



Reconciliation South Australia Inc Strategic Plan 2016 - 2018

Reconciliation has both symbolic and practical elements.

A spirit of goodwill, mutual respect and recognition of the effects of colonisation on Australia's first people are the symbolic cornerstones of the Reconciliation effort.

On the practical side, working towards an improved quality of life for Aboriginal and Torres Strait Islander peoples, particularly in areas such as health, education and employment is essential for achieving equity for all South Australians.

Reconciliation - South Australia Incorporated (Reconciliation SA) is a not-for-profit organisation with a major focus on encouraging the people's movement for reconciliation at a state level.

Vision, purpose, principles, priority areas and relationship to the UN Declaration upon the Rights of Indigenous Peoples

Vision

A movement for all Australians to strengthen relationships and create change for a more positive future with Aboriginal people.

Purpose

To advocate for Aboriginal and non-Aboriginal South Australians to listen and talk, work and walk together as partners to build a fairer Australia.

Principles

1. Recognise Aboriginal and Torres Strait Islander people as the First Australians.
2. Respect and promote the rights of Aboriginal and Torres Strait Islander people, their cultures and identity and their right to self-determination.
3. Understand, acknowledge and accept the shared history of Aboriginal and Torres Strait Islander peoples and those who have arrived since settlement and recognise that past injustices continue to give rise to present injustices.
4. Promote constructive dialogue and language within the community that emphasises action 'done with' rather than 'done to' Aboriginal and Torres Strait Islander people

Priority Areas

1. Constitutional Reform
2. School based and community education programs
3. Employment
4. Justice Re-investment
5. Health and well-being
6. Organisational sustainability

Each priority area is underpinned by the UN Declaration upon the Rights of Indigenous Peoples (UNDRIP).

Relevant articles include, but are not limited to: -

Article 1 – Human Rights – Indigenous peoples, as groups and as individuals, have the right to enjoy all human rights and freedoms recognised in international law (Priority Areas 1 & 4).

Article 2 – Equality – Indigenous peoples are equal to all other peoples, and must be free from discrimination (Priority Areas 1 - 5).

Article 7 – Existence – Indigenous peoples have the right to live in freedom, peace and security. They must be free from genocide and other acts of violence, including the removal of their children by force (Priority Area 4)

Article 8 – Cultural Integrity – Indigenous peoples shall be free from forced assimilation (Priority Area 4).

Governments shall prevent:

- a) Actions that take away their distinct cultures and identities
- b) The taking of their land and resources
- c) Their removal from their land
- d) Any form of forced assimilation
- e) Propaganda against them

Article 14 – Education – Indigenous peoples have the right to their own schools and to provide education in their own languages. Indigenous people, especially children, have the right to the same education as all people. Governments shall assist Indigenous people, especially children, who do not live in Indigenous communities, to learn their own culture and language (Priority Area 2).

Article 15 – Information – Education and public information shall reflect the dignity and diversity of Indigenous cultures, traditions and aspirations. In consultation with Indigenous peoples, governments shall take special measures to promote tolerance and good relations between indigenous and other peoples (Priority Area 2 & 6).

Article 21 – Special Measures – Indigenous peoples have the right to improved economic and social conditions. This includes in the areas of education, employment, housing, health and social security. Governments shall adopt special measures to ensure the improvement of economic and social conditions (Priority Areas 2, 3, 5).

Article 24 – Health – Indigenous peoples have the right to their traditional medicines and health practices. The plants, animals and minerals used in medicines shall be protected. Indigenous peoples shall have access to all social and health services without discrimination. Indigenous individuals have an equal right to the highest attainable standard of physical and mental health. (Priority Area 5).

Priority Area 1: Advocate for recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution

Outcome

Establish a reputation as South Australia's peak body on issues relating to reconciliation.

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Promote the importance of Australian Constitutional Recognition of Aboriginal and Torres Strait Islander peoples	1. Continue to inform the community on constitutional reform	Disseminate key developments and documents across the community through information stalls, talks and informal conversations.	Board, State Manager, staff and volunteers	2016 & 2017
	2. Build local conversations about National Constitutional Reform through Recognition Circles	Target groups of young people to be part of these Recognition Circles. Use website and newsletters and hard copy fact sheets to inform the community re constitutional reform.	State Manager and Recognise	2016 & 2017
	3. Train and support more speakers on Constitutional Reform.	Include young people as some of the speakers and champions of Constitutional Reform through Recognise Youth.	State Manager, Recognise Youth	2016
	4. Build the profile of the Recognise campaign and influence the breadth of the message going out to the wider community regarding Recognise.	Deliver the speakers program in partnership with Recognise.	State Manager and Recognise	2016

Priority Area 1: Advocate for recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution (continued)

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
2. Address questions of race in the Australian Constitution.	1. Discuss the impact of the race clauses within the Australian Constitution and the need to maintain special measures for Aboriginal people.	Series of speakers on constitutional reform and human rights held	State Manager / Board	Ongoing
3. Promote anti-racism strategies in the wider community	1. Collaborate with State Government and key agencies in the promotion of the National Anti-Racism Strategy.	Participate in the State Government roundtable called together to promote Anti-Racism strategies	State Manager, Co-Chairs, Commissioner for Aboriginal Engagement	Ongoing
	2. Refresh the web-site to include more anti-racism messaging. Consider a section for Aboriginal children and young people designed to help build their resilience.	Build on the experience of the Schools' Congresses and promote the anti-racism messages that have come through from there	Communications Officer / State Manager / Education Steering Committee	October 2016
	3. Consult with relevant stakeholders regarding the increased profile of Rec SA in combatting racism	Use stalls, forums and high level meetings to promote the work that Rec SA is doing in the anti-racism space Support organisations to include anti-racism strategies in their RAPs Encourage organisations to become Racism It Stops With me partners	State Manager, Executive	Ongoing

Priority Area 2: Promote reconciliation through school based early intervention and community engagement

Outcome

Develop and deliver reconciliation educational resources and programs for schools and communities.

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Develop and implement statewide schools based programs	1. Maintain a strong relationship with the Department of Education and Child Development (DECD	Meet once every four months with the CE of DECD & obtain annual resources to run the Education agenda for the next 3 years	State Manager, Convenor of Education Steering Committee	Review annually on 1 December each year
	2. Strengthen the operations of the Reconciliation SA Education Steering Committee across the three schooling sectors and sub committees to run the Education Pack, Schools Congress and Reconciliation week activities.	Meet at least quarterly with Education Steering Committee	State Manager, Education Steering Committee and sub committee	Review quarterly
	3. Complete drafting key Education Packs and resources on constitutional reform and veterans.	Education Pack produced, distributed across all schools and implemented in the classroom	State Manager, Education Steering & sub committees	Review annually
	4. Consolidate annual funding opportunities for the Reconciliation Week seed funding activities program in schools.	Reconciliation Week activities run in DECD schools; expanded to Independent and Catholic schools	State Manager, Education Steering & sub committees & DECD staff	Review annually in July

Priority Area 2: Promote reconciliation through school based early intervention and community engagement
(continued)

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Develop and implement statewide schools based programs	5. Run "I'm Not Racist But...!" Schools Congresses for 2016-2018.	In 2016, 10 School Congresses be held (2 metropolitan and 5 country regional centres to be targeted)	State Manager & ActNow	Review annually in November each year
	6. Expand the schools model for "I'm Not Racist But...!" to community presentations over the next 3 years	Run 6 Community Congresses in 2016	ActNow & State Manager	Review November 2016
	7. Secure the resources for an Anti-Racism Schools Project worker	Negotiate with DECD re resources or staff for a 0.6 FTE	State Manager	March 2016
	8. Contribute to the continued development of Narragunnawali through an effective partnership with Reconciliation Australia.	Involve the national program in the education Steering Committee	State Manager, Alex Shain and SRC's	Ongoing
	9. Plan for and implement a Schools / Veterans Reconciliation Walk on the Kokoda Track	Work with the schooling sectors to select participating schools in 2016. Conduct the walk in the second half of 2017.	State Manager & KokodaTrack sub-committee	February – August 2016: – school selection September 2016 –April 2017:- fund raising February – September 2017 – fitness training September 2017 – trek October 2017 – March 2018 – promote outcomes.

Priority Area 2: Promote reconciliation through school based early intervention and community engagement (continued)

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
3. Use a variety of community engagement opportunities to promote reconciliation	1. Advocate for the survivors of the Stolen Generations	Maintain the Apology breakfast Contribute to the Apology Day Community event. Participate in Sorry Day Monitor the delivery of the Stolen Generations Reparations program.	Board / State Manager	Ongoing
	2. Continue to support the recognition of Aboriginal Veterans through RAVSA and other projects.	Veterans projects including the RAVSA projects (RAVSA Book).	Ian Smith / State Manager	Ongoing
	3. Celebrate the positive contributions of Aboriginal peoples to South Australia's art and culture.	Promote a diversity of Aboriginal artists and art forms.	State Manager & Board	Ongoing
	4. Promote reconciliation in Local Government	Hold 2 forums per year with Council RAP / Aboriginal Programs network	State Manager	Ongoing
	5. Participate in committee meetings for Cycling for Culture	Contribute to the planning for a 2016 or 2017 ride	State Manager	Ongoing
	6. Assist in planning and implementing the annual Don Mcsweeny Aboriginal Lands Cup	Join the Steering Committee for the Lands Cup	State Manager	July annually

Priority Area 3: - Influence the employment participation rate and retention for Aboriginal jobseekers and employees

Outcome

Contribute to the promotion of growing employment opportunities and career pathways for Aboriginal people.

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Promote the expansion of Aboriginal Employment opportunities.	1. Support the Reconciliation Employment Ambassadors program to promote employment across the industry clusters	Re-launch Reconciliation Employment Ambassadors program with Governor as Patron	State Manager, DSD and existing Reconciliation Employment Ambassadors	2016
	2. Advocate for providers who are delivering credible cultural competency training for workplaces	Promote cultural competency / mentoring programs / leadership / training as the key underpinnings of successful employment outcomes	State Manager & Reconciliation Ambassadors	Ongoing
	3. Liaise with SA Unions and employee groups to promote and increase Union involvement in the reconciliation movement	Introduced a Reconciliation Award as part of the employee / employer Awards programs. Reconciliation clauses and flexible working conditions introduced into EBs	State Manager and Awards Working Group	October 2016
2. Promote Reconciliation Action Plans as a tool for increasing employment opportunities across Industry Clusters	1. Expand the number and industry coverage of organisations that are adopting RAPs	Hold 2 RAP related seminars per year	State manager / Reconciliation Australia	Ongoing
3. Improve the participation of the workforce in reconciliation	1. Work with the Australian Services Union to devise and implement the Elliott and Elizabeth Johnston ASU Scholarship	Scholarship to be worked through with the leadership of the ASU	State Manager and General Secretary of the ASU	November 2016

Priority Area 4: Through a sustained focus upon Justice Reinvestment, advocate for justice systems to improve relationships with Aboriginal communities and reduce incarceration rates of Aboriginal people.

Outcome

Support Justice Reinvestment South Australia in gaining 3 funded pilots in Justice Reinvestment in SA.

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Participate in the development of a long term project in Justice Re-investment with a particular focus upon Juvenile Justice and Early Intervention.	1. Support the work of the Justice Re-Investment Working Group of South Australia.	Attend Working Group meetings and follow up actions as delegated.	Helen Connolly, Cheryl Axelby and State Manager	Ongoing
	2. Continue to promote the key principles from the Royal Commission into Aboriginal Deaths in Custody.	Analyse the elements in Justice Re-investment principles that relate to RCIADIC.	State Manager	Ongoing
	3. Increase cultural competency of the workforce in the Criminal Justice system	Meet regularly with the Police regarding cultural competency and operations. Identify key agencies with a focus upon Juvenile Justice and advocate that they develop and implement their RAP and monitor their performance against their RAP Goals.	State Manager & Board Joel Bayliss, Robyn Layton, Cheryl Axelby, Khatija Thomas and State Manager	Ongoing
	4. Advocate for increased engagement between all parts of the Criminal Justice system and Aboriginal communities in order to improve relationships.	Continue to advocate for Justice Reform and coordination across Departments to achieve these principles of engagement.	Co-chairs, Board members on JRSA & State Manager	Ongoing

Priority Area 4: Through a sustained focus upon Justice Reinvestment, advocate for justice systems to improve relationships with Aboriginal communities and reduce incarceration rates of Aboriginal people (continued).

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Participate in the development of a long term project in Justice Re-investment with a particular focus upon Juvenile Justice and Early Intervention.	5. Advocate for 3 long term (minimum of 5 years) Justice Reinvestment pilots to be funded in SA (2 by the State Government)	Meet with relevant Ministers and Departments to advocate for a budget to be allocated to this process	Helen Connolly, Cheryl Axelby and State Manager	Ongoing

Priority Area 5: Fairer Systems support better health and well-being outcomes.

Outcome

Establish reconciliation in health practices that address systemic racism and support the Aboriginal health workforce

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Collaborate with the health sector to develop a relevant reconciliation strategy to promote health and well-being for Aboriginal people across health systems.	1. Consult with health providers and bring together a forum to discuss possible programs and strategies.	Hold a forum and form a sub-committee to discuss best practice reconciliation strategies across the health system.	State Manager & sub-committee	November 2016
	2. Tailor an ActNow theatre experience for health professionals.	Deliver “I’m Not Racist But...!” for a community conversation and target invitations to health professionals as the primary group.	ActNow Theatre & State Manager	September 2016
	3. Determine the best strategy for Reconciliation SA to contribute to combatting racism in the health system and develop program for 2017 / 2018	Hold a planning meeting with the health sub-committee for sharing the range of strategies that can be applied to combat racism in the health system and decide upon the best measure for Reconciliation SA to adopt to make a difference.	State Manager and Sub-committee	December 2016
	4. Develop a workforce strategy for reconciliation within the health system to ensure Aboriginal health workers are supported	Promote cultural competency through Reconciliation Action Plans and encourage health organisations to fully implement RAPs	State Manager and Health Units	Ongoing

Priority Area 6: Organisational capacity building and sustainability.

Outcome

Build profile and grow and diversify the resource base for organisational sustainability.

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
1. Increase the resources for Reconciliation SA.	1. Further grow the resources available to Reconciliation SA	Expand the team to incorporate an Administrative Assistant Seek Project / Event worker capacity through external grants.	State Manager / Board	February 2016 Ongoing
	2. Develop strategy to be a stand-alone agency and implement.	Re-present the Business Case to the Minister to enable funded transition to a stand-alone organisation. Develop contingency business case to move if the case to the Minister fails a second time.	State Manager & Board	December 2017
	3. Recruit more volunteers for Reconciliation SA.	Coordinate a volunteer roster that allows for volunteers to be working in Rec SA 5 days per week.	Office staff & State Manager	Ongoing
	4. Secure DGR Status to enable philanthropic donations.	DGR status secured	SRC's, Treasurer, Board & State Manager	Ongoing

Priority Area 6: Organisational capacity building and sustainability (continued).

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
2. Establish a marketing and strategic communications strategy.	1. Develop a comprehensive communications strategy for Rec SA.	Incorporating all media for the organisations including newsletters, website, social media, branding and event documentation into the strategy	State Manager & Communications Officer	July 2016
	2. Increase the social media presence of Rec SA through Facebook, Twitter and other media.	Weekly posts as minimum standard with the number of followers on Facebook growing to 2000 and the number of followers on twitter growing to 1400	Communications Officer	Review December annually
	3. Incorporate a media engagement strategy into all of the association's activities.	Send out regular media releases	State Manager	Review 1st December annually
3. Grow the membership of Reconciliation SA and increase membership participation in the organisation.	1. Develop the Friends of Reconciliation SA as a resource to the organisation and ambassadors for the movement.	Friends of Rec SA database grows to 150	Board & State Manager & staff team	December 2016
	2. Build the contact list for Reconciliation SA.	Electronic database increases by 25%	State Manager & staff & volunteers	Ongoing
	3. Expand the sponsorships to Rec SA	Sponsorships to support events and activities to grow by 20%	Board & State Manager	Annual Review

Priority Area 6: Organisational capacity building and sustainability (continued).

Goals	Tasks	Key Performance Indicators	Responsibility	Timeframe
4. Participate fully in the Australian Reconciliation Network.	1. Play a leadership role in maintaining regular communication practices with Reconciliation Australia and other state based reconciliation bodies.	Participate in face to face meetings and teleconferences Share information regularly Seek opportunities to collaborate	State Manager, Co-Chairs	Every 6 to 8 weeks
	2. Develop a Reconciliation Action Plan.	Consultation held in Rec SA Board; plan developed; plan consulted with local key Aboriginal stakeholders.	Rec SA Board	May 2017
5. Increase the profile of reconciliation in rural and remote SA	1. Access targeted resources to run activities outside of the metropolitan area.	Grants include country travel. Schools Congress travels to the country. Each year, 2 new country SA communities are visited.	State Manager & Board	Review annually
6. Conduct a formal review of the Strategic Plan 2016 – 2018 with stakeholders.	1. Replicate the 2014 review of the Strategic Plan carried out through URPS.	Two years into the new plan, conduct a complete review by seeking public and external comment upon the objectives met by Reconciliation SA.	Board, State Manager and URPS	August – November 2017