

Reflect

Reconciliation Action Plan

June 2020 to December 2021

We aim to promote and support reconciliation by:

- Engaging and consulting with Aboriginal and Torres Strait Islander peoples and cultures as part of our core business
- Developing mutual relationships with Aboriginal and Torres Strait Islander peoples
- Embedding Aboriginal and Torres Strait Islander cultural protocols in our policies and procedures as part of our practice
- Making our programs and services accessible to Aboriginal and Torres Strait Islander peoples
- Improving employment opportunities for Aboriginal and Torres Strait Islander peoples.

RESPECT



By deepening our knowledge and understanding of Aboriginal and Torres Strait Islander peoples, their cultures, histories and contributions, we will respectfully work towards better connections and inclusive communities.

ACTIONS

- Observe cultural protocols
- Provide Cultural Awareness Training
- Incorporate cultural inspired initiatives into programs
- Share initiatives, progress, learnings and achievements towards reconciliation
- Provide accessible cultural resources
- Celebrate NAIDOC Week

RELATIONSHIPS



By supporting reconciliation and hearing the voices of Aboriginal and Torres Strait Islander peoples, we will take a significant step towards building mutually beneficial relationships to move forward together.

ACTIONS

- Draw on expertise, knowledge and perspectives of Aboriginal and/or Torres Strait Islander peoples
- Establish and strengthen mutually beneficial relationships with stakeholders and organisations
- Embrace and celebrate cultures
- Promote reconciliation through internal and external connections
- Promote events
- Celebrate National Reconciliation Week (NRW)
- Encourage positive race relations

OPPORTUNITIES



By actively engaging and employing Aboriginal and Torres Strait Islander peoples, we will encourage diversity within the organisation.

ACTIONS

- Ensure accessible programs and services
- Increase employment and volunteering opportunities
- Consider cultures in any review or updates of policies, practices and procedures
- Increase supplier diversity for improved economic and social outcomes

For more information, please refer to the full Reconciliation Action Plan booklet and FAQs.