Phoenix Bunker | Reconciliation Commitment

Public-facing website statement • Draft for adoption • October 2026

Acknowledgement of Country

Phoenix Bunker acknowledges the Traditional Custodians of Country throughout Australia and their continuing connections to land, waters, cultures and communities. We pay our respects to Elders past and present and recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia.

Our commitment

Phoenix Bunker is a founder-led initiative being established to support psychological health, peer connection, prevention and systems advocacy across Australia's security workforce.

We commit to contributing to reconciliation through respectful relationships, cultural safety, truth-telling, listening, learning and practical action. We recognise Aboriginal and Torres Strait Islander self-determination and the importance of equitable access to appropriate support.

We recognise that racism, discrimination and exclusion can create or compound workplace psychosocial hazards. Cultural safety will inform our developing trauma-informed, recovery-oriented and person-led approach to information and support navigation.

What we intend to do

- Build respectful relationships without assuming consultation, partnership or endorsement.
- Seek appropriate Aboriginal and Torres Strait Islander guidance on future resources and pathways, with fair remuneration wherever possible.
- Learn about histories, cultures, and the ongoing effects of colonisation and racism.
- Explore culturally appropriate referral options, including Aboriginal Community Controlled Health Organisations where suitable and available, while respecting individual choice.
- Explore equitable opportunities for participation, procurement and partnerships as Phoenix Bunker develops.
- Record actions, review progress and report honestly on achievements and gaps.

Our accountability and status

These are commitments to future action, not claims that consultation or partnerships have already occurred. Phoenix Bunker is a founder-led initiative in development. This statement is not a Reconciliation Australia-endorsed Reconciliation Action Plan (RAP). We intend to assess readiness for a formal Reflect RAP as the organisation develops.

Protection starts with people. Change starts with systems.