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MSD's Reflect Reconciliation Action Plan (RAP)

**“Don’t do it because you’re obligated,
do it because you want to make a difference.”**

On Monday (3 June) MSD launched its inaugural Reconciliation Action Plan (RAP), coinciding with National Reconciliation Week – the theme of which “Grounded in Truth, Walk Together with Courage”.

Launching their RAP during National Reconciliation Week, and on the 27th anniversary of the landmark Mabo decision, is symbolic of the company’s commitment towards Reconciliation.

At a special event, MSD launched to MSD colleagues and guests at their Macquarie Park office, a custom artwork named Reconcile was unveiled, created by artist Debra Beale. Debra is a Palawa/Yorta Yorta and Gamilaraay/Wonnarua Artist, whose artwork was created to reflect a journey of Reconciliation, one of cultural learning and exchange, and one of appreciation.

At MSD, the focus on diversity and inclusion is simply part of who we are. We engage within our environment and commit publicly to do our best to promote inclusion – we are passionate about turning good intentions into action.

Speaking at the event Vice President and Managing Director – MSD Australia, Michael Azrak said he was honoured that MSD have now launched its inaugural Reflect Reconciliation Action Plan, in collaboration with Reconciliation Australia.

“This document details the important step MSD is taking towards building positive and sustainable relationships with Aboriginal and Torres Strait Islander Communities. We are just beginning our Reconciliation journey, building the foundations across relationships, respect and opportunities,” he said.

Mr Azrak went on to say that the plan has grown from, and complements, the evolving work of MSD’s Diversity & Inclusion Council. This is an important step towards making our company more culturally responsive, safe and respectful.

“We are committed to fostering an inclusive environment that embraces and values the varied skills, experiences, backgrounds and cultural perspectives of each individual. We look forward to working with Aboriginal and Torres Strait Islander communities and businesses and developing ongoing mutually beneficial relationships. It is my hope that through these activities we are able to positively engage with Aboriginal and Torres Strait Islander stakeholders and employees, enriching our MSD culture even further.”

“Our Reconciliation Action Plan Working Group have worked closely in partnership with valued partners including Dr Todd Philips and Uncle Phil Duncan, and artist Debra Beale. This has meant creating our RAP has been a truly collaborative process and we look forward to delivering on our commitments,” Mr Azrak said.

Traditional Owner, Gomeroi Nation, Uncle Phil Duncan said: - “We need to look at Reconciliation through the eyes of the children, because the faces of our societies have changed forever. For Australian society to realise its full potential to be inclusive, and one that understands and respects the First Nations people of this country, we need to be joined at the hip in the type of society we want to leave for our next generations.”

MSD RAP:

<https://reconciliation.secure.force.com/application/services/apexrest/File?Id=0686F00000EQzabQAD>



The MSD RAP working group, including Dr Todd Philips and Uncle Phil Duncan

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About MSD

For more than a century, MSD, a leading global biopharmaceutical company, has been inventing for life, bringing forward medicines and vaccines for the world’s most challenging diseases. MSD is a trade name of Merck & Co., Inc., with headquarters in Kenilworth, N.J., U.S.A. Through our prescription medicines, vaccines, biologic therapies and animal health products, we work with customers and operate in more than 140 countries to deliver innovative health solutions. We also demonstrate our commitment to increasing access to health care through far-reaching policies, programs and partnerships. Today, MSD continues to be at the forefront of research to advance the prevention and treatment of diseases that threaten people and communities around the world - including cancer, cardio-metabolic diseases, emerging animal diseases, Alzheimer’s disease and infectious diseases including HIV and Ebola. For more information, visit www.msd-australia.com.au and connect with us on [Twitter](#) and [LinkedIn](#).

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