

Reconciliation Action Plan

2009-2011

National Australia Day Council

Our vision for reconciliation

The National Australia Day Council's vision is to inspire national pride and spirit to enrich the life of all Australians.

On Australia Day we recognise the unique status of the Aboriginal and Torres Strait Islander peoples. The National Australia Day Council is committed to playing a part in the journey of reconciliation by helping all Australians to move forward with a better understanding of our shared past, and importantly how this affects the lives of Aboriginal and Torres Strait Islander peoples today (by allowing time for reflection) and how we might build a better future.

The National Australia Day Council's approach to reconciliation is one of leadership. We encourage all Australians, and particularly staff of state/territory Australia Day network and local Australia Day Committees to ensure their events are inclusive as well as celebratory. At the same time, we recognise that some Aboriginal and Torres Strait Islander people may have mixed feelings about celebrating this day.

We believe that the National Australia Day Council's programs play an important role in the symbolic aspects of reconciliation. Acknowledging the contribution of Aboriginal and Torres Strait Islander people and their cultures to our past, present and future:

- offers an appropriate mark on the nation's day of pride and national spirit,
- nurtures pride amongst Aboriginal and Torres Strait Islander peoples, indeed all Australians, and
- raises awareness of the issues that still challenge the nation, such as the life expectancy gap between Aboriginal and Torres Strait Islander Australians and the wider community.

The National Australia Day Council continues to actively support reconciliation and has undertaken a range of initiatives to reflect this commitment. Most of these initiatives are ongoing and continue to evolve:

- Acknowledgement of Aboriginal and Torres Strait Islanders in the Australian of the Year Awards program:

- Professor Mick Dodson, an Aboriginal Australian, was named as Australian of the Year 2009. In addition, thirteen finalists for the 2009 Awards were Aboriginal or Torres Strait Islander people.
- A strong record of Aboriginal and Torres Strait Islander Australians as past awards recipients.
- Inclusive National Australia Day Council events for Aboriginal and Torres Strait Islander Australians which include Welcome to Country and/or Acknowledgment of Traditional Owners, Aboriginal and Torres Strait Islander performances, and the display of Aboriginal and Torres Strait Islander flags.
- Hosting the annual Australia Day Dawn event which has a strong inclusive and reconciliation theme:
 - The first Dawn event in 2005 was held in the Mutujulu community at Uluru. In 2009 this event was held in Cooktown with strong participation from the local Aboriginal community.
 - This event, in particular, aims to promote the contribution that the oldest continuing culture on earth can make to a contemporary Australian society.
- Reconciliation themes and Aboriginal culture are included in our Primary School and secondary school resources.
- Aboriginal and Torres Strait Islander representation on the National Australia Day Council's board:
 - Shelley Reys, Deputy Chair, is an Aboriginal woman of the Djiribul people.
- Close working relationship with Reconciliation Australia:
 - For example, worked closely together to support Mick Dodson in his announcement as Australian of the Year
- Information provided to the Network and committees on how to make inclusive Australia Day events:
 - This was a feature of the recent National Australia Day Conference as well as the online Toolkit.

Our business

The National Australia Day Council works with and for the people and government of Australia to:

- Unite all Australians through celebration with a focus on Australia Day;
- Promote the meaning of Australia Day through activity, education, reflection, discussion and debate;
- Promote good citizenship, values and achievement by recognising the excellence and service to the communities and the nation.

The National Australia Day Council's key programs are the Australian of the Year Awards and Australia Day. These programs and campaigns are coordinated nationally through a network of state and territory Australia Day affiliate organisations and local Australia Day Committees.

Our RAP

The National Australia Day Council's Reconciliation Action Plan is a statement of commitment and intent that outlines our organisation's commitment to work towards reconciliation between Aboriginal and Torres Strait Islander peoples and the wider Australian community to enrich the lives of all Australians.

This is NADC's second RAP which builds on the lessons learned over the past two years and continues to demonstrate our commitment to an inclusive and forward looking Australia. The RAP actions are fore cast out over a period of 18 months in order to bring the RAP reporting cycle in line with NADC's existing reporting cycle.

The National Australia Day Council (NADC) is committed to the development and implementation of reconciliation initiatives in the areas of relationships, respect and opportunities, as outlined below.

Administration of the Reconciliation Action Plan will be undertaken by the National Program Director, and the National Manager, Australia Day.

The National Australia Day Council's Reconciliation Action Plan is publicly available on the website www.australiaday.org.au.

This RAP has been developed through a process of internal and external consultation with a small RAP reference group, consisting of two Aboriginal members – Ivan Copley from South Australia and Lorraine Peeters from New South Wales.

Relationships	Through the Australian of the Year Awards program, the NADC team has had the pleasure of building relationships with many inspirational and outstanding Australians, including many who are Aboriginal or Torres Strait Islander. This has been a personally rewarding opportunity for our team and one that we are committed to continuing into the future.		
Focus area: Building and maintaining relationships with Aboriginal and Torres Strait Islander Australians and learning from each other.			
Action	Responsibility	Timeline	Measurable Target
1. The RAP is developed and implemented with input from all NADC staff.	National Program Director	March 2011	All staff have had the opportunity to provide input to the RAP process through regular discussion at staff meetings.
2. A small external review committee is developed to gain feedback and ideas from Aboriginal and Torres Strait Islander Australians for our RAP.	National Program Director	March 2011 March 2011	Feedback is gained from external review committee as part of the process of developing and updating the RAP. The committee is updated on the progress of the RAP annually.
3. Maintain contact with the many past Aboriginal and Torres Strait Islander finalists for the Australian of the Year Awards.	National Manager, Awards	March 2011	All past finalists are invited to state and territory presentations each year, as well as any other appropriate events which take place throughout the year.
4. Build relationship with Reconciliation Australia.	National Program Director	March 2011	Create opportunities for shared learning through invitations to events. At least two significant events shared.
5. Encourage Australia Day network staff to build relationships with their	National Manager,	March 2011	Australia day network staff provided with strategies and support for developing these relationships.

local and state Reconciliation organisations and Aboriginal and Torres Strait Islander groups. (following appropriate cultural protocols of engagement).	Australia Day		
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Respect	As the organisation responsible for Australia's national celebrations, the NADC values and respects the unique contribution of Aboriginal and Torres Strait Islander Australians to the development of this nation. In addition, we believe that we play an important role in encouraging positive interaction, connection and respect between Aboriginal and Torres Strait Islander peoples and the wider Australian community, particularly in the context of Australia Day.		
Focus area: Publicly celebrating our respect of the history and living cultures of Aboriginal and Torres Strait Islander Australians.			
Action	Responsibility	Timeline	Measurable Target
Acknowledgement of Country, Welcome to Country and Aboriginal and Torres Strait Islander flags are a part of all appropriate NADC events, including all Awards events.	National Manager, Australia Day	March 2011	Protocols implemented at all NADC and Australia Day Network events.
All NADC spokespeople are confidently able to give an acknowledgement of country.	National Program Director	March 2011	Any new spokespeople are given training in giving an acknowledgement to country.
Promote cross cultural training opportunities for NADC staff and Australia Day network staff.	National Program Director	March 2011 August 2010 March 2011	Appropriate cross cultural awareness and protocols training program is part of induction for all NADC staff. Opportunities for NADC staff members to attend the Garma Festival held in the Northern Territory are investigated. Cultural awareness and protocols training opportunity will be investigated for early 2011 network meeting.

All staff are encouraged to attend Aboriginal and Torres Strait Islander cultural celebrations and other positive cultural events e.g. NAIDOC week celebrations and Reconciliation Week.	National Program Director	March 2011 March 2011	Information about NAIDOC week, Reconciliation week events and the ANU reconciliation lecture are distributed to all staff members. All staff have the opportunity to participate in at least one cultural celebration annually.
Include local Aboriginal or Torres Strait Islander people in the development and execution of the Dawn event launching Australia Day.	National Manager, Australia Day	January 2010 and January 2011	Aboriginal or Torres Strait Islander people are involved in the planning and implementation of this event.
Both Aboriginal and Torres Strait Islander flags will be displayed in the NADC offices, alongside the Australian national flag.	Corporate Director	March 2011	Aboriginal and Torres Strait Islander flags are on display in a public area of the NADC offices.

Opportunities	The NADC is uniquely positioned to promote the stories of outstanding Australian role models through the Australian of the Year Awards, and in relation to Australia Day. We are committed to ensuring that these opportunities are widely known and that we maintain the opportunity for Aboriginal and Torres Strait Islander Australians to engage with our programs.		
Focus area: Using our position of leadership to promote the stories of high achieving Aboriginal and Torres Strait Islander Australians and create opportunities for interaction between Aboriginal and Torres Strait Islander Australians and the wider Australian community.			
Action	Responsibility	Timeline	Measurable Target
Advertising for all positions at the NADC will state that Aboriginal and Torres Strait Islander people are encouraged to apply.	Corporate Director	Commencing August 2009 and ongoing	All advertised positions include this line.
NADC will seek to maintain the involvement of Aboriginal and Torres Strait Islander people in the governance of the organisation.	CEO	March 2010	The Government is made aware of our desire to maintain the involvement of at least one Aboriginal or Torres Strait Islander board member.
Recognise outstanding and inspirational Aboriginal and Torres Strait Islander people in the Australian of the Year Awards program.	National Manager, Awards	March 2011	Aboriginal and Torres Strait Islander Australians are acknowledged each year in the Awards program.
Maintain and update information for holding inclusive Australia Day events on the NADC website.	National Manager, Australia Day	March 2011	Information is on the website and is updated annually.
Include a session discussing the range of Aboriginal and Torres Strait Islander perspectives on Australia Day at any	National Manager, Special Projects	March 2011	Session is included in all plans for the 2011 conference.

future Australia Day Conferences.			
Target Aboriginal and Torres Strait Islander media encouraging Aboriginal and Torres Strait Islander participation in programs and NADC's leadership role in reconciliation.	National Manager, Awards and National Manager, Australia Day	March 2011	All media releases issued regarding Australian of the Year Awards and Australia Day are distributed to Indigenous media outlets.
Include high achieving Aboriginal and Torres Strait Islanders as Australia Day Ambassadors.	National Manager, Australia Day	March 2011	At least ten Aboriginal and Torres Strait Islander Ambassadors are involved in the program.

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
RAP developed, approved by RA and publically celebrated.	National Program Director	October 2009	NADC's RAP is available on both RA's and NADC's websites.
		October 2009	A latest news item is published on the Australia Day web site.
		October 2009	A NADC twitter announces the RAP.
		October 2009	RAP is distributed to all staff.
		October 2009	An email is sent to all our corporate partners outlining NADC's RAP commitments.
Progress updates on the actions and measurable targets of the RAP will be reported to the NADC Board throughout the year.	National Program Director	March 2011	RAP progress reported to the Board twice annually.
RAP reported on and refreshed annually.	National Program Director	April 2011	RAP Report sent to RA accepted and publically celebrated on both the RA and NADC's websites.
		April 2011	Refreshed RAP sent to RA, accepted and publically celebrated on both the RA and NADC's websites.