



Reflect Reconciliation Action Plan

December 2023 - May 2025






Acknowledgment of Country

Grok Academy acknowledges the Traditional Owners and Custodians of Country throughout Australia and recognises the continuation of their cultural, spiritual and educational practices.

We pay our respect to Aboriginal and Torres Strait Islander Peoples and cultures; and to Elders past and present.





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About the Artwork

“Harmony Unveiled: Grok Academy’s Reconciliation Journey”

Grok Academy serves as a guiding force for education transformation. Born out of the fusion between Grok Learning and the Australian Computing Academy, this not-for-profit organisation weaves a narrative of digital literacy, inclusivity, and a commitment to shaping a future where everyone thrives.

The journey of reconciliation for Grok Academy is portrayed in a mesmerising artwork that encapsulates the essence of the organisation’s vision and values. At the centre of the artwork lies the Gathering symbol, a powerful emblem that signifies unity and collaboration. It serves as a testament to the collective strength of the staff and students, representing the diverse tapestry of learners brought together by the pursuit of knowledge.

In the top right-hand corner, the connection to the land is vividly depicted. A profound Acknowledgment of the Indigenous roots of Australia, this element symbolises Grok Academy’s commitment to respecting and learning from the rich cultural heritage embedded in the land. It serves as a reminder that education is not just about acquiring skills but understanding the deep connection between knowledge and the environment.

Journey pathways intricately weave into the artwork, leading towards the Gathering symbol. These pathways embody the varied routes learners take in their pursuit of knowledge, each unique and meaningful. The diversity in these pathways reflects Grok Academy’s commitment to differentiated and contextualised learning, ensuring that education is a meaningful experience for everyone.

The bottom right-hand corner of the artwork dives into the connection to sea country, a nod to the vastness of possibilities and opportunities that lie ahead. It symbolises the fluidity of knowledge and the ever-expanding horizons of learning. Grok Academy envisions a future where everyone, regardless of their background, has the skills and dispositions to navigate the digital landscape with confidence.

The three elements on the left beautifully converge to illustrate the company’s vision and values. It is a visual representation of Grok Academy’s belief in equity, access, and opportunity for all. The artwork tells a story of unity, respect, and a shared journey towards a better future.

As viewers engage with this artwork, they are invited to embark on a visual exploration of Grok Academy’s reconciliation journey. It is a journey that honours the past, embraces the present, and paves the way for a future where transformative computing knowledge empowers every individual to overcome challenges and seize the boundless opportunities that lie ahead.

The colours used within the artwork are taken from the organisation’s brand colour palette.



About the Artist

Aboriginal Artist and Graphic Designer - Lani Balzan

Lani Balzan is an Aboriginal artist and graphic designer specialising in designing Indigenous canvas art, graphic art, logo design, Reconciliation Action Plans and document design.

Lani is a proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Her family originates from Mudgee but she grew up all over Australia and has lived in many different towns starting her business in Illawarra NSW and recently relocating to Mid-North Queensland.

In 2016 Lani was announced as the NAIDOC Poster Competition winner with her artwork "Songlines". This poster was used as the 2016 NAIDOC theme across the country.

Lani has been creating Aboriginal art since 2013 and has continued success across the country.

One of her biggest goals and aspirations with creating Aboriginal art is to develop a better connection to her culture and to continue to work towards reconciliation; bringing people and communities together to learn about the amazing culture we have here in Australia.

www.aboriginalartbylani.com.au





Lani Balzan
Artist
Aboriginal Art by Lani

CEO Statement

Grok Academy is an Australian ed-tech charity aiming to equip all learners with the skills, understanding, and digital literacy necessary to thrive in this digitally advanced era. In launching our 2023-25 Reflect Reconciliation Action Plan, I am reminded that our mission does not exist in a vacuum but is interconnected with the journey towards understanding and reconciling with Aboriginal and Torres Strait Islander peoples and cultures.


Grok Academy is a not-for-profit organisation that seeks to advance education and research by educating all learners in transformative computing knowledge, skills, and dispositions, empowering them to meet the challenges and seize the opportunities of the future. This encompasses basic digital literacy through to advanced computer science and related disciplines, and the application of these skills across all disciplines.

For over 65,000 years, Aboriginal and Torres Strait Islander peoples have nurtured and sustained intricate knowledge systems, remaining deeply connected to Country. As the first innovators, technologists, and engineers of this land, their contributions precede and inform the world of technology we are immersed in today. However, we recognize that Western educational and technological paradigms, including those in computer science, carry inherent cultural biases. These perspectives can inadvertently sideline the rich, nuanced worldviews of Aboriginal and Torres Strait Islander peoples. It is time we at Grok Academy embark on a journey of introspection and transformation to address these biases, learning to understand—or as our namesake suggests, to "grok"—the profound depth of these ancient cultures in our educational frameworks.

To reach all learners we must explore the unique perspectives and contributions of Aboriginal and Torres Strait Islander communities. To be truly inclusive we must actively invite these communities to the table, building authentic relationships, and co-designing learning experiences that resonate with cultural contexts. We must recognise the value of diverse voices and insights to shape a more robust and inclusive technology landscape. This commitment is central to realising our mission.

Our Reflect RAP marks the beginning of this critical journey—one where we align our objectives with the broader goals of national reconciliation. At Grok, we operate from a place of empathy and conviction in the transformative power of education.

The digital revolution, with all its opportunities, should be accessible to everyone, bridging the gap that has long existed in educational equity.



Through our Reflect RAP, we are taking a step back to self-reflect, assessing our current practices with honesty and openness, and preparing ourselves for a journey of learning and unlearning. This process is fundamental as we envision our role in shaping a future that honours the past and creates inclusive opportunities for all Australians.

Thank you to the dedicated members of Grok Academy and the Aboriginal and Torres Strait Islander experts who have generously shared their wisdom, guidance, and constructive challenges on this journey. We are most grateful to Reconciliation Australia for their support and guidance, ensuring our RAP adheres to the highest standards of excellence.

As CEO, I am intensely conscious of the weight of our responsibility. Our vision is not merely to disseminate information but to enable every learner—especially Aboriginal and Torres Strait Islander children—to flourish in a world enveloped by digital technologies. Our RAP is more than a plan on paper:

it is a guiding compass for our efforts to address educational disparities and to genuinely ‘grok’—deeply understand and empathise with—the essence of reconciliation.

This is our commitment. This is our journey towards reconciliation.

Reconciliation Australia

CEO Statement

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

Grok Academy 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 Grok Academy 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 Grok Academy, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Business

Grok Academy is a not-for-profit organisation that seeks to advance education and research by

educating all learners in transformative computing knowledge, skills, and dispositions

empowering them to meet the challenges and seize the opportunities of the future.

This encompasses basic digital literacy through to advanced computer science and related disciplines, and the application of these skills across all disciplines.

We believe that a solid computer science understanding is vital whether you want to fight climate change, make the next blockbuster movie or unlock the secrets of the universe.

We develop and deliver computing education resources and programmes to teachers and students across Australia and internationally including New Zealand, the United Kingdom and USA. Our programmes are developed to encompass primary, secondary, and tertiary learners through their studies of computing and related disciplines. We also provide expertise and consulting for computing curricula and their implementation in Australia. Our work also involves supporting and educating teachers and school leadership staff to implement Digital Technologies into individual school curriculum. We are governed by an independent Board of Directors.

Grok Academy supports the access of all young Australians to high-quality schooling and seeks to promote equity in schooling for Aboriginal and Torres Strait Islander peoples. We have approximately 110 staff employed across the country in every state and territory of Australia and have two employees based in New Zealand. As of October 2023, Grok employs one staff member who self-identifies as Aboriginal and/or Torres Strait Islander.



Our office is located on the lands of the Gadigal people. Most of the organisation works remotely, with Grok staff members residing across these lands:

Bingal	Wulgurukaba	Giabal	Jarawair
Jagera	Yuggera	Yugarabul	Ugarapul
Quandamooka	Bidjgal	Cammeraygal (also spelt Gamaragal)	Dharug
Gadigal	Wallumedegal	Barramattagal	Kamilaroi
Wangal	Radjuri	Darkinjung	Ngunnawal
Woi wurrung	Wurundjeri	Boon Wurrung	Palawa
Dja Dja Wurrung	Taungurung	Yorta Yorta	Guringai
Kurna	Wadjuk Noongar	Nganyaywana	Biripi
Tharawal	Kamilaroi	Wadawurrung	Gulidjan
Wiradjuri	Kulin	Kabi Kabi	Jinibara
Gadubanud	Yugambah	Gurang	Gooreng Gooreng
Turrbal	Bailai	Meru	Wadjak Nyoongar
Taribelang Bunda	Kurna	Muwinina	Larrakia
Whadjuk	Wardandi Noongar	Mumirimina	

Our RAP

Grok Academy, as a not-for-profit, exists to educate all learners; “Grok” itself means

to understand deeply and with empathy.

Our name and our purpose are entwined with achieving equitable outcomes for all. Our vision for reconciliation is an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and other Australians, and a national culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations. In the context of our organisation, this represents equal education outcomes for our Aboriginal and Torres Strait Islander stakeholders, and an inclusive and diverse workplace that is not just culturally safe, but culturally rich and proud.

Grok Academy recognises the importance of reconciliation with Aboriginal and Torres Strait Islander peoples and is committed to making a formal effort towards this cause. By implementing a Reconciliation Action Plan, we aim to improve equity in schooling and support these communities in achieving their full potential through high quality, culturally relevant education. This effort also includes the development of respectful relationships between all members of our organisation and Traditional Owner groups and Aboriginal and Torres Strait Islander communities across Australia. Our work will be guided by principles that preserve Aboriginal and Torres Strait Islander peoples’ cultural heritage. We will implement our RAP with respect, integrity and empathy, driven by establishing real, respectful connections with Aboriginal and Torres Strait Islander peoples.

The Grok Academy RAP was developed through a consultation process within Grok Academy and with external stakeholders led by the Grok Academy Reconciliation Action Plan working group, comprising representatives from all levels of the organisation. Currently, one person in our organisation identifies as Aboriginal or Torres Strait Islander. We are actively working to identify how to create further opportunities within our organisation for Aboriginal and Torres Strait Islander peoples.

Our RAP is championed by our founder and CEO, James Curran, and the RAP is endorsed by the Grok Academy Board. The Grok Academy Reconciliation Action Plan working group will oversee and report on the implementation of the RAP, working with the Management Team, Chiefs, Portfolio Heads, and Leads. Our work towards reconciliation will be published in annual reports.

It is our intent to work shoulder to shoulder with Aboriginal and Torres Strait Islander peoples in designing solutions to meet their needs and to design formal processes to engage them.

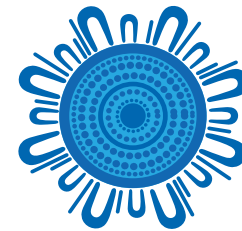
The Grok Academy RAP aims to bring together the pockets of excellence in advocating for Aboriginal and Torres Strait Islander representation in Digital Technologies, to learn from their insights, amplify their impacts, and see our organisation walk and work together towards reconciliation. Through working with Government and industry partners, and as part of the design and feedback process, we have made specific project outcomes around Aboriginal and Torres Strait Islander engagement and consultation.

We are motivated towards achieving real impact, mindful to avoid seeming and being tokenistic.

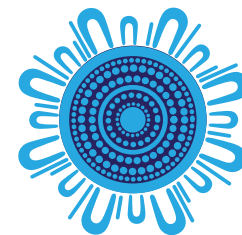
Our organisation acknowledges that while we are each on our individual reconciliation journey, we as an organisation can take steps to establish a culturally safe workplace culture. In developing our RAP, Grok Academy has engaged Stronger Smarter Institute to facilitate four cultural competency workshop days, which have formed the foundation for ongoing reflection and as a call to action.

The RAP was developed in this spirit –

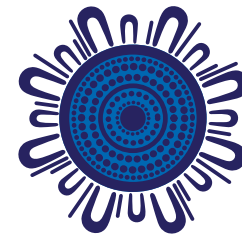
striving for authentic, meaningful, productive connections with Aboriginal and Torres Strait Islander Peoples.



Everyone has the computing skills and dispositions to achieve their goals and create a better future.



Learning should be differentiated and contextualised so that it is meaningful for everyone. Our approach to educational design acknowledges the diversity, experience and needs of all learners.



We believe in equity, access and opportunity for all.

Our partnerships/current activities

Community partnerships

- Stronger Smarter Institute (SSI): Cultural competency training
- Indigitek - “Exploring the needs of Northern Territory students in regard to Digital Technologies”
 - Indigitek are an organisation Grok Academy has been collaborating with since 2021, including co-funding one of their initiatives (\$25k) to deliver STEM introductory workshops on country in the NT in early 2022.

Internal activities/initiatives

- RAP working group: Grok Academy’s Reconciliation Action Plan working group was formed in 2022. The group represents a wide cross-section of the organisation and is developing the strategic and operational frameworks for Grok Academy’s actions towards reconciliation.
- Project deliverable including Aboriginal and Torres Strait Islander Consultation - Schools Cyber Security Challenges programme (CyberAU Phase 3)
 - An innovation to how Grok Academy designs learning in digital technologies and digital literacy is to include project deliverables for Aboriginal and Torres Strait Islander consultation as part of the design and feedback process. To achieve this goal, we are currently consulting with a range of Aboriginal and Torres Strait Islander Tech and EduTech organisations (including but not limited to Indigitek, Willyama, Aurora Education, and Goanna Solutions). We are also engaging with noted thought leaders in Aboriginal and Torres Strait Islander education for the Cyber AU (Phase 3) deliverable - Aboriginal and Torres Strait Islander Peoples Consulting.
 - Grok Academy is developing a pilot program with 12 to 14 schools across Australia to provide feedback and advice on one of the current Grok Academy courses in cyber security (CyberAU). This feedback on the quality of engagement, accessibility, diversity will feed into future courses and be used to co-design new offerings, with Aboriginal and Torres Strait Islander Educators and students as part of the design process.





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.	January 2024	Head of Partnerships
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2024	Head of Partnerships
	Engage an Aboriginal or Torres Strait Islander artist to create artwork for Grok Academy's future RAPs.	January 2024	Executive Assistant of COO
	Engage an Aboriginal or Torres Strait Islander artist to create artwork/source artwork for our Sydney office space.	January 2024	Executive Assistant of COO
	Investigate ways in which similar businesses or organisations formally engage and consult with Aboriginal and Torres Strait Islander peoples, such as the ACARA team involved in writing the elaborations that linked to the Aboriginal and Torres Strait Islander Histories and Cultures cross-curriculum priorities.	October 2024	Head of Education
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Secretary of RWG
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2024	Co-chair of RWG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2024	Operations member of RWG
	Promote NRW on our website.	May 2024	Engineering member of RWG
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January 2024	Chief Operating Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2024	Head of Partnerships
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2024	Education member of RWG
	Review project scoping guidelines to include Aboriginal and/or Torres Strait Islander specific deliverables and funding.	October 2024	Co-chair of RWG
	Research how to incorporate Aboriginal and Torres Strait Islander histories and cultures into content planning, development and evaluation processes for Grok Academy courses and resources.	May 2025	Co-chair of RWG
	Investigate how to act on recommendations from the Indigenous Digital Inclusion Plan published by the NIAA.	March 2025	Education member of RWG
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April 2024	Operations member of RWG
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2024	Lead People & Culture Manager



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.	March 2024	Co-chair of RWG
	Conduct a review of cultural learning needs within our organisation.	March 2024	Operations member of RWG
	Engage Aboriginal and Torres Strait Islander educational consultants to review and provide advice re: our current set of courses.	January 2025	Executive Assistant of COO
	Fly or display the Aboriginal and Torres Strait Islander flags and artwork in our offices.	December 2023	Education portfolio RAP champion
	Engage external stakeholder to incorporate appropriate cultural content for future projects.	November 2024	Office Manager
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	Operations member of RWG
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	Education member of RWG
	Provide all staff members the opportunity to engage in cultural protocols such as Acknowledgement of Country at meetings and events throughout the year.	October 2024	Education member of RWG
	Update policies to be inclusive of Aboriginal and Torres Strait Islander peoples and aim to increase knowledge of Aboriginal and Torres Strait Islander people histories and cultures.	July 2024	Chief Operating Officer
	Create a style guide for referring to Aboriginal and Torres Strait Islander people and culture for our communication and resources.	July 2024	Engineering member of RWG
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	Operations member of RWG
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Operations member of RWG
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Co-chair of RWG
	Promote NAIDOC week on our website and/or social media.	June 2024	Engineering member of RWG



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.	June 2024	Co-chair of RWG
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	Lead People & Culture Manager
	Ensure that at least 50% of Grok Academy staff sitting on HR/interview panels have completed cultural competency training.	May 2024	Chief Operating Officer
	Engage with outside organisations/agencies to broaden scope for job advertisements.	June 2024	Chief Operating Officer
	Investigate best way to incorporate Aboriginal and Torres Strait Islander cultural and ceremonial leave into policies for Grok Academy staff.	April 2024	Lead People & Culture Manager
	Engage external stakeholder to incorporate appropriate cultural content for future projects.	April 2024	Lead People & Culture Manager
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.	January 2024	Head of Finance
	Investigate Supply Nation membership.	December 2023	Head of Partnerships
	Investigate other sources of supply from Aboriginal and Torres Strait Islander businesses.	March 2024	Head of Partnerships



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	December 2023	Secretary of RWG
	Draft a Terms of Reference for the RWG.	December 2023	Secretary of RWG
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	December 2024	Co-chair of RWG
	Maintain representation from the different portfolios in Grok Academy - customer, education, engineering etc.	December 2023	Co-chair of RWG
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2024	Co-chair of RWG
	Engage senior leaders in the delivery of RAP commitments.	January 2024	Chief Operating Officer
	Appoint a senior leader to champion our RAP internally.	December 2023	Co-chair of RWG
	Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2024	Engineering member of RWG
	Scope and identify RAP champions senior leaders in each portfolio.	January 2024	Co-chair of RWG
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 2024	Secretary of RWG
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2024 1 August 2025	Secretary of RWG
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024 30 September 2025	Secretary of RWG
	Investigate how we can have a scorecard or regular report on the workings of the RWG.	April 2024	Engineering member of RWG
	Investigate processes within projects to ensure RAP outcomes are implemented.	June 2024	Projects member of RWG
	Continue having regular updates during the fortnightly team meeting about the RWG.	January 2024	Co-chair of RWG
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2025	Secretary of RWG



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RECONCILIATION
ACTION PLAN

REFLECT