

INDIGENOUS VOICE CO-DESIGN PROCESS

This submission, in response to the Interim Voice co-design report, is made on behalf of the Qantas Group. Our submission is offered as part of the current public consultation process and in support of the many Aboriginal and Torres Strait Islander people involved in this process.

At Qantas, we strive to reflect the spirit of Australia. That spirit of Australia isn't 200 years old. It's over 60,000 years old.

Qantas has a long and proud history of supporting recognition and reconciliation.

We acknowledge the continued systemic challenges facing Aboriginal and Torres Strait Islander people. As custodians of this ancient land, Aboriginal and Torres Strait Islander people make up 3 per cent of our population. Yet, through entrenched inequality, they are disproportionately over-represented in every area of disadvantage.

Qantas has long supported constitutional recognition for Aboriginal and Torres Strait Islanders to allow continuity of Voice, and the opportunity to make real, long-term change. We previously supported the Recognise campaign and, in 2017, joined other businesses in publicly supporting the Uluru Statement from the Heart.

We acknowledge the Federal Government's co-design committees and co-chairs, Professor Marcia Langton AM and Professor Tom Calma AO, and the extensive work undertaken on the co-design report.

We support the initial co-design process and now strongly encourage the Government to honour its election commitment to hold a referendum on constitutional recognition.

Following substantial consultation with our internal and external Aboriginal and Torres Strait Islander stakeholders, we urge the Government to hold a referendum once a model of the Voice has been settled. We believe it would be preferable and an important step if constitutional recognition could occur prior to legislating the Voice to drive legitimacy and durability.

A First Nations Voice to Parliament enshrined in the Constitution was the majority consensus of the 12 regional

dialogues on constitutional recognition at Uluru in 2017. It is a fair and practical way to deliver meaningful recognition and reform for Aboriginal and Torres Strait Islander people.

We advocate for the broad participation of Aboriginal and Torres Strait Islander voices in the final Voice design process and prospective membership model. The membership model for the National Voice must ensure previously unheard Aboriginal and Torres Strait Islander people have the same opportunity to be selected as established leadership figures.

Our support for recognition and reconciliation is not just our responsibility as a leading Australian company and the National Carrier. It is our responsibility as a group of people who are privileged to live and work on these lands and in these skies.

We believe most Australians, like Qantas, will support the Enshrined Voice — it is a pathway forward for a more unified and reconciled nation. This substantive constitutional recognition is an opportunity for Australia to participate in a historic moment that will shape our nation for generations to come.

We thank the Government for the opportunity to participate in this process and look forward to an outcome that honours the Aboriginal and Torres Strait Islander communities and leaders who have worked tirelessly over many years to get to this point.



Alan Joyce
Chief Executive Officer