



RECONCILIATION  
ACTION PLAN  
REFLECT



# REFLECT RECONCILIATION ACTION PLAN

July 2022 - June 2023



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# Acknowledgement

In the spirit of reconciliation Gilead acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander

peoples today. In particular, we acknowledge the Traditional Owners of the land on which we have our head office, the Wurundjeri people of the Kulin Nation (Melbourne) and pay our respects to their Elders past, present and emerging.

# Message from the General Manager

I am proud to introduce Gilead's first Reconciliation Action Plan (RAP), a formalised commitment to reconciliation with our Aboriginal and Torres Strait Islander peoples. Gilead acknowledges Aboriginal and Torres Strait Islander peoples as the first inhabitants and Traditional Owners of Australia,

Our Gilead Reflect Reconciliation Action Plan 2022-2023 provides us with our first actionable plan to begin our journey to reconciliation with our Aboriginal and Torres Strait Islander peoples. We recognise as a company with staff working on lands right across Australia, we have a role to play to reconcile, not just with the people on the lands where our head office is based, the Wurundjeri people of the Kulin Nation, but with Aboriginal and Torres Strait Islander peoples across Australia.

For over 12 months our Gilead RAP working group has collaborated to truly understand the significance of our reconciliation journey, educate our team and create an environment ready for us to deliver this plan over the next 12 months.

We also recognise that compared to non-indigenous Australians, our Aboriginal and Torres Strait Islander peoples are disproportionately impacted by many chronic illnesses and infectious diseases, including our company's areas of focus - HIV, viral hepatitis, and oncology. As a company with a vision to creating a healthier world for everyone, we know our role in reconciling with our Aboriginal and Torres Strait Islander people will also increase our awareness and understanding of the systemic and social barriers, enabling us to do work that is more meaningful to create positive change.

Our Reflect RAP is just the first step in our reconciliation journey, but with Gilead's steadfast commitment to reducing disparities, I know this journey will help us in living true to our company's vision of creating a healthier world for everyone.

I extend a heartfelt thank you to our industry peers and advisers who have guided us on our reconciliation journey so far. On behalf of my team, I look forward to sharing updates on our journey over the coming months and years, and to encouraging more organisations in our sector to also begin their reconciliation journey.



**Jaime McCoy**

General Manager  
Gilead Sciences Australia and New Zealand

# Message from Reconciliation Australia

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

Gilead Science joins a network of more than 1,100 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 Gilead Science 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 Gilead Science, 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

Gilead Sciences Australia and New Zealand is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades, with the goal of creating a healthier world for all people. The company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer.

Our work in Australia includes sales of our virology and oncology treatments to healthcare professionals, healthcare providers and government but more broadly we also provide medical education, engage and provide support to patient and community groups, engage with academia and deliver our significant clinical trial program at research sites across Australia.

Gilead Sciences Pty Ltd currently employs over 130 people across Australia, with our Australian head office in Melbourne at 417 St Kilda Road, Melbourne, on the land of the Wurundjeri peoples of the Kulin nation. We also have with additional staff working remotely across Australia, with staff based in Western Australia, South Australia, Queensland and New South Wales.

Gilead Sciences Australia is part of a multinational organisation Gilead Sciences Inc, a publicly listed company in the US. Our Global headquarters are in Foster City, San Francisco in the United States, with offices in 35 countries worldwide and a presence in additional countries through our partners. Gilead Australia reports into the Gilead ACE region (Australia, Canada & Europe), the biggest Gilead region behind the US.

Currently Gilead Australia do not ask employees if they identify as Aboriginal and Torres Strait Islander people during the application, interview or onboarding process. As such we do not have a record of how many, if any, employees identify as Aboriginal and Torres Strait Islander people and no employees have currently disclosed this. This however is something we are looking to address with urgency as part of our Reflect RAP.

# Our RAP

Our RAP champion is Gilead's General Manager, Jaime McCoy, with support from our ANZ leadership team and our 130+ employees, who recognise the importance of reconciliation with First Nations peoples.

Through our work providing medicines to Australians, we see firsthand the health inequity still facing Aboriginal and Torres Strait Islander people, particularly in our therapeutic areas of focus, viral hepatitis and HIV. As such it is so important to our organisation that we do our part to continue to explore ways we can support change and improve health outcomes for First Nation peoples. We truly believe an important step in supporting and enhancing the work we already do to improve health outcomes of First Nation peoples through our treatment provision, is to develop better and longstanding relationships with these communities. To ensure we have some structure for this journey, we are excited to commence our first ever Reflect Reconciliation Action Plan.

To start our journey, we have already formed a Gilead RAP Working Group made up of people from across the business. The Group consists of:

- **Belinda Wood** (Government Affairs)  
Leadership Team Sponsor
- **Jessica Dallimore** (HIV Therapeutic Sales)  
Design Lead with Dreamtime Agency
- **Damien Fagan** (HIV Medical)  
Community Liaison Representative
- **Graham Barlow** (Commercial Operations)  
Project Manager and Community Liaison Support
- **Sharon Van Blerk** (HIV Therapeutic Sales)  
Launch and Event Leads
- **Brett Roberts** (HIV Therapeutic Sales)  
Launch and Event Leads
- **Susannah Wade** (Public Affairs)  
Project and Budget Lead (and HR Liaison Support)
- **Jaime McCoy** (General Manager)  
RAP Champion

We also thank our previous RAP working group member, Daine Lam, for her significant contribution to the RAP.

This group has been working together for some months to better understand the need for reconciliation, better educate themselves on First Nations peoples histories and cultures and measure the current understanding of reconciliation within the organisation. This initial listening work has equipped the working group to be able to tailor our Reflect RAP to meet the needs of our organisation.

As part of this work, the Gilead RAP Working Group conducted a Gilead Australia employee survey. We asked our staff their understanding of reconciliation and how important it is to them with 96% of respondents stating reconciliation with First Nations people is important to them personally. At the time of the survey, 65% of respondents didn't know or weren't sure what a RAP was but once explained, 95% of respondents believed it was important for Gilead ANZ to develop our own Reflect RAP.

Gilead is just commencing our Reflect RAP journey and are excited to bring the whole team at Gilead on the journey and the following outlines our RAP for the next 12 months.

# Relationships



Action	Deliverable	Timeline	Responsibility
<b>01</b> 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.	From July 2022	Community Liaison Rep
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	From July 2022	Community Liaison Rep
<b>02</b> Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022, 2023	Project Lead
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2022, 2023	RWG Launch and Event Leads
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2022, 2023	RWG Launch and Event Leads
<b>03</b> Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	December 2021	RAP Champion
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	From July 2022	RWG Community Liaison Representative
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	From July 2022	RWG Project Lead
<b>04</b> Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	From July 2022	Gilead ANZ HR Lead (with support from Project Lead)
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	From July 2022	Gilead ANZ HR Lead (with support from RWG Project Lead)

# Respect



Action	Deliverable	Timeline	Responsibility
<b>05</b> 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.	July 2022	RWG Project Lead
	Conduct a review of cultural learning needs within our organisation.	August 2022	RWG Project Lead with HR Lead
<b>06</b> 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.	August 2022	RAP Launch and event Co-Leads
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2022	RAP Launch and event Co-Leads
	Provide Acknowledgement of Country cards to all staff.	July 2022	Design Co-Leads (with Facilities Manager)
	Increase visibility of local Aboriginal and Torres Strait Islander cultures in the Gilead office through commissioning a piece of art for the reception area and creating signage on entry to the office with 'hello/welcome' in local language. (Wominjeka – for Wurrundjeri people)	July 2022	Design Co-Leads (with Facilities Manager)
	Design and circulate new inclusions for Gilead ANZ email footers that acknowledge country and articulate commitment to our RAP	July 2022	Design Co-Leads
	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	RAP Launch and event Co-Leads
<b>07</b> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week in July 2022	RAP Launch and event Co-Leads
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	RAP Launch and event Co-Leads

# Opportunities

Action	Deliverable	Timeline	Responsibility
<b>08</b> Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August - September 2022	RWG Project Lead with HR Lead
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2022	Leadership Team Sponsor
<b>09</b> 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 2022	Gilead Procurement Lead
	Investigate Supply Nation membership.	August 2022	Gilead Procurement Lead
	Communicate our commitment to utilising Aboriginal and Torres Strait Islander business for sourcing of suppliers, services and goods where deemed reasonable.	September 2022	Director of Commercial Operations

# Governance

Action	Deliverable	Timeline	Responsibility
<b>01</b> Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	December 2021	Leadership Team Sponsor
	Draft a Terms of Reference for the RWG.	August 2022	RWG Project Lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	October 2022	RWG Community Liaison Rep
<b>02</b> Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2021	RWG Project Lead
	Engage senior leaders in the delivery of RAP commitments.	August 2021	Leadership Team Sponsor
	Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2021	RWG Project Manager
	Develop a communication plan for staff – including quarterly updates for LT, accessibility of RAP on appropriate internal platform, communication of actions completed to affiliate.	August 2022	RWG Project Lead
<b>03</b> Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	RWG Project Manager
<b>04</b> Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2023	Leadership Team Sponsor

## Contact Details

**Name:** Susannah Wade  
**Position:** Associate Director, Public Affairs  
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# About the Artist



Jade Kennedy was born on his mother's country of Noongar in Western Australia. He also has connections to Muti Muti, Tatti-Tatti & Wadi-Wadi countries in Victoria through his Father.

Over the many years he has developed his pencil work and graphic digital design. His passion for his Indigenous artwork has only grown over the many years, continuing further through his Cultural Arts Certificate 4 which he commenced in East Gippsland.

Now his expression through indigenous artwork has only grown to become a more personal and intimate understanding of culture and expression of the many stories he has learnt and grown to love. He enjoys creating artworks that speak to the audience.

Jade's art was showcased by DACC at Bunjilaka Cultural Centre during the Mirrimbi-ik (I am) Exhibition (Nov 2017 - May 2018) and Charcoal Lane Restaurant (May 2018 - October 2018).



**Artist:** Jade Kennedy  
**Country:** Noongar, Muti Muti, Tatti-Tatti, Wadi-Wadi  
**Title:** *Gnalla-Bardan-Bidee*  
*"Our Spirit Path"*  
**Year Created:** 2022



This artwork was commissioned ethically and equitably in collaboration with Dreamtime Art Creative Consultancy. The artwork hangs proudly in the Gilead Australia head office in Melbourne.

## Art Narrative

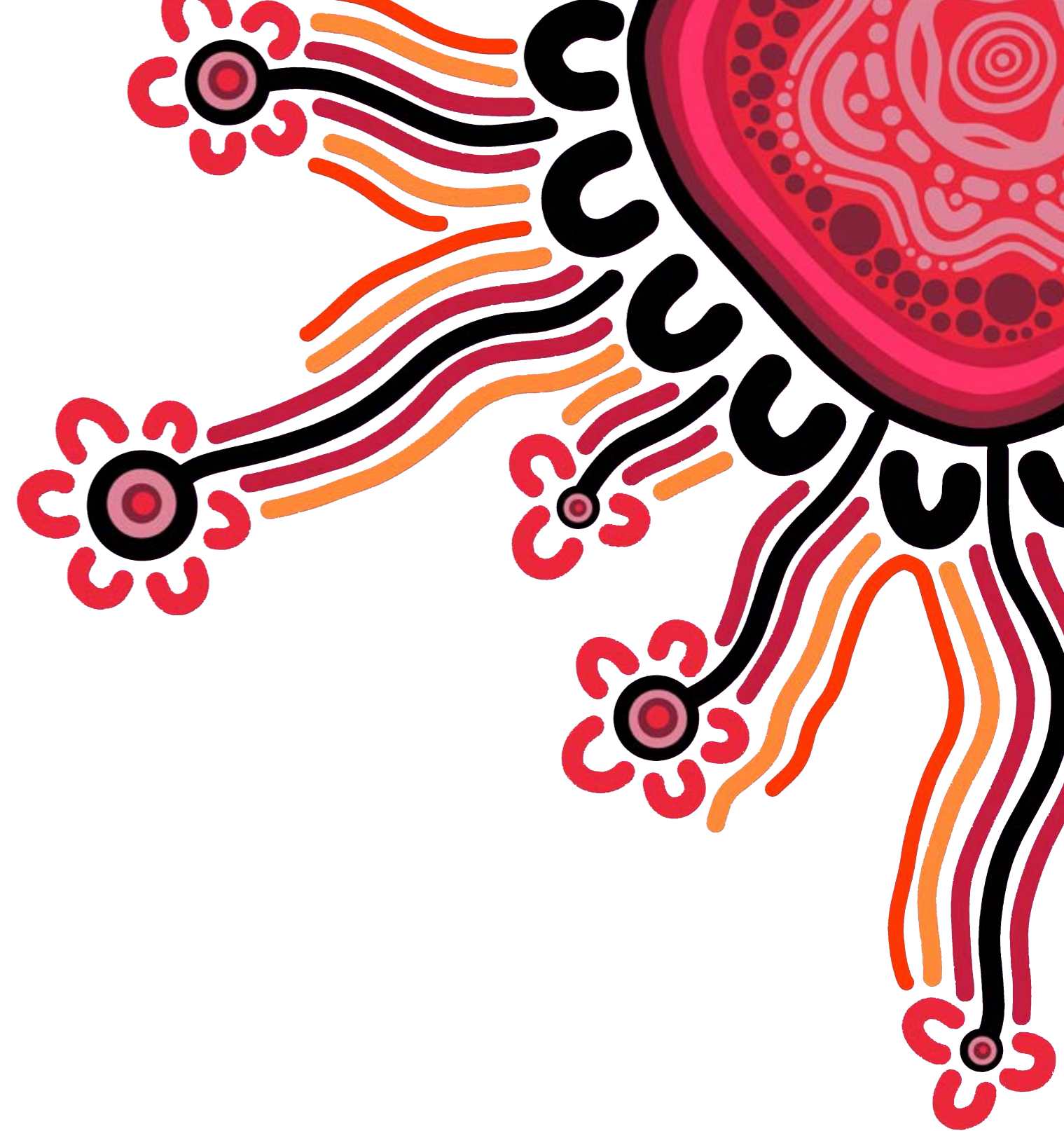
### Gnalla-Bardan-Bidee "Our Spirit Path"

From the ancient medicine men and women to our advance culture modern science, we as healers work together to approach any issue that we confront with good spirits. We set out to nurture our kin. Subconsciously gathering, the building blocks of civilization. Healing is our nature. Our call and our voice. Strong Spirit Path for our modern science that draws strength from our ancestors that gave us the nurturing care needed to evolve.

Diversity, leadership, and innovation sees change, progress in hope for resolution. It feels like an endless circle. Though dedication towards education has advance our civilization, comes from the passion and motivation.

Our Spirit Path is lit with multitudes of passionate and diverse healers. Who continue tradition till this day.

- By Jade Kennedy



**Please Note:** The Indigenous Cultural and Intellectual Properties of this artwork belongs to Dreamtime Art Creative Consultancy, the artists/their estates and is subject to copyright. To protect these copyrights, no reproduction of any or all parts is allowed without prior written consent.





**GILEAD**

Creating Possible

**On the lands of the Wurundjeri  
people of the Kulin Nation**

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