



REFLECT RAP | JANUARY 2021 - JANUARY 2022

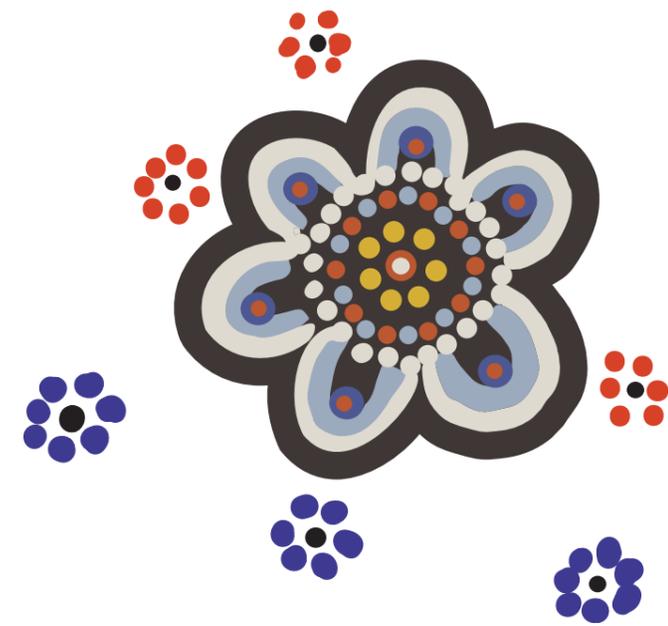
ACKNOWLEDGEMENT

ADACAS acknowledges the many language groups and the Traditional Owners of the lands on which we work: the Ngunnawal, Yuin and Dharawal peoples of the Canberra and NSW South Coast regions. We pay our respects to their Elders past, present and emerging, and to all Aboriginal and Torres Strait Islander peoples across our communities.



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OUR VISION

ADACAS has a vision of an inclusive Australia in which everyone may exercise their rights and responsibilities, lead lives of value and dignity, and pursue their dreams.

Our vision for reconciliation is an Australia that embeds with pride the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples of this land in our national culture; an Australia that acknowledges Aboriginal

and Torres Strait Islander peoples continuing resilience and open hearts in the face of historical and present-day human rights violations and the destruction of their sacred sites.

As a human rights organisation, and in partnership with Aboriginal and Torres Strait Islander communities, ADACAS will continue to vigorously promote, protect and support the rights of Aboriginal and Torres Strait Islander peoples of Australia.

OUR BUSINESS

The ACT Disability Aged and Carer Advocacy Service (ADACAS) is a human-rights focussed organisation, which has been operating for 30 years. ADACAS currently has approximately 25 staff, who provide:

- individual advocacy for and with people with disability, people experiencing mental ill health (or psychosocial disability), older people (65+ and 50+ for Aboriginal and Torres Strait Islander peoples), and carers
- support to people making submissions to the Royal Commission into Aged Care Quality and Safety, and/or the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability
- assistance with National Disability Insurance Scheme (NDIS) related appeals to the Administrative Appeals Tribunal
- aged Care Navigator assistance to older people seeking assistance to understand the aged care systems
- redress Scheme support services to people who are survivors of institutional child sexual abuse and
- NDIS support coordination to a number of NDIS participants.

ADACAS additionally has a Policy and Projects team which seeks to influence change on a broader scale than is possible via individual advocacy. The team delivers projects to embed supported decision-making approaches in service systems and explores practical responses on issues arising through individual advocacy and supported decision making.

ADACAS staff work with individuals who are “falling through the cracks” in current service systems, and facing barriers to their rights being upheld, and to an experience of equitable access to services. The topics of advocacy are multiple and varied, ranging from housing, to access to justice, to psychiatric treatment order hearings, to quality of service issues, to child protection processes, to restrictive practice/ restraint/ seclusion, to substitute decision-making, to aged care service issues, to NDIS and NDIS appeals etc.

ADACAS is based in Canberra and has been providing individual advocacy in this region for 30 years. ADACAS also provides free advocacy and information to people with disability in parts of NSW: specifically, in set areas of Shoalhaven, the Eurobodalla Hinterland, Batemans Bay, Broulee – Tomakin, Moruya – Tuross Head.

As part of our staff cohort - ADACAS has one fulltime role of Aboriginal Community Advocate (Disability Royal Commission), a role supported and funded by the First Persons Disability Network. The first person employed in this role was Mr Keith Brandy, a proud Aboriginal man from the Wiradjuri Nation, who worked with us in a fulltime capacity until mid October 2020. We hope to employ again into this role very shortly. ADACAS also employs two additional Aboriginal staff members: Ms Julie Moore and Ms Deborah Eades to work as cultural mentors, on a casual consulting basis. The ADACAS team greatly values our cultural mentors who provide guidance to the Reconciliation Action Plan Working Group and to ADACAS staff about inclusive approaches and cultural safety. They also engage with staff to increase their understanding and knowledge about Aboriginal cultures and communities.

OUR RECONCILIATION ACTION PLAN (RAP)

We recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and their significant cultural ties to land and sea. Our RAP is about building and strengthening our relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of not only our organisation, but all Australians, and particularly in the areas of the ACT and southern NSW in which ADACAS operates.

This Reflect RAP will allow ADACAS to focus on building relationships both internally and externally through:

- raising awareness with our stakeholders; and
- ensuring a shared understanding, ownership of and commitment to our RAP within ADACAS.

ADACAS established a RAP Working Group in October 2019 to assist with the process of developing a RAP. Membership of this group during this process included two Aboriginal cultural mentors, ADACAS staff members and an ADACAS Board member:

- Deborah Eades, Aboriginal Cultural Mentor
- Julie Moore, Aboriginal Cultural Mentor
- Michael Bleasdale, (then) CEO (ADACAS)
- Keith Brandy, Aboriginal Community Advocate (ADACAS)
- Jen Fisher, Advocate & Support Coordinator (ADACAS)
- Jodie Fisher, Advocate (ADACAS)
- Arava Klein, Advocate (ADACAS)
- Lauren O'Brien, Systemic Advocacy Team Leader (ADACAS)
- Tina Ryan, Administration Officer (ADACAS)
- Sara Stanley, Team Leader NDIS Appeals and Disability Royal Commission (ADACAS)
- Kym Duggan, ADACAS Board member

ADACAS has elected Ms Wendy Prowse, the ADACAS CEO as the RAP champion within ADACAS, to actively support and champion the RAP. The ADACAS CEO will be supported in this work by the RAP Working group, the ADACAS Management team, and the ADACAS Board.

RAP activities will be embedded within quarterly workplans, and oversight continues via RAP working group meetings. Accountability will also be monitored via usual supervisory/management mechanisms.

Development of future RAPs will continue to involve consultation with staff across our organisation to ensure commitment and support for ADACAS RAPs.

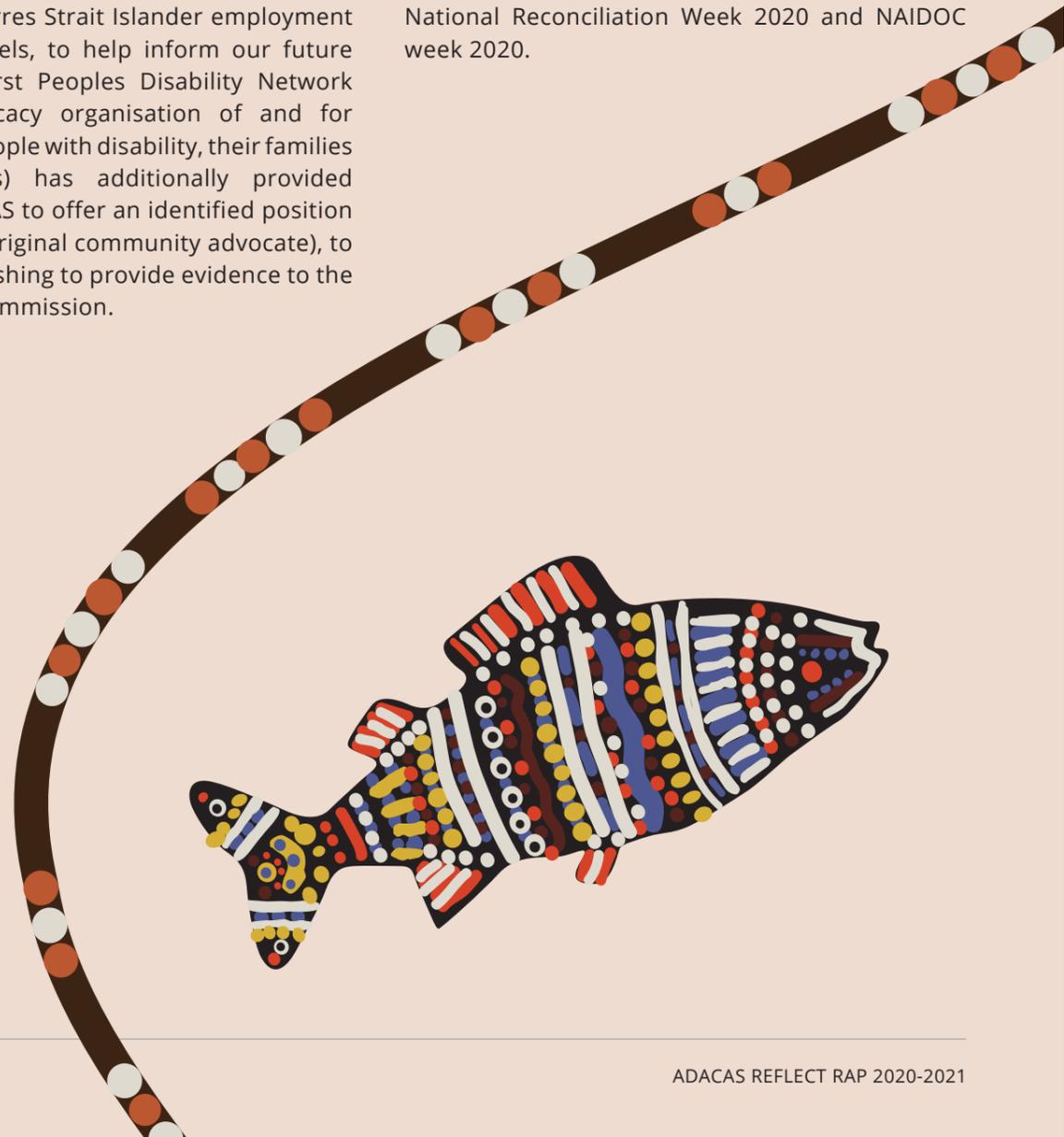


OUR PARTNERSHIPS/ CURRENT ACTIVITIES

ADACAS staff members have worked closely with Aboriginal and Torres Strait Islander individuals (and organisations) in the past, and ADACAS staff continue to deliver individual advocacy in partnership with Aboriginal and/or Torres Strait Islander individuals. At a broader organisational level, we have worked previously and in an ongoing way with First Peoples Disability Network and we continue to work towards further building respectful and productive relationships with key Aboriginal and Torres Strait Islander organisations in Canberra and regions. To this end, consultations have commenced with local Aboriginal and Torres Strait Islander services and organisations.

ADACAS has captured baseline data on current Aboriginal and Torres Strait Islander employment initiatives and levels, to help inform our future development. First Peoples Disability Network (a national advocacy organisation of and for Australia's First People with disability, their families and communities) has additionally provided funding for ADACAS to offer an identified position (to employ an Aboriginal community advocate), to support people wishing to provide evidence to the Disability Royal Commission.

ADACAS has held a range of internal activities in support of Reconciliation to date. All staff participated in a day of training on Aboriginal cultural awareness in October 2019. An internal staff audit was undertaken early in 2020 to develop a baseline of current understanding in relation to Aboriginal and Torres Strait Islander culture and the importance of developing a RAP. The results of the Audit have helped inform this RAP. In 2020, a Sorry Day activity was held for ADACAS with the screening of the National Apology to the Stolen Generation, followed by reflection and discussion. Information was distributed, including a survey to staff to raise awareness of issues impacting on Aboriginal and Torres Strait Islander peoples. Staff additionally attended activities and events in National Reconciliation Week 2020 and NAIDOC week 2020.



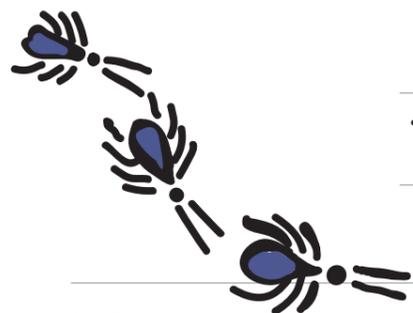
RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	January 2021	Advocate NSW
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2021	Systemic Advocacy Team Leader
	Develop a paper outlining opportunities that have been identified throughout our consultation with internal and external stakeholders to build on the work of this RAP. This paper will assist in defining actions for subsequent organisational RAPs.	November 2021	NDIS Appeals/Disability Royal Commission Team Leader
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Administration Officer
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2021	Aboriginal Community Advocate
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2021	CEO
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2021	CEO
	Identify external stakeholders (and other like-minded organisations) that our organisation can engage with on our reconciliation journey.	February 2021	Aboriginal Community Advocate
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April 2021	Systemic Advocacy Team Leader
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2021	NDIS Appeals/Disability Royal Commission Team Leader

RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation: specifically, for ongoing cultural awareness and cultural capability based on our core business, with findings presented to ADACAS Board for their input and endorsement.	May 2021	Advocate 1
	• Develop a calendar of how ADACAS will engage with significant Aboriginal and Torres Strait Islander events.	February 2021	Support Coordinator 1
	• Conduct a review of cultural learning needs within our organisation.	January 2021	Advocate 1
	• Develop and implement a professional development plan to provide ADACAS staff and Board with opportunities to increase awareness of our RAP commitment, particularly with key internal stakeholders.	March 2021 September 2021	NDIS Appeals/Disability Royal Commission Team Leader
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2021	Advocate 1
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2021	Support Coordinator 1
	• ADACAS will develop its own Welcome to Country and Acknowledgement of Country policy.	March 2021	Advocate NSW
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2021	Aboriginal Community Advocate
	• Introduce our staff to NAIDOC Week by promoting external events in our local area. A calendar of NAIDOC week activities will be distributed and staff encouraged to attend.	July 2021	Administration Officer
	• RAP Working Group to participate in an external NAIDOC Week event.	July 2021	Aboriginal Community Advocate



OPPORTUNITIES

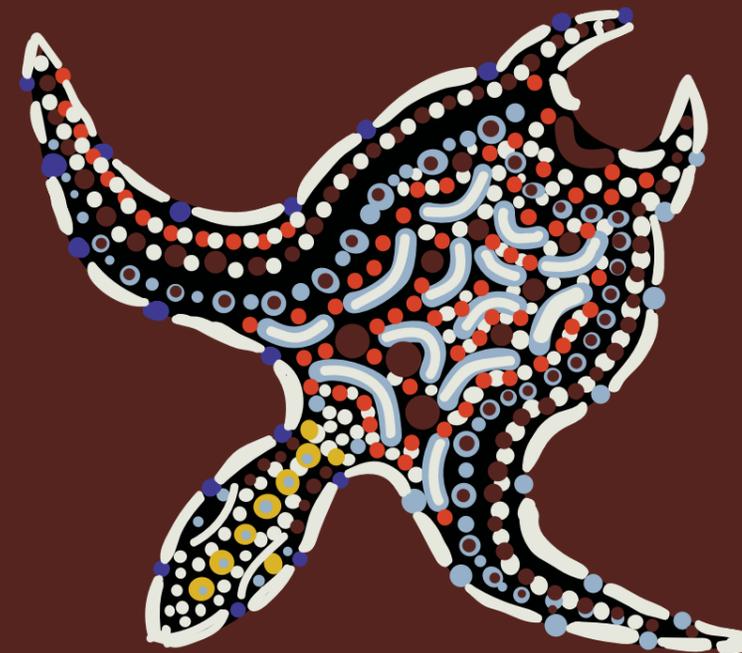


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve level and quality of service provision to Aboriginal and Torres Strait Islander peoples.	• Audit the extent of services we are currently providing to Aboriginal and Torres Strait Islander clients.	March 2021 and October 2021	ADACAS CEO
	• Identify and work towards removing barriers to increased access with the objective that ADACAS becomes a service of choice for Aboriginal and Torres Strait Islander peoples.	October 2021	NDIS Appeals/Disability Royal Commission Team Leader
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2021	CEO
	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2021	CEO
	• Develop a cultural safety plan to promote a culturally safe environment for Aboriginal and Torres Strait Islander employees and jobseekers.	April 2021	NDIS Appeals/Disability Royal Commission Team Leader
	• Review ADACAS policies to ensure that they are supportive of a culturally safe environment.	May 2021	NDIS Appeals/Disability Royal Commission Team Leader
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2021	Support Coordinator 1
	• Research supplier diversity policies and practices in other NFPs to inform our overall supplier diversity program.	February 2021	Administration officer
	• Build understanding of current Aboriginal and Torres Strait Islander owned businesses.	January 2021	Administration officer
	• Develop a list of Aboriginal and Torres Strait Islander businesses.	January 2021	Administration officer
	• Investigate Supply Nation membership.	March 2021	Administration officer

GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	• Meet at least four times per year to drive and monitor RAP implementation.	January 2021 April 2021 July 2021 October 2021	Administration Officer
	• Draft a Terms of Reference for the RWG.	January 2021	Advocate 1
	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	February 2021	CEO
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation. Source areas of funding and partnerships for RAP initiatives.	March 2021	NDIS Appeals/Disability Royal Commission Team Leader
	• Engage senior leaders in the delivery of RAP commitments.	January 2021	CEO
	• Define appropriate systems and capability to track, measure and report on RAP commitments. (Ensure ADACAS data system has the capability to measure our progress and successes to date, along with any challenges or areas of improvements for future RAPs).	March 2021 September 2021	NDIS Appeals/Disability Royal Commission Team Leader
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021	Advocate 1
	• Undertake an internal review within six months of our RAP implementation to measure organisational progress in line with our RAP commitment.	June 2021	NDIS Appeals/Disability Royal Commission Team Leader
	• Update ADACAS staff and Board regularly (at monthly team and regular Board meetings) on the progress of our RAP and our ongoing commitment to reconciliation through all areas of our business and to ensure we gain an understanding of how each area will contribute to our RAP.	September 2021	CEO
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	November 2021	Advocate 1



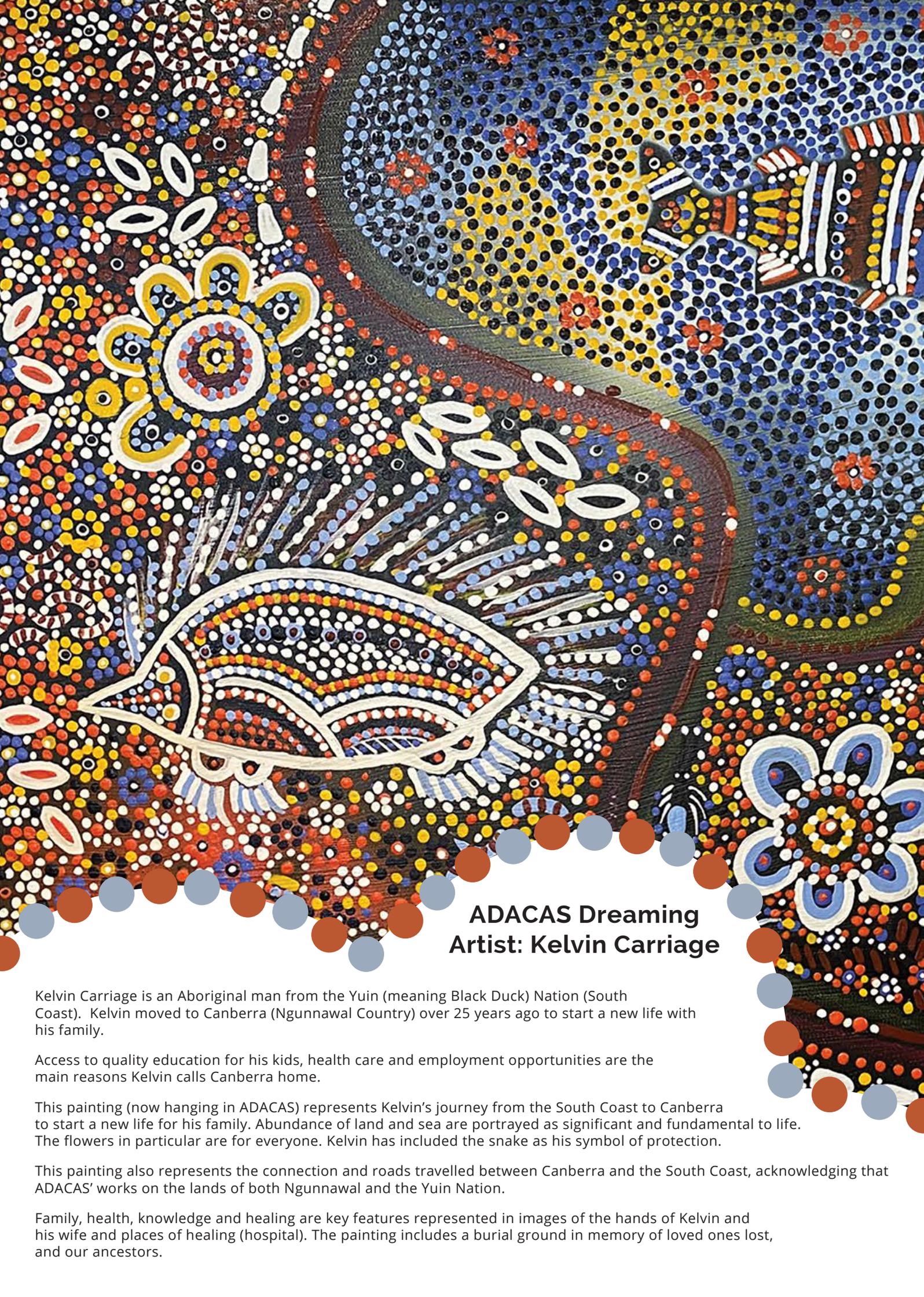
CONTACT DETAILS

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ADACAS Dreaming Artist: Kelvin Carriage

Kelvin Carriage is an Aboriginal man from the Yuin (meaning Black Duck) Nation (South Coast). Kelvin moved to Canberra (Ngunnawal Country) over 25 years ago to start a new life with his family.

Access to quality education for his kids, health care and employment opportunities are the main reasons Kelvin calls Canberra home.

This painting (now hanging in ADACAS) represents Kelvin's journey from the South Coast to Canberra to start a new life for his family. Abundance of land and sea are portrayed as significant and fundamental to life. The flowers in particular are for everyone. Kelvin has included the snake as his symbol of protection.

This painting also represents the connection and roads travelled between Canberra and the South Coast, acknowledging that ADACAS' works on the lands of both Ngunnawal and the Yuin Nation.

Family, health, knowledge and healing are key features represented in images of the hands of Kelvin and his wife and places of healing (hospital). The painting includes a burial ground in memory of loved ones lost, and our ancestors.