

## Reconciliation - Statement of Commitment

### Introduction:

Adelaide Venue Management is responsible for operating three of Adelaide's most iconic event venues: Adelaide Convention Centre, Adelaide Entertainment Centre and Coopers Stadium, in addition to AVMCatering, the company's outside catering arm.

AVM has a proud and proactive history of recognising, respecting and acknowledging Aboriginal and Torres Strait Islander peoples. AVM's vision is to be an industry leader in empowering the advancement of Aboriginal people through the creation of sustainable employment and career development opportunities for them within our venues.

### Context:

AVM is committed to delivering real outcomes and benefits and believes this is integral to achieving true reconciliation. To this end, this Statement of Commitment is succinct and to the point; focusing on meaningful actions that deliver meaningful benefits for Aboriginal people.

AVM has identified and demonstrated that one of the most powerful and beneficial means by which we can deliver ongoing tangible benefits for Aboriginal people is through creating sustainable employment pathways. AVM has already incorporated this philosophy into its everyday recruitment practices and as a result, is regularly welcoming new Aboriginal team members into its workforce. It is in this area where we shall continue to focus our efforts.

### Adelaide Venue Management's Objective:

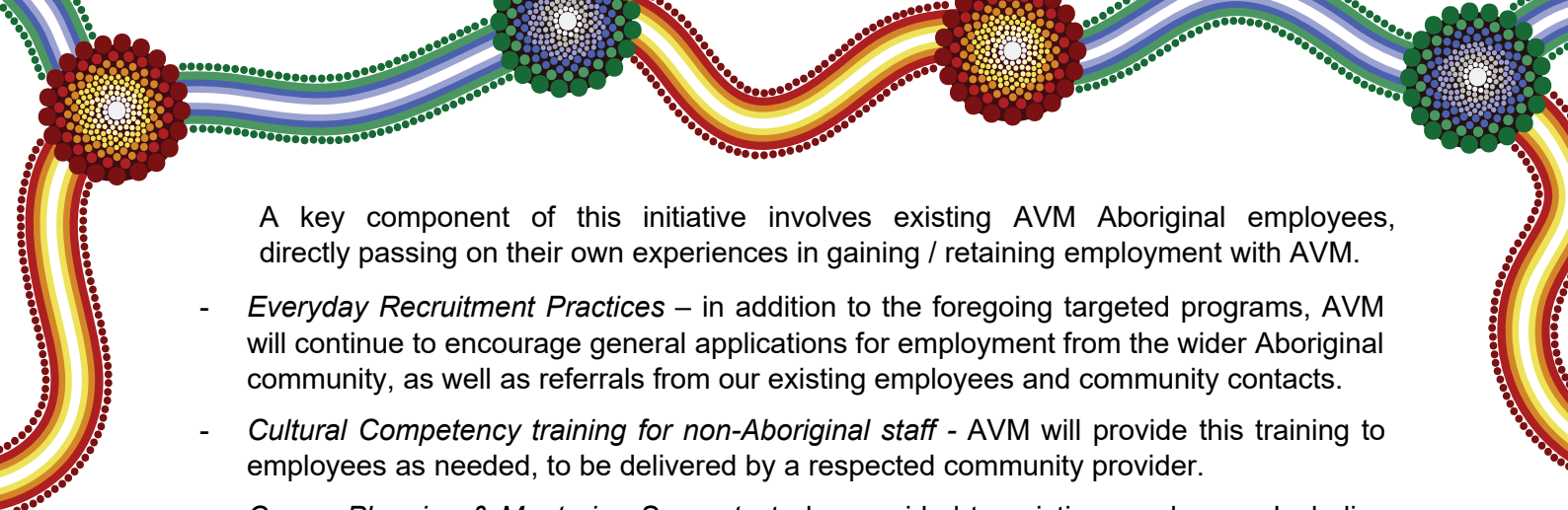
***To remain a leading employer of Aboriginal people within South Australia's hospitality industry and enhance existing relationships with Aboriginal and Torres Strait Islander communities.***

### Aboriginal Employment Targets:

- 2022: 25 Aboriginal employees (2.5% of the AVM Workforce)
- 2024: 35 Aboriginal employees (3.5% of the AVM workforce).
- 2026: 45 Aboriginal employees (4.5% of the AVM workforce).

### How AVM shall meet these targets:

- *The Governor's Aboriginal Employment Industry Clusters Program* – AVM will maintain proactive participation in the Program, with an emphasis on role-modelling industry leadership within the hospitality sector.
- *Pre-employment Training and Employment Programs* – AVM will continue to work with culturally-competent Registered Training Organisations (RTO) and Job Active agencies, to deliver the job-ready skills and ongoing career development needed, to attract and retain future Aboriginal employees.
- *Student and Community Engagement* – AVM will continue to collaborate with community bodies and other specialist training providers to offer venue site tours and off-site Aboriginal student engagement programs. The aim being to provide Aboriginal students and job-seekers with an understanding of the types of career paths and employment opportunities available to them within AVM and the Hospitality / Events sector generally.



A key component of this initiative involves existing AVM Aboriginal employees, directly passing on their own experiences in gaining / retaining employment with AVM.

- *Everyday Recruitment Practices* – in addition to the foregoing targeted programs, AVM will continue to encourage general applications for employment from the wider Aboriginal community, as well as referrals from our existing employees and community contacts.
- *Cultural Competency training for non-Aboriginal staff* - AVM will provide this training to employees as needed, to be delivered by a respected community provider.
- *Career Planning & Mentoring Support* - to be provided to existing employees. Including the training of existing Aboriginal and non-Aboriginal employees as mentors.

### **Other Activities:**

In addition to providing employment pathways, AVM shall implement and maintain the following, as core elements of its commitment to fostering enduring Reconciliation:

- *Acknowledgement & Respect* – In consultation with the local Kaurna community, AVM will continue to maintain appropriately-visible acknowledgements to the Kaurna people at the primary entrances to each of its venues. AVM staff will also show respect to Elders by ceasing service and remaining silent during Welcome to Country formalities.
- *Procurement* – AVM will continue to encourage further participation of Aboriginal-owned businesses, beyond existing levels, in the supply of products and services to its venues.
- *Collaboration with Reconciliation SA* – AVM will support and/or sponsor a selected number of key reconciliation events held at the Adelaide Convention Centre each year - and will invite its Aboriginal employees to attend at least one of these events per year as its guests. AVM will also encourage its non-Aboriginal employees to actively participate in reconciliation themed activities throughout the year.
- *Other Indigenous-themed events held at AVM venues* – AVM will proactively work with the organisers of these events to actively support and promote mutual event success – by providing a warm, welcoming environment, respectful of local Kaurna history and culture.
- *Lunch with the CEO* – The Chief Executive Officer and General Manager Human Resources will host an annual lunch for its Aboriginal employees, to discuss how AVM may continue to facilitate reconciliation and better support Aboriginal people in gaining, maintaining and progressing in their employment with AVM.
- *Venue Planning* – AVM shall encourage and insist that the Kaurna people are appropriately consulted in any development and expansion of its venues.

### **Responsibility:**

The Chief Executive Officer shall be responsible for championing and providing leadership in respect to this Commitment Statement. The General Manager Human Resources shall be responsible for oversight and implementation.

### **Review:**

This Statement of Commitment is to be next reviewed in February 2024.



**ANTHONY KIRCHNER**  
Chief Executive