



RECONCILIATION ACTION PLAN COMBINED

ST VINCENT DE PAUL SOCIETY VICTORIA

*This document tells the story of how St Vincent de Paul Society
Victoria and VincentCare joined together for Reconciliation*

OUR JOURNEY SO FAR

Combining the Reconciliation Action Plan 2020-2021

As the St Vincent de Paul Society Victoria and VincentCare have planned for the future and come together, so too has the important work of the RAP Committees.

VincentCare began their reconciliation processes in 2019 when they launched a Reflect Reconciliation Action Plan (RAP).

In 2019, St Vincent de Paul Society established the Reconciliation Action Plan Committee, working with experts to develop a Reflect RAP which was launched in 2021.

In May 2021 a decision was made to form one RAP Committee and integrate the two RAP Plans based on the belief that working together would mean we can achieve greater reach and impact in the area of reconciliation.

A new combined committee and working group structure was co-designed by all current RAP contributors between May and August 2021.

This new structure is now in operation and has integrated the two plans to form a single Reflect Reconciliation Action Plan for the group.

This document outlines the details of the new combined St Vincent de Paul Society Victoria Reconciliation Action Plan for 2021 - 2022.

The committee is grateful to everyone who has contributed to this process so far and looks forward to every step that brings us closer to reconciliation.



ARTIST STORY

Karen Lovett

We have been delighted to work with and learn from Melbourne artist and Gunditjmarra woman Karen Lovett since 2019.

Karen's colourful piece "Helpful Hands" (pictured below left) hangs proudly in many of our sites across Victoria.

The painting is the story of Karen and her family, her discovery of the First Nations Peoples' journeys and finding her own way back to Country. The painting graces the cover of VincentCare's Reflect RAP (where Karen's story also features) and we were delighted to continue to partner with Karen for the St Vincent de Paul Society Reflect RAP in 2020.

Karen's bold, blue painting "Emus" (pictured below right) was just right for the Society Reflect RAP report. The painting, too, is about family, but the three emus are also clearly on the move, representing the long journey towards reconciliation.

Karen now forms part of the combined RAP Committee playing a valuable role as we continue to make progress in this space.

You can read Karen's stories in the original Reflect RAP reports linked below.



OUR ACKNOWLEDGMENT

Honour and Respect

Acknowledgement of Traditional Owners

St Vincent de Paul Society Victoria and VincentCare provide programs and services on traditional Aboriginal lands across Victoria.

We acknowledge the richness, diversity, and sophistication of the cultures of First Nations peoples. We acknowledge with sorrow the wrongs of the past that have taken place and continue into today. We pay deep respects to Elders past and present and honour the strong leadership that is evident in the emerging Elders of tomorrow.

We hope to partner together and work to build a more just and compassionate society for the Traditional Owners of this land.

Prayer for Reconciliation

Holy Spirit, we pray that the St Vincent de Paul Society be a place in which the First Peoples of Australia are welcomed and deeply respected. May the Elders be blessed and honoured. May this sacred land of ours truly inspire us to come together as one. Renew our hearts as we heal one another and build a future based on mercy, justice, faith, hope, and love. May we listen and learn from each other as we walk together in a profound spirit of reconciliation.



NEW STRUCTURE

The combined St Vincent de Paul Society Victoria RAP Committee was co-designed and comprises of the below structure.

The RAP working group is a passionate group of leaders from across the Society and VincentCare that play a significant role in leading and implementing the Reconciliation Action Plan (RAP).

Governance Committee

The combined RAP Governance Committee is comprised of a Chair, Sponsor, First Nations Advisor and the Leads of the RAP Working Group subcommittees. Together the Governance Committee work towards executing the combined Reconciliation Action Plan.

Chair: Marie Murfet

Sponsor: Cassandra Hatton

First Nations Advisor: Karen Lovett and Nicole Caulfield

Leads of the RAP working groups

Working Groups

Relationships and Partnerships

Lead
Danny Tilkeridis

Team
Paul Turton
Marion Olen
Tony Clarke
Brad Stephensen
Karen McKenzie

Respect and Recognition

Lead
Sarah Cromie

Team
Gail Wilkins
Barb Anglin
Helen Cutajar
Allyson Yenco
Sue Turner

Opportunity and Capability

Lead
Dimitra Macras

Team
Marie Murfet
Ashish Dhingra
Linette Etheredge
Mark Stoneley
Member/Volunteer

Governance and Accountability

Lead
Paul Turton

Team
The RAP Committee

COMBINED RAP

Below we have outlined the details of the St Vincent de Paul Society Victoria Reflect Reconciliation Action Plan



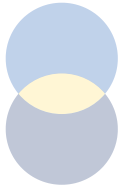
RELATIONSHIPS AND PARTNERSHIPS

Relationships and Partnerships	Deliverables
<p>1. Support the Group to develop relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations</p>	<ul style="list-style-type: none"> • Develop a protocol for partnerships to support Hubs, Central Office and the Senior Leadership Team (SLT) to engage with Aboriginal Community Controlled Organisations (ACCOs) to develop appropriate culturally secure engagement partnerships • Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. • Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. • Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.
	<ul style="list-style-type: none"> • In areas where we already work, develop a list of Aboriginal and Torres Strait Islander Peoples, communities and organisations that the Group Hubs already work with or could approach to connect with on our reconciliation journey: Aboriginal and Torres Strait Islander Networks - Partnership Register of Activities is established and in use.
	<ul style="list-style-type: none"> • Conduct an audit of current relationships and activities and identify opportunities to strengthen the relationships with ACCOs to build long-term, sustainable strategic partnerships which reflect co-design principles for example: • IMCH to explore options for co-locating new services in the new Ozanam House • NCH with housing responses provided through Aborigines Advancement League NCH with housing responses provided through Aborigines Advancement League • HCH around Family Violence supports at Rumbalara
	<ul style="list-style-type: none"> • Develop an Aboriginal and Torres Strait Islander Partnerships Framework for the Group that overlays Registered Aboriginal Parties (Land Councils) and Aboriginal Community Controlled Organisations (ACCOs), linked to Socio Economic Indexes for Areas (SEIFA) data across Victoria. Use the Partnerships Framework to identify potential new strategic partnerships with ACCOs during the development of a business case for each new business opportunity
<p>2. Raise internal understanding of Aboriginal and Torres Strait Islander Cultural protocols within the Group's sphere of influence</p>	<p>Develop a curated list of Aboriginal and Torres Strait Islander resources available on the Intranet to support Hubs and other services and teams engaging with their local Aboriginal and Torres Strait Islander Communities including:</p> <ul style="list-style-type: none"> - History of Aboriginal and Torres Strait Islander peoples and our shared history in Victoria - Appropriate terminology including language guide - Information on all Aboriginal and Torres Strait Islander language groups and Traditional Owners in areas where Vincent Care works - Explanation of why Acknowledgement of Country occurs, standard protocols and differences between Acknowledgement of Country and Welcome to Country - A statistical overview of Aboriginal and Torres Strait Islander peoples in Victoria such as population density, health, housing and education for purposes of developing services that are responsive to need



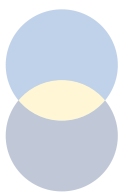
OPPORTUNITY AND CAPABILITY

Opportunities and Capability	Deliverables
<p>1. Establish Aboriginal and Torres Strait Islander service demand to advocate and work towards improved outcomes</p>	<ul style="list-style-type: none"> • Conduct current state review of what Aboriginal and Torres Strait Islander data is collected from our clients/people we serve and identify how. • Ensure the same Aboriginal and Torres Strait Islander data is being collected for both SVDP and VCV clients/people we serve. • Review and use the data we collect to identify opportunities to improve outcomes for Aboriginal and Torres Strait Islander potential future clients. • Understand cultural safety audits, who conducts them and access results
<p>2. Investigate Aboriginal and Torres Strait Islander employment</p>	<ul style="list-style-type: none"> • Collect baseline data on the number and experience of current Aboriginal and Torres Strait Islander staff, members and volunteers • Develop proposal for an external cultural advisor to undertake an accessibility and cultural security review of the Group's existing HR Strategies/Workplans and to identify specific opportunities for Aboriginal and Torres Strait Islander peoples. Including: <ul style="list-style-type: none"> • Review HR policies, including leave policies, to ensure policies are culturally appropriate and inclusive. • Explore the number of Aboriginal and Torres Strait Islander specific positions to identify gaps in service delivery and identify roles which should be filled by Aboriginal and Torres Strait Islander peoples. • Review procedures regarding advertising job vacancies to ensure jobs are advertised in Aboriginal and Torres Strait Islander specific publications/websites and Aboriginal and Torres Strait Islander peoples are specifically encouraged to apply. • Develop a business case for Aboriginal and Torres Strait Islander employment within St Vincent de Paul Society Victoria. • Investigate opportunities for student placements and volunteers for Aboriginal and Torres Strait Islander peoples • Review position descriptions to ensure they are culturally appropriate and accessible
<p>3. Investigate Aboriginal and Torres Strait Islander supplier diversity</p>	<ul style="list-style-type: none"> • Review procurement policy and procedures to include investigating supply options from Aboriginal and Torres Strait Islander owned businesses when calling for Expressions of Interest • Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses • Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. • Checklist that 5 standards: inclusive language, inclusion & diversity, statement etc??
<p>4. Investigate Aboriginal and Torres Strait Islander cultural learning and developments</p>	<ul style="list-style-type: none"> • Conduct a review of existing/available training on aboriginal cultural awareness for all employees, volunteers and members. • Conduct a review on the current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements • Identify "preferred" Cultural Awareness training providers to deliver training • Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.



RESPECT AND RECOGNITION

Respect and Recognition	Deliverables
<p>1. Participate and celebrate significant dates of celebration of history and culture</p>	<p>Develop Group plans for celebrating key recognition dates including NRW, NAIDOC, Etc.</p> <ul style="list-style-type: none"> - Publish Calendar of significant events - Hosting internal events, led by Aboriginal people and involving local communities - Engage with First Nations students to participate in key events - Participating in external events – share key events including art exhibitions, museums and films - Engage senior leadership in communications - Development Communication Strategy for promoting events
<p>2. Raise internal awareness of the Group RAP</p>	<p>Host a formal event to launch the RAP Develop and implement a plan to raise awareness among all staff across the organisation about our RAP commitments Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP</p> <ul style="list-style-type: none"> • Display a copy of the Group's Vision of Reconciliation in the reception areas of Central Office and all locations
<p>3. Create a culturally safe workplace</p>	<ul style="list-style-type: none"> • Review annual cultural safety audit and develop new plan including define purpose of audit, who will complete and what are the outcomes of results. Consider partnering with ACCO to conduct this. <ul style="list-style-type: none"> ○ Acknowledgement of Country (plaque) to be displayed in meeting rooms/offices/Assistance Centres/Retail/posters/poems/books – including the traditional lands that site ○ Potential display of Aboriginal artist work ○ Recognition of Aboriginal and Torres Strait Islander Flags on email signature • Develop plan for conducting across the Group. • Develop action plan based on audit outcomes. • Research best practice and policies in areas of race relations and anti-discrimination. • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.



GOVERNANCE

Governance	Deliverables
<p>1. RAP Steering Committee actively participates in RAP development and monitors approval and implementation of actions, tracking progress and reporting</p>	<ul style="list-style-type: none"> • The RAP Steering Committee is operational and supporting implementation of RAP <i>Reflect</i>, comprising of Aboriginal and Torres Strait Islander Peoples and decision-making staff from across our organisation • The RAP Steering Committee will meet monthly as per the Terms of Reference • The Terms of Reference is updated annually and endorsed by the SLT • Establish Aboriginal and Torres Strait Islander representation on the RWG. • RWG meet at least four times per year to drive and monitor RAP implementation.
<p>2. Building support for the RAP</p>	<ul style="list-style-type: none"> • Define resource needs and budget requirements for RAP development and implementation • Define systems and capability needs to track, measure and report RAP activities • Update RAP development and implementation progress as standing item on Executive and Quality Committee Meetings • Include RAP progress item in Board of Directors reports • Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia
<p>3. Communicate our RAP work externally</p>	<ul style="list-style-type: none"> • Ensure Group RAP and progress on RAP is available on external websites. • Include external facing updates via social media on key recognition dates.
<p>4. Review and refresh RAP</p>	<ul style="list-style-type: none"> • Liaise with Reconciliation Australia to develop RAP <i>Reflect2</i> for 20-23 based on learnings, challenges and achievements from <i>Reflect</i>

COMBINED RAP

If you would like to learn more refer to the Reflect Reconciliation Action Plan from your organisation. Both available on our intranet.

