

Respect Victoria

# Reflect Reconciliation Action Plan

December 2021 – December 2022

Respect  
Victoria

Preventing  
Family  
Violence





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# Acknowledgements

## Aboriginal acknowledgement

Respect Victoria acknowledges Aboriginal peoples as the First Peoples and Traditional Owners and Custodians of the land and water on which we rely across Victoria. We acknowledge and respect that Aboriginal and Torres Strait Islander communities are steeped in traditions and customs built on a disciplined social and cultural order that has sustained 60,000 years of existence. We acknowledge the significant disruptions to social and cultural order and the ongoing hurt caused by colonisation. We acknowledge the ongoing leadership role of First Nations communities in addressing and preventing family violence and will continue to work in collaboration with First Peoples to eliminate family violence from all communities.

Note: The language used throughout this document is aligned to the Reconciliation Australia's resource: *Demonstrating inclusive and respectful language*

## About the artwork

My story is about the ups and downs of life and coming together to stop family violence.

The footprints are the journey we travel in coming together for healing. The tiny

bubbles around them mean talking and the circles represent healing. The warped, wobble lines all around represent the ups and downs of life.

The U-shapes are the people who are in a circle, sitting together and having a yarn. The boomerangs that surround them show that people have come back together to have conversation after healing.

## About the artist

Melissa Bell is a proud Gunditjimara and Yorta Yorta woman who paints where she comes from, her totem and her Country. She likes to represent her Country and culture in bright colours and striking patterns, such as diamonds to represent fishing spots and circles for waterholes and stars.

“Making art makes me feel connected to my land. To be an Aboriginal female artist, just to put down a beautiful picture from my Country, knowing I can put that down on a canvas and express my Country to other people is amazing.”

Because of her family Melissa says that “art has always been a part of me,” and she sees her uncle and great-great-grandfather as big inspirations. She joined The Torch program in March 2019.



# Message from Reconciliation Australia

## Reflect RAP CEO statement



Reconciliation Australia welcomes Respect Victoria to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Respect Victoria joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Respect Victoria to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Respect Victoria, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## Message from the Chair and Chief Executive Officer

Respect Victoria is pleased to present our Reflect Reconciliation Action Plan (RAP). This is a crucial step in progressing our role to prevent family violence and violence against women, and to promote reconciliation.

Reconciliation is an ongoing journey between Aboriginal and non-Indigenous peoples to counter the impacts of colonialism, violent dispossession and racism experienced by Aboriginal and Torres Strait Islander Australians. A reconciled Australia is one where all Australians understand the impacts of these past wrongs on Aboriginal and Torres Strait Islander peoples; where our peoples, communities and institutions value, respect and support First Nations cultures and experiences as part of a shared national identity; and where Aboriginal and Torres Strait Islander peoples are able to participate equally in all areas of life, while their distinct individual and collective rights are recognised and respected.

The notion of respect is therefore integral to reconciliation. It is also key to the primary prevention of family violence and violence against women. The drivers of this violence are inequality, discrimination and marginalisation. Without respect and equality for Aboriginal and Torres Strait Islander peoples, violence against them will continue. Reconciliation is therefore not a 'nice-to-have'; it is an absolute necessity.

Respect Victoria begins our journey with a Reflect RAP, setting the foundations for reconciliation. A Reflect RAP provides the space to build relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities, scope how we can progress reconciliation in primary prevention, while raising awareness of reconciliation and cultural safety within our organisation. These are the actions we commit to over the next 12 months to set Respect Victoria up for future RAPs, to progress meaningful, mutually beneficial and sustainable reconciliation.

Inherent to our RAP is the principle of self-determination. We look to the leadership of Aboriginal and Torres Strait Islander women, communities and organisations who have led family violence prevention and response work for decades. A young organisation, we recognise with humility we have much to learn from more than 60,000 years of continuous living culture. Primary prevention of Aboriginal and Torres Strait Islander family violence and violence against First Nations women must be led by First Nations peoples.

That's why, as we take our first steps on the path to reconciliation, we commit to seeking and respecting the guidance of Aboriginal and Torres Strait Islander partners and communities. We look forward with eagerness and open minds as the journey begins.



**Dr. Kate Fitz-Gibbon**  
Chair



**Amy Prendergast**  
Acting Chief Executive Officer



# Our business

Respect Victoria is an independent Statutory Authority established under the *Prevention of Family Violence Act 2018*. Respect Victoria is dedicated to the primary prevention of all forms of family violence and violence against women. Our focus is on stopping violence before it starts by changing the culture that allows it to happen.

We do this by following a primary prevention approach. Primary prevention works by identifying the underlying causes – or drivers – of violence. These include the social norms, practices and structures that influence individual attitudes and behaviours. Primary prevention focuses on challenging these drivers across the whole community.

Our vision is for all people to be safe, equal and respected, and free from all forms of family violence and violence against women. To achieve our vision, we conduct research into the drivers of violence and how violence can be prevented; build

community awareness of and challenge the drivers of violence; drive uptake of best practice primary prevention; coordinate and collaborate to strengthen primary prevention across government, industry, organisations and communities; and advise on effective primary prevention policy, practice and investment.

Our work is guided by the principles of human rights, gender equality, intersectionality, and self-determination for First Nations peoples.

Respect Victoria's office is based on Aboriginal land in Melbourne, and our work is conducted throughout Victoria. We have 29 staff members, including one dedicated Aboriginal Family Violence Project Coordinator.




# Our Reconciliation Action Plan

Respect Victoria established a RAP Working Group in October 2020 chaired by the CEO comprising of Board Directors and staff representatives from each Respect Victoria business unit who are responsible for championing the RAP within their respective units. The CEO is ultimately responsible for championing the RAP across the whole organisation with support of the Chair of the Working Group. The Respect Victoria RAP Working Group members are:

- › Amy Prendergast, Acting Chief Executive Officer (Chair of the RAP working group)
- › Rod Jackson, Board Director and Cultural Adviser
- › Julia Mason, Former Board Director
- › Cecilia Hemana, Director Research and Evaluation
- › Suzette Mitchell, Senior Intersectionality Adviser (RAP Working Group Project Manager)
- › Lauren Coutts, Senior Adviser Stakeholder Engagement
- › Annabelle Kirwan, Senior HR Business Partner
- › Martin Turnbull, Senior Manager Policy
- › Laura Wood, Senior Adviser Research Project Management

Respect Victoria exists to prevent all forms of family violence and violence against women. Our reconciliation journey is informed by the disproportionate impact of this violence on Aboriginal and Torres Strait Islander peoples, and the need to change the culture that allows violence to happen. Our vision can only be achieved when First Nations peoples are safe, equal and respected.

Respect Victoria understands that self-determination is the foundation for better outcomes for First Nations peoples. True self-determination means that Aboriginal and Torres Strait Islander peoples and communities are at the centre of addressing community experiences of family violence and violence against women. This includes recognising and respecting the inherent strength and diversity of First Nations peoples, families and communities.



Our approach to self-determination in addressing Aboriginal and Torres Strait Islander family violence is led by our commitment to *Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families*. Dhelk Dja is an Aboriginal-led agreement to address family violence in Aboriginal communities in Victoria. It is a critical piece of Victoria’s state-wide reform of the family violence system.

Aboriginal and Torres Strait Islander cultures are founded on a social, cultural and spiritual order that has sustained more than 60,000 years of existence. Family violence is not and never has been a part of this culture. The impact of white settlement, colonisation and violent dispossession of land, cultures and children has displaced traditional Aboriginal and Torres Strait Islander roles and resulted in an accumulation of trauma across generations.

The cumulative effect of systemic racism and individual, institutional and societal violence have contributed to the severity and disproportionate impact of family violence on First Nations peoples and communities.

Aboriginal family and Torres Strait Islander violence includes the use of violence by non-Indigenous peoples against First Nations partners, children, young people and extended family. It includes elder abuse,

lateral violence, violence against Aboriginal and Torres Strait Islander community workers, self-harm, suicide, and abuse of spiritual and cultural rights.

Self-determination is the foundation of Dhelk Dja. Dhelk Dja commits Aboriginal services and government in Victoria to work together and be accountable for ensuring First Nations peoples, families and communities are stronger, safer, thriving and free from family violence. Its strengths-based approach centres on valuing the knowledge and rich diversity of First Nations peoples, families and communities. It articulates the long-term partnership and directions required at a statewide, regional and local level to end Aboriginal and Torres Strait Islander family violence. Dhelk Dja emphasises the importance of trauma informed resilience and healing, as well as the cultural, physical and community safety for Aboriginal peoples in Victoria.

Respect Victoria is committed to Dhelk Dja’s vision and approach to ensuring Aboriginal and Torres Strait Islander families and communities live free from violence. Our RAP will drive our contribution to reconciliation both within our organisation and in the communities we work with. This includes providing a culturally safe environment for staff and those we work with.

**“Self-determination in a family violence context is a systemic shift from government and the non-Aboriginal community service sector, that requires the transfer of power, control, decision making and resources to Aboriginal communities and their organisations.”**

*Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families (2018)*

## Approach to implementing the RAP

Respect Victoria is led by a Board of Directors, including two Aboriginal Directors – Rod Jackson and Karinda Taylor.

A Terms of Reference were agreed by the Working Group in November 2020 noting that group members are responsible for contributing to and overseeing the development, approval and implementation of the Reflect RAP for Respect Victoria. The plan has been authorised by the Board of Directors, who along with the Senior Leadership Team will be accountable for its implementation. The RAP is aligned to our Strategic Plan 2019-2022 and the Reconciliation Action Plan work is led and championed by the CEO of Respect Victoria.

Our RAP commitments will be documented in Respect Victoria's annual Business Plan, presented to the Minister for the Prevention of Family Violence. All individual staff workplans and performance development will be aligned to RAP commitments and activities.

Respect Victoria will extend and strengthen our links to Aboriginal organisations via our stakeholder engagement and partnership functions. These relationships will be informed by Victorian Government policies

and guidelines on working with Aboriginal organisations and communities. In addition, the Aboriginal Family Violence Prevention Mapping Project conducted in partnership with Dhelk Dja will provide an outline of Victorian organisations working in the sector, to further deepen our understanding of Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.

As a statutory authority we will pursue policy and program development on Aboriginal and Torres Strait Islander family violence in collaboration with the Dhelk Dja Partnership Forum, Family Safety Victoria and other government partners, led by the principles of self-determination.

Respect Victoria will align our human resource management, procurement and communications with Victorian Government policies and recognised best practice for inclusion and respect for Aboriginal peoples. This will include proactive efforts to recruit Aboriginal peoples to roles within the organisation and ensure that they are supported to thrive in these roles.

# Our reconciliation journey to date

## **Approach to primary prevention**


Respect Victoria's Strategic Plan 2019-2022 includes primary prevention of Aboriginal and Torres Strait Islander family violence. We consulted with the Dhelk Dja Partnership Forum to inform development of our strategy and remain closely engaged with Dhelk Dja as we progress our Aboriginal primary prevention work in Victoria. Our research agenda prioritises research into the drivers of Aboriginal and Torres Strait Islander family violence, including development of an First Nations-led pilot program on what works to prevent this violence.

Since April 2020 Respect Victoria has convened a forum of agencies from the family violence prevention and response sector to respond to immediate and longer-term risks of increased family violence resulting from the coronavirus (COVID-19) pandemic. Membership of the forum includes Djirra as a leading voice for Aboriginal women in the sector within Victoria. The forum has produced advocacy materials addressing the pandemic's

compounding of structural inequality and discrimination. This advocacy addresses racism and the ongoing impacts of colonisation, dispossession, discrimination, historical and intergenerational harm against First Nations peoples. It acknowledges the overlapping issues of high rates of comorbidities, poverty, unemployment, homelessness, overcrowded housing and remoteness in relation to COVID-19.

## **Approach to intersectionality**

Respect Victoria's work exists in the context of interdependent and overlapping systems of discrimination and disadvantage. The elimination of discrimination is a precondition for a more equal society, and therefore critical to the prevention of violence. Our guiding principle of intersectionality recognises people's lived experiences and the interconnected nature of various identities and characteristics. Individuals may experience various forms of discrimination and prejudice based on those characteristics, which impacts the risk of experiencing family violence and its severity.



Structural discriminations including racism, sexism and the ongoing impacts of colonialism shape the lived experience of Aboriginal and Torres Strait Islander women in Australia. Three in five First Nations women have experienced physical or sexual violence by a male intimate partner. First Nations women are nearly 11 times more likely to die as a result of family violence and are 32 times more likely to be hospitalised than non-Indigenous women.<sup>1</sup>

Respect Victoria is developing an Intersectionality Framework to operationalise our principle of intersectionality, while also adhering to our principle of self-determination. The framework will highlight First Nations status as a core identity and prioritises a focus on women from Aboriginal communities in Victoria. This includes the representation of First Nations women's voices and visibility in mainstream prevention of family violence and violence against women.

Intersectionality acknowledges that multiple discriminations interact to create unique forms of disadvantage. For Aboriginal and Torres Strait Islander peoples, this means they may battle systemic discrimination from racism, the impacts of colonialism

and dispossession, while also experiencing homophobia/ biphobia/ transphobia, sexism, classism, ageism and ableism. Each of these discriminations become more than just an additional burden; they create multiple and diverse forms of disadvantage.

The framework ensures the diverse issues and needs of First Nations peoples inform Respect Victoria's work in a culturally safe way, from research and policy advocacy and advice, to communications, operations, people and culture.


## **Diversity, equity and inclusion**

Respect Victoria's internal Diversity, Equity and Inclusion Policy<sup>2</sup> recognises the unique place of First Nations peoples as the original and continuing Australians and ongoing Custodians of Australia. The policy informs behaviours, practices and processes relating to our internal operations and our work with partners and the broader community. It embeds diversity, equity and inclusion across all aspects of our business, including how we procure goods and services, how we develop programs and policies, how we collaborate with First Nations organisations, and how we celebrate significant cultural events.

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1 Our Watch (2018). Changing the picture: A National resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and children. Melbourne: Our Watch, p. 29.

2 The policy includes legislative requirements for inclusion and diversity, including The Charter of Human Rights and Responsibilities Act 2006 (Victoria); The Equal Opportunity Act 2010 (Victoria); The Human Rights and Equal Opportunity Commission Act 1986 (Commonwealth); The Racial and Religious Tolerance Act 2001 (Victoria); and The Racial Discrimination Act 1975 (Commonwealth).



The policy supports the Victorian Aboriginal Affairs Framework 2018-2023 to drive action and improve outcomes for Aboriginal Victorians. This means Respect Victoria commits to prioritising First Nations cultures, addressing trauma and support for healing, addressing racism and promoting cultural safety, and transferring power and resources to Aboriginal and Torres Strait Islander communities.

### **Partnership with Dhelk Dja**

Respect Victoria is a member of the Dhelk Dja Partnership Forum. The forum was established in 2005 to enable the Victorian Government and Aboriginal communities to address Aboriginal family violence. Dhelk Dja connects Aboriginal community members, Aboriginal Community Controlled Organisations and services to decision-makers across government, so they can address family violence issues together. We are represented on the Dhelk Dja Partnership Forum by a Board Director and Director Research and Evaluation, with other organisational representatives invited to present to listen to the Forum as required, including where required the Chief Executive Officer.

### **Reconciliation activities**

Respect Victoria acknowledges Aboriginal peoples as the First Peoples and Traditional Owners and Custodians of the land and water on which we rely across Victoria and commitment to *Dhelk Dja: Safe Our Way* in official documents. We make an Acknowledgement of Country at all events and staff meetings, as well as on our website and email signatures. Our staff participate in National Reconciliation Week and NAIDOC Week.

## Relationships

### How we'll work together for reconciliation

ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<b>1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	January 2022	Lead: Senior Advisor Stakeholder Engagement in consultation with Partnerships Manager
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	February 2022	Senior Adviser Intersectionality
	<p>Maintain and strengthen existing and planned partnership collaborations and specific Aboriginal Family Violence projects and initiatives including:</p> <ol style="list-style-type: none"> <li>Provision of funding to Djirra Young Luv Program to Prevent Violence Against Women</li> <li>Regular attendance at Dhelk Dja Partnership Forum and Working Groups</li> <li>The Aboriginal Family Violence Prevention Mapping Project will establish linkages through consultation with Aboriginal Victorian organisations and individuals throughout its implementation, review and roll out.</li> <li>The Prevention of Aboriginal Family Violence Action Research Project will establish linkages with Aboriginal Victorian organisations and individuals who will be key informants throughout its implementation, review and roll out.</li> </ol>	All partnerships will be reviewed in December 2021, March and June 2022 (in line with Business Plan review)	<ol style="list-style-type: none"> <li>Partnerships Manager</li> <li>Board Director and Director of Research and Evaluation</li> <li>Senior Adviser Intersectionality</li> <li>Senior Adviser Intersectionality</li> </ol>



ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<b>2 Build relationships through celebrating National Reconciliation Week (NRW).</b>	<ul style="list-style-type: none"> <li>› Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.</li> </ul>	May 2022	CEO with Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Communicate the significance of National Reconciliation Week at staff meetings and in Director and staff eNews. Encourage all staff to attend a community NRW event.</li> </ul>	May 2022	CEO with Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› RAP Working Group members to identify suitable local NRW events and participate in National Reconciliation Week</li> </ul>	May 2022	Lead: RAP Working Group Project Manager with RAP Working Group
	<ul style="list-style-type: none"> <li>› Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.</li> </ul>	May–June 2022	CEO with RAP Working Group Project Manager RAP Working Group members
<b>3 Promote reconciliation through our sphere of influence.</b>	<ul style="list-style-type: none"> <li>› Communicate our commitment to reconciliation to all staff.</li> </ul>	December 2021 through launch, February, April, June, August and December 2022 staff meetings	CEO with Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Include RAP in new staff induction and orientation to Respect Victoria.</li> </ul>	January 2022	Senior HR Business Partner
	<ul style="list-style-type: none"> <li>› Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	January 2022	Lead: Senior Adviser Stakeholder Engagement with Partnerships Manager
	<ul style="list-style-type: none"> <li>› Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	January 2022	Senior Adviser Intersectionality/ RAP Working Group Project Manager
<b>4 Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>› Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	March 2022	Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	March 2022	Senior HR Business Partner

## Respect

### How we'll promote cultural understanding

ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<b>5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	<ul style="list-style-type: none"> <li>› Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	<p>May 2022</p>	<p>Senior HR Business Partner</p>
	<ul style="list-style-type: none"> <li>› Provide staff information session about local Aboriginal histories delivered by local Traditional Owners for the area surrounding the office.</li> </ul>	<p>March 2022</p>	<p>Senior HR Business Partner</p>
	<p>Conduct a review of cultural learning needs within our organisation.</p>	<p>March 2022</p>	<p>Senior HR Business Partner with Senior Adviser Intersectionality/ RAP Working Group Project Manager</p>
	<p>Contract First Nations provider to run training for all staff and Board (mandatory):</p> <ol style="list-style-type: none"> <li>1 cultural safety training</li> <li>2 primary prevention of First Nations family violence.</li> </ol>	<ol style="list-style-type: none"> <li>1 March 2022</li> <li>2 April 2022</li> </ol>	<ol style="list-style-type: none"> <li>1 Senior HR Business Partner for Cultural Safety Training</li> <li>2 Senior Adviser Intersectionality for training on primary prevention of Aboriginal and Torres Strait Islander family violence</li> </ol>

ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<b>6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>› Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.</li> </ul>	February 2022	CEO Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	February 2022	Senior Adviser Intersectionality/ RAP Working Group Project Manager
<b>7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	<ul style="list-style-type: none"> <li>› Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	July 2022	CEO RAP Working Group Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	First week in July 2022	CEO with support from Respect Victoria Unit Managers/Directors
	<ul style="list-style-type: none"> <li>› RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2022	RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Explore opportunities to participate in external NAIDOC events to be extended to all staff and Board Directors.</li> </ul>	First week in July 2022	CEO

ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<p><b>8 Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance.</b></p>	<p>Respect Victoria to promote and commemorate and celebrate various days to signify moments in history and events for Aboriginal and Torres Strait Islander communities including:</p> <ol style="list-style-type: none"> <li>1 Ochre Ribbon Week to end family violence for Aboriginal and Torres Strait Islander communities</li> <li>2 National Close the Gap Day</li> <li>3 Sorry Day</li> <li>4 Aboriginal and Torres Strait Islander Children's Day</li> <li>5 International Day of the World's Indigenous Peoples</li> <li>6 Anniversary of the UN Declaration on the Rights of Indigenous People</li> </ol>	<ol style="list-style-type: none"> <li>1 Ochre Ribbon Week to end family violence for Aboriginal and Torres Strait Islander communities 12-19 February</li> <li>2 National Close the Gap Day 17 March</li> <li>3 Sorry Day 26 May</li> <li>4 Aboriginal and Torres Strait Islander Children's Day 4 August</li> <li>5 International Day of the World's Indigenous Peoples 9 August</li> <li>6 Anniversary of the UN Declaration on the Rights of Indigenous People 13 September</li> </ol>	<ol style="list-style-type: none"> <li>1 Ochre Ribbon Week: Digital and Social Media Adviser</li> <li>2 National Close the Gap Day: Digital and Social Media Adviser</li> <li>3 Sorry Day: CEO</li> <li>4 Aboriginal and Torres Strait Islander Children's Day: Digital and Social Media Adviser</li> <li>5 Anniversary of the UN Declaration on the Rights of Indigenous People: Digital and Social Media Adviser</li> <li>6 Anniversary of the UN Declaration on the Rights of Indigenous People: Digital and Social Media Adviser</li> </ol>

## Opportunities

### How we'll adapt our organisation

ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<b>9 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	<ul style="list-style-type: none"> <li>› Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	February 2022	Senior HR Business Partner
	<ul style="list-style-type: none"> <li>› Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	May 2022	Senior HR Business Partner
<b>10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>› Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	February 2022	Procurement & Administration Officer
	<ul style="list-style-type: none"> <li>› Investigate Supply Nation membership and Kinaway Aboriginal Chamber of Commerce</li> </ul>	February 2022	Procurement & Administration Officer

## Governance

### How we'll ensure we meet our commitments

ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<b>11 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	<ul style="list-style-type: none"> <li>› Maintain an effective RAP Working Group to govern RAP implementation.</li> </ul>	May 2022	CEO
	<ul style="list-style-type: none"> <li>› Review and update our Terms of Reference for the RAP Working Group</li> </ul>	January 2022	CEO
	<ul style="list-style-type: none"> <li>› Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	January 2022	CEO
<b>12 Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation. Budget and resources including: <ul style="list-style-type: none"> <li>› cultural safety training</li> <li>› primary prevention of Aboriginal and Torres Strait Islander family violence training</li> <li>› Reconciliation Week and NAIDOC activities</li> <li>› launch</li> </ul>	January 2022	CEO
	<ul style="list-style-type: none"> <li>› Engage senior leaders in the delivery of RAP commitments.</li> </ul>	December 2021	CEO
	<ul style="list-style-type: none"> <li>› Define appropriate systems and capability to track, measure and report on RAP commitments.</li> <li>› Develop monitoring and evaluation plan to track targets and progress in reaching goals.</li> </ul>	Both developed jointly in January 2022	Senior Adviser Intersectionality with RAP Working Group members

ACTION	DELIVERABLE	TIMELINE	LEAD RESPONSIBILITY
<b>13 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	<ul style="list-style-type: none"> <li>› Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we are receiving important correspondence.</li> </ul>	June 2022 and annually	CEO with Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.</li> </ul>	August 2022 and annually	CEO with Senior Adviser Intersectionality/ RAP Working Group Project Manager
	<ul style="list-style-type: none"> <li>› Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	September 2022 and annually	CEO with Senior Adviser Intersectionality/ RAP Working Group Project Manager
<b>14 Continue our reconciliation journey by developing our next RAP.</b>	<ul style="list-style-type: none"> <li>› Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	December 2022	RAP Working Group Chair

# Contact

For enquiries regarding this Reconciliation Action Plan, please contact:

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