



elephant in the room
consulting

Reconciliation Readiness Checklist

Where are you now, and where do you want to go?

www.elephantintheroomau.com

We acknowledge the Traditional Owners of Country throughout Australia and pay our respects to Elders past, present and emerging.

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Why Reconciliation?

Reconciliation in Australia is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians – for the benefit of all. It's about acknowledging our shared history, valuing Indigenous voices, and working together to create a future grounded in respect, truth, and equity.

Reconciliation is not a campaign or a one-off initiative. It's an ongoing commitment to doing better – in our leadership, in our relationships, and in the way we do business.

At Elephant in the Room Consulting, we believe that reconciliation should be more than a statement – it should be lived through action. This means embedding cultural safety into everyday operations, developing strategies that align with your business goals, and using your influence to create meaningful outcomes for First Nations peoples and communities.

This checklist is designed to help you reflect on how reconciliation currently shows up in your organisation, and to identify practical steps you can take to grow your impact.

It's not about having all the answers; it's about being willing to do the work.

Is your organisation walking the talk when it comes to reconciliation?

This checklist is designed to help you reflect, assess, and act. It highlights the cultural, strategic and operational areas that support meaningful and sustained reconciliation outcomes.

1. Foundations: Awareness & Commitment

We have had open, honest conversations about what reconciliation means for our organisation.



Our leadership team has demonstrated visible and ongoing commitment to reconciliation.



We offer Cultural Awareness or Cultural Learning experiences that go beyond compliance.



Acknowledgement of Country is embedded in our meetings, events, and communications in a way that is thoughtful and locally grounded.



We provide clear guidance and resources for staff to engage respectfully with First Nations cultures.



2. Relationships: Connection & Engagement

We have mapped and actively engage with local Traditional Custodians and First Nations communities.



We foster ongoing, reciprocal relationships, not transactional or symbolic ones.



Our team understands protocols and practices when engaging with First Nations peoples and communities.



We support and amplify First Nations voices, businesses, and leaders in our sector.



We actively involve First Nations people in co-design, consultation, or decision-making processes that affect them.



3. Reflection: Culture, Safety & Behaviour

Cultural safety is part of our internal culture, not just a policy or a training session.



Our people know what culturally safe behaviours look like, and are confident applying them.



We regularly assess how culturally safe our workplace is for First Nations staff and communities.



We challenge and respond to bias, discrimination, and racism with care, courage, and accountability.



Our values and behaviours model reconciliation - every day, not just during Reconciliation Week or NAIDOC.



4. Action: Strategy, Integration & Influence

We have a Reconciliation Action Plan (RAP) or a documented First Nations Engagement Strategy that guides our commitments.



Our reconciliation or engagement approach is connected to our vision, purpose and business strategy.



We have embedded First Nations engagement into business-as-usual practices - including procurement, recruitment, community investment, stakeholder engagement, and governance.



We use our sphere of influence (partners, clients, customers, networks) to amplify First Nations outcomes.



We have clear accountabilities across teams for advancing reconciliation and engagement.



5. Monitoring, Evaluation & Impact

We have identified lead and lag indicators to track our reconciliation efforts (e.g. participation rates, relationships built, behaviour change, procurement outcomes).



We regularly review progress and use insights to inform our future planning.



We measure not just activity, but impact, including how our actions affect First Nations peoples, communities and outcomes.



We invite feedback from First Nations stakeholders and communities to shape and evaluate our approach.



We report back transparently to our staff, leadership and partners on our reconciliation commitments.



So, how did you go?

If you ticked many boxes, amazing! Keep the momentum going. If you ticked only a few, you're not alone. This work takes time, commitment and humility. Reconciliation isn't a destination. It's a journey we walk together.

Small Steps, Big Shifts

Reconciliation is about progress, presence, and purpose. No matter how many boxes you ticked, the most important step is the one you take next. Here are some simple actions you can take to move forward.

Start a conversation

Bring your team together to talk about what reconciliation means to your organisation. Share your checklist results and explore where you want to grow.

Identify your sphere of influence

Look at where you can create impact. It may be your suppliers, your clients, or your networks. Ask: how are we showing up for First Nations people in our everyday work?

Connect locally

Engage with Traditional Custodians, community organisations, or First Nations businesses in your area. Relationships are the foundation of reconciliation.

Invest in learning

Book a Cultural Awareness session or workshop. Learning together builds confidence, shared language, and culturally safe workplaces.

Create a plan

Whether it's a RAP or a First Nations Engagement Strategy, having a clear plan aligned with your values and business strategy will help drive sustainable action.

Track your impact

Start small. Track what you're doing, who you're reaching, and what's changing. Lead measures matter, and they'll help you grow your confidence and capacity over time. You don't need to do everything at once - just start somewhere.

Ready to take your next step?

You've reflected, assessed and uncovered opportunities to grow; now it's time to turn intention into action. Now more than ever, the time to lead is now.

Wherever you're at on your reconciliation journey, we're here to walk with you. If you are unsure where to start, let's chat about your business goals and challenges.

Email Jenni at jenni@eitrc consulting.com, or use the links below to book a chat and we'll explore how to align your reconciliation efforts with your business strategy, vision and values.

Schedule a Cultural Capability Workshop

Build your team's confidence, knowledge and cultural safety through engaging, real-world learning.

[Book a discovery call](#)

Download the Cultural Capability Audit

A practical tool to assess your organisation's cultural capability and identify where to focus your efforts next.

[Download the Audit Now!](#)

Start Your Strategy

Whether it's a RAP or a tailored First Nations Engagement Strategy, we'll help you create a roadmap that's meaningful, measurable and sustainable.

[Get Strategic Support](#)

About the Author

Jenni Walke, a proud Bundjalung woman, is a visionary business consultant and Indigenous affairs specialist who blends lived experience with deep strategic expertise. As the founder of Elephant in the Room Consulting, she works at the intersection of business, culture and impact – helping organisations turn vision into action through practical, purpose-led strategy.

With over 30 years of experience spanning leadership development, policy, program design, and facilitation, including service in the military and senior roles in both the public and private sectors, **Jenni brings a grounded, real-world perspective to everything she does. Her work is rooted in Indigenous ways of knowing, doing and being, and informed by a deep commitment to sustainable change.**

Through Elephant in the Room Consulting, Jenni specialises in reconciliation strategy and cultural capability uplift, leadership development and executive coaching, business strategy and facilitation, and supporting organisations to embed cultural safety and inclusive practices into business-as-usual.

About Elephant in the Room Consulting

Founded by Jenni in 2017, Elephant in the Room Consulting is a wholly Indigenous-owned, female-led management consultancy based on Turrbal and Jagera Country in Southeast Queensland. We are a multi-disciplinary firm with expertise in:

- Cultural learning and strategy development
- Executive coaching and leadership programs
- Capability uplift and inclusive workplace design
- Business performance and impact planning

We take a people-first, data-informed approach to co-design strategies that are practical, adaptive, and culturally informed – supporting leaders to navigate complexity with clarity and confidence. Collaborating with organisations that are ready to do better, not just in business, but for people, place and purpose we create impact. If you're ready to make reconciliation, cultural capability and ethical leadership more than a statement, you're in the right place.

Connect with us on our socials @elephantintheroomau





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