

**REFLECT**  
**Reconciliation Action Plan**  
**Jesuit Social Services 2016–17**



## Vision for Reconciliation

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Jesuit Social Services' vision for Reconciliation is for an Australia of equality where Aboriginal and Torres Strait Islander peoples and other Australians can walk side-by-side, acknowledging the past, but looking to the future.

Through implementation of specific and meaningful actions, as set out in this Reconciliation Action Plan (RAP)<sup>1</sup>, Jesuit Social Services aims to achieve real and positive outcomes for Aboriginal and Torres Strait Islander peoples.

We will apply our vision, mission and values with rigour to all our work with Aboriginal and Torres Strait Islander peoples. We will not act without consultation, nor alone; rather, we will seek advice from Aboriginal and Torres Strait Islander Elders and leaders, and work with them to resolve issues relating to justice, fairness and recognition.

We will strive, at all times, to ensure that Aboriginal and Torres Strait Islander peoples are afforded every opportunity to live safely, free of discrimination and are celebrated for their culture, knowledge and leadership.

## Context for Reconciliation

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Jesuit Social Services' vision for reconciliation, acknowledges that Aboriginal and Torres Strait Islander peoples have suffered immeasurable harm since colonisation. The dispossession of land, genocide, removal of children and the ongoing failures of justice have severely damaged their cultures, family systems, languages and spirit. This harm has been done to strong, proud and resilient peoples from many diverse nations.

We recognise and admire Aboriginal and Torres Strait Islander peoples for their histories spanning tens of thousands of years. We value and celebrate cultures that derive spiritual strength from the relationship with, and care of land, the strength of family and community systems and the storylines of proud and resilient peoples.

## About Jesuit Social Services

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### Our Vision

Building a just society

### Our Mission

Standing in solidarity with those in need, expressing a faith that promotes justice.

### Our Values

- Welcoming – forming strong, faithful relationships
- Discerning – being reflective and strategic in all we do
- Courageous – standing up boldly to effect change

These values play out in the following ways:

#### Welcoming

- Our behaviour, our practices and our processes demonstrate our respect for the human dignity of each person and our commitment to the care of the environment.
- We are faithful in our relationships, standing in solidarity with those in need.
- We affirm and celebrate each other's strengths and contributions.
- We are open to new ideas and ways of doing things.
- We value diversity and are committed to inter-faith and inter-cultural dialogue.

#### Discerning

- We look for and promote what is good and life giving.
- We foster imagination and creativity.
- We reflect on our experience and share what works.
- Our priorities are guided by our deepest values informed by our heritage.

## Courageous

- We are hopeful and accountable.
- We express our solidarity in words and actions.
- We look for the gaps and trial new models.
- We advocate structural change for justice.

## Our Identity

Jesuit Social Services is a social change organisation with a vision of building a just society. We believe that working collaboratively with others is key to achieving this vision. Accordingly, we seek to influence hearts and minds to that end – our program participants, staff, volunteers, government and key decisionmakers, community, business, church, and the wider community.

Our origins as a community service organisation forming robust, respectful and purposeful relationships with the most disadvantaged people in our community continue to determine our priorities and remain the focus of Jesuit Social Services. This engagement gives us both the mandate and the responsibility to use what we learn on the ground to articulate and disseminate our findings (including information about both emerging and entrenched problems and models of effective practice), to build capacity, to develop leadership for justice, and to advocate for change.

We believe that fundamental to the building of a just society is the opportunity for all people to reach their full potential. In keeping with our tradition, we believe that all people seek meaning and purpose in their lives and that all our activity – our service delivery and our influencing work – must take account of this imperative.

Jesuit Social Services began in 1977 and is the work of the Australian Jesuit Province, operating under an independent Board of Directors as an incorporated organisation.

## Our Business

Jesuit Social Services undertakes advocacy at the national level and provides services in Victoria, New South Wales and the Northern Territory.

We employ 203 people (142 Equal Full Time<sup>2</sup>) and our staff team includes people from diverse Cultural and Linguistically Diverse backgrounds, including a current Aboriginal and Torres Strait Islander workforce of six staff<sup>3</sup>. We also work closely with 204<sup>4</sup> committed volunteers.

Our service delivery and advocacy focuses on the following key areas:

- Justice and crime prevention – for people involved with the criminal justice system.
- Mental health and wellbeing – for people with multiple and complex needs and those affected by trauma, suicide, and complex bereavement.
- Settlement and community building – for recently arrived immigrants, refugees, displaced people and disadvantaged communities.
- Education training and employment – for those with barriers to employment.

## Our work with Aboriginal and Torres Strait Islander peoples

Jesuit Social Services works with Aboriginal and Torres Strait Islander peoples in a variety of contexts, and across multiple language groups throughout Australia. We are committed to acknowledging and respecting Aboriginal and Torres Strait Islander peoples' cultures.

The organisation aims to celebrate the strong contributions Aboriginal and Torres Strait Islander peoples and staff have made to the organisation both in the past and the present.

Through the establishment of our RAP the organisation aims to strengthen its relationship to the community, create opportunities within our sphere of influence and to assist in creating the right environment for Aboriginal and Torres Strait Islander wellbeing and success.

## Our Partnerships/Current Activities

Jesuit Social Services works in collaboration with a range of Aboriginal and Torres Strait Islander organisations in Victoria, the Northern Territory and New South Wales.

## VICTORIA

### **Victorian Aboriginal Childcare Agency (VACCA)**

Jesuit Social Services delivers Barreng Moorop<sup>5</sup> in partnership with the Victorian Aboriginal Childcare Agency and the Victorian Aboriginal Legal Service. This three year program has been funded by the Department of Prime Minister & Cabinet and provides intensive support to First Nations children (aged 10–14 years) who are at risk of engagement, or engaged with Victoria Police. As a key partner to the project, the Healing Team at the Victorian Aboriginal Childcare Agency support the Barreng Moorop team by referring eligible children and their families to the program, facilitating monthly reflective practice for the intensive case support workers; as well as conducting monthly clinical review sessions with the team to develop a culturally appropriate and trauma informed practice framework. These mechanisms aim to ensure that the Barreng Moorop program is delivered in a culturally appropriate trauma informed way.

### **Victorian Aboriginal legal Service (VALS)**

VALS is another key partner to the Barreng Moorop program. The Barreng Moorop partnership is managed by a Senior Advisory Group that meets quarterly with day to operations managed by a Partnership Working Group that meets monthly. The model includes the intention to transition the program from Jesuit Social Services to an Aboriginal-Controlled Community Organization once established.

### **Kellawan Indigenous Consulting**

Kellawan is an Aboriginal business which offers a range of services including cultural awareness training, project management and facilitation aimed at promoting and strengthening Aboriginal and Torres Strait Islander cultures and heritage with Integrity and respect. Jesuit Social Services works with the Kellawan team to build the cultural competence of the organisation. This includes delivering training to staff and building the capacity of our leadership team.

### **Artful Dodgers Studios**

Jesuit Social Services' Artful Dodgers program has a range of working partnerships with Aboriginal and Torres Strait Islander organisations, programs and individual artists. Primarily, these reflect the Studio's location in the Fitzroy–Collingwood area where there are a number of Aboriginal and Torres Strait Islander organisations, programs and artists. Namely

these partnerships are with Charcoal Lane, MAYSAR, Aboriginal Literacy Foundation, Victorian Aboriginal Health Service, and artists such as Maree Clarke, Dave Arden, and Kutcha Edwards. Artful Dodgers Studios engages in artistic work, network meetings, gatherings and festivals and also has purposeful and productive relationships with Aboriginal and Torres Strait Islander persons working within mainstream organisations.

## NEW SOUTH WALES

### **Maranguka Aboriginal Group, Bourke**

Our invitation to support Maranguka Aboriginal Group is on two levels: an executive level that deals directly with the Sydney-based Justice Reinvest NSW working group; and at a local level where Jesuit Social Services meets with members of Maranguka Working party who are implementing the justice reinvest strategy in Bourke.

## NORTHERN TERRITORY

### **Tangentyere Council, Alice Springs**

Jesuit Social Services has a partnership with Tangentyere Council that has included partnering in service delivery (Early Intervention Youth boot camps, Employment initiative) as well as assisting to enhance new Tangentyere programs through evaluation and quality improvement processes (Men's Family Violence Behaviour Change Program, Central Australia Domestic and Family Violence Specialist Children's Services). In addition, Jesuit Social Services' Learning and Practice Development Unit has provided practice based training to Tangentyere service delivery staff in key topics such as Case Notes and File Record Keeping and Supervision.

### **Anyinginyi Health Aboriginal Corporation (AHAC), Tennant Creek**

Our invitation has been to assist Anyinginyi Health Aboriginal Corporation with program development within the Piliyintinji-ki Stronger Families Program which provides support for local families who are experiencing social and emotional trauma.

### **Thamarrurr Development Corporation (TDC), Wadeye**

Jesuit Social Services' invitation is to assist the Thamarrurr Development Corporation to strengthen their cultural leadership structure so they can provide culturally appropriate direction to government

and non-government service providers, business investment and economic development.

### **Atyenhenge atherre Aboriginal Corporation (AAAC), Santa Teresa**

Jesuit Social Services works in partnership with Atyenhenge atherre Aboriginal Corporation to implement the Stronger Communities for Children Program in the remote community of Ltyenye Apurte (Santa Teresa). Stronger Communities for Children is a flexible 5 year initiative to identify and implement local, integrated services and activities that create a safe and positive environment for children and families. Jesuit Social Services helped to establish a local Community Board that determines which child, youth and family services are most-needed and works with other organisations in the community to make sure these services are delivered.

### **Atitjere (Harts Range), Orrtipathurra (Bonya) and Engawala communities**

Jesuit Social Services works in partnership with community members in these three remote communities to implement the Stronger Communities for Children program. Stronger Communities for Children is a flexible five-year initiative to identify and implement local, integrated services and activities that create a safe and positive environment for children and families.

## **Our RAP: The Process**

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In March 2015, Jesuit Social Services commenced a process to develop and implement a RAP. This was led by the Jesuit Social Services Chief Executive Officer and the organisation has committed resources to ensure the project has organisation wide status<sup>6</sup>. Impetus for the RAP was threefold.

First, it recognised an established, and long held commitment held by the organisation, to the overall principles of reconciliation in relation to Aboriginal and Torres Strait Islander peoples. Second, in recent years Jesuit Social Services has increased its program and development work with Aboriginal and Torres Strait Islander peoples in urban, rural and remote areas of Australia. The third component emanates from our commitment to our Aboriginal and Torres Strait Islander workforce. Throughout the process we have developed a collegiate relationship with Reconciliation Victoria, who have advised and supported us along the way.

Three initial actions were identified to commence the process of developing the RAP and these now constitute recognisable deliverables. These were:

- Establish a Jesuit Social Services RAP Working Group
- For the Reconciliation Working Group to approach Aboriginal staff and gain their input into processes and outcomes for the development of the RAP – this saw the establishment of the Jesuit Social Services, Aboriginal Advisory Group; and
- For the Reconciliation Working Group and Aboriginal Advisory Group to utilise the Jesuit Social Services May 2015 All Staff Day as an opportunity to commence a broader dialogue with all staff as concerns the RAP.

The Aboriginal Advisory Group drove the content and logistics of this All Staff Day. They identified, that key to the day, and the process of developing the RAP, were three broad goals: **Engage – Educate – Consult**.

## **Engage**

We commenced a formal engagement, with all staff, at our All Staff Day in May 2015. The Aboriginal Advisory Group determined that traditional ceremony, and education in relation to recent historical events that are identified in the context of the Stolen Generation were the appropriate vehicles to commence the engagement. A land, fire and water ceremony commenced proceedings, silent attention to these elements, the sound of clap sticks, and story, were the focus. Kutcha Edwards<sup>7</sup> then took the staff group through the historical, and personal events of trauma and dislocation that the removal of Aboriginal and Torres Strait islander children has caused. He also, reminded of his people's resilience and the need for connection. The All Staff Day concluded with an extensive group consultation.

The Aboriginal Advisory Group then designed and began to deliver an ongoing course of action, of which, the purpose was to maintain engagement. This has included: site visits by Aboriginal Advisory Group members to meet with staff in their work groups; site by site consultation on the purchase and display of flags and Aboriginal and Torres Strait Islander art; Acknowledgment of Traditional Owners plaques at all sites; inclusion of an Acknowledgement of Traditional Owners on the Jesuit Social Services email signature; a NAIDOC event and encouraging staff to attend NAIDOC marches; dissemination of a RAP feedback report to all staff; arranging Cultural Awareness training for the Jesuit Social Services leadership

group; and commencing work on developing an Acknowledgement/Welcome to Country protocol.

Engagement continues to be central to the process of developing, launching and reviewing the RAP, and will be a featured action for ongoing iterations.

## Consult

Members of the Aboriginal Advisory Group consulted widely throughout the process which led to a large number of ideas and recommendations. Some of these were multiple occurrences of the same, for example, support for the display of Aboriginal and Torres Strait Islander flags in all public areas (foyers/meeting rooms etc.) and at all Jesuit Social Services sites. Other, more specific recommendations had a singular programmatic focus e.g. the delivery of an Aboriginal and Torres Strait Islander culture/history educational module for participants of our Settlement and/or Community College programs.

Other content for consideration, as identified throughout consultations include:

- Achieving desired outcomes would involve a level of risk.
- The importance of creating a safe environment for people to be true to their culture.
- Ensuring that Jesuit Social Services' values of welcome, discernment and courage drive the process.
- Encouraging staff to learn about Aboriginal and Torres Strait Islander cultures and share this learning with others.
- Sourcing and receiving advice from Aboriginal and Torres Strait Islander leaders and Elders to advise our practice and relationships with their people, families and communities.
- Making time to learn about cultures, traditions, and histories from our Aboriginal and Torres Strait Islander colleagues, participants, families and communities.
- Strengthening partnerships with local Aboriginal and Torres Strait Islander communities at all sites.
- Welcoming and respectful spaces require a lot of hard work and reconciliation requires listening (deep listening).

- Courageous – being honest about what we don't know and seeking greater cultural knowledge through cultural awareness training and participation in Aboriginal and Torres Strait Islander events.
- Working alongside Aboriginal and Torres Strait Islander peoples, acknowledging system failures, and developing practice that promotes reconciliation and provides a reflective space to improve staff cultural competency.

## Engage

A key part of the process has been to educate people across the organisation about the importance of the RAP and their role within it. This has been achieved through connecting our organisation with information and people, such as Kellawan, who have educated our staff, Board and volunteers about the tens of thousands of years of history, the impact of colonisation and, the ongoing challenges and issues that confront Aboriginal and Torres Strait Islander peoples. The education process commenced at our All Staff Day and has been complimented by other education components including: staff participation in Victorian Aboriginal Childcare Agency trauma training; Cultural Awareness training for our leadership group; and learnings that we share internally from our work with Aboriginal and Torres Strait Islander communities.

The Aboriginal Advisory Group also prepared an information booklet for the All Staff Day, the purpose of which, was to educate the people in our organisation about the importance of 'Country', the role of ceremony and the connection of people to one another as primary components of Aboriginal and Torres Strait Islander identity.

The final stage of the **Engage – Educate – Consult** process is to take the consultation findings to the Jesuit Social Services Executive, with the aim to refine some of the broad areas of scope that the consultation identified. Following this, the Aboriginal Advisory Group will meet with Jesuit Social Services Board, to gain their input, advice and approval. At this point Reconciliation Australia will be engaged to finalise and endorse the RAP ready for launch.

There are two specific outcomes that the Aboriginal Advisory Group will be seeking from the Board. Firstly, to endorse a statement that articulates Jesuit Social Services' vision for reconciliation (*Our Vision for Reconciliation*) and, secondly, to endorse actions that commence further work by all areas of the organisation within a reconciliation context.

## Our RAP

Jesuit Social Services acknowledges that the development of this Reflect RAP commences a conversation, to which there is no end point. As such this document will be reviewed regularly to ensure its continued relevance and ongoing development.

Over the period 2016 to 2017 Jesuit Social Services commits to:

## RELATIONSHIPS



Action	Responsibility	Timeline	Task
1. Maintain, support and resource a RAP Working Group (RWG)	Executive Director Programs with the Learning & Practice Development Unit <sup>8</sup> in consultation with the Aboriginal Advisory Group	May 2016	Membership of the RAP Working Group be considered and re-constituted to include a broader representation of Aboriginal and Torres Strait Islander and non-Indigenous staff to monitor and advise on a range of reconciliation issues/initiatives.
		Jun 2016	Schedule of regular meetings to be established.
		Jun 2016	Establish Terms of Reference for the RWG.
2. Maintain, support and resource an Aboriginal Advisory Group (AAG).	Manager Learning & Practice Development Unit		The AAG, which comprises Aboriginal and Torres Strait Islander staff, will continue to support and advise on our RAP.
		Jun 2016	Schedule of regular meetings to be established.
		Mar 2016	AAG to be supported to work in capacities beyond reconciliation and culture. This includes encouraging participation in broader Jesuit Social Services working groups and activities through an annual review of opportunities.
		Sep 2016	Consider opportunities for the AAG to develop further and to have visibility and influence across the organisation. Document a list of strategies to enhance visibility and influence.
		Dec 2016	Member of the AAG to attend all site meetings, at least once every year to review and discuss the RAP.
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team in consultation with the AAG.	Jun 2016	Identify, develop and implement a consultative mechanism (location dependent) with Aboriginal and Torres Strait Islander peoples that promotes dialogue and understanding.
		Nov 2017	Establish relationships with Aboriginal Elder/s (location dependent) to directly liaise with and advise the CEO and Board.
		Nov 2017	Identify and nurture relationships with Aboriginal and Torres Strait Islander groups, Elders and communities.
		Nov 2017	Encourage and support staff to develop their understanding, knowledge and relationship with their local (site-based) Aboriginal and Torres Strait Islander communities. This includes encouraging participation in Aboriginal and Torres Strait Islander events (see Sections 5.9, 10).
		Dec 2017	Collaborate with Aboriginal and Torres Strait Islander agencies to develop program and policy responses.



## RELATIONSHIPS (CONTINUED)



Action	Responsibility	Timeline	Task
		Nov 2017	Consider the feasibility of consulting with, and seeking permission from local (to work site) Aboriginal and Torres Strait Islander communities, to utilise Aboriginal and Torres Strait Islander words to name public areas of buildings e.g. meeting rooms, foyers etc.
		Nov 2016	Develop a list of RAP organisations and other like-minded organisations that Jesuit Social Services could approach to connect with on our reconciliation journey.
4. Celebrate National Reconciliation Week (NRW)	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team.	May 2016	<p>Promote NRW to staff and participants.</p> <p>Provide opportunities for all Jesuit Social Services staff to engage in Aboriginal and Torres Strait Islander cultural activities and events during NRW.</p> <p>Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.</p> <p>Ensure our Working Group participates in an external event to recognise and celebrate NRW.</p>
5. Raise Internal awareness of our RAP	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team.	Dec 2016	<p>Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.</p> <p>Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.</p> <p>Provide regular RAP updates to all staff – All Staff Days, RAP newsletter, members of the Aboriginal Advisory Group to attend team meetings.</p> <p>Write a Jesuit Social Services Reconciliation song – led by the Artful Dodgers Studios.</p> <p>At Aboriginal and Torres Strait Islander cultural events, including Sorry Day, NAIDOC week events and Cultural Awareness training, re-state Jesuit Social Services' commitment to continual improvement of our RAP and the broader goals of reconciliation.</p>





Action	Responsibility	Timeline	Tasks
6. Investigate cultural development and implement initiatives, which increase and promote cultural safety and awareness across the organisation.	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team in consultation with the Aboriginal Advisory Group.	Dec 2016	Explore what it means to create a Welcoming and culturally safe workplace. This includes:  Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement.
		Annually in Mar, Sep	Ensuring that an Acknowledgement of Country/Welcome to Country is undertaken at all appropriate forums (e.g. meetings, training).
		Dec 2016	Invite Traditional Owners into our office to explain the significance of Welcome to Country and Acknowledgement of Country.
		Dec 2016	Develop and implement an education package for the whole organisation (Board, Staff and Volunteers) that aims to increase understanding, appreciation and respect for Aboriginal and Torres Strait Islander peoples, their histories, their communities and their cultures. Jesuit Social Services will focus on cultural awareness in 2016 and 2017 with the understanding that this is the most basic level and will need to be deepened in subsequent years.
		Annually in Jan, Jun	Ensuring that staff who are responsible for supervision of Aboriginal and Torres Strait Islander staff have appropriate cultural awareness training and understand the importance of appropriate support to Aboriginal and Torres Strait Islander staff.
		Dec 2016	Develop cultural awareness initiatives to address cultural barriers that impact on our participants, staff and other agencies, the primary aim of which is to ensure a culturally safe environment. This includes the strategies outlined in Section 8 including flags, wall plaques, artwork, and appropriate Acknowledgement of Country/Welcome to Country).
		Dec 2016	Develop a calendar of events that are important to the Aboriginal and Torres Strait Islander community and encouraging staff participation in these.
		Dec 2016	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.
7. Develop, implement and monitor a Welcoming framework, which ensures, that at all times Aboriginal and Torres Strait Islander peoples are welcomed and comforted by familiar symbols and practices acknowledging them.	Executive Director of Programs with the Learning & Practice Development Unit in consultation with the Aboriginal Advisory Group	Dec 2016	Review annually the Acknowledgement of Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the land.
		Dec 2016	Review annually the integration of the Aboriginal and Torres Strait Islander flags and the Acknowledgement of Traditional Owners on Jesuit Social Services' email signage.  Develop at each site a Welcoming process that reflects local Aboriginal and Torres Strait Islander peoples' cultures. This includes:
		Jun 2016	a) ensuring that Aboriginal and Torres Strait Islander flags are displayed

## RESPECT (CONTINUED)



Action	Responsibility	Timeline	Tasks
		Jun 2016	b) displaying wall plaques that acknowledge the Traditional Owners;
		Sep 2016	c) displaying Aboriginal artwork at all sites;
		Jun 2016	d) ensuring staff induction and orientation includes an introduction to the RAP and the Aboriginal Advisory Group;
		Dec 2016	e) in keeping with Jesuit Social Services' <i>Welcoming, Discerning</i> and <i>Courageous</i> values, exploring what it means to be a culturally safe workplace (see also Section 7).
8. Participate in and Celebrate NAIDOC Week	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team in consultation with the AAG.	Annually in Jul	<p>Promote NAIDOC week to staff and participants.</p> <p>Hold an annual NAIDOC event that honours the theme in each state that Jesuit Social Services is located.</p> <p>Provide opportunities for all Jesuit Social Services staff to engage in Aboriginal and Torres Strait Islander cultural activities and events during NAIDOC week including local NAIDOC marches.</p> <p>Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.</p> <p>Ensure our RAP Working Group participates in an external NAIDOC Week event with the purpose of engaging with Aboriginal and Torres Strait Islander communities and supporting them in their endeavours.</p>
9. Acknowledge National Sorry Day	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team in consultation with the AAG.	Annually in May	<p>Develop and deliver an engage/educate information strategy, that raises awareness of the significance of Sorry Day for Aboriginal and Torres Strait Islander peoples.</p> <p>Hold an annual Sorry Day event.</p>
10. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team in consultation with the AAG.	<p>Nov 2017</p> <p>Nov 2017</p> <p>Nov 2017</p> <p>Nov 2017</p> <p>Nov 2017</p> <p>Nov 2017</p>	<p>Explore who the Traditional Owners are of the lands and waters in our local area.</p> <p>Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.</p> <p>Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).</p> <p>Review annually the Acknowledgement of Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the land.</p> <p>Consider opportunities to raise awareness and understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country/ Acknowledgement of Country.</p> <p>Acknowledge the diversity of Aboriginal and Torres Strait Islander peoples and discerning appropriate responses according to local cultural protocols.</p>

## OPPORTUNITIES



Action	Responsibility	Timeline	Tasks
11. Apply our value of <i>Discernment</i> to all our work with Aboriginal and Torres Strait Islander peoples, particularly as it relates to employment and opportunity within Jesuit Social Services.	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Human Resources team.	Nov 2017	Explore a range of areas associated with the employment of Aboriginal and Torres Strait Islander staff. This will include the following;  Developing an ongoing support package for Aboriginal and Torres Strait Islander staff that ensures cultural safety. This includes ensuring that supervisors have participated in cultural awareness training (See Section 7).
		Nov 2017	Working with Human Resources (HR) to review all current leave entitlements and their applicability to Aboriginal and Torres Strait Islander staff (Goodwill days, compassionate leave, and cultural leave).
		Nov 2017	Ensuring that the context for cultural leave is articulated and explained to all staff.
		Nov 2017	Establishing a mechanism for the Aboriginal Advisory Group to advise HR with regard to staff recruitment strategies.
		Nov 2017	Developing and implementing an HR framework that recognises cultural knowledge, language (bilingual) and experience, as equal in importance to academic qualifications.
		Nov 2017	Exploring the provision of cultural supervision to Aboriginal and Torres Strait Islander staff.
		Nov 2017	Identifying Aboriginal and Torres Strait Islander employment targets and developing and implementing a proactive recruitment strategy that ensures Aboriginal and Torres Strait Islander staff are employed across program areas, within management and at Executive levels of the organisation.
		Dec 2016	Including Aboriginal and Torres Strait Islander representatives on interview panels and incorporating interview questions that seek to identify an applicant's understanding and knowledge of culture, history and contemporary issues.
		Dec 2016	Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.
12. Engage, collaborate and consult with Aboriginal and Torres Strait Islander peoples to enrich our educational and training programs.	Executive Director Education, Training & Employment.	Nov 2017	Explore the possibility of incorporating Aboriginal and Torres Strait Islander educational components into Jesuit Community College and Settlement Services programs with a focus on history, culture and connection.
		Nov 2017	Scope the development of a Narragunnawali: schools and early learning RAP.
13. Apply our <i>Courageous</i> value in all our work with Aboriginal and Torres Strait Islander peoples, particularly in the areas of social justice, education and reconciliation.	Executive Director of Programs with General Manager Strategic Communication & Advocacy and Learning & Practice Development Unit.	Nov 2017	Strengthen our advocacy capacity in relation to contemporary and historical issues relating to social justice and Aboriginal and Torres Strait Islander peoples and communities.
		Dec 2016	Develop partnerships with Aboriginal and Torres Strait Islander peoples that are consistent with Jesuit ecology/sustainability initiatives.

## OPPORTUNITIES (CONTINUED)



Action	Responsibility	Timeline	Tasks
14. Investigate Aboriginal and Torres Strait Islander supplier diversity	Executive Director Business Support	Nov 2017	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.
		Jun 2017	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.

## TRACKING PROGRESS

Action	Responsibility	Timeline	Tasks
15. Build and maintain support for the RAP	Executive Director of Programs with Learning & Practice Development Unit	Dec 2016	We will have defined available resourcing for our RAP.
		Nov 2017	We will report on our RAP achievements challenges, and learnings to our stakeholders.
		Jun 2017	We will submit annual reports on our achievements to Reconciliation Australia.
16. Review and Refresh RAP	Executive Director of Programs with the Learning & Practice Development Unit and the Jesuit Social Services Leadership team in consultation with the Aboriginal Advisory Group	Jun 2017	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.
		Jun 2017	Submit draft RAP to Reconciliation Australia for formal review and endorsement.
		30 Sep 2016	Submit annual impact measurement questionnaire
		4 Aug and Nov 2016; Feb, May, Aug 2017	Review RAP quarterly (Program Strategy Group) to track progress.
		5. Annually, in June	Review the organisational commitment (vision statement) for reconciliation annually as part of regular review of the RAP.

## Appendix A

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Jesuit Social Services staff who were integral to the establishment of this RAP:

### RAP Working Group (RWG)

Sally Parnell, Executive Director Programs

Aunty Pam Pedersen, Yorta Yorta Elder

Sue Grigg, Manager – Learning & Practice Development Unit

Linda Rose, Project Manager – Learning & Practice Development Unit

Roger Pugh, Senior Project Worker – Learning & Practice Development Unit

### Aboriginal Advisory Group

Aunty Pam Pedersen, who is employed as an Elder, and is a Yorta Yorta woman.

Rosemary Lovett, who is employed as a Senior Administrator and has previously worked in our Adult Justice teams, Rosemary is a Gunditjmara woman.

Helen Webber, who has worked in various Adult Justice roles. Helen is a Wiradjuri woman. *(Helen left Jesuit Social Services in June 2015.)*

Samuel Gentile is a Yorta Yorta man who works in our Adult Justice team.

John Hardaway is Noongar man who works in our Housing and Complex needs team, at Dillon House.

Jessica Rodaughan, who is descendant of the Jardwadjali people and who works with young Aboriginal children and their families in our Barreng Moorop program.

Greg McAdam, who is an Arrente man and works in our Central Australian team.

Tamara Hanson is a Darug woman. She is the Coordinator of Barreng Moorop. *(Tamara left Jesuit Social Services in October 2015.)*

## NOTES

1. About the Reflect RAP - The Reconciliation Action Plan (RAP) is one of Reconciliation Australia's flagship programs. It is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of RAPs, each offering a different level of engagement and support. In developing a Reflect RAP, our organisation commits to completing the following actions over the next 12 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plan. Our future RAPs will identify relationships, respect and opportunities actions specific to our business and our sphere of influence.

This Reflect RAP will allow our organisation to focus on building relationships both internally and externally, and raise awareness with our stakeholders to ensure there is shared understanding and ownership of our RAP within our organisation. Development of our future RAPs will involve consultation with staff across our organisation including Aboriginal and Torres Strait Islander staff and/or stakeholders, as well as with Reconciliation Australia, to achieve our vision for reconciliation.

2. As of 31 August 2015

3. Six staff have identified as Aboriginal or Torres Strait Islander as of March 2016

4. As of 31 August 2015

5. Track Your Soul

6. People who were critical to the process are listed in Appendix A

7. Kutcha was born on the banks of the Murrumbidgee River at Balranald, New South Wales. He is of the Mutti Mutti, Boonwurrung, Yorta Yorta, Dja Dja Warrung, Wotjobaluk people and is among the many of the Stolen Generations. He has worked through his music, to tell people about himself and share his unique journey, one that is also the journey of all Australians. What Kutcha shares with people is a connection, a belonging. His music and stories are the songs of his journey, his people's journey, and these are his gift to connect with and inspire others.

8. Jesuit Social Services' Learning & Practice Development Unit is within the Executive Director of Programs' portfolio and is responsible for staff capacity building, program documentation and evaluation and continuous quality improvement.