

REFLECT

Reconciliation Action Plan

NADC

National
Australia Day
Council



RECONCILIATION
ACTION PLAN

REFLECT



Australia Day

Reflect. Respect. Celebrate.

A statement from Karen Mundine, Reconciliation Australia's CEO



Reconciliation Australia congratulates the National Australia Day Council on continuing its reconciliation journey by formally endorsing its Reflect Reconciliation Action Plan (RAP).

Through this plan, the National Australia Day Council continues to play an important role in 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 continues the journey and primes 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 to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables the National Australia Day Council 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 steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations National Australia Day Council on your Reflect RAP, and I look forward to following your continuing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

A statement from Mark Fraser, National Australia Day Council's CEO



We are a unique country, home to the oldest continuous living culture in the world. There is such pride to be taken from this; the richness and diversity of Aboriginal and Torres Strait Islander cultures is woven into the very fabric of this country and its breathtaking landscapes.

The National Australia Day Council (NADC)'s mission is to unite all Australians through reflection, respect and celebration. When we talk about The Story of Australia, we must embrace all we have learnt from our past and how it has shaped who we are today.

Through this Reconciliation Action Plan, the NADC is committed to fostering our own understanding and awareness. We recognise the opportunity we have to lead by example and acknowledge the fluidity of our national day; its significance is evolving.

In addition to our Reflect RAP – developed in consultation with NADC staff, Board and Reconciliation Australia – consultations regularly take place with First Nations people to inform the Australia Day events that take place in capital cities across the country.

Funding is also directed to communities to deepen the public's knowledge and respect for the first inhabitants of our land. There is always more to be done, and I believe we can do more and achieve more together.

Mark Fraser AO CVO
Chief Executive Officer
National Australia Day Council

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1. Our Business Overview of the NADC

The National Australia Day Council (NADC) is a not-for-profit company, limited by guarantee and with the Commonwealth government as its sole member.

The NADC has a close working relationship with the Department of the Prime Minister and Cabinet and reports to the Commonwealth Parliament under the provisions of the Public Governance, Performance and Accountability Act 2013 (Cth). The operations of the company are overseen by a board of directors appointed by the Assistant Minister to the Prime Minister and Cabinet.

The core mission of the NADC is to actively promote our national day to all Australians with a view to inspire national pride and increase participation and engagement across all sectors of the community.

The NADC Corporate Plan outlines priorities with the purpose of inspiring 'national pride and unity through participation and engagement in its central message: Reflect. Respect. Celebrate – We're all part of the story'. The priorities included:

- Telling the stories of inspiring Australians
- Empowering Australians to reflect, respect and celebrate.

The NADC is administered by a board of 10 members with staff consisting of 13 full time and or casual employees. Currently we have 2 Aboriginal and Torres Strait Islander Board members. Our Network is made up of 8 State and Territory offices housed in each capital city.

2. Our Reconciliation Action Plan

Our vision for Reconciliation is based on the Five Dimensions : race relations; equality and equity; institutional integrity ,unity and historical acceptance.

For many it is our national day and a day of celebration, however, the NADC acknowledges for others this day symbolises 'Invasion Day' or 'Survival Day'. To that end, all programs presented by the NADC, not only on 26 January, should play a respectful and positive role in advancing reconciliation.

The NADC believes our national day should be authentic and mature, where we can celebrate and mourn at the same time. We can honour all that is great about Australia and being Australian, remember the sufferings of the past, and commit to building a more cohesive and inclusive nation.

This Reconciliation Action Plan (RAP) demonstrates the NADC's continuing commitment to work within our sphere of influence to contribute to righting the wrongs of the past. By acknowledging the contributions of Aboriginal and Torres Strait Islander peoples to our past, present and future, the NADC:

- offers an appropriate mark of respect on our national day.

3. Reconciliation Action Plan

Our new RAP captures the NADC's continuing commitment to work towards reconciliation between Aboriginal and Torres Strait Islander peoples and the wider Australian community.

This is championed by the CEO who is committed to achieving the NADC's vision to inspire national pride and unity and who understands the vital part played by reconciliation in this process.

The NADC acknowledges the Traditional Owners of the Lands across Australia and particularly acknowledges the Ngunnawal and Ngambri people, Traditional Owners of the land on which the NADC office is situated. We pay our respect to Elders past and present.

The NADC's RAP is publicly available on the website www.australiaday.org.au and will be provided to our Australia Day network and corporate partners.

The NADC is committed to the development and implementation of reconciliation initiatives in the areas Relationships, Respect and Opportunities.

Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	July 2022	RWP - Director member
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2022	RWP - Director member
2. Board representative Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	RWP - Staff member
	2.2 RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2022	RWP - Staff member
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2022	CEO
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all staff.	February 2022	CEO
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2022	RWP - Director member
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2022	RWP - Director member
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	February 2022	RWP - Director member
	4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2022	COO

Respect



Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	1.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2022	RWP Lead
	1.2 Conduct a review of cultural learning needs within our organisation.	December 2022	RWP Lead
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	2.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2022	RWP - Staff member
	2.2 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2022	RWP - Director member
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	3.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	RWP Lead
	3.2 Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2022	RWP - Staff member
	3.3 RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2022	RWP - Group member

Opportunities



Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	1.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2022	RWP - Director Mmmber
	1.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2022	RWP - Director member
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	2.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2022	COO
	2.2 Investigate Supply Nation membership.	February 2022	RWP Lead

Governance



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	1.1 Form a RWG to govern RAP implementation.	March 2022	CEO
	1.2 Draft a Terms of Reference for the RWG.	April 2022	COO
	1.3 Establish Aboriginal and Torres Strait Islander representation on the RWG.	April 2022	CEO
2. Provide appropriate support for effective implementation of RAP commitments.	2.1 Define resource needs for RAP implementation.	May 2022	RWP - Staff member
	2.2 Engage senior leaders in the delivery of RAP commitments.	February 2022	RWP - Director member of RAP commitments.
	2.3 Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2022	RWP Lead
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	3.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2022	RWP Lead
4. Continue our reconciliation journey by developing our next RAP.	4.1 Register via Reconciliation Australia's website to begin developing our next RAP.	November, 2022	RWP Lead

Contact Details

Lyndall Black
Senior Manager, Media and Special Projects
02 6120 0612
lyndall.black@australiaday.org.au