

First Nations Advisory

Forging opportunities to be part of nationwide structural change in diversity and inclusion

IPS First Nations Advisory team take our clients on a journey of building cultural capability, both individually and as a collective, to create an inclusive shared future together. We are committed to forging meaningful opportunities that leave legacies of nationwide structural change in diversity and inclusion. We do this by tapping into collective wisdom and life experiences to effectively navigate cultural protocols, build lasting relationships, and support each other on our cultural journeys.



IPS provides consulting services across Australia

Our Capabilities



Cultural Capability

IPS Cultural Capability workshop suite develops the knowledge and skills of whole teams, individuals and leaders towards creating culturally safe, diverse workplaces. Our foundational workshops upskill whole teams around First Nations history, culture, and protocols, to build empathy, understanding and an inclusive workplace. Our advanced workshops are designed to upskill manager and executive teams to role model and embody best practice allyship, setting a standard for the whole workplace in walking together with First Nations people.



Reconciliation Action Plans (RAPs)

IPS builds long term partnerships with clients to develop, implement and advise on Reconciliation Actions Plans. We embed an authentic approach, with an emphasis on the vision, or why of the reconciliation journey, and foster collective organisational ownership of actions and accountability for change.



Aboriginal Participation Plans and Engagement Strategies

IPS assists companies with the development and implementation of First Nations participation plans and engagement strategies that help companies to build strong relationships and diverse supply chains, as well as a culturally safe structure for the attraction and retention of First Nations team members.



Community and Stakeholder Engagement

IPS support stakeholder and community engagement activities through building understanding of best practice in engaging with our communities. We provide frameworks and training in cultural safety and cultural protocols to guide the process of forging strong relationships with First Nations communities and networks.

“Recognising, acknowledging, understanding and respecting that Australia has a shared history helps us to work together to create a brighter future for all. Developing a deep and honest cultural understanding, on both an individual and collective level, is an integral part of making tangible changes in how we see First Nations peoples, culture, history, and communities.

- IPS First Nations Advisory Team

59% First Nations Ownership

26% First Nations Team Members



Case Studies

Aspiring Leadership Program | Services Australia

IPS is working with Services Australia (SA) for its Aspiring Leadership Program, designed to grow the number of First Nations employees in leadership positions. IPS delivered the program for First Nations people on the path to management from 2022-2023, and is now underway on the 2024 iteration of the program with the SA team. This comprehensive program consists of four modules designed to provide a holistic development experience and develop cultural leadership approaches, with a focus on cultural immersion, leading self, leading others, and fostering diversity and inclusion.

Aboriginal Engagement Strategy for NSW's Zero Emission Buses (ZEB) | Transport for NSW (TfNSW)

IPS was engaged by TfNSW to co-design and develop an Aboriginal Engagement Strategy for the state's ZEB, a multi-billion dollar project to transition 8000 plus diesel and Compressed Natural Gas bus (CNG) public transport buses to zero emissions technology. Our approach included collaboration with several Aboriginal partners including the NSW Aboriginal Chamber of Commerce and the Indigenous Defence and Infrastructure Consortium to identify strategies to foster emerging business capabilities and innovative workforce solutions. The resultant strategy is a foundation for a fresh approach to building a legacy of Aboriginal participation and engagement in NSW.

Australia Institute of Company Directors (AICD)

IPS partnered with the Australian Institute of Company Directors (AICD) on their Innovate RAP journey. IPS First Nations Advisory team conducted an independent review of their delivery, assessing the breadth and impact of their activities and identifying opportunities to further their reconciliation journey. AICD have started implementing the recommendations provided in the IPS review report, including the establishment of a First Nations sector lead position.

Our Lead Team



Danie Zappa
Executive Director & Executive Lead



Justina Atwell
Senior Consultant



Katie Clarke
Senior Consultant



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Consultant



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Project Manager & Consultant



Danie Zappa
Executive Director & Executive Lead

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Our Valued Clients

