

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 lived experience 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 teams members.



Community and Stakeholder Engagement

IPS support stakeholder and community engagement activities through building understanding of best practise 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

Cultural Safety Framework | South West Natural Resource Management (SWNRM)

IPS worked with the SWNRM to design and deliver a cultural safety framework that would guide the team in effective engagement and landcare partnerships with First Nations communities across South West WA. IPS guided the SWNRM through cultural safety principles at a half-day workshop, where the team then brainstormed and designed how they would apply those principles both internally and in the community. IPS then produced an infographic for display outlining the cultural safety framework.

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

IPS was engaged by TfNSW to codesign 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



Jahna Cedar
Executive Director



Danie Zappa
Executive Lead



Katie Clarke
Senior Consultant



Kerriane Moore
Consultant



Johanna Isaacs
Consultant



Taylor Joseph
Consultant



Nina Smith
Project Manager & Consultant



Shaynee Hendrick
Project Support



Jahna Cedar
Executive Director

IPS plays a key leadership role in being an advocate for our sector, our people and our communities. Through our work, we're able to create meaningful change and influence corporates and governments towards reconciliation in genuine ways.

Our Valued Clients



Australian Government
Australian Taxation Office



Australian Government
Department of Health and Aged Care



Australian Government
National Indigenous Australians Agency



NIAA



Department of Planning, Lands and Heritage



Communities & Justice



ReconciliationWA



St John

