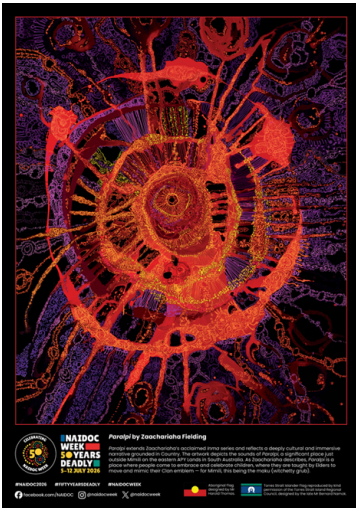


NAIDOC Week

5 - 12 July 2026

Toolbox Talk

Programmed acknowledges the Traditional Custodians of this land on which we live, work and play, and appreciate the ongoing connection to Land, Flora, Fauna and Waters held by First Nations People across the Country. We pay our respect to Elders past, present and Emerging.



What is NAIDOC Week?

NAIDOC Week is held across Australia each year to celebrate the history, culture and achievements of First Nations peoples, the world's oldest continuous living cultures.

NAIDOC stands for 'National Aboriginals and Islanders Day Observance Committee', which leads national NAIDOC activities and has roots dating back to 1955.

[Learn more about NAIDOC week here.](#)

Each year, the NAIDOC Committee selects a theme to guide celebrations and share a message of change. It encourages Australians to listen, learn and value the wisdom and contributions of First Nations peoples.

More can be found about this year's theme via the [official NAIDOC website](#)

NAIDOC Week 2026 theme

This year's NAIDOC Week theme, **'50 Years of Deadly'** marks a powerful milestone celebrating five decades of strength, pride, and the ongoing contributions of First Nations peoples, communities, and culture. It honours Elders, resilient communities, and generations of advocacy, truth-telling and change. From its roots in the fight for recognition, rights and justice, NAIDOC has grown into a national celebration of culture, strength and resistance.

'50 Years of Deadly' also calls us to support continued First Nations leadership, community-led progress, and the next chapter of equity and reconciliation. Employees are encouraged to get involved in local NAIDOC Week events to learn, connect with community and celebrate First Nations culture.

Find out what [NAIDOC Week events](#) are happening across the country and don't forget to share your own.

Why is NAIDOC Week important?

NAIDOC Week is an opportunity to build awareness, celebrate First Nations history and culture, and strengthen connection with community and Country. It is also a time to reflect on ongoing challenges and support the continued recognition, rights and equality of First Nations peoples.



NAIDOC Week Awards, Activities and RAP Updates

2026 NAIDOC Award Winners: Thank you to everyone who submitted nominations for our 2026 NAIDOC Awards. Winners will be announced in a communication later this week.

RAP Updates: Work is underway to define a future enterprise-wide RAP approach, aligning employment pathways, inclusive workplace practices and supplier engagement across Programmed.

The Facility Management Innovate RAP concluded in June 2026. The Staffing Innovate RAP expired in September 2025. Both supported established governance, reporting and engagement structures. Key progress included cultural awareness programs, visible cultural recognition, partnership engagement and ongoing focus on recruitment and retention.

Creating Opportunities: We continue to support First Nations employment, career pathways and Indigenous business partnerships through supplier diversity and engagement with organisations such as Supply Nation and Kinaway.

First Nations Uniforms: Uniforms featuring Rohin Kickett's artwork are available to order, helping celebrate First Nations culture and start conversations across the business. Please obtain the required approvals before ordering.

Download your copy

We encourage everyone to have a look at the official NAIDOC Week digital downloads available below.

- [2026 NAIDOC Poster A3 Print Version - PDF 8.5MB](#)
- [2026 National NAIDOC Week Poster Square- PDF 906KB](#)
- [Phone wallpaper 1 1080x1920 - JPG 1.7MB](#)
- [Phone wallpaper 2 1080x1920 - JPG 1.7MB](#)



How can you get involved for NAIDOC Week?

There are numerous ways you can actively engage with NAIDOC Week, both in the workplace and at home.

- Hold a morning tea or event in your office, perhaps invite an Elder to do a welcome to country and / or didge performance?
- Take the time to research the Country you live and work on. Who are the traditional custodians, are there more than one?
- Educate our emerging generations, talk about First Nations culture and history at home. Find some learning resources [HERE](#).
- Get the kids involved in our colouring-in competition inspired by this year's theme, "50 Years of Deadly". Employees and families can submit a photo or scanned copy of completed artwork to MaintenanceHR@programmed.com.au by 12 July 2026. Access colouring competition options [here](#)
- Include the Traditional name when sending a letter or parcel. Australia post parcels include a spot to include this. Read more [HERE](#).
- Attend a local NAIDOC week event. Click [HERE](#) to see what state based and national events are taking place near you.
- Attend the Cultural Capability session, Modern Leadership Guided by Aboriginal Wisdom, led by Mundanara Bayles on Wednesday, 8 July 2026. This session will support leaders to engage meaningfully with Aboriginal and Torres Strait Islander peoples and apply culturally informed leadership practices. Register here: [PageUp People](#)
- Complete the 'What is a RAP?' e-learning module [Click here](#) to add this to your development plan.