



HUNT
HOSPITALITY



RECONCILIATION
ACTION PLAN

REFLECT

March 2024 - March 2025

OFFICIAL DRAFT 2024

In the spirit of reconciliation, Hunt Hospitality acknowledges the Traditional Custodians of Country throughout Australia and First Nations people's connections to land, sea, and community.

We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



We Gather, Together

FEATURED ARTWORK | WRITTEN BY NINA ROSS (BAAYANYA BY NINA)

Each section in the artwork includes campsite symbols to represent Hunt Hospitality's portfolio. The symbol of the campsite includes man and woman symbols surrounding it. This, along with the connected designs within each symbol shows the Institutional Integrity; the Hunt Hospitality Reconciliation Action Plan is working towards the Goals and Deliverables set by the RAP Working Group. The repeated black and white circles throughout the artwork represents opportunities for Truth-telling. These remind people that Australia was and always will be First Nations Land and acknowledging the true history of Australia will unite and benefit Aboriginal and Torres Strait Islander peoples and all Australians. Starting on the left of the artwork and travelling across to the right is Coquun (Hunter River) in Wonnarua language. The water is flowing and shows fish swimming along the streams. There is a path/segment of many dots across the artwork, starting at the top and moving around the centre symbol. These represent the 300+ people who work at Hunt Hospitality. The two shades of light and dark blue represent First Nations and non-Indigenous people who work across the 5 Nations.

Artist Profile

NINA ROSS

Nina Ross is a proud Aboriginal woman with connections to the Anaiwan and Dunghutti Nations located in NSW while currently living and working on the lands of the Wonnarua Nation. Nina has worked as a High School Visual Arts teacher with Fine Arts qualifications from the Newcastle School of Art and Education and the University of Newcastle. Her teaching career has spanned 22 years.

Nina has worked on murals, commissioned artworks, professional photography, collaborative projects, presenting at conferences, and facilitating art and cultural art workshops. She is the Senior Officer for the Professional Learning Curriculum at Reconciliation Australia's Narragunnawali: Education in Education programme.

Nina has collaborated with Speaking in Colour on professional teacher learning programmes that incorporate Aboriginal viewpoints and foster cultural capability. She also has TAFE qualifications in Aboriginal and Torres Strait Islander Cultural Arts.



A MESSAGE FROM THE ARTIST

Art has an important role in all societies, today and in the past. Traditionally for Aboriginal and Torres Strait Islander peoples, art was a tool for storytelling and passing on cultural information from generation to generation. This is also true in western societies capturing and documenting history from religious events like in Greek or Renaissance times.

Today I think all art can be a powerful tool to make people think about society, their role and place and inform change. Understanding that there is meaning and artistic intentions behind all artmaking whether it be political or social commentary allows people to have a voice through creative means, whether through artmaking or audience interpretation.

Statement from Reconciliation Australia's Chief Executive Officer

KAREN MUNDINE

Reconciliation Australia welcomes Hunt Hospitality to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP. Hunt Hospitality joins a network of more than 2,200 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 Hunt Hospitality 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 a meaningful impact toward Australia's reconciliation journey.

Congratulations Hunt Hospitality, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Statement from Hunt Hospitality's CEO and Managing Director

STEPHEN HUNT

As the CEO and Managing Director of Hunt Hospitality, I am excited to present our Reconciliation Action Plan (RAP) and be a leader in the hospitality industry in doing so. The company's goals have always revolved around having sustainable growth for all our stakeholders, including our team, our patrons, and most importantly, our community.

Our venues are all-inclusive environments for people to communicate, commiserate, and celebrate, and we want to extend our deepest respects to First Nations Peoples and ensure these spaces are always a safe and inviting place for them. Through reconciliation, we want to educate our people, learn, and acknowledge the history of this Country, and form deeper connections with First Nations People.

I believe it is important that the team and I learn from First Nations Peoples and gain an awareness and understanding of First Nations Peoples' traditions, customs, and culture. Each region that our venues are placed in will be doing this quite differently, as First Nation Peoples have different identities and connection to Country based on location. Through the reflection stage of our RAP, we have met many inspirational First Nations People, and we want to continue paying respects to Traditional Custodians and, by doing so, grow our knowledge and incorporate elements of the culture into our business.



Statement from Hunt Hospitality's Chief Operating Officer

RICCI-LEE WHEELER

As the Chief Operations Officer, I initiated a comprehensive review of our community relationships, aligning with our commitment to support the local community. Recognising a gap in the pub and hotel industry, We recognised the need to incorporate a RAP into our community support efforts.

This realisation prompted meaningful conversations with Elsie Stuart from the Biripi Nation located in NSW, North of Taree and Director of The Glennie Project. After further discussion, we brought this step to our team to move towards reconciliation and the further inclusion of First Nations People.

During this process, we delved into the history of the segregation of First Nations People in public houses which stirred an overwhelming passion within our team to foster unity between First Nations People and non-Indigenous through reconciliation. Our unwavering dedication to ethical leadership in the industry has been a driving force, as I believe that this critical aspect has been overlooked for far too long.

This journey has been a profound learning experience, and we remain committed to expanding our knowledge and sharing it with all of our staff. What has made this project particularly rewarding is the opportunity to connect with individuals I wouldn't typically encounter in my day-to-day operations, adding a unique dimension to our endeavours.

I look forward to the prosperous future ahead for Hunt Hospitality and am honoured to lead this project with my team with a focus on meaningful impacts through local collaboration and authentic connection.



About Hunt Hospitality's Reconciliation Action Plan

At the root of Hunt Hospitality's corporate objectives is the company catchcry: Recalling tradition with a twist of today. Beyond weaving this into daily operations, this catchcry speaks to our approach towards social responsibility. The twist of today we are proud to share is the beginning of our RAP.

At Hunt Hospitality, we believe that it is important to contribute an effort to repair the relationship between First Nations People and non-Indigenous Australians. As a company operating in Australia today, it is imperative that we do what we can to grow awareness of reconciliation and foster meaningful positive change.

In recent years, we have been committed to giving back to the community, and we are excited to include a strong focus on reconciliation within these efforts. Our goal is to educate our people, learn about history, and acknowledge Country in which we conduct our work. It is essential that we create an environment welcoming authentic and meaningful discussions.

At Hunt Hospitality, the heart of our mission is to make people's day. We want our past, present, and future employees and customers to feel they are heard, valued, and respected as Aboriginal and Torres Strait Islander People.

ABOUT HUNT HOSPITALITY

Hunt Hospitality is a hospitality management firm with seven venues and over 300 employees. At this time, we are unaware of how many of our staff identify as an Aboriginal and/or Torres Strait Islander person. The venues are located in Wonnarua, Gumbaynggirr, Biripai, and Awabakal Country. Stephen Hunt, Hunt Hospitality's CEO and Managing Director established the firm in 2008. It has the focus of humanising venues, optimising communities, and prioritising growth and innovation. The firm is always strategically planning and expanding, as well as facilitating community engagement through grassroots sponsorships to contribute to our core objective of recalling pub tradition 'with a twist' of today.

Our journey towards reconciliation

2022	2023	2024
<p>The Chief Operating Officer identified a gap in Hunt Hospitality's approach towards social responsibility and positive change.</p> <p>After repeated consultations with Elsie Stuart, the Director of The Glennie Project, Hunt Hospitality was introduced to the concept of reconciliation.</p> <p>The goal was set that 2023 would be the year that Hunt Hospitality pursued its journey towards reconciliation.</p>	<p>RAP Working Group (RWG) was formed was interest was gained in Executive team meetings.</p> <p>RWG explores self-initiated education on reconciliation practices.</p> <p>The executive team (including RWG) attends a full-day Indyamarra In-Country immersion experience.</p> <p>Venue representatives attend a half-day Indyamarra In-Country immersion experience.</p>	<p>RWG works to implement new initiatives in the venues and work towards meeting RAP Goals and Deliverables.</p>

Our Footprint

In consultation with Nina Ross, our venues have been identified as located across five nations.

We believe it is important to identify and respect individual Country, as the First Nations People who lived in these places all had different customs, traditions, languages, and laws.




**WONNARUA
COUNTRY**
**THE IMPERIAL
HOTEL**



**AWABAKAL
COUNTRY**
THE KENT HOTEL



**WORIMI
COUNTRY**
**SEABREEZE
HOTEL**



**GUMBAYNGGIRR
COUNTRY**
THE COFFS HOTEL
OCEAN VIEW HOTEL



**BIRPAI
COUNTRY**
HARRINGTON HOTEL
FINNIAN'S TAVERN

RAP Working Group (RWG)

MEMBER	POSITION
Stephen Hunt Chief Executive Officer	RAP Chair
Ricci-Lee Wheeler Chief Operations Officer	RAP Champion
Nick Gorgichuk Chief Experience Officer	RAP Member
Hannah Purdy Director of Administration	RAP Member
Suzie Hunt Executive Assistant	RAP Champion
Shirley Shannon Marketing Assistant	RAP Member



Current Activities & Partnerships

As Hunt Hospitality begins our reconciliation journey, we are open and eager to develop more relationships with First Nations People to explore ways in which we can connect to Country.

Our core objective in this reflection stage of our RAP is to grow our team's knowledge and understanding. This extends from Executive Team members to those on the ground and behind bars during busy weeknight trade.

ACTIVE ACKNOWLEDGEMENT

Hunt Hospitality understands Acknowledgement of Country allows for the opportunity to pay respects to First Nations People past, present and emerging.

As a small step in the right direction, we introduced a formal Acknowledgement of Country before each weekly executive meeting.

Alongside this, an Acknowledgement of Country has been included on the bottom of all Hunt Hospitality venue's websites.

Hunt Hospitality values the establishing forms of practise that standardise an Acknowledgement of Country. Paying our respect to First Nations People is an important step to bridge the gap between exclusive and inclusive language practices.



In-Country Immersion Experience

Within the year 2023, Hunt Hospitality has attended two Indyamarra Cultural Day programs with Uncle Paul Gordon and David Newman.

The first session was with the members of the Executive Team that also make part of the RWG. The In-Country Experiences were held in Awabakal Country at Mount Sugarloaf, a significant cultural site for the Awabakal people in the lower Hunter region. For the second session, we had representatives from each Hunt Hospitality venue attend this experience, particularly those who had a keen interest in our RAP.

Both of these insightful days included a guided tour of Aboriginal cultural heritage sites, a Traditional Smoking ceremony, and a Guided Bush Tucker and Medicine

walk. On this walk, Uncle Paul shared his knowledge on the multiple purposes of different plants, trees, and bushes that can be used as tools or medicine.

The team gathered for morning tea, where attendees had a selection of fruits and wattleseed muffins. Uncle Paul Gordon emphasised the importance of sharing knowledge and led us through traditional Aboriginal Leadership models, philosophies of sharing and teaching knowledge, and the importance of storytelling. In particular, the concept of the 6L's was taught; Lore, Love, Look, Listen, Learn, and Lead, and how to apply this framework within Hunt Hospitality's organisation.



Here's what our people had to say about it.

While the knowledge gained regarding what's at hand in our natural environment was educational, I really enjoyed the openness and honesty with which this information was conveyed. I felt that I was allowed to have this experience in a very personal way, with no judgement.

I had no idea that such a large number of plants and trees you see in the bush everyday around us, have both nutritional and medicinal value.

GENERAL MANAGER, SEABREEZE HOTEL

I valued being able to connect to the land on the walk and hearing the many uses and sources of food provided by the local flora.

GENERAL MANAGER, HARRINGTON HOTEL

The feeling of togetherness throughout the day was very wholesome.

SUPERVISOR, THE COFFS HOTEL

I valued learning how everything comes together in the language and has a flow on effect around the landscape and culture.

Uncle Paul explained how flow-on culture affects his everyday attitudes towards life, work, family, and friends, and most importantly, about being present.

GENERAL MANAGER, THE COFFS HOTEL

I was welcomed to the Country by hosts who were willing to share their knowledge with me to better my understanding of life.

SUPERVISOR, THE COFFS HOTEL

HUNT HOSPITALITY'S COMMITMENT TO RELATIONSHIPS, RESPECT, OPPORTUNITIES, AND GOVERNANCE.

RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2024	Chief Operations Officer
	Research best practices and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2024	Executive Assistant Chief Operations Officer
2. Build relationships by celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024 (27th May - 3rd June)	Marketing Assistant
	RAP Working Group members to participate in an external NRW event	May 2024 (27th May - 3rd June)	Chief Executive Officer Chief Operations Officer Marketing Assistant Director of Admin Chief Experience Officer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2024 (27th May - 3rd June)	Executive Assistant
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January 2024	Executive Assistant Marketing Assistant
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	January 2024	Executive Assistant Marketing Assistant
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	January 2024	Executive Assistant Chief Operations Officer
4. Promote positive race relations through anti-discrimination strategies.	Research best practices and policies in areas of race relations and anti-discrimination.	March 2024	Executive Assistant
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2024	Chief Operations Officer Executive Assistant Director of Administration

RESPECT



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	April, 2024	Executive Assistant Chief Operations Officer
	Conduct a review of cultural learning needs within our organisation.	April, 2024	Executive Assistant
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	January 2024	Chief Operations Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2024	Chief Operations Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June, 2024	Marketing Assistant
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2024	Chief Operations Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	Chief Executive Officer Chief Operations Officer Marketing Assistant Director of Admin Chief Experience Officer

OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2024	Executive Assistant
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2024	Executive Assistant
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2024	Executive Assistant
	Investigate Supply Nation membership.	August 2024	Executive Assistant

GOVERNANCE



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain RWG to govern RAP implementation.	January 2024	Chief Executive Officer Chief Operations Officer Chief Experience Officer Director of Administration Executive Assistant Marketing Assistant
	Draft a Terms of Reference for the RWG.	January 2024	Executive Assistant, Marketing Assistant
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2024	Executive Assistant, Marketing Assistant
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2024	Executive Assistant, Marketing Assistant
	Engage senior leaders in the delivery of RAP commitments.	January 2024	Chief Executive Officer Chief Operations Officer Chief Experience Officer Director of Administration
	Appoint a senior leader to champion our RAP internally.	January 2024	Chief Operations Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2024	Executive Assistant, Marketing Assistant
12. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	Executive Assistant
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Executive Assistant
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Executive Assistant
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website (rap.reconciliation.org.au/s/registration) to begin developing our next RAP.	November, 2024	Executive Assistant



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For More information:

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