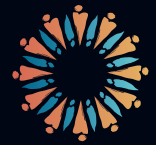




Innovate Reconciliation Action Plan

May 2018 - May 2020



ADA Australia



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Aged and Disability Advocacy Australia wishes to acknowledge the Traditional Custodians of the land in which we work and live. We honor the wisdom of Elders past, present and emerging, seeking to walk together in the spirit of reconciliation.

Message from the Chairperson and CEO

We would like to show our respect and acknowledge the Traditional Custodians of the land in which we work and live. We would also like to pay respects to all Elders, past, present and emerging.

Aged and Disability Advocacy Australia (ADA Australia) is an organisation that highly regards and recognises the importance of working towards reconciliation through supporting equality for Aboriginal and Torres Strait Islander Peoples.

This Reconciliation Action Plan (RAP) 2018 – 2020 is ADA Australia’s first RAP and is our way of showing we are committed to strengthening our continuing journey towards reconciliation.

Over the years, ADA Australia has demonstrated our commitment towards supporting reconciliation through participation at cultural events, networking opportunities, and particularly through our everyday work of connecting and establishing a presence within local communities across Queensland.

ADA Australia continually engages and strengthens relationships through the outreach trips in which our two Aboriginal and Torres Strait Islander Advocates undertake and have established strong connections with both the Aboriginal and Torres Strait Islander communities.

In recognising these continuing interactions and engagements with both communities, we have used artwork from both the Aboriginal and Torres Strait Islander communities within this RAP. These relationships, as well as our core work, have provided a strong foundation for ADA Australia to continue identifying strategies and actions, such as those outlined within this RAP, in progressing our reconciliation journey.

We would like to take this opportunity to thank and acknowledge the contributions and commitment of ADA Australia’s Reconciliation Working Group, as well as the assistance of Reconciliation Australia in finalising our first RAP.

In summary, we can be proud of our journey and our achievements in progressing reconciliation over this time. However, we still have much to do in supporting our local communities. We are excited about implementing this RAP, which will only further strengthen ADA Australia’s journey towards nurturing a shared future that embraces culture, heritage and diversity.



Richard Olley (Chairperson) and Geoff Rowe (CEO)



Aboriginal artwork

Interpretation of artwork by Dale Manns
from the Mandandanji tribe

The dots in the centre are the clients of ADA Australia.

In Aboriginal art, kidney shapes depict protection barriers against the elements.

In this artwork, the kidney shapes depict ADA Australia advocates working to protect people from problems they may face.

The lines radiating from these shapes represent the sharing of information between ADA Australia, its clients and their communities.

The Murri grapevine represents the communication flowing from ADA Australia – using our knowledge and skills to support people to be heard, to help sort out problems and provide options.

The outer line (including circles) depicts special places (waterholes or campsites) where people meet to talk.

ADA Australia understands that it is important to share and talk about your situation with others.

By placing these meeting places on a wavy line, the artist acknowledges that it is not always an easy journey.

Animals in this artwork represent looking out for people who cannot always look after themselves – just like ADA Australia tries to help and support people.



Artist: Dale Manns

Torres Strait Islander artwork

Interpretation of artwork by Aicey Zaro
from the Birrigubba tribe

Recognised throughout the Torres Strait, the traditional markings in the centre of the artwork symbolise a sense of belonging and acceptance to Torres Strait Islander (TSI) people.

ADA Australia can work with you when you face problems – and give you that sense of belonging.

Moving together in the same direction, the sea creature totems (crayfish, turtle and dugong) represent 'family'.

ADA Australia understands how important it is to share your problems with others – and aims to be like family for people who need support.

The swirls between the sea creatures represent the inside of the Bua shell, which was used in old times to send messages.

It symbolises the knowledge and skills that ADA Australia uses to support people to be heard, to help sort out problems and provide options.

The bamboo fence (top), which is still used today to protect island homes from strong winds and erosion, represents protecting the culture and beliefs of TSI people.

ADA Australia understands your culture and wants to help you to be heard.



Artist: Aicey Zaro

Our vision and pathway to reconciliation

Aged and Disability Advocacy Australia (ADA Australia) acknowledges the connection Aboriginal and Torres Strait Islander Peoples have to the lands and seas of this great country and respectfully recognise Aboriginal and Torres Strait Islanders as Australia's First Nation Peoples.

Through this Reconciliation Action Plan, we formalise our commitment to Aboriginal and Torres Strait Islander Peoples and demonstrate our respect for their customs, cultures and traditions.

It is our vision to support reconciliation by:

- Promoting greater understanding of the historic impacts successive government policies have had on Aboriginal and Torres Strait Islander peoples, histories and cultures
- Strengthening and supporting a culturally safe workplace where individuals are valued and relationships are fostered at all levels
- Identifying gaps and prioritising the continuous growth of our organisation towards a place of equality
- Setting benchmarks for delivery of culturally responsive services.

Within our organisation Aboriginal and Torres Strait Islander people are encouraged and supported to engage ADA Australia's services.

We aim to continuously develop culturally appropriate work practices and to provide easily accessible advocacy support to families and communities in a model of care suitable to their needs.

At ADA Australia, we acknowledge and respect the diversity of Aboriginal and Torres Strait Islander cultures across Australia, and the importance of providing culturally sensitive advocacy services that meet the community and individual's needs within an aged care and disability framework.

We aim to achieve culturally sensitive advocacy services by:

- Respecting the wellbeing of Aboriginal and Torres Strait Islander Peoples by acknowledging the diversity within their communities and culture
- Being committed to improving quality to achieve best practice, transparency and accountability and to maximise the use of resources culturally suitable to meet the needs of Aboriginal and Torres Strait Islander Peoples
- Working to remove barriers that stop Aboriginal and Torres Strait Islander Peoples from accessing advocacy support and information within the aged care and disability sector
- Creating awareness and education on aged care and disability reforms
- Enabling Aboriginal and Torres Strait Islander Peoples to exercise their rights and responsibilities when receiving aged care and disability services
- Valuing the commitment, knowledge and skills of our Aboriginal and Torres Strait Islander staff and volunteers and the broader communities
- Valuing collaborations, partnerships and open communication to deliver the best outcomes and to progress the interest of Aboriginal and Torres Strait Islander Peoples at the individual and systemic levels
- Engaging communities to enhance Aboriginal and Torres Strait Islander Peoples capacity to make choices in their lives.

Our business

OUR MISSION

ADA Australia provides quality advocacy services to older people and people with disability, giving vulnerable Australians a voice through information, education and support.

OUR VISION

Our vision is to empower vulnerable Australians through support, information and advocacy.

OUR VALUES

Respectful: We show respect for the wellbeing of our clients and their communities.

Collaborative: We work with clients and value our partnerships to deliver the best possible outcomes at individual and systemic levels.

Empowering: We provide our clients with a wide range of service including information, advocacy, education and training to support their own skills.

Creative: We embrace professionally creative approaches working with individuals on individual issues, to achieve the best results for clients. We embrace all cultures, special needs, sexual orientations and gender identities.

ADA Australia is a not-for profit, independent, community based advocacy and education service with more than 25 years' experience in supporting and improving the wellbeing of older people and people with disability.

Jointly funded by the Queensland and Commonwealth Governments, we offer free, confidential and client directed advocacy support to people receiving aged care services, community care services and carers of recipients of these services.

Headquartered in Brisbane, ADA Australia has regional offices in Cairns, Townsville, Rockhampton, Bundaberg, Toowoomba and the Gold Coast and is active in providing advocacy services in metropolitan, regional, rural and remote communities across Queensland.

ADA Australia employs over 30 staff across the state, including two Aboriginal and Torres Strait Islander Advocates who are based in Cairns and Brisbane.

In addition to these identified positions, there are a number of general advocates who identify as Aboriginal and/or Torres Strait Islander.

The knowledge and experience of our Aboriginal and Torres Strait Islander staff has been instrumental in ensuring all ADA Australia employees are informed and supported in the delivery of culturally appropriate work practices.

ADA Australia provides an inclusive advocacy service offering information, education and support to people who are ageing and people with disabilities, including people with mental health issues and impaired decision-making capacity and people from diverse cultures, backgrounds, sexual orientations and gender identities.

We have developed a range of Aboriginal and Torres Strait Islander specific resources offering information regarding ADA Australia's services including factsheets, DL cards, DVDs and CDs.

ADA Australia's recent expansion into the disability field has opened the opportunity to provide a level of service where Aboriginal and Torres Strait Islander Peoples with disability are represented.

Working in partnership with Queenslanders with Disability Network (QDN), ADA Australia agreed to host the Aboriginal and Torres Strait Islander Disability Network of Queensland (ATSIDNQ) and support its activities from 2015 - 2019.

This Network is a culturally safe space for members to connect, share and raise awareness of their experiences and more broadly on issues impacting Aboriginal and Torres Strait Islander families and communities.

The Network has Aboriginal and Torres Strait Islander staff and Networking Champions who work with members to understand the variety of issues they face so that they can feed back this information to the Government and policy makers.

Overview of our services

Individual Advocacy

Free Individual Advocacy:

ADA Australia provides advocacy for people receiving government funded Queensland Community Care Services and aged care services (community and residential), regarding issues related to their service provision. ADA Australia supports consumers or carers/representatives to ensure their voice is heard and their issues addressed with their service provider. ADA Australia advocacy services are free and confidential.

Guardianship Advocacy

Free Guardianship Advocacy:

ADA Australia can support people whose decision-making capacity is being questioned, resulting in a Queensland Civil and Administrative Tribunal (QCAT) hearing or an Enduring Power of Attorney being activated. ADA Australia can support people who are under a QCAT Order, through the initial application and review of existing order process.

Information & Education

Free Information:

ADA Australia provides information to consumers and providers of aged care, community care services and the broader community about the aged care sector. ADA Australia helps individuals or their carers/representatives to understand and exercise their rights and responsibilities and promote self-advocacy.

Free Education:

ADA Australia provides sessions about its advocacy services to staff or clients of residential aged care facilities, community care or aged care services and community groups, outlining client and resident rights and responsibilities in relation to the services they receive.

Guardianship Training:

This fee-for-service training supports workers in many industries to understand guardianship and administration matters such as supported decision-making, capacity, consent and the role and limits of Enduring Powers of Attorney and Advanced Health Directives in the Guardianship System.

mhWISE Older Persons Mental Health Training:

This fee-for-service training for community and residential care workers provides strategies to support older persons' mental health and increase awareness of common mental illnesses such as depression, anxiety, substance use, psychotic disorders and suicide risk. It includes best practice training in work approaches and professional boundaries.

Aboriginal and Torres Strait Islander Advocacy Support:

ADA Australia has Aboriginal and Torres Strait Islander advocates who can support individuals for issues related to their government funded community or aged care services.

Aboriginal and Torres Strait Islander Disability Network of Qld (ATSIDNQ):

ADA Australia is helping to build the ATSIDNQ network of Aboriginal and Torres Strait Islander people with disability, their families and carers. The Network provides a platform for members to share stories and raise awareness of issues important to them, so the network can inform policy development.

ADA Australia has dedicated Multicultural Advocates and extensive experience in supporting people from multicultural backgrounds for issues related to their government funded community or aged care services.

ADA Australia has extensive experience consulting with clients, service providers, government and the community and aged care sectors to assist with improving client satisfaction, service improvement and to inform systemic issues and trends to create change.

ADA Australia regularly engages in the provision of information about the sector to the wider industry, government and the community. ADA Australia's extensive exposure to frontline issues that arise for clients enables a broad perspective to be gained to inform industry development.

Fee-for-Service

Staff Training

Aboriginal & Torres Strait Islander Support

Multicultural Support

Industry Consultation

Systemic Advocacy

Our Innovate Reconciliation Action Plan

This Reconciliation Action Plan (RAP) demonstrates ADA Australia's commitment and respect for Aboriginal and Torres Strait Islander Peoples values, culture and heritage.

Through the RAP, ADA Australia will ensure that it continues to operate inclusively and make a sustained contribution towards improving the wellbeing of Aboriginal and Torres Strait Islander elders and people with disability.

Staff and volunteer community members will form a RAP Reference Group.

The Reference Group will:

- Inform the organisations present and future direction
- Ensure that the RAP remains relevant
- Guide ADA Australia in achieving its vision, mission and objectives in line with a culturally appropriate framework specific to our Aboriginal and Torres Strait Islander staff and clients.

The RAP is a living document and it will be the responsibility of the Reference Group to undertake yearly reviews and maintenance.

As an organisation, we understand the importance of supporting and promoting reconciliation through all facets of our work. ADA Australia has been privileged to be welcomed into many Aboriginal and Torres Strait Islander Communities within Queensland, which has enabled individuals to access our information, educations and advocacy support.

Through the development and implementation of the RAP, ADA Australia will have the opportunity to review our engagement processes and identify ways to improve our approach, with the aim of reaching Aboriginal and Torres Strait Islander communities across Queensland and other states and territories.

There will also be an opportunity to create new partnerships with other service providers, community groups and local businesses and more importantly provide advocacy support to Aboriginal and Torres Strait Islander elders and people with disability so their voices are heard and they can access services appropriate to their needs.

In sustaining these new relationships, ADA Australia will also have the opportunity to consult with local communities on ways to improve reconciliation and implement the appropriate changes to our RAP.

ADA Australia's Chief Executive Officer, Geoff Rowe, is our RAP Champion and will be actively promoting our RAP both internally and externally.

Our Reconciliation Working group consists of:

Melissa Ah Wong

Aboriginal and Torres Strait Islander Advocate – Brisbane

Barry Fewquandie

Aboriginal and Torres Strait Islander Advocate – Cairns

Maree Henson

Team Leader, Advocacy Services – Brisbane

Catherine Aitken

Project Officer – Brisbane

Nilisa Allen

Advocate – Toowoomba

Karen Williams

Manager, Guardianship Team – Brisbane

Maree Vale

Accounts and Administration Officer – Brisbane

Bronwyn Clark

Project Officer – Aboriginal and Torres Strait Islander Disability Network of Queensland

ADA Australia highly values its strategic alliances and partnerships and we work with a wide range of organisations to achieve a common goal: Supporting older Australians and people with disability. Our extensive experience in the aged care and disability sector has enabled us to be an integral contributor to ongoing strategic advice and consultations. Each year, we contribute to major government inquiries and reform agendas to inform and influence policy.

Consumer Consultations:

ADA Australia recognises the importance of ensuring the consumer voice is heard at both an individual and systemic level. We have been an active member for many years in consumer participation groups and projects, including an ongoing association with Carers Queensland and Council on the Ageing Queensland (COTA Qld) for consumer consultations.

Aboriginal and Torres Strait Islander Disability Network of Queensland (ATSIDNQ):

ADA Australia is supporting the development and delivery of the ATSIDNQ project, auspiced by Queenslanders with Disability Network (QDN). The Network of Aboriginal and Torres Strait Islander people with disabilities and their families and carers provides a culturally safe space for members to connect, share and raise awareness of issues they are facing. The Network gives members the opportunity to celebrate their strengths, share their stories with others and contribute to the conversation about disability in positive ways.

Guardianship and Enduring Power of Attorney Projects:

ADA Australia undertakes a range of Guardianship and Enduring Power of Attorney projects which aim to improve consistency across the sector, particularly in the areas of education and research. We work collaboratively with other organisations and have close relationships with the Department of Justice and Attorney General (DJAG), Legal Aid Queensland, Department of Communities, Child Safety and Disability Services, Queensland University of Technology (QUT), University of Queensland (UQ), Queensland Advocacy Incorporated (QAI), Queensland Public Interest Law Clearing House (QPILCH), Seniors Legal and Support Service (SLASS), the Public Guardian, Public Trustee and Public Advocate.

Queensland Statewide Tenant Advice and Referral Service (QSTARS):

ADA Australia works with QSTARS to help our clients access free, independent advice on rental and housing issues.

Support Link:

ADA Australia partners with Support Link, the referral gateway for Queensland Ambulance Service. This partnership allows ADA Australia to provide timely referrals and support to people identified as vulnerable and at risk in the community.

Police Referral:

ADA Australia undertakes referrals from Queensland Police when they identify vulnerable clients who may require appropriate referral, our advocacy or guardianship services.

Law and Social Work Student Clinics:

ADA Australia partners with the Queensland University of Technology (QUT) and other Social Work and Law schools to support students in a variety of clinic settings. Our clinics have also included partnerships with Burnie Brae and Metro Community Hub and others to support interdisciplinary clinic work between social work and law students, providing valuable professional work experience.

ADA Australia also provides ongoing strategic advice on systemic issues arising in the sector by participating in a range of high level consultation forums, roundtables and interagency meetings, including:

- **Older Person's Advocacy Network (OPAN)** – ADA Australia is a proud member of this network of organisations dedicated to improving the lives of older Australians. OPAN provides advocacy support across Australia in the areas of Aged and Community Care
- **National Aged Care Alliance (NACA)**
- **Brisbane North Primary Health Network CHSP Consortium**
- **Disability Partnership Forum**
- **Queensland Round Table on Intellectual Disability**
- **Elder Abuse Prevention Reference Group**
- **500 lives 500 Homes Aged Care Working Group.**



Relationships

ADA Australia's commitment to consult and negotiate with Aboriginal and Torres Strait Islander peoples, their communities, reference groups and agencies.

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	• RWG oversees the development, endorsement and launch of ADA Australia's RAP	May 2018	Aboriginal and Torres Strait Islander Advocates (North and South), Advocacy Services
	• Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG	November 2018 November 2019	Chief Executive Officer
	• Meet at least twice a year to monitor and report on RAP implementation	May, November 2018 May, November 2019 March 2020	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services
	• Establish Terms of Reference for the RWG	May 2018	Advocate (Toowoomba), Advocacy Services
	• Consult with external Aboriginal and Torres Strait Islander community groups and/or Elders for ongoing cultural advice and guidance	May, November 2018 May, November 2019 March 2020	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services
	• Maintain and strengthen the relationships of ADA Australia's RWG and promote the value of the Group to others.	Begin Date: May 2018 Completed Date: May 2020	Chief Executive Officer



Action	Deliverable	Timeline	Responsibility
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	• Organise at least one internal event for NRW each year	February 2019 February 2020	Team Leader (South), Advocacy Services
	• Register all ADA Australia's NRW events via Reconciliation Australia's NRW website	March 2019 March 2020	Team Leader (South), Advocacy Services
	• Support an external NRW event	May, June 2019 May, June 2020	Team Leader (South), Advocacy Services
	• Ensure ADA Australia's RAP Working Group participates in an external event to recognise and celebrate NRW	May, June 2019 May, June 2020	Team Leader (South), Advocacy Services
	• Provide all ADA Australia staff NRW resources that can be utilised within their areas.	March 2019 March 2020	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services



Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	• Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	August 2018	Aboriginal and Torres Strait Islander Advocate (North), Advocacy Services
	• Research and identify peak bodies and/or community groups that meet regularly to build stronger relationships and in return provide a platform for systemic issues in the aged care, disability and guardianship sectors for feedback	August 2018 March, August 2019 March 2020	Manager, Guardianship Services
	• Meet with local Aboriginal and Torres Strait Islander organisations and community groups to develop guiding principles for future engagement	August 2018 March, August 2019 March 2020	Aboriginal and Torres Strait Islander Advocate (North), Advocacy Services
	• Develop and maintain an Aboriginal and Torres Strait Islander contact database which is to be reviewed and updated twice a year.	August 2018 February, August 2019 March 2020	Administration, Corporate Services
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	• Develop and implement a strategy to communicate ADA Australia's RAP to all internal and external stakeholders	May 2018	Project Officer, Project Services
	• Promote reconciliation through ongoing active engagement with all stakeholders.	June, November 2018 June, November 2019 March 2020	Chief Executive Officer

Respect

Provide opportunities for staff to learn about the culture, customs, traditions and protocols of Aboriginal and Torres Strait Islander peoples.



Action	Deliverable	Timeline	Responsibility
5. Engage ADA Australia staff in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	• Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for ADA Australia staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion)	February 2019	Team Leader (North), Advocacy Services
	• Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training and where appropriate, staff should be provided the opportunity to visit the sites of significance with Traditional Owners/Custodians	August 2018 February, August 2019 February 2020	Team Leader (North), Advocacy Services
	• Provide opportunities for all ADA Australia staff to participate in cultural training	June 2018 June 2019	Chief Executive Officer
	• Ensure ADA Australia representation at significant Aboriginal and Torres Strait Islander events or activities which support and celebrate milestones in Aboriginal and Torres Strait Islander culture	July, 2018 July, 2019	Team Leader (North), Advocacy Services



Action	Deliverable	Timeline	Responsibility
6. Engage ADA Australia staff in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	• Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country	June 2018	Manager, Corporate Services
	• Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	June 2018	Team Leader (South), Advocacy Services
	• Invite a Traditional Owner to provide a Welcome to Country or a recognised Aboriginal and/or Torres Strait Islander Elder to provide an acknowledgement at significant events, including ADA Australia's NRW celebrations	June, November 2018 June, November 2019	Project Officer, Project Services
	• Include an Acknowledgement of Country at the commencement of all important ADA Australia meetings	May 2018	Project Officer/ Quality Co-ordinator, Project Services
	• Encourage ADA Australia staff to include an Acknowledgement of Country at the commencement of education sessions and workshops	May 2018	Team Leader (South), Advocacy Services
	• Ensure that ADA Australia's Policy Manual is culturally inclusive of Aboriginal and Torres Strait Islander Peoples.	November 2018 May, November 2019 March 2020	Project Officer/ Quality Co-ordinator, Project Services
7. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	• Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	June 2018 June 2019	Project Officer/ Quality Co-ordinator, Project Services
	• Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities in NAIDOC Week.	July 2018 July 2019	Team Leader (South), Advocacy Services



Action	Deliverable	Timeline	Responsibility
8. Ensure that ADA Australia's communication and engagement is culturally inclusive of Aboriginal and Torres Strait Islander clients and community members	Offices:		
	• All ADA Australia offices to display the Aboriginal and Torres Strait Islander flags on reception area or where visible upon entry	November 2018 November 2019	Administration Officer, Corporate Services
	• Artwork to be displayed in the office	November 2018 November 2019	Administration Officer, Corporate Services
	Marketing and Communication:		
	• Use of the Aboriginal and Torres Strait Islander flag on printed and online materials/resources	August 2018 August 2019 March 2020	Project Officer/ Quality Co-ordinator, Project Services
• Resources and staff signature blocks to refer to respecting and acknowledging Aboriginal and Torres Strait Islander Peoples			
• Content on visual materials to represent Aboriginal and Torres Strait Islander Peoples and where possible develop specific Aboriginal and Torres Strait Islander materials/resources.			
Media:			
• All content to be culturally sensitive to Aboriginal and Torres Strait Islander Peoples, with acknowledgement on all of ADA Australia's media such as Website, Newsletters and Facebook	August 2018 August 2019 March 2020	Project Officer, Project Services	
• Key cultural celebrations dates and information to be sent out to all staff within ADA Australia.	May 2018 February, July 2019 February 2020	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services	



Opportunities

Identifying opportunities and partnerships with Aboriginal and Torres Strait Islander Peoples, organisations and community groups.

Action	Deliverable	Timeline	Responsibility
9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within ADA Australia	• Collect information from ADA Australia's current Aboriginal and Torres Strait Islander staff to inform future employment opportunities	August 2018 August 2019	Manager, Corporate Services
	• Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy	August 2018 August 2019	Manager, Corporate Services
	• Engage with existing ADA Australia's Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	August 2018 August 2019	Manager, Corporate Services
	• Advertise all vacancies in Aboriginal and Torres Strait Islander media	Begin Date: May 2018 Completed Date: May 2020	Manager, Corporate Services
	• Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	August 2018 August 2019	Manager, Corporate Services



Action	Deliverable	Timeline	Responsibility
10. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	• Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	August 2018 August 2019	Manager, Corporate Services
	• Develop and communicate to ADA Australia staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	August 2018 August 2019	Manager, Corporate Services
	• Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business	Begin Date: May 2018 Completed Date: May 2020	Purchasing Officer, Corporate Services
	• Investigate Supply Nation membership.	June 2018	Manager, Corporate Services



Action	Deliverable	Timeline	Responsibility
11. Promote and support the Aboriginal and Torres Strait Islander Disability Network of Queensland (ATSIDNQ) consistently	<ul style="list-style-type: none"> Continue to develop networks and partnerships with Aboriginal and Torres Strait Islander Peoples with disabilities, their families and carers 	Begin Date: May 2018 Completed Date: May 2020	ATSIDNQ Project Officer, Project Services
	<ul style="list-style-type: none"> Continue to engage with stakeholders to provide information and resources on ATSIDNQ 	Begin Date: May 2018 Completed Date: May 2020	ATSIDNQ Project Officer, Project Services
	<ul style="list-style-type: none"> Ensure ADA Australia staff are kept informed on updates pertaining to the Network and enable all staff to confidently promote ATSIDNQ within their roles. 	Begin Date: May 2018 Completed Date: May 2020	ATSIDNQ Project Officer, Project Service
12. Provide continuous feedback through submissions and reporting bodies of the impacting issues on Aboriginal and Torres Strait Islander Peoples and communities	<ul style="list-style-type: none"> Provide culturally inclusive advocacy support to strive for improved outcomes through the services ADA Australia provides 	Begin Date: May 2018 Completed Date: May 2020	Team Leader (South), Advocacy Services
	<ul style="list-style-type: none"> Identify and report on existing and emerging systemic issues within the aged care, disability and guardianship sector 	Begin Date: May 2018 Completed Date: May 2020	Team Leader (North), Advocacy Services
	<ul style="list-style-type: none"> Ensure impacting issues within ADA Australia's service scope are included in relevant submissions. 	Begin Date: May 2018 Completed Date: May 2020	Team Leader (North), Advocacy Services

Governance, progress and reporting



Action	Deliverable	Timeline	Responsibility
13. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> Complete and submit RAP Impact Measurement Questionnaire to Reconciliation Australia annually 	September 2018 September 2019	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services
	<ul style="list-style-type: none"> Investigate participating in the RAP Barometer. 	September 2018	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services
14. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> Publicly report RAP achievements, challenges and learnings in ADA Australia's Annual General Report 	September 2018 September 2019	Chief Executive Officer
	<ul style="list-style-type: none"> Ensure accurate and timely delivery of annual report to the Board of Directors on outcomes against the RAP following consultations. 	September 2018 September 2019	Chief Executive Officer
15. Review, refresh and update RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements 	February 2020	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services
	<ul style="list-style-type: none"> Send draft RAP to Reconciliation Australia for review and feedback 	February 2020	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services
	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for formal endorsement. 	March 2020	Aboriginal and Torres Strait Islander Advocate (South), Advocacy Services

Innovate Reconciliation Action Plan

Contact

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Artworks

Aboriginal: Dale Manns
Torres Strait Islander: Aicey Zaro

