

**Social Impact Statement
2020-2023**





Overview

As a *for purpose* organisation we have a social responsibility. Not only to the individuals we serve, but to the community in which we all live. For individuals to flourish they need to live in communities that are doing the same.

Social accountability means being responsible for positive social change. For Spinal Cord Injuries Australia (SCIA) this means identifying the issues that prevent our communities from flourishing, establishing areas where we can have an impact, setting action steps as part of our strategic plan and measuring our impact against manageable targets.


Although SCIA is leading the way for the for purpose sector in developing a Social Impact Statement, we have significant resources we can draw on. SCIA has aligned our key focus areas to the Paris Agreement United Nations Sustainable Development Goals that set a goal of sustainable development by 2030. Each of our focus areas aligns to one or more of the UN Sustainable Development Goals.

This Statement represents a bi-annual commitment with implementation beginning in November 2020.

SCIA Focus Areas

1. Reconciliation

Over 1000 organisations across Australia have formalised their commitment to reconciliation through the development of a Reconciliation Action Plan (RAP)¹. RAPs are based on three core pillars: relationships, respect, and opportunities. SCIA will register with *Reconciliation Australia* to develop a Stage 1 Reflect RAP. A reflect RAP is a commitment by an organisation to consider reconciliation and how the organisation would begin the process of exploring an organisational vision for reconciliation.



<p>Sustainable Goal 10 <i>Reduce inequality within and between countries</i></p>		<p>Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>
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¹ 2018 RAP Impact Measurement Report

SCIA 2023 Targets	<ul style="list-style-type: none"> Improved knowledge regarding reconciliation in SCIA across all areas (for example – acknowledgement of country, acknowledgement of site locations, clear recognition of important dates etc) Identified actionable target/s for phase II
Implementation Activities	
<ul style="list-style-type: none"> Register interest with <i>Reconciliation Australia</i> to develop a Stage 1 Reflect RAP. 	November 2020
<ul style="list-style-type: none"> Form SCIA Committee (made up of interested staff and members) to oversee implementation process. 	December 2020
<ul style="list-style-type: none"> Internally review the guidelines. 	March 2021
<ul style="list-style-type: none"> Consult relevant stakeholders. 	2021
<ul style="list-style-type: none"> Promote the process internally to share why a Reconciliation Action Plan is important with our community. 	2022
<ul style="list-style-type: none"> Prepare a plan for implementation of an Innovate RAP in 2023/4. 	October 2022

Environmental Sustainability

Steps taken over the next two years can align to the already planned procurement policy, and, during a period of budget constraint, focus on efficiency and economy. Initiatives such as reviewing energy suppliers and energy use as well as recycling processes can have a significant impact with little or no financial outlay.

Sustainable Goal 7 <i>Affordable Clean Energy</i>		Target 7.3 By 2030, double the global rate of improvement in energy efficiency
Sustainable Goal 12 <i>Responsible Consumption & Production</i>		Target 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
SCIA 2023 Targets	<ul style="list-style-type: none"> Improve knowledge about recycling and efficiency across all SCIA Decrease energy consumption by 1% across all SCIA sites Increase recycling by 10% across all SCIA Amend contracts to consider efficiency 	
Implementation Activities		
<ul style="list-style-type: none"> Establish working group for environmental sustainability in SCIA 		November 2020
<ul style="list-style-type: none"> With the finance team, review contracts with key providers to include questions about environmental impact (Environment may not be the key decision making criteria but can be considered along with cost and service). 		November 2020
<ul style="list-style-type: none"> Recycling audit in all services. 		2021
<ul style="list-style-type: none"> Consider partnership opportunities with recycling services to make it easy for our community to recycle e-waste. 		2021

<ul style="list-style-type: none"> Encourage waste free choices in all services (keep cups, avoidance of plastic). 	2021
<ul style="list-style-type: none"> Participate in Business Clean Up Australia Day. 	2021 and ongoing
<ul style="list-style-type: none"> Consider, where cost neutral, recycled materials such as toilet paper, paper, notepads and bin bags. 	2021
<ul style="list-style-type: none"> Develop sustainability plan for 2023 and beyond 	Oct 2022

Diversity

Our lived experience makes us stronger. SCIA sets a high standard in the area of diversity with one third of our staff and over half our board living with a disability. As a true Disabled People’s Organisation we can celebrate this and set targets to ensure it is maintained.

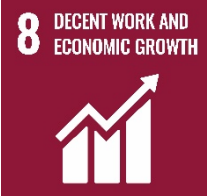
To ensure we are as representative as we can be the second stage of celebrating diversity is to assess if we are equally accessible to all. Analysis of our membership and client base alongside Australia wide statistics can assist us to determine if we are accessible for people of diverse cultural backgrounds.

Sustainable Goal 10 <i>Reduce inequality within and between countries</i>		Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
SCIA Targets	<ul style="list-style-type: none"> Recognition of SCIA’s status as a DPO Increased cultural awareness amongst SCIA employees in frontline services 1% increase in clients and members from culturally diverse backgrounds by 2022 	
Implementation Activities		
<ul style="list-style-type: none"> Analysis of disability statistics in a cultural context 	2021	
<ul style="list-style-type: none"> Review of internal data and forms to ensure capture of cultural diversity 	2021	
<ul style="list-style-type: none"> Conversations with cultural institutions as well as disability specific cultural institutions (such as National Ethnic Disability Alliance) with regard to sharing information within their communities. 	2022	
<ul style="list-style-type: none"> Nomination for diversity awards and promotion of SCIA’s strong record in the employment of people with lived experience of disability. 	2021	
<ul style="list-style-type: none"> Focus on SCIA’s diversity success on social media 	2022	
<ul style="list-style-type: none"> Establish cultural diversity targets in consumer representative groups 	2021	
<ul style="list-style-type: none"> Ongoing monitoring of the results of diversity initiatives 	2022	

Flexibility


SCIA is a centre of excellence in this area. Of our 140 employees, 54 have part time working hours and many more have flexible working hours. This is a commitment to community, family and those

with disabilities who may be unable to flourish in full time employment. Flexible working arrangements are socially beneficial and have also been demonstrated to provide a financial return.² As with diversity this is an area where SCIA can celebrate and promote ourselves as an employer of choice.

Sustainable Goal 8 <i>Decent work and economic growth</i>		Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
SCIA Targets	<ul style="list-style-type: none"> • Recognition of SCIA's flexible approach outlined in our Employee Value Proposition and publically where appropriate. • Recording data and reporting on flexibility in the workforce at SCIA • Maintenance of continued flexibility in SCIA workforce. 	
Implementation Activities		
<ul style="list-style-type: none"> • With the HR team consider opportunities to promote the flexibility afforded to employees and the organisational benefits, supporting existing work making SCIA an 'employer of choice'. 	2021	
<ul style="list-style-type: none"> • Consider impact survey of employees to ascertain the benefit of flexible work hours in SCIA and share results. 	2021	
<ul style="list-style-type: none"> • Ensure SCIA is at the forefront of conversations in the 'for purpose' sector in regards to the benefits of flexible working arrangements. 	2022	

Emergency Preparedness

Recent events have demonstrated the importance of being prepared in the event of extraordinary circumstances such as a natural disaster or a pandemic. This is particularly true for SCIA's members and clients. SCIA can play an important awareness raising role to prepare people in the event of an emergency.

Sustainable Goal 11 <i>Sustainable Cities and Communities</i>		Target 11.5 By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations
SCIA Target	<ul style="list-style-type: none"> • Emergency preparedness implemented with 10% of SCIA Members 	
Implementation Activities		
<ul style="list-style-type: none"> • Document lessons and processes learnt in pandemic planning process 2020 	2021	
<ul style="list-style-type: none"> • Promote materials on SCIA web site. 	2021	
<ul style="list-style-type: none"> • Work with emergency response services to determine any additional needs for our clients during a natural disaster and prepare materials accordingly. 	2022	

² Flexible Work, Good for Business? Modelling the bottom line impact of flexible work for the Office of Prevention and Women's Equality (OPWE), Victoria State Government and NOUS, 2018.

<ul style="list-style-type: none"> Seek partnerships to document lessons and include information on SCIA sites. 	2022
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Accountability and Review

This is an SCIA Board endorsed project with key accountabilities to the CEO and Board of Directors. Monthly reports will be submitted to the Board to ensure that implementation remains on track. There is no associated budget for this project, any unforeseen costs will be presented to the Board approval.

By aligning our progress to the UN Sustainable Development Goals we are demonstrating a commitment to a global sustainable future and when we track our impact we can connect our work to a global measure.

The targets in this plan have been deliberately set low in order to ensure initial success. However a 12 month review period will be scheduled for October 2021 to review and potentially increase targets ahead of the 3 yearly review in January 2023.

12 monthly review	October 2021	To review targets and increase if necessary.
3 yearly review	January 2023	To plan the phase II Social Impact Statement