



Reflect Reconciliation Action Plan

August 2021 – August 2022



An aerial photograph of a beach with turquoise water, white foam, and a stone wall. A large white oval is overlaid on the image, containing text.

Acknowledgement of Country

Dolby acknowledges the Cammeraygal people, the Traditional Custodians of the land on which our Australian headquarters stands. We extend this acknowledgement to the Traditional Custodians of Country throughout Australia and their continuing connection to land, culture and community.

We pay our respects to all First Nations Peoples, Elders and Ancestors.

We acknowledge that sovereignty was never ceded and stand in solidarity towards a shared future.

About the Artwork & Artist

The cover artwork was developed specifically for Dolby to illustrate the way in which sound is visualised through traditional motifs of place, culture and objects.

Artist Dennis Golding illustrates a connection to place through his childhood memories of living in the South Eastern suburbs of Sydney, where he often went to Yarra Beach with his family.

This was a way that he could articulate sound with the surrounds of ocean and waves. Those surrounds are a significant space for Aboriginal people and families who continue cultural practices of gathering, fishing and swimming.

The sound of waves brings memory to place and knowledge of Country. The area in which the artist has been inspired by has rich histories of traditional custodians navigating across different areas through seasonal changes.

The artwork depicts several motifs that reference sound through water, waves and rocks. Dennis visited his local beach in Yarra Bay and reflected on his memory of the waves crashing into the rock formations. He recalls times when he and his cousins would surf the rebounded waves coming off the rocks, as shown in the image.

The artist has interwoven motifs of wind that curls into the waves forms, echoing the symbols of wind and the Dolby logo. Cultural motifs symbolise the water ripples and gatherings.

The colours boldly speak of the coast. This is referenced through the artwork to bring vibrant tones that are reflected through memory and contemporary colour.

Dennis Golding is a descendant of the Kamilaroi / Gamilaraay people from the north west of New South Wales. He spent most of his childhood living in Redfern and now resides in the south east Sydney suburb of Little Bay.

Dennis has a Bachelor of Fine Arts (Hons) degree from UNSW Art & Design. In addition to creating his own pieces, he has been commissioned to create artworks for a range of high-profile projects including the inaugural Indigenous Wallabies jersey for Rugby Australia, the Indigenous jersey for the Wests Tigers NRL club, and the Indigenous jersey for the Sydney Swifts netball club.

Dennis has also been commissioned to create artworks for the Cancer Institute of NSW, Infrastructure Australia, Sydney Water, EY and Supply Nation.







A Message from Reconciliation Australia

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

Dolby 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 over 2.3 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 Dolby 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 Dolby, 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



A Message from the CEO

At Dolby, we recognise that what we do and how we work both matter.

Our more than 2,000 employees around the globe share their talents and energy to enable the most immersive experiences that audiovisual technology can deliver and create a meaningful impact within our communities.

Issues of equity and injustice call upon all of us to actively participate in conversations and act for change.

As a company, we are committed to being a part of creating a more equitable world and are acting with intention through our global Diversity, Inclusion, and Belonging efforts.

I am proud to launch Dolby's first Reconciliation Action Plan (RAP) and our commitment to the journey of reconciliation in Australia.

Through this effort and the establishment of our Indigenous Peoples employee network, we join in creating conversation around First Nations and listening and learning about the experiences of Aboriginal and Torres Strait Islander Peoples.

This is the beginning of our journey and I'm looking forward to Dolby being a part of a dialogue to create positive change.

Kevin Yeaman

President & Chief Executive Officer
Dolby Laboratories



A Message from the General Manager

It gives me great pleasure to present Dolby's first Reconciliation Action Plan (RAP). We are heartened by the most recent results of the Australian Reconciliation Barometer which demonstrates a growing desire among Australians to become a more reconciled nation.

As the Australian arm of Dolby, we share that desire, and are keen to explore what our part might be in this process. Our hope is that the RAP framework will provide us with a helpful structure to make meaningful progress on this journey.

We acknowledge that this first RAP constitutes early steps. We have much to learn, and relationships to build. Even so, in the preparation of this RAP we have already begun to see positive change.

Our staff are engaged and supportive of learning and growing together. We have had the opportunity to learn from several First Nations stakeholders as we prepared this plan.

Our local conversation has turned into a global conversation with the establishment of a Dolby-wide First Nations employee network. Given these early changes we are excited to see how the impact grows as we implement these commitments.

With this first RAP we have a particular focus on organisational learning and relationship building. We are also looking to explore two specific areas of focus in STEAM education and content creation.

We have much to learn from the rich history of science and technology that has been developed by this continent's First Nations for more than 65,000 years.

We are keen to encourage the next generation of First Nations scientists and technologists to continue this tradition.

Likewise, we seek to encourage the next generation of First Nations storytellers, and content creators to grow and develop in their craft so that our nation and others will benefit from hearing their voices.

This work would not be possible without a committed team of contributors and I would like to thank each of the individuals that have stepped up to form our RAP working group.

Covering all corners of our local organisation, this team has come together through a shared interest and vision, each bring unique skills and perspectives to the team.

We very much look forward to where this journey will take us.

Tim Neal
General Manager
Dolby Australia





Our Business

Dolby revolutionises the science of sight and sound through innovative research and engineering, empowering creatives to elevate their stories, and creating unforgettable experiences.

We're inspired by the passion and curiosity of artists, filmmakers, musicians, and storytellers. We offer creatives tools and technologies to remove barriers and help them realise their full potential. Dolby is home to artists, scientists, and engineers dedicated to imagining breakthrough technologies that are transforming audio and visual experiences.

Dolby is headquartered in San Francisco and Australia is a major research and development hub for the company. Since the acquisition of Australian start-up Lake Technology in 2005, the largely research and engineering workforce has grown to over 150 staff located in Sydney, on the ancestral lands of the Cammeraygal People.

At present, we do not collect data about whether employees identify as Aboriginal and/or Torres Strait Islander people. We have recently participated in the Workplace RAP Barometer and will be reviewing feedback as part of this process.

Technology developed by the Dolby Australia team is deployed in devices across the globe from mobile phones and laptops to soundbars and TVs.

The team builds Dolby's API platform hosted at [Dolby.io](https://dolby.io), enables musicians to master recordings right from their phone with Dolby On, and works on cutting edge orchestrated sound for the homes of tomorrow.



As a leader in technological innovation and consumer experience, we recognise our responsibility extends well beyond our office walls.

We take our obligations to the communities in which we live and work seriously and are continually pressing for new ways to inspire and support the next generation of diverse creators, builders, and innovators across all the regions we operate in.

Our most significant efforts focus on establishing more opportunities for the talent of the future - from investing in science, technology, engineering, art and math (STEAM) education to early career recruitment and hiring.

We have long-standing partnerships with several community organisations in which we provide financial grants, technological support, and volunteer time to increase equity in education and opportunity.

Another way we're doing this is through our Employee Networks (ENs). With more than 32% of employees part of at least one of our 13 programs worldwide, our ENs create ways for employees to share in and learn more about our diversity by building community, supporting our business, and enabling enhanced development opportunities.

Together, these ENs help our entire organisation engage in topics of diversity, inclusion, and belonging most relevant to members, allies, offices, and local communities.



Our Reconciliation Vision

The Dolby Australia vision is one of a reconciled Australia, where the wisdom, strength, histories and cultures of its First Nations Peoples - past present and future - are valued and respected.

We acknowledge the atrocities committed by European settlers, and the dispossession and injustices that continue through to present day. We appreciate the strength and resilience of First Nations Peoples to overcome and persevere through these challenges.

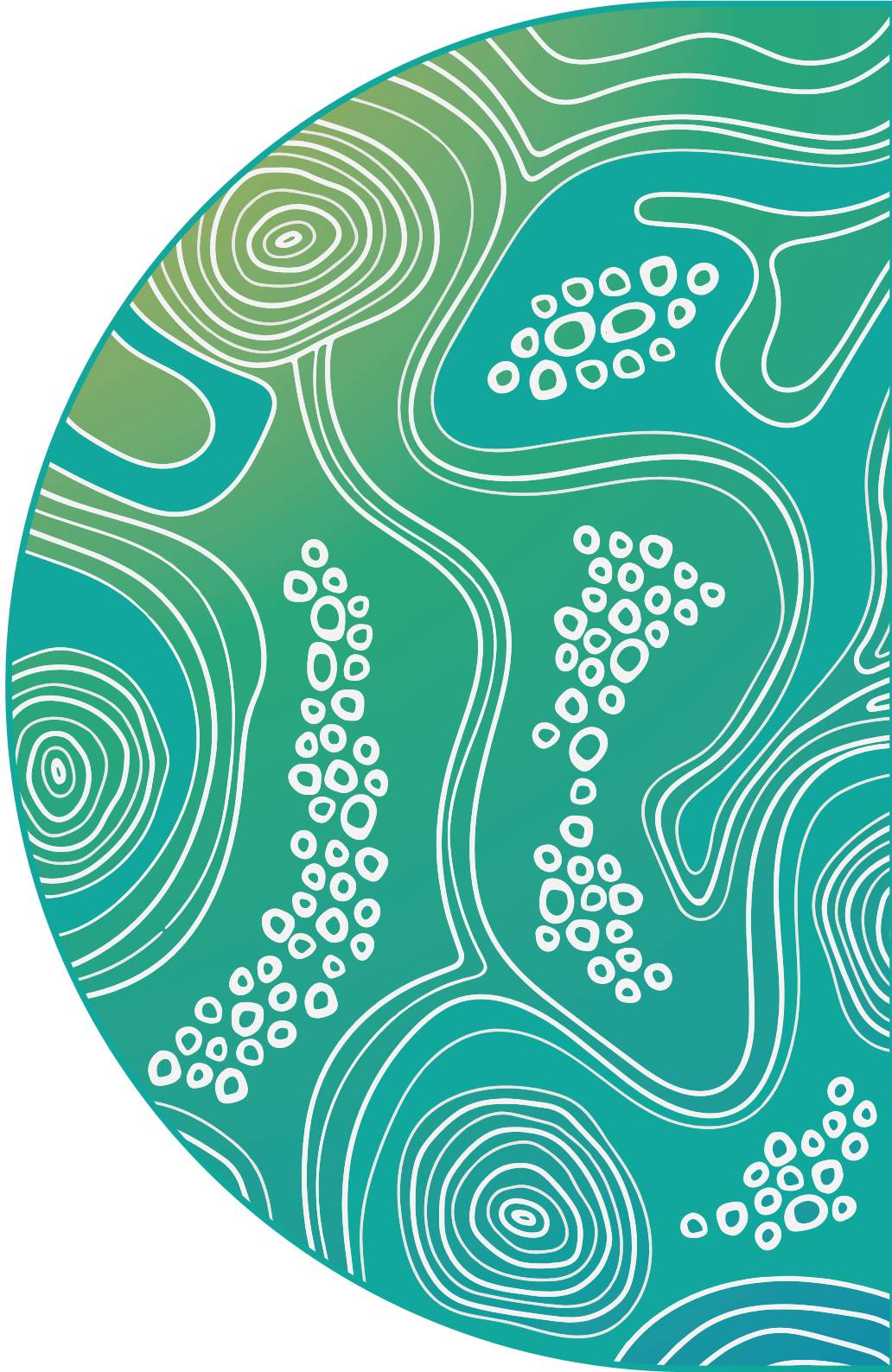
We also acknowledge that non-Indigenous Australians continue to benefit from the occupation of First Nations Peoples lands, waters, and skies.

We commit to working with First Nations Peoples in order to foster understanding and respect among non-Indigenous Australians and strengthen opportunities for First Nations Peoples in both education and industry.

At Dolby, we are driven to enable experiences that deeply connect people through vivid storytelling. We bring together artists, scientists and engineers to build technology that enables people to share their vision of the world.

Our hope is that we might grow a relationship of mutual trust, respect, and understanding to share the visions, cherish the stories, and celebrate the deep knowledge and contributions of the Traditional Custodians of the lands, waters, and skies.





Our RAP Working Group

Our RAP is championed by our General Manager Tim Neal and managed by a working group made up of 11 employees, representing various areas of our organisation.

The group is organised into sub-groups, each of which focuses on a different aspect of our RAP activities.

Internal Events and Education: A team of 6 staff chaired by our Administration Coordinator that is focused on staff education, cultural awareness, and events such as National Reconciliation Week and NAIDOC Week

Business Operations: A team of 4 staff chaired by our General Manager aiming to build inclusive and safe policies and procedures, recruitment, procurement and supplier relationships and program governance/reporting

Education Outreach: A team of 3 staff chaired by our Office Manager focused on developing stakeholder engagements to promote education outcomes (STEAM focus) amongst First Nations communities

Media and Content Creation Outreach: A team of 4 staff chaired by a Staff Sound Technology Researcher with the goal of developing stakeholder engagements with organisations that promote Aboriginal and Torres Strait Islander storytelling and content creation.





Our Reconciliation Journey

As the Australian office of Dolby, we see engaging with our nation's journey towards reconciliation as an important piece of our story.

Whilst our organisation strongly values and encourages many aspects of diversity, we have an opportunity when it comes to engaging and giving voice to First Nations Peoples. This Reconciliation Action Plan is a step towards changing this. Our office gathers people from all over the world, some of whom may not be aware of the complicated relationship between Colonial Australia and First Nations Peoples. In this, we see an opportunity to educate.

As a non-Indigenous business operating in Australia, we acknowledge our direct benefit from the history of dispossession of First Nations Peoples, and the exploitations of the lands they occupied for over 65,000 years. It is our duty to give back. We seek to go beyond expressing positive sentiments and strive to take action.

We are beginning our journey. Our staff are learning through celebrations of significant events, we are reading, we are learning, we are seeking to pay our respects, and we acknowledge the privilege it is to call this country home.

Dolby Australia have been organising and participating in internal NAIDOC week events since 2016. For our last onsite NAIDOC Week event we invited guest speaker, Linden Coombes, UTS Professor of Aboriginal and Political Studies, to discuss recognising the histories, cultures and achievements of First Nations Peoples, followed by a Q&A session. Catering for this event was by Indigenous owned and operated business Kallico, giving staff the opportunity to try a variety of native bush tucker and beverages.



Dolby Australia have been organising and participating in internal NAIDOC week events since 2016.

In other years our NAIDOC Week celebrations have included smoking ceremonies, Dreamtime stories from local Elders, Aboriginal dancing, traditional Indigenous games, and this year a talk by Jamie Thomas of Wayapa Wuurk on how to develop a relationship with our environment through the concept of ancient earth mindfulness.

In 2020 during National Reconciliation Week, we held an online screening of "In My Blood it Runs", while in 2021 we invited Michael West of the Metropolitan Local Aboriginal Land Council to talk about the theme "More than a Word".

We continually share links to First Nations educational and entertainment resources with all staff, to continue educating and involving staff outside of our core RAP team. We have also begun to switch our local vendors to Indigenous owned and operated businesses where possible.

Lastly, staff have access to an ever-growing Diversity, Inclusion and Belonging library list of books including Indigenous publications such as Bruce Pascoe's Dark Emu, The Little Red Yellow Black Book, and Sand Talk : How Indigenous Thinking Can Save the World.

With this first Reconciliation Action Plan, our working group is excited to explore the ways in which our unique identity can contribute in meaningful ways to this process. We look forward to deepening our learning and understanding as a team and growing relationships with First Nations stakeholders. We look forward to seeking out others that we can walk with on this journey. Most of all, we look forward to a time when our nation is strengthened through a deep foundation of respect, trust, and unity.



Relationships

Action	Deliverable	Timeline	Responsibility
1. 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.	February 2022	Events and Education, Education Outreach Team Chairs
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2022	Events and Education, Business Operations, Education Outreach Team Chairs
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	Events and Education Team Chair
	RAP Working Group members to participate in an external NRW event.	May 2022	Events and Education Team Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2022	Events and Education Team Chair
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	February 2022	Events and Education, Education Outreach Team Chairs
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2022	Education Outreach, Media and Content Creation Outreach Team Chairs
	Identify RAP and other like minded organisations that we could approach to collaborate with on our reconciliation journey.	February 2022	Education Outreach, Media and Content Creation Outreach Team Chairs
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August 2022	Business Operations Team Chair
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2022	Business Operations Team Chair

Action	Deliverable	Timeline	Responsibility
5. 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.	February 2022	Events and Education Team Chair
	Conduct a review of cultural learning needs within our organisation.	November 2021	Events and Education Team Chair
6. 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.	November 2021	Events and Education Team Chair
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2021	Events and Education Team Chair
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	Events and Education Team Chair
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	Events and Education Team Chair
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022	Events and Education Team Chair
8. Visibly demonstrate respect to Aboriginal and Torres Strait Islander peoples within the Dolby Australia office	Display Indigenous artwork in the office entrance, display the AIATSIS map, displaying our Reconciliation Acknowledgement Plaque in Reception.	February 2022	Events and Education Team Chair



Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2021	Education Outreach Team Chair
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2021	Business Operations Chair
10. 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.	November 2021	Business Operations Chair
	Investigate Supply Nation Membership.	November 2021	Business Operations Chair
	Create a list of Aboriginal and Torres Strait Islander-owned businesses who can provide goods and services to Dolby Australia.	November 2021	Business Operations Chair





Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a Reconciliation Action Plan Working Group to govern Reconciliation Action Plan implementation.	November 2021	Business Operations Team Chair
	Draft a Terms of Reference for the Reconciliation Action Plan Working Group.	November 2021	Business Operations Team Chair
	Establish Aboriginal and Torres Strait Islander representation on the Reconciliation Action Plan Working Group.	February 2022	Business Operations Team Chair
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for Reconciliation Action Plan implementation.	November 2021	Business Operations Team Chair
	Engage senior leaders in the delivery of Reconciliation Action Plan commitments.	September 2021 July 2021	Business Operations Team Chair
	Define appropriate systems and capability to track, measure and report on Reconciliation Action Plan commitments.	November 2021	Business Operations Team Chair
13. 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.	August 2022	Business Operations Team Chair
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan.	August 2022	Business Operations Team Chair

For Any Enquiries

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