

CARE AUSTRALIA

Reconciliation Action Plan

2018/2019

November 2018

Artwork by indigenous artist Topsy Napaljarri Dixon.



Acknowledgement

In the spirit of reconciliation, CARE Australia pays respect to First Australians and the many Traditional Owners and custodians of the land on which we live and work here in Australia and to their Elders past, present and future. We recognise their continuing connection to land, sea and community and their individual and collective strength, knowledge and right to determine their own futures.

Cover art



Pupunya Jukurrpa (Pupunya Dreaming)
by Topsy Napaljarri Dixon

Topsy comes from Pupunya, a remote aboriginal community 290km west of Alice Springs in the Northern Territory. The Dreaming story passed down from her parents and their parents before them for millenia is Karnta Jukurrpa (Women's Dreaming). The concentric circles in the middle of the painting depicts a meeting place for women to come and talk and dance together as they have been doing for thousands of years in central Australia. Topsy is an elderly woman and she has family in Yuendumu who she occasionally comes to visit and to bring her art to Warlukurlangu, an aboriginal owned and governed art centre in the community of Yuendumu.

Copyright of all artworks and text remains with the artists and Aboriginal traditional owners and is administered on their behalf by Warlukurlangu Artists Aboriginal Corporation.

INTRODUCTION BY THE BOARD CHAMPION

“CARE Australia has embarked on its journey of reconciliation in this, its first Reconciliation Action Plan. Representing our pledge to contribute to social change and to demonstrate our respect for the Traditional Owners of the land on which we live and work here in Australia, this “Reflect” Reconciliation Action Plan is a foundation document on which we will build. Our experience and expertise in working with Indigenous communities in the countries where we work gives us some insight into the historical injustices and ongoing challenges which are faced by these groups. We want to apply this knowledge and respect in the way we work, how we engage with other organisations and how we can learn from Aboriginal and Torres Strait Islander Communities and Organisations here in Australia.

I am very proud to be a part of developing and delivering on the commitments made in this Reconciliation Action Plan and commend it to all who want to know more about CARE Australia and the respect we hold towards the First Australians.”

**- Marcus Laithwaite,
Treasurer and Reconciliation Board Champion**

A COMMITMENT FROM THE CHIEF EXECUTIVE OFFICER

“CARE Australia’s Reconciliation Action Plan is more than a documented sign of our commitment to social change. It is a road map for our work over time to establish organisational practices and culture which actively look for opportunities to build relationships with Aboriginal and Torres Strait Islander businesses and communities. Over the life of this, our first Reconciliation Action Plan, we will establish meaningful partnerships with organisations owned and managed by Aboriginal and Torres Strait Islander people. We will instil in all staff an understanding of Australia’s history and the fundamental role of its Aboriginal and Torres Strait Islander peoples in our development and culture. Supported by a cross-departmental Reconciliation Action Plan Working Group, CARE Australia will be much the richer for the experience and learnings which the Reconciliation Action Plan process offers.

I am excited about the opportunities the Reconciliation Action Plan offers and look forward to working with Aboriginal and Torres Strait Islander leaders, the local Aboriginal and Torres Strait Islander communities and my team to contribute to a society that supports reconciliation and respects the importance of proactive work to achieve it.”

- Sally Moyle, CEO

Our business

CARE Australia works with Indigenous populations throughout the South East Asia and Pacific regions. We are committed to empowering local communities to respond to humanitarian crises and to develop their capacity across a wide range of development priorities including economic empowerment, governance, food security, climate change, health and education of minorities, women's empowerment, access to water and more.

The development of a Reconciliation Action Plan (RAP) reflects our commitment to respecting and working with indigenous peoples and we believe this must be reflected in our Australian operations, too. While we recognise that our core business is focused on international operations, our values of equality, respect and inclusion must also be applied in Australia.

CARE Australia is a member of the CARE International confederation. We are committed to ending poverty and injustice and are known for our unshakeable commitment to the dignity of people.

- **Our Mission:** CARE works around the globe to save lives, defeat poverty and achieve social justice.
- **Our Vision:** We seek a world of hope, tolerance and social justice, where poverty has been overcome and all people live with dignity and security.
- **Our Focus:** We put women and girls in the centre because we know that we cannot overcome poverty until all people have equal rights and opportunities.

In August 2018, CARE Australia has 902 employees, 77 of whom work in our Australian offices. 95% of our staff are local to the countries in which they work.

Currently, no staff identify as Aboriginal or Torres Strait Islander however this is not information which CARE Australia has actively sought to collect in the past.

While CARE Australia's focus is international humanitarian aid and development, through work on gender equality, we have a commitment to supporting Indigenous populations in the countries where we work and consider it important that this be recognised in our Australian offices, too.

CARE Australia has offices in nine locations: Canberra, Melbourne, Cambodia, Laos, Myanmar, Papua New Guinea, Timor-Leste, Vanuatu, and Vietnam.



We are committed to empowering local communities.

Our RAP

This is CARE Australia's first RAP. We see this as an exciting journey towards supporting social change in which Aboriginal and Torres Strait Islander peoples are recognised as the Traditional Owners and custodians of Australia and in which their cultures and heritage is respected and valued as a key part of Australian society today.

Reflecting our whole of organisation commitment to reconciliation, a working group was established to ensure that perspectives were brought to bear from throughout the organisation. This group worked together to research local Aboriginal and Torres Strait Islander cultural information, demographics and community organisations. We are in the process of establishing relationships with local Aboriginal and Torres Strait Islander groups and national leaders and have commenced an ongoing process of staff engagement and awareness raising.

Importantly, the RAP has strong senior support and sponsorship at both the organisational and Board level. Our Treasurer is the RAP Board Champion, with the CEO and Principal Executive Corporate Services championing the project and approach within the organisation.



Our partnerships/current activities

Community partnerships are being explored and developed in both Melbourne and Canberra. Activities were held in Reconciliation and NAIDOC weeks to raise staff awareness, encourage active engagement and promote support for social change.

Internal activities/initiatives have been progressed to demonstrate our respect for Aboriginal and Torres Strait Islander peoples and our commitment to reconciliation and social change including:

- We allowed staff to swap Australia day public holiday for another day to reflect that, for some people, Australia Day is not a day for celebration.
- Flags at front counter signify the value we place on welcoming Aboriginal and Torres Strait Islander peoples to our offices.

- A Yammer group allows staff to share information and articles about Aboriginal and Torres Strait Islander cultural heritage and events which celebrate this.
- We organise and promote social and learning events to raise awareness of Aboriginal and Torres Strait Islander cultures.

Relationships

Action	Deliverable	Timeline	Responsibility
1. Maintain a RAP Working Group.	<ul style="list-style-type: none"> • A RAP Working Group is operational to support and maintain the implementation of our RAP, comprising decision-making staff from across our organisation. 	Established 9/2017 – meeting quarterly	CEO
2. Build internal relationships and raise internal awareness of our RAP.	<ul style="list-style-type: none"> • Undertake internal consultation with CARE Staff on the RAP to maintain awareness. • Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. • Develop and implement a plan to engage and inform staff and Directors of their responsibilities within our RAP. 	12/2018	RAP internal staff Liaison RAP Chair and PECS
3. Build external relationships.	<ul style="list-style-type: none"> • Develop relationships with Aboriginal and Torres Strait Islander communities and organisations within our local area or sphere of influence and approach them to connect with on our reconciliation journey. • Engage Aboriginal and Torres Strait Islander leaders to talk to staff. • Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	6/2019	RAP Community Liaison
4. Participate in and celebrate National Reconciliation Week (NRW).	<ul style="list-style-type: none"> • Encourage our staff to attend a NRW event. • Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. • Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	26 May - 2 June 2019	RAP internal staff Liaison
5. Launch of CARE's RAP.	<ul style="list-style-type: none"> • Pending final approval by Reconciliation Australia, identify a culturally appropriate way to launch and celebrate this important milestone in CARE Australia's growth. 	11/2018	CEO
6. Engage our senior leaders in the delivery of RAP outcomes.	<ul style="list-style-type: none"> • Raise external awareness of our RAP – consultation meetings with local Aboriginal and Torres Strait Islander Traditional Owner groups, Organisations and businesses including - United Ngunnawal Elders Council, the Healing Foundation, Indigenous2Indigenous development etc. • Raise awareness of/explore opportunities to support Reconciliation campaigns. 	6/2019	RAP Chair CEO Principal Executive Corporate Services

Respect

Action	Deliverable	Timeline	Responsibility
7. Support a NAIDOC Week activity internally at CARE and actively raise awareness of cultural significance of the annual NAIDOC theme through sharing of cultural histories.	<ul style="list-style-type: none"> 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. Introduce our staff to NAIDOC Week by promoting community events in our local area. Support current staff entitlement to cultural leave. Ensure our RAP Working Group participates in an external NAIDOC Week event. 	7/2019	RAP internal staff Liaison Managers
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols.	<ul style="list-style-type: none"> Explore who the Traditional Owners are of the lands and waters in our local areas, and learn more about their histories. 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). Ensure an Acknowledgment of Country and Traditional Owners is delivered in meetings as appropriately identified. 	3/2019	RAP internal staff Liaison
9. Investigate CARE staff knowledge of Aboriginal and Torres Strait Islander cultures and histories and develop additional learning opportunities to promote greater awareness, understanding and respect.	<ul style="list-style-type: none"> Use celebrations of Aboriginal and Torres Strait Islander cultures, histories and achievements to raise awareness within our organisation. Conduct a baseline study to capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. Conduct a follow-up survey in December 2018. Communicate and encourage staff to deliver awareness raising presentations and use Reconciliation Australia's Share Our Pride tool. Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. Conduct a review of cultural awareness training needs within our organisation. 	11/2018 12/2018	Principal Executive Corporate Services RAP internal liaison RAP internal liaison

Opportunities

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment including the level of interest which local Aboriginal and Torres Strait Islander people have in the work CARE does.	<ul style="list-style-type: none"> Develop plan for Aboriginal and Torres Strait Islander employment within our organisation including internships (e.g.: accounting, administration, IT). Encourage current Aboriginal and Torres Strait Islander staff to identify in order to inform future employment and development opportunities. Identify and utilise existing organisations and processes for recruiting Aboriginal and Torres Strait Islander staff including university groups, intern programs and Aboriginal and Torres Strait Islander publications (for advertising vacancies). 	3/2019	HR Manager RAP Chair
11. Investigate Aboriginal and Torres Strait Islander supplier diversity.	<ul style="list-style-type: none"> Develop a strategy to apply the federal government Aboriginal and Torres Strait Islander procurement policy to increase Aboriginal and Torres Strait Islander procurement in contract and organisational contexts. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. Investigate opportunities to become a member of and procure goods and services from Supply Nation. Identify opportunities to partner with Aboriginal and Torres Strait Islander organisations in delivering development outcomes. 	12/2019	RAP Chair PECS PEIP
12. Support Aboriginal and Torres Strait Islander leadership.	<ul style="list-style-type: none"> Encouraging managers to offer mentoring support to Aboriginal and Torres Strait Islander employees, students in local universities and staff in local organisations. 	11/2019	HR Manager CEO RAP Chair

Governance and Tracking Progress

Action	Deliverable	Timeline	Responsibility
13. Build support for the RAP.	<ul style="list-style-type: none"> Define resource needs for RAP development and implementation. Define systems and capability needs to track, measure and report on RAP activities. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia in September each year. 	1/2019 9/2019 9/2019	RAP Chair
14. Review and Refresh RAP.	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new Innovate RAP based on learnings, challenges and achievements. Submit draft RAP to Reconciliation Australia for review. Submit draft RAP to Reconciliation Australia for formal endorsement. 	9/2019	RAP Chair

Contact details for public enquiries about our RAP.

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MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome CARE Australia to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, CARE Australia joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides CARE Australia a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, CARE Australia will lay the foundations for future RAPs and reconciliation initiatives.

We wish CARE Australia well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend CARE Australia on its first RAP, and look forward to following its ongoing reconciliation journey.



- Karen Mundine,
Chief Executive Officer Reconciliation Australia

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It starts with equal