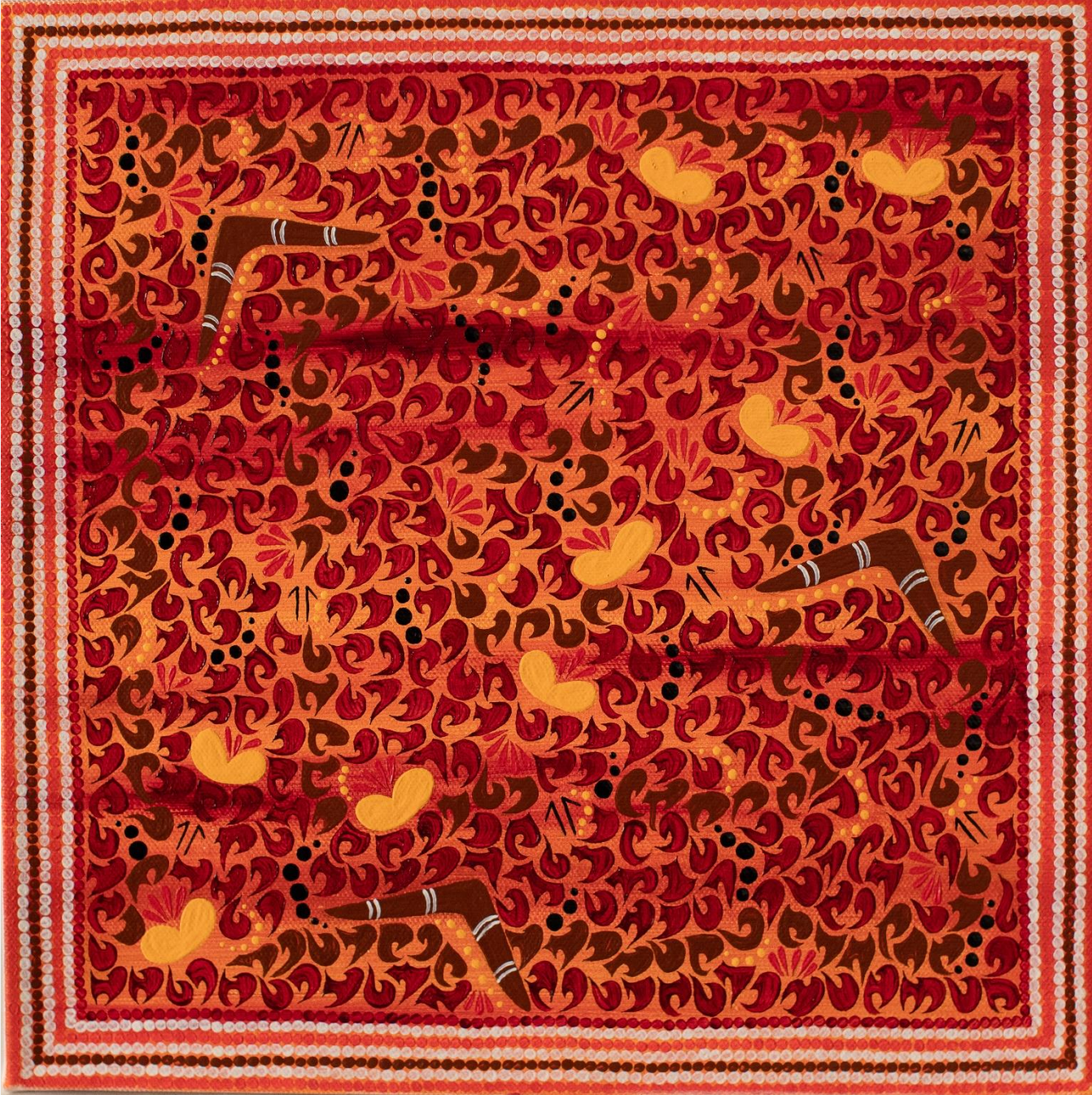


Reflect Reconciliation Action Plan

January 2022 – January 2023



'Land 1' by Jasmine Coe



Acknowledgement of Country.

At Spinal Cord Injuries Australia, we would like to acknowledge the Traditional Custodians of the lands on which we live and work, this land was and always will be Aboriginal Land.

We pay our respects to Elders past, present and emerging and recognise their continuing connection to land, waters, and community.

Our Vision for Reconciliation

SCIA is committed to Reconciliation with Aboriginal and Torres Strait Islander Peoples.

Our vision is for a world where people with spinal & neuro conditions and their loved ones thrive.

Our vision as we begin our Reflect RAP journey is to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership within our community and to ensure that our own services are culturally safe and welcoming so that Aboriginal and Torres Strait Islander Peoples with spinal and neurological conditions have improved health and social outcomes and live in a world where they and their loved ones thrive.

A message from Spinal Cord Injuries Australia's CEO



I am incredibly proud to be launching our Reflect RAP, marking our commitment to reconciliation with Aboriginal and Torres Strait Islander Peoples.

The RAP was developed by the Social Impact team and SCIA staff and we are grateful for the insights from Reconciliation NSW and Reconciliation Australia.

Our Reflect RAP focusses on building relationships with Aboriginal and Torres Strait Islander Peoples, engaging our staff and partners in reconciliation, developing culturally safe and welcoming services and understanding our employee and membership base to better develop employment and development opportunities.

With these initiatives we will contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. Through our RAP we will contribute to the important goal of increased awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

Supported by a passionate Board of Directors and led by a committed Rap Working Group, I look forward to sharing our achievements as we begin this important journey toward reconciliation.

A handwritten signature in black ink, appearing to read 'Dianne Lucas', written in a cursive style.

Dianne Lucas
Chief Executive Officer
Spinal Cord Injuries Australia

A message from Reconciliation Australia



Reconciliation Australia welcomes Spinal Cord Injuries Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Spinal Cord Injuries Australia 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 Spinal Cord Injuries Australia 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 Spinal Cord Injuries Australia, 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

Our Business

Spinal Cord Injuries Australia is a member based for-purpose organisation working with people who have a spinal cord injury, neurological condition, and other physical disabilities. SCIA was founded in 1967 by four people with quadriplegia who advocated to live in their communities. Today we are still working hard for people with a disability; 70% of our Board and 24% of all employees have a lived experience of disability.

SCIA has a national footprint with physical offices (gyms or office spaces) and employees in Queensland, Victoria, NSW, Western Australia, South Australia, and the ACT. Our reach not only extends to capital cities but includes offices and outreach in regional areas with an office in NSW Northern Rivers, outreach in Tamworth, and an office in Wollongong. In total SCIA has 16 offices and gyms and 4 accommodation properties.

SCIA is both a member support organisation and a service provider. We offer services under the NDIS, exercise and therapy services and member support services for our community. Advocacy for people who live with a spinal cord injury or condition is at the heart of all that we do.

SCIA employs 137 people. We currently do not know how many staff identify as Aboriginal and/or Torres Strait Islander peoples, however a survey will be sent to capture this information.

Our Reconciliation Action Plan

SCIA has a strong commitment to social impact. SCIA has launched our Social Impact Statement which is endorsed by the Board of Directors and focuses on reconciliation, environmental sustainability, diversity, flexibility, and emergency preparedness.

In recognition of the critical importance of standing up and speaking with First Nations People's SCIA has prioritised reconciliation as a key organisational goal.

The process of developing the RAP was led by the Research and Impacts Manager and is supported by the CEO and the Social Impact Team, an opt-in group of SCIA employees who are committed to the process.

The Social Impact Team will also form the RAP Working Group.

At its 2021 all staff day SCIA had its first Welcome to Country and following this staff had the opportunity to discuss reconciliation in our organisation. Some key priorities have been identified and will be rolled out while we implement our RAP.

These include:

- Developing a mechanism to capture whether our employees identify as Aboriginal and/or Torres Strait Islander people.
- Ensuring an Acknowledgement of Country guide is on the intranet and an Acknowledgment is incorporated into meetings.
- An Acknowledgement of Country on SCIA email signatures.

Other initiatives suggested such as participating in NAIDOC Week and National Reconciliation Week events, engaging with local Elders, and developing research or data on Aboriginal and Torres Strait Islander peoples living with a disability will be further explored as a part of the RAP process.

Our Partnerships/Current Activities

SCIA has recently become a member of Reconciliation NSW. The team have had an introduction meeting and Reconciliation NSW will be presenting to the Management Team in September, covering topics including: an intro to Reconciliation NSW, what is reconciliation and why it is important, starting the reconciliation journey, and embarking on your RAP.

Our head office is within a short walking distance from the Aboriginal Health and Medical Research Council. With the AHMRC SCIA will focus on cultural safety training and ensuring that our services are welcoming of First Nations Peoples.

SCIA has reached out to the First Nations Disability Network. Due to time pressures, we have not yet established a partnership however SCIA will promote their materials where possible through our Advocacy activities.

Our Local Lands Council is La Perouse. It is through La Perouse Lands Council that we have engaged our speaker to do a Welcome to Country.

In Northern Rivers our team work closely with Aboriginal and Torres Strait Islander communities to ensure that we are providing support to Aboriginal and Torres Strait Islander peoples in need of disability advocacy. We have a specialist Advocacy and Aboriginal and Torres Strait Islander Officer position to ensure we conduct our advocacy services in the most culturally appropriate way.

Recently SCIA made a submission to the Indigenous Co-Design Process to support a First Nations Voice in Parliament and the Uluru Statement in March 2021. In our staff's weekly newsletter, we provide regular updates on our reconciliation activities to create awareness about the importance of collectively acting to walk with First Nations Peoples to create a better future through reconciliation.

Internally we have already initiated the following actions:

- A Welcome to Country at our annual event
- An Acknowledgement of Country at scheduled meetings
- Development of an intranet page dedicated to reconciliation including suggested
- Acknowledgement of Country text by office location
- Display of ATSI maps in all premises and a link to ATSI on the intranet
- NAIDOC week and National Reconciliation Week backgrounds in online meetings and posts supporting both weeks on social media
- Internal promotion of NAIDOC Week and National Reconciliation Week events and activities



Relationships

Relationships			
Action	Deliverable	Timeline	Responsibility
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.	February 2022 & Ongoing Review July 2022	Research and Impacts Manager & Policy and Advocacy Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2022 Review July 2022	Research and Impacts Manager & Policy and Advocacy Officer
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2022	Research and Impacts Manager & Policy and Advocacy Officer
	RAP Working Group members to participate in an external National Reconciliation Week event.	May, June 2022	Lead: Research and Impacts Manager Support: Working Group Members
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May, June 2022	Lead: Research and Impacts Manager Support: Working Group Members
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Ongoing Review July 2022	CEO
	Include reconciliation as a regular discussion point in the SCIA Member Engagement Strategy.	February 2022	Research and Impacts Manager

			& Policy and Advocacy Officer
	Identify external stakeholders and partners that our organisation can engage with on our reconciliation journey including: HireUp, The Accessible Group, Brain Injury Australia and Akin.	Ongoing Review July 2022	Research and Impacts Manager & Policy and Advocacy Officer
	Identify and action opportunities to publicly contribute to calls to action or relevant campaigns where appropriate (i.e Uluru Statement of the Heart, First Nations Disability Rights Network, International Minority Rights report)	Ongoing Review July 2022	Policy and Advocacy Officer
	Identify RAP and other like-minded organisations that we can approach to collaborate with on our reconciliation journey.	February 2022	Lead: Policy and Advocacy Officer Support: Working Group Members
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	March 2022	Research and Impacts Manager & Human Resources Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2022	Human Resources Manager & Research and Impacts Manager.
	Develop a Statement of Commitment to Cultural Safety	September 2022	Human Resources Manager & Research and Impacts Manager.



Respect

Respect			
Action	Deliverable	Timeline	Responsibility
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.	April 2022 Review July 2022	Research and Impacts Manager & Human Resources Manager
	Conduct a review of cultural learning needs within our organisation.	July 2022 Review October 2022	Research and Impacts Manager & Human Resources Manager
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 2022 & Ongoing Review October 2022	Lead: Policy and Advocacy Officer Support: Working Group Members
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Ongoing Review July 2022	Lead: Research and Impacts Manager Support: Working Group Members
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.	June, July 2022	Lead: Policy and Advocacy Officer Support: Working Group Members

	<p>Introduce our staff to NAIDOC Week by promoting external events in our local area/s.</p>	<p>June, July 2022</p>	<p>Lead: Policy and Advocacy Officer Support: Working Group Members</p>
	<p>RAP Working Group to participate in an external NAIDOC Week event.</p>	<p>July 2022</p>	<p>Lead: Policy and Advocacy Officer Support: Working Group Members</p>



Opportunities

Opportunities			
Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2022	Research and Impacts Manager & Human Resources Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Research and Impacts Manager & Human Resources Manager
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.	June 2022	Research and Impacts Manager & Finance Manager
	Investigate Supply Nation membership.	July 2022	Research and Impacts Manager & Finance Manager
Ensure support for Aboriginal and Torres Strait Islander peoples with SCI and Neurological Conditions	Visit the AHMRC Campus and engage in simulation Lab	May 2022	Research and Impacts Manager & Policy and Advocacy Officer
	With the AHMRC consider best ways to ensure Aboriginal and Torres Strait Islander peoples with SCI and Neurological Conditions know about and are welcomed to SCIA services.	August 2022 & Ongoing	Lead: Research and Impacts Manager Support: Department Managers



Governance

Governance			
Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	The Reconciliation Working Group will be established as a sub-group of the Social Impact Group. The RWG will meet monthly following the Social Impact Group meeting and will oversee RAP implementation.	February 2022 Review July 2022	Research and Impacts Manager
	Draft a Terms of Reference for the RWG.	February 2022	Research and Impacts Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2022	Research and Impacts Manager & Policy and Advocacy Officer
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2022 Review July 2022	Research and Impacts Manager & Finance Manager
	Engage senior leaders in the delivery of RAP commitments.	February 2022 Review July 2022	Lead: Research and Impacts Manager Support: Working Group Members
	Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2022 Review July 2022	Lead: Research and Impacts Manager with Support: Tech Partner Cubesys
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we are receiving important correspondence.	June 2022 & annually	Lead: Research and Impacts Manager

	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2022 & annually	Lead: Research and Impacts Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022 & annually	Lead: Research and Impacts Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2022	Research and Impacts Manager

Jasmine Coe – Artist’s Story

Land 1: “Always was, always will be Aboriginal Land”

Jasmine is of both Aboriginal and English descent and growing up in London, always struggled with self-identity. The absence of a father and a culture she did not know or understand meant she was always unsure of where to place herself.

Having gone to Australia for the first time in 2016 to meet her father and family, her work currently focuses on harmonising the internal conflicts that arise from her dual heritage. She acknowledges and strives to understand the history and suffering that arose when these two cultures met, the enormity of which is too difficult for her to express verbally.

She is a product of both cultures and in a personal attempt to heal present and past, she celebrates life’s beauty by focusing on the natural Australian elements, something she has only just connected with. As she paints, she is recording her personal journey of discovery while allowing herself to work out her place in these two worlds.



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