***ACT COUNCIL OF SOCIAL SERVICE INC***

**Innovate Reconciliation Action Plan November 2022 – November 2024**

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| **Our vision for reconciliation**The ACT Council of Social Service’s (ACTCOSS) vision is for Canberra to be a just, safe and sustainable community in which everyone has the opportunity for self-determination and a fair share of resources and services. ACTCOSS believes that true equity and social justice cannot be achieved until Australia acknowledges and addresses its history of invasion, colonisation, and dispossession of Aboriginal and Torres Strait Islander lands. For this purpose, we will continue to place the achievement of sovereignty, justice and self-determination for Aboriginal and Torres Strait Islander peoples at the forefront of our advocacy.This Reconciliation Action Plan (RAP) will help ACTCOSS to realising our vision through:* Cultivating an appreciation and respect for Aboriginal and Torres Strait Islander cultures to staff, members, and other stakeholders;
* Growing representation of Aboriginal and Torres Strait Islander peoples in ACTCOSS membership and positions of influence; and
* Providing additional support for Aboriginal and Torres Strait Islander organisations and community sector workers to engage in ACTCOSS programs and advocacy.
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| **Our business**ACTCOSS advocates for social justice and represents not-for-profit community organisations in the Australian Capital Territory.We are a not-for-profit peak body working collaboratively with community organisations and interested individuals who support our vision and goals for positive social change.We advocate to government on social policy, encourage individuals and groups to act, and provide capacity building services and resources to community organisations. We do all this with support and input from our membership, of which we currently have over 150 ACT Community organisations and individuals.ACTCOSS employs 17 people, including two Aboriginal staff members in the Gulanga Program. ACTCOSS often supports Aboriginal and Torres Strait Islander allied organisations and other First Nations stakeholders’ advocacy towards the achievement of equity and justice for Aboriginal and Torres Strait Islander peoples in the ACT.  |
| **Our RAP**ACTCOSS’s primary purpose is the advancement of social justice. This includes speaking out against systemic racism, and linking our policy and capability work to Closing the Gap outcomes. To realise the vision of Canberra as a just, safe, and sustainable community in which everyone has the opportunity for self-determination and a fair share of resources and services, we must first achieve reconciliation with Aboriginal and Torres Strait Islander peoples.ACTCOSS has long supported reconciliation to overcome the causes of division and inequality between Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians. This has included: * the development of our Reconciliation Action Plan (RAP)
* through our advocacy and policy work challenging systemic racism and injustice in government, economic and social structures; and
* through our Gulanga Program supporting Aboriginal and/or Torres Strait Islander community sector workers and working with non-Indigenous organisations to improve service provision to Aboriginal and/or Torres Strait Islander people.

The ACTCOSS RAP and the five dimensions of reconciliation provide key guidance and oversight to ensure that justice and reconciliation is at the forefront of the organisation’s work. Beyond developing ACTCOSS’s own culture and behaviours, we are also focused on taking actions that will positively influence our members, stakeholders, and the people of the ACT to drive reconciliation outcomes. The RAP outlines the actions necessary to equip ACTCOSS for its work towards the improvement of opportunities and outcomes for Aboriginal and Torres Strait Islander peoples. These actions must include the continual development of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and experiences among the individuals that work in and govern the organisation and across our membership.Given the central importance of reconciliation to ACTCOSS’s mission, the RAP is championed and led by the CEO. The RAP is developed with input from all the ACTCOSS team members and forms part of the guiding documents for induction, organisational culture, individual behaviours and work plans. The ACTCOSS Board endorses the RAP, participates in RAP activities and monitors its implementation. The RAP has been developed using input from all ACTCOSS staff, with oversight by the RAP Working Group (RWG). The RWG is chaired by the CEO and includes the Head of Capability, Head of Policy, Gulanga Program Manager, Operations Manager and one local Aboriginal Community leader. At the time of endorsement our RWG has two First Nations members.This is ACTCOSS’s third RAP. Since Reconciliation Australia endorsed our Innovate RAP in 2015, we have embedded more positive behaviours. We host a quarterly Reconciliation Network meetings for the community sector; we have developed and implemented a Welcome to Country policy including key contacts and policy to ensure respectful partnerships; and included Aboriginal and Torres Strait Isander representatives on an increased number of interview panels when recruiting. ACTCOSS has worked hard to ensure that reconciliation and justice for Aboriginal and Torres Strait Islander peoples is at the forefront of all our advocacy. This has included the presence of ACTCOSS staff throughout three days of ATSIEB Hearings; sponsorship of Aboriginal and Torres Strait Islander events including Sorry Day; improved remuneration and recognition for all Aboriginal and Torres Strait Islander participation in ACTCOSS consultations and engagements; and increased procurement from Aboriginal and Torres Strait Islander services. Driven by ACTCOSS’s second RAP, which highlights the importance of engaging with Aboriginal-controlled businesses and experts, ACTCOSS has developed a key relationship with an Aboriginal consultant and advocate, Jeff Amatto, who works tirelessly for ‘more cultural rehabs and less jails’. Building on long-standing advocacy by Aboriginal community-controlled organisations in the ACT, ACTCOSS partnered with Jeff to highlight to key ACT Government ministers and bureaucrats, the importance of culturally appropriate drug and alcohol rehabilitation services to reduce the overrepresentation of Aboriginal and/or Torres Strait Islander people in the ACT’s justice system. In the 2021-22 ACT Budget, the ACT Government announced funding to commence design work for a new Aboriginal and Torres Strait Islander residential alcohol and other drug rehabilitation facility. Further, as ACTCOSS also covers Jeff’s travel costs, while he visits Canberra, Jeff is also able to work with smaller not-for-profit organisations who otherwise would not be able to afford the full cost of his services.  |

| **Relationships** |
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| ACTCOSS’s pursuit of social justice can only be authentic if it is done in partnership with Aboriginal and Torres Strait Islander peoples and the organisations that support and represent them. Good organisational, and individual, relationships enable the trust and knowledge sharing required to inform our advocacy, policy and capability work. ACTCOSS looks forward to continuing the strengthening of relations with Aboriginal and/or Torres Strait Islander organisations, the ACT Aboriginal and Torres Strait Islander Elected Body (ATSIEB), local Elders and the Aboriginal and Torres Strait Islander communities across the ACT. |
| **Focus area:** *Building stronger relationships with Aboriginal and/or Torres Strait Islander organisations and individuals* |
| **Action** | **Deliverable** | **Timeline** | **Responsibility** |
| * Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
 | * Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.
 | May 2023 | Head of PolicyGulanga Program Manager |
| * Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations, including a policy on remuneration for engagements.
 | Oct 2023 | Head of PolicyGulanga Program Manager |
| * Build relationships through celebrating National Reconciliation Week (NRW).
 | * Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.
 | May 2023, 2024 | Comms and Events Officer |
| * RAP Working Group members to participate in an external NRW event.
 | 27 May- 3 June, *2023, 2024* | RWG Chair RWG |
| * Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.
 | 27 May- 3 June, *2023, 2024* | CEO |
| * Organise at least one internal NRW event each year.
 | 27 May- 3 June, 2023, 2024 | Operations Manager |
| * Register all our NRW events on Reconciliation Australia’s [NRW website](https://www.reconciliation.org.au/national-reconciliation-week/).
 | May 2023, 2024 | Comms and Events Officer |
| * Host the annual NRW prize draw, whereby ACTCOSS members share achievements made towards reconciliation in the workplace
 | 26 April – 27 May, 2023, 2024 | Operations Manager |

| **Relationships** |
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| * Promote reconciliation through our sphere of influence.
 | * Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.
 | June 2023 | Operations Manager |
| * Communicate our commitment to reconciliation publicly.
 | March 2023 | CEO |
| * Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.
 | June 2023 | CEO |
| * Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation, in particular through the ACTCOSS facilitated peer networks.
 | Dec 2023 | Head of Capability |
| * Continue to host quarterly Reconciliation Peer Network meetings for the community sector employees.
 | Review Jan 2023, 2024 | Head of Capability |
| * Promote positive race relations through anti-discrimination strategies.
 | * Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.
 | Aug 2023 | Operations Manager |
| * Develop, implement, and communicate an anti-discrimination policy for our organisation.
 | Nov 2023 | Operations Manager |
| * Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.
 | Nov 2023 | Operations Manager |
| * Educate senior leaders on the effects of racism.
 | March 2024 | CEOOperations Manager |

| **Respect** |
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| Australia cannot be a proud nation until there is respect for Aboriginal and Torres Strait Islander peoples demonstrated through reconciliation, justice and self-determination for Aboriginal and Torres Strait Islander peoples and communities. Reconciliation is only possible if it is built on recognition of Aboriginal and Torres Strait Islander peoples as the First Peoples of this land and their right to autonomy and sovereignty. Similarly, without demonstrating respect for Aboriginal and Torres Strait Islander peoples in ACTCOSS’s behaviours, relationships and actions, ACTCOSS cannot claim to be an authentic advocate for social justice. ACTOCSS must show respect by augmenting Aboriginal and/or Torres Strait organisational and individual voices while ensuring that it does not speak for or over Aboriginal and Torres Strait Islander peoples. |
| **Focus area:** *Taking action to positively influence our members, stakeholders and the people of the ACT in the demonstration of respect of Aboriginal and Torres Strait Islander peoples.* |
| **Action** | **Deliverable** | **Timeline** | **Responsibility** |
| * Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
 | * Conduct a review of cultural learning needs within our organisation.
 | April 2023 | Operations Manager |
| * Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy and review available training with our Gulanga staff team.
 | July 2023 | Operations ManagerGulanga Program Manager |
| * Develop, implement, and communicate a cultural learning strategy document for our staff.
 | Oct 2023 | CEOOperations Manager |
| * Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.
 | Dec 2023 | Operations Manager |
| * Ensure that participation in Cultural Awareness Training is included in ACTCOSS Governance and Induction policy documents
 | March 2023 | CEOOperations Manager |
| * Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
 | * Continue to innovate new ways to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, including organising training for staff who wish to learn how to deliver Acknowledgement of Country in Ngunnawal language
 | June 2023 | Head of Policy |
| * Develop, implement and communicate (to both staff and members) a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country, with reference to OATSIA recommendations.
 | March 2024 | Head of Policy |
| * Continue to invite a local Traditional Owners or Custodians to provide a Welcome to Country or other appropriate cultural protocol at significant events each year and follow internal policy to ensure Welcome to Country is organised appropriately.
 | June 2023, Dec 2023, June 2024Nov 2024 | CEO |
| * Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings, ensuring all staff who chair meetings are comfortable and equipped to deliver.
 | June 2023, Dec 2023, June 2024Nov 2024 | CEO |
| * Develop an ACTCOSS Acknowledgement of Country that reflects our advocacy and policy on Aboriginal and Torres Strait Islander sovereignty.
 | November 2023 | CEO |
| * Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.
 | * RAP Working Group to participate in an external NAIDOC Week event.
 | First week in July, 2023 and 2024 | RWG Chair RWG |
| * Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.
 | June 2023 | Operations Manager |
| * Promote and encourage participation in external NAIDOC events to all staff.
 | First week in July, 2023 and 2024 | CEO |
| * Provide support for at least one external Aboriginal and/or Torres Strait Islander community-organised NAIDOC Week event.
 | First week in July 2023 and 2024 | RWG Chair RWG |
| * Sponsor the Community Sector Worker Award at the annual NAIDOC Week awards and purchase table at the ACT NAIDOC Ball and invite award winners and First Nations community members.
 | First week in July 2023 and 2024 | CEO |
| * Contact our local NAIDOC Week Committee to discover events in our community and share and promote with staff and members
 | June 2023, June 2024 | Comms and Events Officer |
| * Support the planning and implementation of, and participation of staff in the ACT Community Sector NAIDOC Week community event.
 | April 2023, April 2024 | Head of Capability |

| **Respect** |
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| Cultivate an appreciation and respect for Aboriginal and Torres Strait Islander cultures to our staff, members and other stakeholders. | * Promote the Reconciliation Australia’s Share Our Pride online tool to all staff, members, and stakeholders
 | June 2023 | Operations Manager |
| * Display photos, posters, and artworks of notable Aboriginal and/or Torres Strait Islander people in the office and meeting rooms
 | Nov 2023 | CEO |
| * Ensure tools, information and resources relating to Aboriginal and Torres Strait Islander cultures and histories are a central focus of the ACTCOSS website revamp.
 | Jan 2023 | CEOICT Officer |
| * Redevelop the Annual Calendar of Aboriginal and Torres Strait Islander dates of significance and use our Communications Tools to recognise and promote these dates to staff, members, and other stakeholders.
 | Nov 2023 | Gulanga Program ManagerComms and Events Officer |

| **Opportunities** |
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| Aboriginal and/or Torres Strait Islander people experience indirect and direct discrimination in recruitment and frequently experience unsafe workplaces and barriers to progression.Evidence shows that diverse organisations positively correlate with improved organisational outcomes . This is because diverse organisations adapt, innovate and make decisions more effectively and they can better identify consumer need. Diverse organisations attract a larger, more varied and qualified pool of potential employees and provide a happier, more harmonious workplace.Removing barriers and creating more opportunities for employment and partnerships with Aboriginal and Torres Strait Islander peoples and businesses across the community sector and ACT Government is part of ACTCOSS’s missions of advocating for social justice and building a more culturally capable ACT community services sector. |
| **Focus areas:** *Taking action to positively influence our members stakeholders and the people of the ACT by creating a workplace that is inclusive of Aboriginal and/or Torres Strait Islander people.**ACTCOSS as a conduit to support community sector organisations and other stakeholders to increase opportunities for Aboriginal and/or Torres Strait Islander people through employment and partnerships* |
| **Action** | **Deliverable** | **Timeline** | **Responsibility** |
| Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.  | * Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.
 | June 2023 | CEO |
| * Engage with Aboriginal and Torres Strait Islander staff to consult on ACTCOSS recruitment, retention and professional development strategy.
 | Dec 2023 | CEO |
| * Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy including use of the ACTCOSS Recruitment and Retention Toolkit internally and supporting Aboriginal and Torres Strait Islander staff to identify future employment goals and career pathways.
 | April 2024 | CEO |
| * Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.
 | April 2023 | Operations Manager |
| * Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.
 | Dec 2023 | Operations Manager |
| * Undertake annual review of ACTCOSS employment practices and internal policies using the Cultural Awareness Self-Assessment Toolkit (CASAT) to assess cultural safety and cultural capability of ACTCOSS.
 | Sept 2023 | CEOHead of Capability |
| Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.  | * Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.
 | March 2024 | Operations Manager |
| * Investigate Supply Nation membership.
 | March 2023 | Operations Manager |
| * Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses and ensure procurement practices are translated into written policies and procedures.
 | Sept 2023 | Operations ManagerGulanga Program Manager |
| * Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.
 | Dec 2023 | Operations Manager |
| * Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.
 | June 2024 | CEOGulanga Program Manager |
| * Aim to increase total amount of expenditure with Aboriginal and/or Torres Strait Islander suppliers year on year.
 | June 2023, June 2024 | CEO |
| * Maintain current commercial relationships with Aboriginal and Torres Strait Islander businesses and develop at least one new and ongoing commercial relationship with an Aboriginal and/or Torres Strait Islander owned business each year.
 | Nov 2023Nov 2024 | CEO |
| Support Aboriginal and Torres Strait Islander organisations and community sector workers to engage in ACTCOSS programs and advocacy | * Provide free of charge membership for all Aboriginal and Torres Strait Islander organisations or individuals who wish to join ACTCOSS
 | June 2023 | CEOOperations Manager |
| * Commit $5,000 per annum to support Aboriginal and Torres Strait Islander sector workers attend training and professional development courses run by ACTCOSS or other organisations.
 | June 2023,June 2024 | CEOGulanga Program Manager |

| **Opportunities** |
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| Grow representation of Aboriginal and Torres Strait Islander peoples in ACTCOSS membership and positions of influence | * Develop intentional and targeted approach to grow Aboriginal and Torres Strait Islander membership as part of Membership Strategy
 | Sept 2023 | CEO |
| * Work with the ACTCOSS Board to ensure Aboriginal and Torres Strait Islander representation on the Board through Board recruitment practices and nomination of a dedicated Board position for Aboriginal and Torres Strait Islander members.
 | Dec 2024 | CEO |

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| **Governance** |
| **Action** | **Deliverable** | **Timeline** | **Responsibility** |
| * Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.
 | * Maintain Aboriginal and Torres Strait Islander representation on the RWG.
 | Feb 2023/24May 2023/24Aug 2023/24Nov 2023/24 | Operations Manager |
| * Establish and apply a Terms of Reference for the RWG.
 | Feb 2023 | RWG Chair RWG |
| * Meet at least four times per year to drive and monitor RAP implementation.
 | Feb 2023/24May 2023/24Aug 2023/24Nov 2023/24 | Operations Manager |
| * Provide appropriate support for effective implementation of RAP commitments.
 | * Define resource needs for RAP implementation.
 | Feb 2023 | CEOOperations Manager |
| * Continue to engage our senior leaders, Board members and other staff in the delivery of RAP commitments.
 | Dec 2022 | CEO |
| * Define and maintain appropriate systems to track, measure and report on RAP commitments.
 | Dec 2022 | Operations Manager |
| * Maintain an internal RAP Champion from senior management.
 | Dec 2022 | RWG Chair RWG |
| * Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
 | * Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.
 | June annually | Operations Manager |
| * Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.
 | 1 August annually | Operations Manager |
| * Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
 | 30 September, annually | Operations Manager |
| * Report RAP progress to all staff and senior leaders quarterly.
 | Feb 2023/24May 2023/24Aug 2023/24Nov 2023/24 | RWG Chair RWG |
| * Publicly report our RAP achievements, challenges and learnings, annually.
 | May 2023May 2024 | CEO |
| * Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.
 | May 2023 | CEO |
| * Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.
 | Nov 2024 | Operations Manager |
| * Continue our reconciliation journey by developing our next RAP.
 | * Register via Reconciliation Australia’s [website](https://rap.reconciliation.org.au/s/registration) to begin developing our next RAP.
 | May 2023 | CEO |

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