

# GlofAI Reconciliation Action Plan

An independent commitment by the Global Institute of Artificial Intelligence (GlofAI) to support Aboriginal and Torres Strait Islander Peoples through responsible, inclusive AI. Global Institute of Artificial Intelligence (GlofAI) Positioned as a global Integrated AI Platform Supporting reconciliation through culture, governance, and technology





# From the CEO 3 Global Institute of Artificial Intelligence

At the Global Institute of Artificial Intelligence (GlofAI), our mission is to build the world's most trusted Integrated AI Platform—an ecosystem where individuals, businesses, and governments can build AI capability, demonstrate readiness, and adopt responsible AI with confidence.

As we shape this platform for global use, we recognise the responsibility we hold in influencing how societies engage with Artificial Intelligence. Our Reconciliation Action Plan (RAP) reflects our commitment to ensuring that the future of AI is inclusive, culturally respectful, and grounded in ethical leadership.

Aboriginal and Torres Strait Islander Peoples, as custodians of the world's oldest continuous civilisation, hold knowledge systems deeply relevant to the governance, sustainability, and ethics of emerging technologies. Their perspectives on community, connection, and custodianship offer profound insights as we navigate the complexities of artificial intelligence and its impact on society.

- ❑ This RAP is not symbolic—it is a long-term commitment to building a responsible, inclusive AI future in partnership with Aboriginal and Torres Strait Islander Peoples.

We understand that meaningful reconciliation requires sustained action, genuine partnership, and a willingness to learn and evolve. This plan represents our first formal step in a journey that will continue to develop and deepen over time, guided by the voices and wisdom of Indigenous communities.





# About This Reconciliation Action Plan

## Our Approach

This RAP represents an independent commitment by GlofAI, positioned as a global Integrated AI Platform. It is focused on respectful engagement with Aboriginal and Torres Strait Islander Peoples and embeds reconciliation principles into how we develop, deliver, and scale our AI platform.

While not part of the Reconciliation Australia accreditation program, this plan is firmly aligned with principles of inclusion, equity, and long-term partnership. We recognise that reconciliation is an ongoing journey that requires genuine commitment, accountability, and continuous learning.

## Scope of Actions

- Culture and capability building
- Governance and representation Workforce
- and economic participation Community
- partnerships and engagement Indigenous
- Data Sovereignty protection Supplier diversity
- and procurement

Our commitment extends beyond policy statements to practical actions that create meaningful opportunities, protect cultural knowledge, and ensure Indigenous voices shape the future of AI technology. Each action area has been designed to create tangible pathways for participation, leadership, and partnership.



# Our Acknowledgement & Purpose



## Our Acknowledgement

GlofAI acknowledges the Traditional Custodians of the lands across Australia and pays respect to Elders past, present, and emerging. We recognise Aboriginal and Torres Strait Islander Peoples as custodians of the world's oldest living cultures, whose wisdom and governance continue to enrich Australia today.

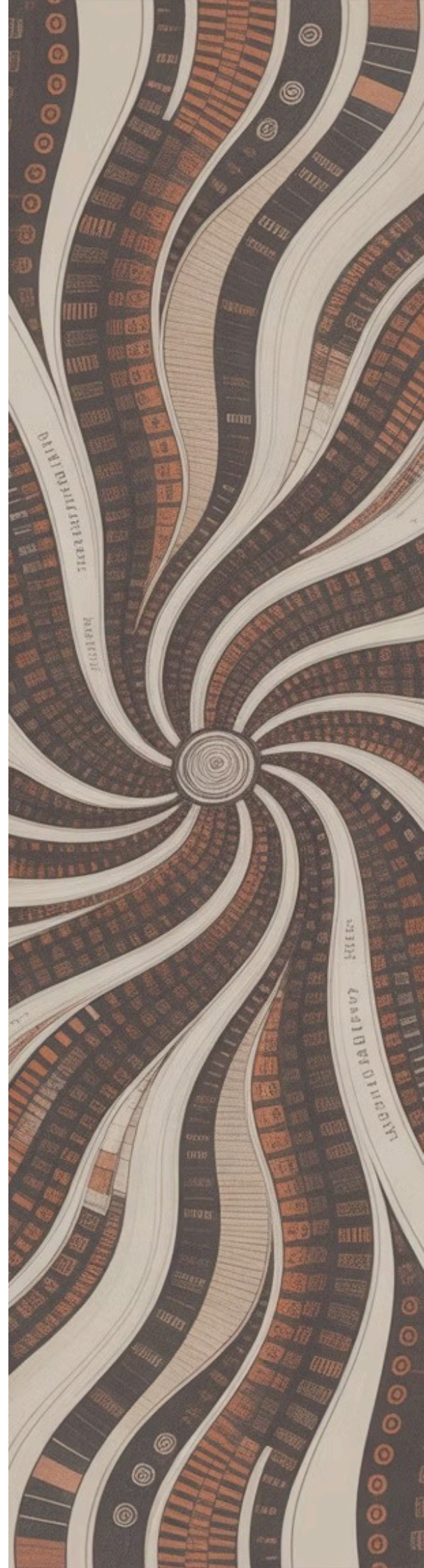


## Our Purpose

To establish GlofAI as the world's most trusted Integrated AI Platform, enabling responsible and strategic AI adoption for individuals, businesses, and governments worldwide.

Through this RAP, we commit to ensuring that Indigenous knowledge, voices, and rights are included in the evolution of the AI landscape. We recognise that the intersection of ancient wisdom and emerging technology offers unique opportunities to build AI systems that are more ethical, sustainable, and culturally responsive.

The governance principles that have sustained Aboriginal and Torres Strait Islander communities for over 65,000 years—including stewardship, collective responsibility, and long-term thinking—provide valuable frameworks as we navigate the rapid development of artificial intelligence. By incorporating these perspectives, we aim to build technology that serves all communities equitably and respectfully.







# Our Vision for Reconciliation

We envision a future where Aboriginal and Torres Strait Islander Peoples are fully empowered participants in the AI-driven economy, contributing their unique perspectives and leading innovation that benefits all Australians.



## Respected Custodians

Recognised as custodians of cultural and knowledge heritage with rights and protocols respected in digital spaces.



## Economic Leaders

Leaders and contributors within the global AI-driven economy with equitable access to opportunities.



## AI Partners

Partners in shaping responsible and ethical AI systems that reflect diverse cultural values.



## Data Sovereignty Advocates

Advocates and decision-makers in Indigenous Data Sovereignty and digital rights protection.



**Commitment:** We acknowledge past injustices and commit to contributing to a future of equity, inclusion, and opportunity for Aboriginal and Torres Strait Islander Peoples.

This vision recognises that true reconciliation requires more than acknowledgement—it demands action, investment, and a genuine commitment to sharing power and creating space for Indigenous leadership in the technology sector.



# Guiding Principles of Our RAP

Our work is guided by five core principles that inform every decision we make, from platform design to partnership development. These principles ensure our actions align with our commitment to genuine reconciliation.



## Respect

Honouring First Nations cultures, histories, and knowledge systems in all our interactions, products, and partnerships. This means listening deeply, learning continuously, and recognising that Indigenous knowledge has inherent value and authority.



## Inclusion

Ensuring Indigenous participation in AI capability development and governance structures. We commit to removing barriers to access and creating pathways for meaningful involvement at all levels of our organisation and platform.



## Partnership

Collaborating with Elders, communities, and Indigenous-led organisations as equal partners. We recognise that effective reconciliation requires shared decision-making and genuine co-design approaches.



## Empowerment

Creating opportunities in leadership, employment, and education that enable Aboriginal and Torres Strait Islander Peoples to thrive in the AI ecosystem. This includes scholarships, mentorship, and preferential pathways.



## Sovereignty

Protecting Indigenous data rights and cultural knowledge through robust governance frameworks. We commit to upholding the principle that Indigenous Peoples have the right to control their own data and information.

These principles inform how we design our platform, develop our programs, and build our partnerships. They serve as a constant reminder that technology must serve people and cultures, not the other way around.



# Key Objectives of the RAP

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## 1. Cultural Understanding and Capability

Build cultural awareness and competency across GlofAI's people, products, and partners through training, engagement, and ongoing education.

- Mandatory cultural awareness training for all staff
- Integration of Indigenous perspectives in product development
- Partnership with cultural advisors and Elders

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## 2. Indigenous Representation in AI Governance

Include Indigenous voices in AI standards, certification, and governance frameworks to ensure ethical and culturally responsive technology.

- Indigenous advisory board establishment
- Representation in certification processes
- Voice in policy development

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## 3. Economic Participation and Workforce Pathways

Advance leadership, employment, and skills pathways for Aboriginal and Torres Strait Islander Peoples in AI through targeted programs.

- Indigenous employment targets and pathways
- Leadership development programs
- Skills training and mentorship

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## 4. Community Partnerships and Collaboration

Develop long-term, respectful partnerships with Elders, communities, and Indigenous-led organisations that are based on mutual benefit and shared goals.

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## 5. Responsible Data Sovereignty and Ethical AI

Advocate for and uphold Indigenous Data Sovereignty in how data is collected, managed, and used across all GlofAI platforms and services.

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## 6. Supplier Diversity and Indigenous Procurement

Prioritise Indigenous-owned businesses within GlofAI's procurement and supplier ecosystem, creating economic opportunities and building capacity.

# Practical Commitments 3 Access & Opportunity

## Program Access Initiatives

We are committed to removing financial and systemic barriers that prevent Aboriginal and Torres Strait Islander Peoples from accessing AI education and capability development. Our access initiatives include:

- 8% discount on all GlofAI programs and services for Aboriginal and Torres Strait Islander Peoples, recognising historical disadvantage and creating equitable access
- Indigenous Leadership Scholarships to support participation in AI leadership and capability programs, covering full program costs and additional support
- Free access to AI awareness and ethical AI community sessions, ensuring knowledge sharing benefits entire communities
- Mentorship opportunities with global AI experts, providing guidance, networking, and career development support



## Representation in Governance

We will ensure inclusion of Indigenous voices in certification and AI governance frameworks, recognising that diverse perspectives strengthen decision-making and lead to more ethical, culturally responsive technology solutions.



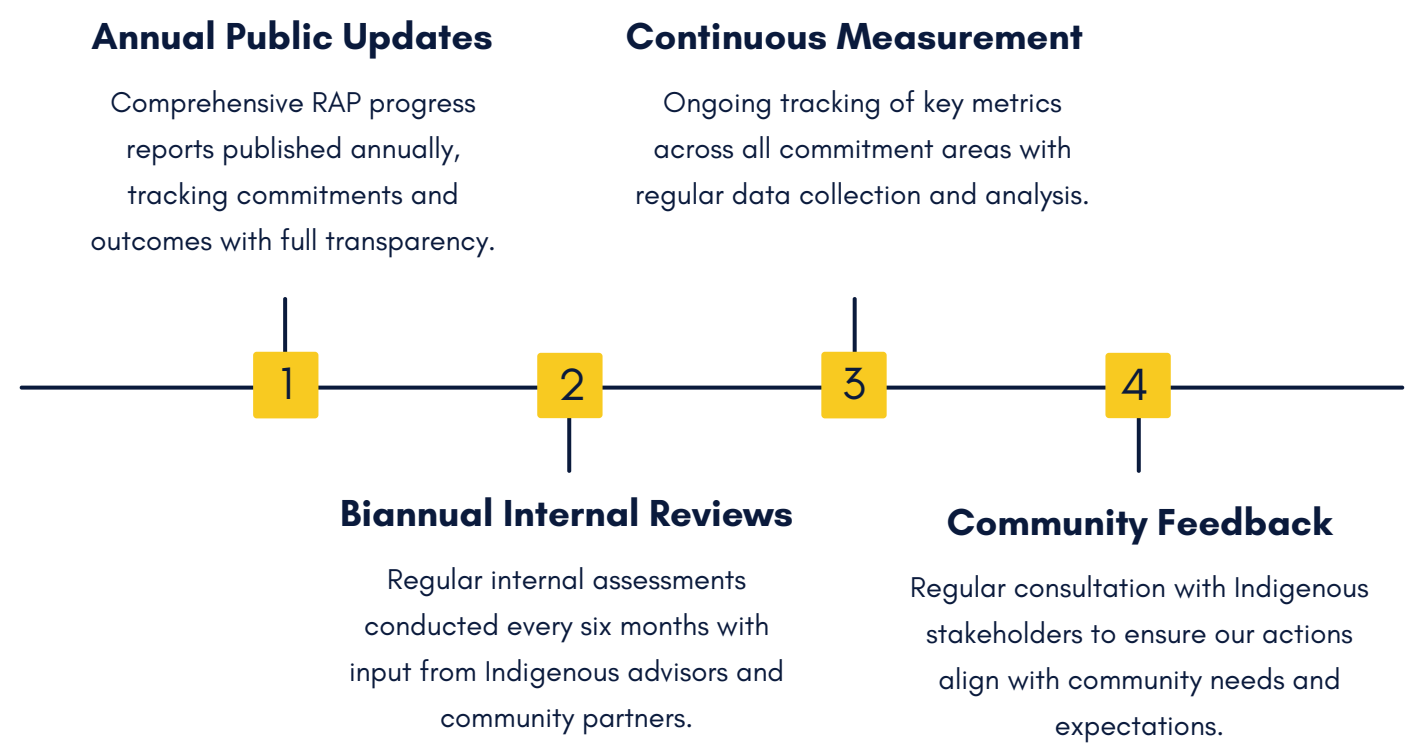
- ❑ Our goal is to create practical, tangible pathways into the AI ecosystem—not just statements of intent. Every commitment in this plan is designed to produce measurable outcomes that improve opportunities for Aboriginal and Torres Strait Islander Peoples.

These initiatives represent our first steps in building a more inclusive AI ecosystem. We recognise that true equity requires ongoing investment, continuous improvement, and willingness to adapt our approaches based on feedback from Indigenous communities and participants.



# Monitoring & Accountability

Accountability is essential to meaningful reconciliation. We commit to transparent reporting and genuine measurement of our progress against the commitments outlined in this RAP.



## What We Will Measure

<b>01</b>	<b>02</b>	<b>03</b>
<b>Access Pathways</b>	<b>Community Partnerships</b>	<b>Indigenous Representation</b>
Number of Aboriginal and Torres Strait Islander participants in programs, scholarship recipients, and completion rates	Quality and depth of relationships with Indigenous organisations, communities, and Elders	Participation in governance structures, leadership roles, and decision-making processes
<b>04</b>	<b>05</b>	
<b>Economic Participation</b>	<b>Cultural Capability</b>	
Employment numbers, supplier engagement, and economic opportunities created	Staff training completion, cultural competency development, and integration of Indigenous perspectives	

❑ Responsibility: Oversight of this RAP sits with the CEO and the Executive Strategy Office, ensuring reconciliation is embedded at the highest level of decision-making and given the priority and resources it requires.



# Building a Responsible, Inclusive AI Future



## Responsibility

We take responsibility for ensuring our technology serves all communities equitably and respects cultural protocols and knowledge systems.



## Collaboration

We commit to genuine partnership with Aboriginal and Torres Strait Islander Peoples in all aspects of our work, from design to delivery.



## Shared Progress

We believe that progress must be shared, and that the AI revolution should create opportunities for all Australians, particularly those historically excluded.

GlofAI is committed to shaping an AI-powered future that uplifts communities, protects culture and knowledge, and expands opportunity for Aboriginal and Torres Strait Islander Peoples. This commitment is not temporary or transactional—it is a fundamental part of who we are and how we operate. By embedding reconciliation into our Integrated AI Platform, we are building a global AI ecosystem rooted in ethical principles, cultural respect, and genuine inclusion. We recognise that the future of AI will be shaped by the values we embed in it today, and we are committed to ensuring those values reflect the wisdom, priorities, and rights of Aboriginal and Torres Strait Islander Peoples.

**We are committed to listening, collaborating, and acting alongside Aboriginal and Torres Strait Islander Peoples as we build an AI future for Australia and the world.**

This Reconciliation Action Plan is a living document that will evolve as we learn, grow, and deepen our partnerships. We invite Aboriginal and Torres Strait Islander Peoples, organisations, and communities to join us on this journey, to hold us accountable, and to help shape an AI future that honours the past while creating opportunities for generations to come.