

We acknowledge that
we are on

Whadjuk
Nyungar

country

WA AIDS Council

Reconciliation
Action Plan

2014/15



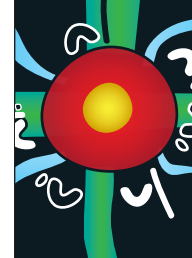
**Reconciliation
AUSTRALIA**
RECONCILIATION ACTION PLANS



WA AIDS Council

INNOVATE

Reconciliation Action Plan



WA AIDS Council

Reconciliation Action Plan for the Years 2014-15

+ Our Vision for Reconciliation

The WA AIDS Council's vision for reconciliation is that Aboriginal and Torres Strait Islander peoples will connect with our services in a culturally secure manner and to strengthen our solid foundation of respect, relationships and opportunities with Aboriginal and Torres Strait Islander peoples and health organisations.

+ Our Business

The WA AIDS Council's mission is to minimise the impact and further transmission of HIV, sexually transmissible infections and blood borne viruses; and reduce social legal and policy barriers which prevent access to health information and effective support and prevention strategies.

The WA AIDS Council currently employs 52 people.

Currently, the WA AIDS Council does not employ any Aboriginal & Torres Strait Islander peoples.

The WA AIDS Council has a state-wide focus in Western Australia.

+ Our Reconciliation Action Plan

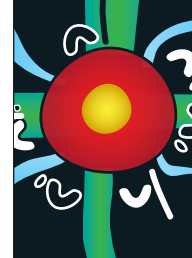
The WA AIDS Council has a strong connection to the values of reconciliation and a desire to be a part of this process. The WA AIDS Council have committed to developing a Reconciliation Action Plan as Aboriginal and Torres Strait Islander peoples represent a priority population in strategies to achieve our mission and have a strong commitment to improving the health outcomes of Aboriginal and Torres Strait Islander peoples in Australia.

Internally, the WA AIDS Council has been fortunate to have Andrew Burry, our CEO as a champion from the beginning of this process as well as the WA AIDS Council Board. Additionally, all WA AIDS Council staff have been supportive and shown great interest in seeing The WA AIDS Council RAP come to fruition.

The WA AIDS Council working group consists of Rebecca Hall, Nicholas Bovell, Emma Beattie, Michael Atkinson, Sharon Clews and externally, Ursula Swan from the Drug and Alcohol Office and Ingrid Cumming from Kart Koort Wiern provided input in to the WA AIDS Council RAP.

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+ Relationships

As a community-based health organisation strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians are vital for improving health outcomes and to achieving our organisational mission.

Focus area: Develop, maintain and strengthen partnerships between key agencies, organisations and professions

Action	Responsibility	Timeline	Target
1. The RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	RAP Working Group	March 2014 - March 2015	RWG oversees the development, endorsement and launch of the RAP. Meet at least twice per year to monitor and report on RAP implementation.
2. Celebrate National Reconciliation Week with a staff event annually	Rebecca Hall & WAAC Staff	June 2014	Organise at least one internal event each year.
3. Establish and maintain meaningful working relationships with Aboriginal and Torres Strait Islander organisations in WA	Rebecca Hall	Ongoing	Create and maintain partnerships with stakeholders. Attend relevant networking opportunities. Support and/or promote other organisation's relevant initiatives.

+ Respect

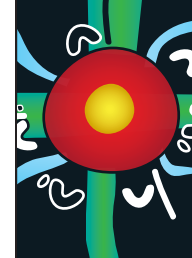
Having and promoting respect for Aboriginal and Torres Strait Islander peoples, culture, land and history is important to the WA AIDS Council to ensure a culturally secure environment for our clients.

Focus area: Awareness, education and culturally secure spaces

Action	Responsibility	Timeline	Target
1. Engage employees in understanding the protocols around acknowledgement of country and welcome to country ceremonies to ensure there is shared meaning behind the ceremonies.	Rebecca Hall & WAAC Staff	March 2014 - March 2015	Develop, implement and communicate a protocol document for the WA AIDS Council. Hold at least one significant event for which a Welcome to Country from a Traditional Owner will be included.

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+ Respect ...continued

Action	Responsibility	Timeline	Target
2. Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.	Rebecca Hall & WAAC Staff	March 2014 - March 2015	Develop and pilot a cultural awareness training strategy for the WA AIDS Council. In particular, provide opportunities for RWG members, RAP Champions, HR managers and other key leadership to participate in training.
3. Have a presence in NAIDOC Week events promoting sexual and BBV health.	Community Development & Advocacy team	July 2014	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC activities/events. Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events.
4. Display acknowledgement plaques in all WA AIDS Council sites.	Matt Ranford & Rebecca Hall	February 2014	Plaques hanging in the entrances of the 4 WA AIDS Council sites.

+ Opportunities

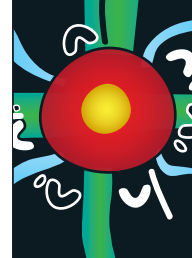
Opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to the WA AIDS Council to promote and celebrate diversity as well as to be a part of reducing the barriers to opportunities for all Australians

Focus area: Broadening the scope of opportunities for Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline	Target
1. Investigate opportunities within the WA AIDS Council to increase Aboriginal and Torres Strait Islander employment opportunities.	Nicholas Bovell, Simon Yam and Sarah Collins	March 2014 - March 2015	Review HR procedures and policies to ensure barriers to Aboriginal and Torres Strait Islander employees are able to be addressed. Pilot different approaches to increasing Indigenous employment within the WA AIDS Council (this may include training pathways, apprenticeships, internships, cadetships, work experience). Advertise employment vacancies in Indigenous media. Include the phrase 'Aboriginal and Torres Strait Islander peoples are encouraged to apply' in vacancy advertisements

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+ Opportunities ...continued

Action	Responsibility	Timeline	Target
2. Investigate opportunities to include Aboriginal and Torres Strait Islander businesses in the quotation process for catering and events services.	Nicholas Bovell	March 2014 - March 2015	Educate staff about using Aboriginal and Torres Strait Islander businesses. Develop at least one commercial relationship with an Aboriginal and Torres Strait Islander business.
3. Complete a Cultural Security Framework for WA AIDS Council client services and engage staff in training around this document.	All Staff	March 2014 - March 2015	Complete document, train staff and implement and evaluate its use at the WA AIDS Council.

+ Tracking progress and reporting

Action	Responsibility	Timeline	Target
1. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Rebecca Hall	March 2015	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
2. Provide staff with updates of the RAP Journey	Rebecca Hall	Ongoing	Provide information updates to all staff during the process of developing the RAP and complete an annual report.

+ Contact Details

Rebecca Hall

Community Development and Advocacy Officer

Ph: 9482 0000

E: rhall@wa aids.com



WA AIDS Council



+ WA AIDS COUNCIL