that all voices are valued and represented in the workplace.







# About Teradata (cont'd)

Diversity, Equality  
and Inclusion are  
core values at  
Teradata.

Furthermore, it's commitment to environmental stewardship and data-driven solutions complements the Reflect RAP's sustainability goals, creating pathways for long-term, equitable impact. By integrating governance practices that prioritise transparency and accountability, Teradata and the Reflect RAP share a vision of advancing reconciliation through meaningful partnerships and responsible corporate actions.

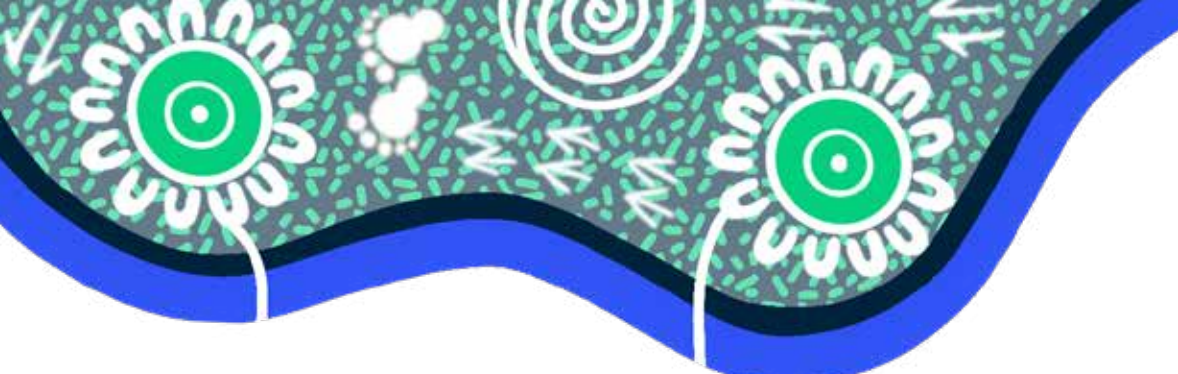
Diversity, Equality and Inclusion are core values at Teradata. We believe that businesses can be powerful platforms for social change. While there is still work to be done, we believe that together, we can build a more equitable workplace and a more inclusive Australia for all.

At present we have no staff that identify as Aboriginal and Torres Strait Islander people, and we are committed to establish systems and processes that will provide a clearer understanding of First Nations workforce representation. As part of our reconciliation journey, we aim to become a workplace of choice for First Nations individuals by fostering a culturally safe and supportive environment. Teradata is committed to leveraging Reconciliation Australia's framework to guide our efforts in supporting First Nations peoples, to help build skills and readiness for emerging technologies, fostering a new wave of talent

equipped to succeed in the analytics economy. This reflection period will enable us to work alongside First Nations communities, businesses, and individuals to gain a deeper understanding of their aspirations and priorities. By doing so, we can shape our contributions in ways that support the self-determination of Aboriginal and Torres Strait Islander peoples. This approach ensures that Indigenous perspectives remain central to our work, and helps us avoid assumptions or imposing our own ideas on how best to provide support.







# Our vision

Developing our Reflect Reconciliation Action Plan (RAP) is an important step in recognising Teradata’s role towards reconciliation in this country, particularly within our workplace and local community.

We recognise that this framework has been developed by First Nations Peoples as the best way to engage with them on this journey to reconciliation and a shared future.

By taking baby steps as part of our first RAP we aim to increase employee’s awareness around everything First Nations as our employees are all of non-indigenous decent with many born on foreign shores. By engaging our employees, we aim to create alignment between our organisation and First Nations ways of doing and being along with gaining wisdom of the Indigenous culture for the benefit of all Australians.

We have committed to this process for it aligns with our Global Diversity, Equity and Inclusion (DEI) Policy. We believe in inclusive communities and building better relationships with Aboriginal and Torres Strait Islander Peoples. By removing barriers and contributing to economic empowerment, we hope to help foster shared pride in the rich cultures and histories of First Nations Peoples—this is the driving force behind the development of our first RAP.

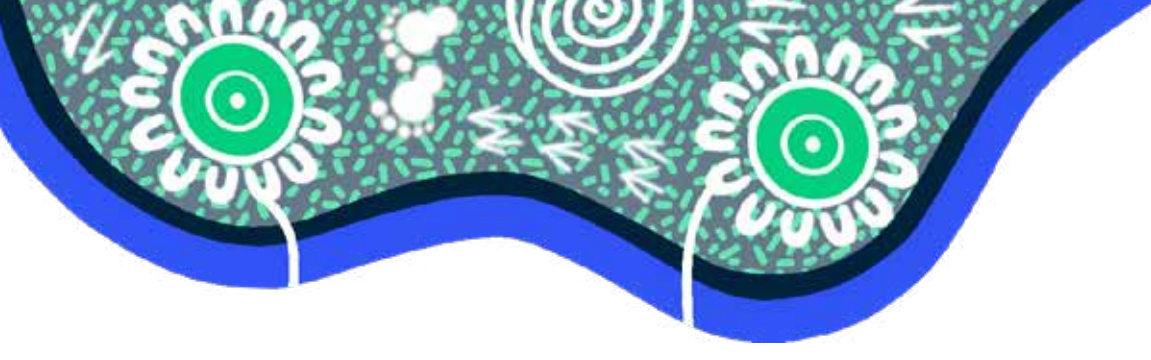
As a global company our vision is to provide greater access and equity for Indigenous people across the globe.

We have, however, embarked on the journey with enthusiasm and authenticity as reflected in the significant progress made in the 12 months of our Reflect RAP. As we’ve taken these initial careful steps, it has become clear that the RAP journey aligns with our existing Global DEI Policy—a synergy that led to immediate sponsorship from our Executive Leadership Team in the US.

Here at Teradata, we intend to approach implementing our Reflect Reconciliation Action Plan by increasing our knowledge through watching and listening to the stories of our Indigenous Allies. Through this engagement, we aim to build strong, respectful relationships to ensure a successful journey and improved outcomes for First Nations Peoples.

At Teradata, we believe data has the power to drive real change. By leveraging our advanced data and analytics technology, we can help close the gaps between Indigenous Australians and the rest of





# Our vision (cont'd)

By leveraging our advanced data and analytics technology, we can help close the gaps between Indigenous Australians and the rest of the nation.

the nation. Our platforms can provide deeper insights into areas such as health, education, employment, and housing, helping to identify disparities and track progress in real time. Working in collaboration with Indigenous communities and organisations ensures that data is used ethically and respectfully to inform policies, allocate resources effectively, and create better outcomes for Indigenous peoples. Data, when used responsibly, can be a powerful tool in achieving equity and reconciliation.

Our ambition is for Teradata to become a leader in First Nations engagement within our industry, demonstrating how we can create impact and drive positive change, both within our influence and beyond. We are committed to ensuring our work contributes to reconciliation through co-designed processes, led by First Nations peoples.

Authenticity is at the core of everything we do at Teradata. We pride ourselves on being genuine, transparent, and acting with integrity. This mindset positions us strongly as we initiate partnerships with First Nations peoples, businesses, and communities—striving for outcomes that are mutually beneficial and enduring. We are an accountable organisation, committed to doing things right and exceeding expectations. We see reconciliation as an ongoing journey, not a one-

time initiative. We are committed to listening, learning, reflecting, and challenging existing beliefs and practices while examining the history of this nation. Our goal is to identify opportunities for a more positive and inclusive future. Within our organisation, we recognise that there are varying levels of cultural maturity and readiness to engage in reconciliation. However, we are confident that we can meet these challenges and overcome obstacles to ensure a successful journey.

In the first 12 months of preparing our Reflect RAP, our goal was to lay strong foundations to build the capacity for lasting and meaningful contributions. While this is just the beginning of our reconciliation journey, we are proud of how much we have already achieved in such a short time, setting the stage for continued progress and positive change.





# Our partnership

Teradata is proud to partner with Di Ellis, Senior Indigenous Engagement Manager from NRMA, regarding the development, endorsement, and implementation of our inaugural Reflect RAP.



**Di Ellis**  
Senior Indigenous Engagement  
Manager, NRMA

Di brings extensive expertise and deep passion to supporting companies in the pursuit of a brighter future for First Nations peoples, organisations, and communities. Through her work, she empowers individuals and organisations with the necessary knowledge, skills, and strategies to enact genuine change through policy transformation and business systems.

Di presented at our RAP Working Group meeting at the Teradata Sydney Office, providing valuable insights into our reconciliation journey to both local and global teams. She confirmed we are on the right track and continues to engage regularly with our Working Group Chair to ensure ongoing alignment and progress.

In collaboration with Di, we aim to offer bespoke training programs to our employees that focus on cultural awareness, immersion, and

capability building. Her guidance has already expanded Teradata employees' understanding and led to the implementation of new strategies, including Indigenous-specific scholarships in STEM.

We believe this partnership with Di will equip our employees with meaningful insights and practical tools to help foster a respectful and inclusive workplace, strengthening our reconciliation efforts and contributing positively to First Nations communities.





## Journey so far

Although our reconciliation journey is still unfolding, we have made significant strides with only 135 Teradata employees in Australia and seven dedicated members in our Reconciliation Working Group (RWG).

The scale of our impact demonstrates the strength of focused, collective action and our dedication to creating meaningful change.

The Indigenous Reconciliation @Teradata Charter was approved by our Executive Leadership Team (ELT) in the US in 2024, marking a milestone in Teradata's commitment to reconciliation and inclusion. Established as a voluntary employee network, this charter recognises Indigenous Reconciliation @Teradata as an official community aligned with our global Diversity, Equity, and Inclusion (DEI) efforts.

Our RAP Working Group Chair met with Mike Hutchinson, Teradata's Global Chief Customer Officer and ELT sponsor of this initiative, who expressed strong support for Indigenous employment and scholarship initiatives. He also approved funding for the commissioning of an Indigenous artist to create the digital artwork featured in our Reflect RAP.

The charter's goals include increasing the representation, development, and retention of First Nations people while creating an inclusive workplace where everyone can thrive. It also prioritises

mentoring, role modelling, and addressing systemic barriers to inclusion. Beyond internal initiatives, the charter fosters stronger relationships with Indigenous communities, helping to build an inclusive future for all Australians.

In 2024, Teradata introduced Acknowledgement of Country at the beginning of quarterly Global Allyship meetings, our Japan, Australia and New Zealand All Hands, and other key meetings. This practice honours the Traditional Owners and Custodians of the lands where we live and work, with tailored acknowledgements relevant to each location.

Employees have also been educated on the difference between a Welcome to Country and an Acknowledgement of Country to deepen cultural understanding. One notable moment was an acknowledgement during a high-level meeting with visiting ELT leaders and government representatives in Melbourne, reinforcing our respect for Indigenous cultures.

As part of our RAP journey, we partnered with Wollongong artist





## Journey so far (cont'd)

These events provide a great opportunity to connect with First Nations people along with other companies as we work towards Reconciliation.

LaToya Kennedy to create a piece of artwork that reflects our organisation, our values, and our commitment to reconciliation. Having a visual representation is essential for us to effectively communicate our mission across the business, integrating it into our overall branding strategy. The artwork is a digital creation to be integrated into our branding, including email signatures and virtual meeting backgrounds, serving as a visual reflection of our reconciliation efforts.

We now procure all office stationery and catering supplies through Kulbardi Office Supplies, a 100% Indigenous-owned and operated Supply Nation-certified company, supporting both our Sydney and Canberra offices.

Australian Teradata employees participated in National Reconciliation Week (NRW) in 2024 and 2025 with activities aimed at building awareness of Aboriginal and Torres Strait Islander histories and cultures. We ran a 20-question quiz, preceded by a short video to support learning. Reconciliation Week activity guides were also shared for Sydney, Melbourne, and Canberra.

As a result, our RWG members participated in Sorry Day Marches, online seminars, a National Reconciliation Day concert, Indigenous art exhibitions, and talks hosted by Reconciliation Australia. We intend to make these events an ongoing tradition as part of our Reflect RAP,

recognising the importance of walking alongside First Nations peoples in acknowledgement and action.

RWG members were fortunate enough to attend the 2023 and 2024 Indigenous Leadership Summits in Melbourne and Sydney. Listening to Indigenous and Non-Indigenous speakers as well as what other companies are achieving with regards to their reconciliation journey, provided great insight whilst reinforcing that we are heading down the right path, all striving for better outcomes for our First Nations peoples. As part of our Reflect RAP we have ELT budgeting to continue to attend these summits. We feel these events provide a great opportunity to connect with First Nations people along with other companies especially in our sector to offer and gain support for each other as we work towards Reconciliation.

In 2024, RWG members also attended an Indigenous Forum in Sydney, featuring presentations from the NSW Minister for Aboriginal Affairs and Treaty, Shadow Ministers, and panels on impactful RAP implementation and Indigenous procurement. Unlike the grassroots focus of previous summits, this event offered a strategic, holistic framework that supports our long-term vision and avoid the tokenistic trap.

Teradata embraced 2024 NAIDOC Week celebrations, encouraging employee participation in local events and offering cultural learning





# Journey so far (cont'd)

## Teradata's commitment to DEI goes beyond the workplace.

opportunities. These included watching various Indigenous related programs/movies on Netflix, SBS On Demand and ABC iview as well as listening to Indigenous podcasts and attending a book launch with Midnight Oil's Jim Moginie on his collaborations with Indigenous communities. Staff also received curated event listings to guide their involvement. We will continue this new tradition to increase our community engagement, assisting our workforce through education and involvement in NAIDOC week events.

Our global DEI leadership endorsed the use of Volunteer Days (one day per quarter) for Australian staff to attend RW and NAIDOC events during business hours, further embedding reconciliation into everyday work practices.

Teradata's commitment to DEI goes beyond the workplace. In 2021, we launched the Diversity in Tech Scholarship Program to promote equity in STEM fields. Open to students worldwide, the program prioritises underrepresented groups, including Indigenous communities in Australia and New Zealand.

This program offers renewable scholarships in the 40 countries where Teradata operates. In partnership with the University of Wollongong and their Woolyungah Indigenous Centre, a new \$4,000 annual STEM

scholarship (renewable for up to five years) will be awarded to a First Nations student commencing study in 2026.

A RWG member attended the 2024 Reconciliation Australia Conference and Governance Awards in Brisbane. The event facilitated new partnerships with likeminded organisations and provided practical frameworks for reconciliation. Sessions with Elders and alarming insights into Indigenous suicide rates reinforced our resolve to pursue impactful and compassionate action.

In a team meeting following the conference, Teradata employees watched finalist videos from the Governance Awards. These powerful stories left a lasting impression, reinforcing the significance of our RAP and inspiring continued commitment to strengthening relationships with Aboriginal and Torres Strait Islander communities.







# The Reconciliation Working Group (RWG) will be represented by

- **Kerry Roberts**, Business Operations Support Specialist
- **Kim Fritsche**, Director - GCS - Services and Operations
- **Neringa Hojrup**, Senior Director Enablement, GCS Enablement
- **Marisa Tatum**, Global Diversity, Equity and Inclusion Senior Manager
- **Greig Little**, Data Architecture Leader
- **Steve Melzer**, Sales Operations Manager
- **Christopher Montemayor**, Service Experience Manager



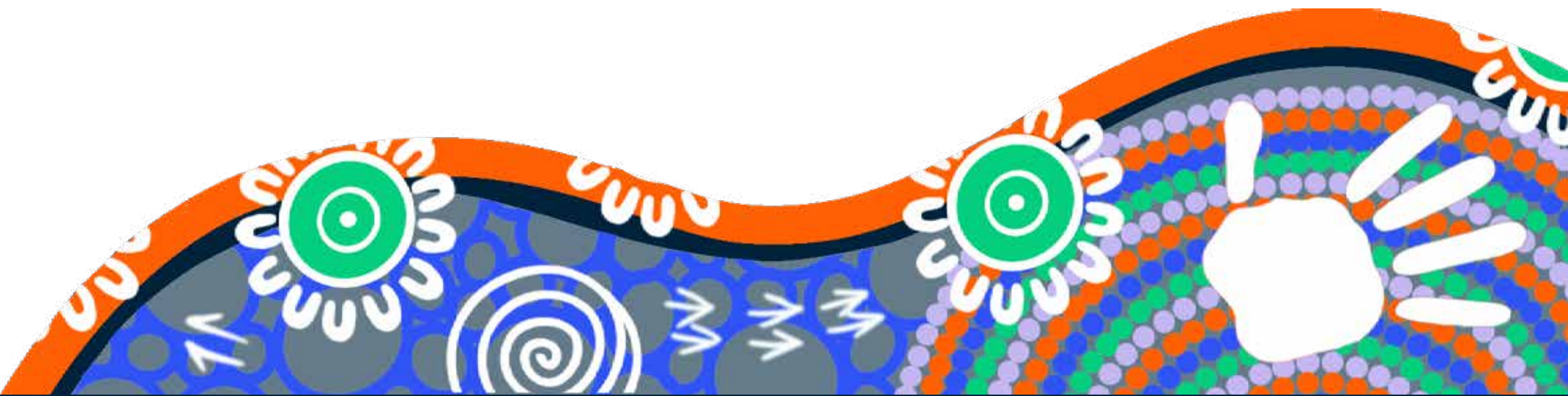
# Reflect Reconciliation Action Plan





# Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Develop a list of Aboriginal and Torres Strait Islander organisations and peoples within our local community or sphere of influence.	August 2025	Business Operations Support Specialist
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations to ensure culturally safe engagement.	June 2025	Director - GCS - Services and Operations & Business Operations Support Specialist
Build relationships through celebrating National Reconciliation Week (NRW).	Continue to expose our team to Reconciliation Australia's National Reconciliation Week resources and reconciliation materials.	May 2026	Business Operations Support Specialist
	RAP Working Group members to continue to participate in external National Reconciliation Week events.	27 May–3 June 2026	Data Architecture Leader & Business Operations Support Specialist







Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Continue to educate all employees on our reconciliation commitment and responsibilities with our RAP.	July 2025	Business Operations Support Specialist
	Continue to expand and connect with other RAP organisations to collaborate on our journey.	October 2025	Director - GCS - Services and Operations & Business Operations Support Specialist
	Explore using Teradata Cares days to support an Aboriginal and Torres Strait Islander organisation who could utilise our services.	July 2025	Data Architecture Leader & Sales Operations Manager
	Encourage staff members to visit the Reconciliation Film club on SBS.	May 2026	Business Operations Support Specialist
	Amend our onboarding documents to include reference to our RAP.	October 2025	Business Operations Support Specialist
	Publish our RAP on our intranet for easy access by our team.	August 2025	Global Diversity, Equity and Inclusion Senior Manager
	Engage LaToya Kennedy to speak to Teradata employees about the artwork and significance of the design.	June 2025	Business Operations Support Specialist
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2025	Business Operations Support Specialist
	Conduct a review of current HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2025	Business Operations Support Specialist





Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Review current cultural learning and education to identify training needs required within our organisation.	November 2025	Business Operations Support Specialist
	Organise the delivery of workshops to increase employee’s cultural awareness.	February 2026	Business Operations Support Specialist
	Develop a formal cultural learning strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	March 2026	Director - GCS - Services and Operations & Business Operations Support Specialist
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	April 2026	Business Operations Support Specialist
	Develop and implement a policy to increase understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2025	Sales Operations Manager & Business Operations Support Specialist
	Recognise Aboriginal and Torres Strait Islander dates of significance	June 2025	Business Operations Support Specialist





Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	6–13 July 2025	Data Architecture Leader & Service Experience Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	Service Experience Manager
	RAP Working Group to participate in an external NAIDOC Week event.	6–13 July 2025	Director - GCS - Services and Operations & Senior Director Enablement GCS Enablement





Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Work with the University of Wollongong to utilise a Teradata STEM Scholarship for 2026 for an Aboriginal or Torres Strait Islander student.	June 2025	Global Diversity, Equity and Inclusion Senior Manager & Business Operations Support Specialist
	Research best practice strategy for increasing Aboriginal and Torres Strait Islander employment within our organisation but sourcing an Indigenous recruitment and professional development consultant to inform our approach to employment and retention.	Dec 2025	Global Diversity, Equity and Inclusion Senior Manager & Business Operations Support Specialist
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Continue procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2025	Business Operations Support Specialist
	Explore Supply Nation membership.	July 2025	Business Operations Support Specialist





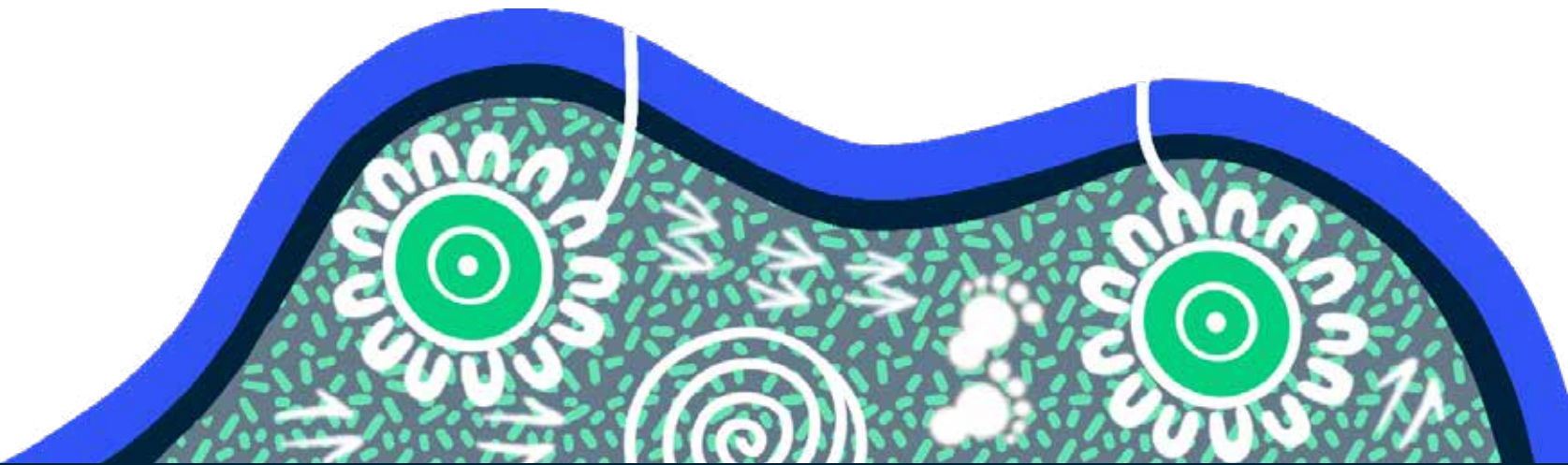


Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	June 2025	Global Diversity, Equity and Inclusion Senior Manager & Business Operations Support Specialist
	Maintain close relations with an external RAP Indigenous partner.	June 2025	Business Operations Support Specialist
	Establish Aboriginal and/or Torres Strait Islander representation on the RWG.	September 2025	Director - GCS - Services and Operations & Business Operations Support Specialist
Provide appropriate support for effective implementation of RAP commitments.	Continue to identify and define resource needs for RAP implementation.	July 2025	Business Operations Support Specialist
	Continue to engage senior leaders in the delivery of RAP commitments.	August 2025	Global Diversity, Equity and Inclusion Senior Manager & Business Operations Support Specialist
	Maintain our ELT senior leader in championing our RAP internally.	June 2025	Director - GCS - Services and Operations & Business Operations Support Specialist
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2025	Business Operations Support Specialist





Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Business Operations Support Specialist
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August annually	Business Operations Support Specialist
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September annually	Business Operations Support Specialist
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2026	Business Operations Support Specialist





# Contact

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