



AUSTRALIAN INCLUSION GROUP (AIG)

Reflect Reconciliation Action Plan

JANUARY 2021 - JUNE 2022





**AUSTRALIAN INCLUSION GROUP ACKNOWLEDGES THE
TRADITIONAL CUSTODIANS OF COUNTRY THROUGHOUT
AUSTRALIA AND RECOGNISES THEIR CONTINUING CONNECTION
TO LAND, WATERS AND COMMUNITY. WE PAY OUR RESPECTS TO
THEM, THEIR CULTURES AND ELDERS BOTH PAST AND PRESENT.**

Australian Inclusion Group would like to thank Beverley Egan, Jilan Shah and
the Creative Native Art Gallery in thier contributions to our Reflect
Reconiliation Action Plan artwork and document.

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Paul Fleay

**CHIEF EXECUTIVE
OFFICER**



A MESSAGE FROM OUR CEO

Our organisation was founded more than 30 years ago on the principles that all people should have an equitable opportunity to contribute to community as well as be valued and have a sense of belonging and connection. These are still the principles which guide our organisation today - and it is these same principles that drew me to work for the organisation.

I want to live in a society where all people are valued for the gifts, talents, knowledge and skills they possess - and I am committed to supporting all of the organisations within our Group in continuing to work towards such a society.

This Reconciliation Action Plan (RAP), therefore, is a central component to that work as we strengthen our knowledge, understanding and connection with Aboriginal and Torres Strait Islander peoples and cultures.

Aboriginal cultures are the oldest continuing culture in the world, having survived for more than 50,000 years, and this is worth acknowledging and celebrating.

As the CEO, I am committed to ensuring that this RAP is a living document that we use as the first step towards guiding a better and more conscious connection with Aboriginal and Torres Strait Islander peoples. Equally I am committed to continually do more than what is written here; to continually look for opportunity and improvement.

I welcome you to our Reflect RAP and invite you to join with me on this journey.

Paul Fleay
CEO

OUR BUSINESS

The Australian Inclusion Group (AIG) is a group of 4 organisations who share one mission, vision and philosophy. AIG envisions a world where all people have the opportunity to live a good life within a welcoming community. We endeavour to support people at risk of social exclusion.

The philosophy of Australian Inclusion Group is based on some key social inclusion principles that form a significant framework for how AIG and the companies within the Group operate. They are based on the values of equity, equality, social justice, human rights and freedoms. Across the Group we work to help people and organisations reduce their reliance on service and paid supports. We are focused on building capacity, not making you more reliant on others.



INCLUSION WA is a community service organisation with a proud 25-year history. Inclusion WA works alongside people, encouraging them to identify and reach their personal goals by connecting with their local community.



AUSTRALIAN INCLUSION NETWORK is a registered NDIS provider based in Brisbane who work one-on-one with people who are socially isolated and need assistance to build meaningful relationships and independence outside of paid supports in their life. Australian Inclusion Network is Inclusion WA's approach in North Metro Brisbane.



PLAN NAVIGATORS was set up in 2018 to assist people with disability and their families to take an increased level of control of their funding and services.



INCLUSION SOLUTIONS is a mentoring, training and consultancy organisation. Inclusion Solutions provides services and supports to local government, regional communities, sport and community clubs, corporate entities and individuals.

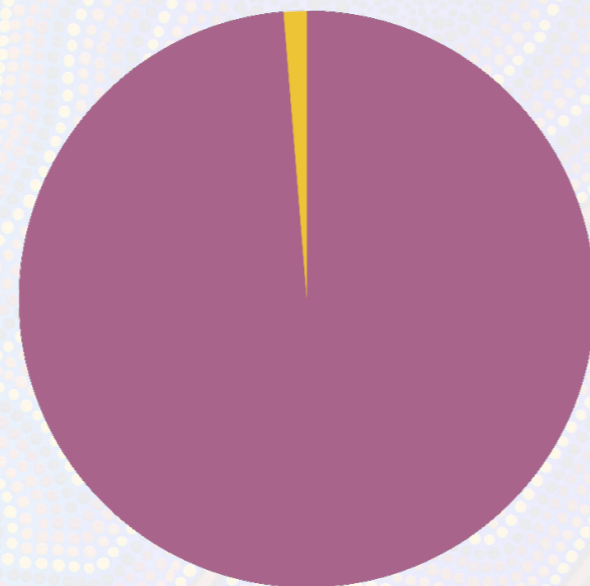
WE CURRENTLY EMPLOY 155 STAFF WITHIN THE PERTH METRO AREA AND FOUR STAFF MEMBERS IN QUEENSLAND

WE ARE AWARE OF 2 STAFF THAT IDENTIFY AS ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLE



We are based in Perth, Western Australia, with the majority of our work being within the Perth Metro area. We also work in regional areas of Western Australia and have recently commenced work in Brisbane.

We currently have five offices. They are located in Osborne Park (x 2), Joondalup, Cockburn and Midland. The majority of our staff work remotely, from home or in the community).



OUR RAP

We are developing a RAP because we are passionate about the social inclusion of all people and building inclusive communities. Our organisational vision is to ensure all people have the opportunity to live a good life and participate in a welcoming community. A RAP is an integral part of us working towards this vision.

We, as the Group, wish to see Aboriginal and Torres Strait Islander peoples continue to occupy valued roles within the community. We want Aboriginal and Torres Strait Islander peoples become recognised in the Australian constitution. We also seek to have a stronger and healthier community where all people are recognised

for their strengths and attributes.

Within the Group, we wish to build better connections and relationships with Aboriginal and Torres Strait Islander peoples. We will work towards continuing to find opportunities to engage, and develop meaningful relationships with Aboriginal and Torres Strait Islander peoples.

As an organisation focused on social inclusion, with a vision that all people feel welcomed, we have always worked in collaboration with Aboriginal and Torres Strait Islander communities, however, it has not been as purposeful as it could be.

Through the development and implementation of our RAP we are confident that we will be able to establish a framework that further supports and develops our relationships with Aboriginal and Torres Strait Islander communities, building on respectful relationships and provision of mutually beneficial opportunities.

‘WE ARE PASSIONATE ABOUT THE SOCIAL INCLUSION OF ALL PEOPLE AND BUILDING INCLUSIVE COMMUNITIES’



Beverley Egan
Murchison River, WA

RECONCILIATION ACTION PLAN ARTIST

Beverley Egan was born in Mullewa on the 21 August 1961. Beverley is a Yamatji woman and speaks the Wadjjarri language. She maintains very strong links with her country and traditional culture in the Murchison/Gascoyne Region and regularly returns for family events. Her cousin is Betty Egan and her niece is the well-known artist Loretta Egan.

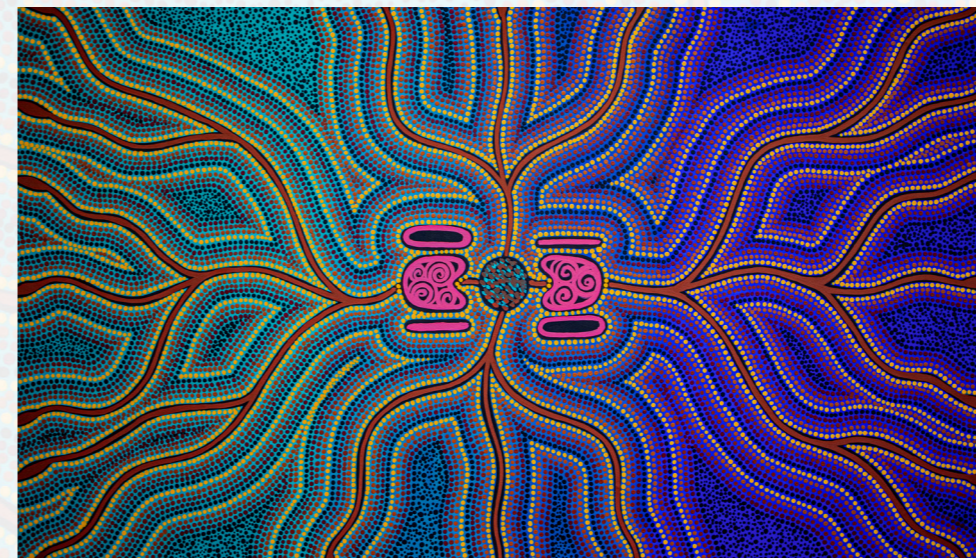
Beverley has lived most of her life in Perth with her husband (who is also Yamatji) and her two sons. She began painting five years ago when she was taught by her niece Loretta and has also worked with Bundi Arts, working with ceramic art cultures.

A well-respected artist, Beverley paints women's stories and stories from her family's country in the Murchison area and has exhibited with her mother and cousin

at the Perth Museum. Her work is held in many private collections.

Currently she is painting with acrylic on canvas for several different galleries.

Over the past few years, Beverley has worked to help several high profile West Australian companies with their Reconciliation Action Plans by hosting art workshops, team building events and exhibitions. Beverley has completed several large works which are currently displayed in foyers of companies such as RAC, Shell and Legal Aid to name a few. Though shy, she thoroughly enjoys sharing her stories with her peers and the public and hopes to translate her experiences effectively onto canvas.



WOMAN DIGGING FOR BUSH POTATO

Beverley Egan, 2021
Acrylic on Canvas
142 X 88 cm

The artwork depicts the woman's ceremony 'Yarla Jukurrpa' or Bush Potato Dreaming, when the Egan sisters get together with other women with their digging sticks in search of the Yarla (yam), where they pay homage to the spirit of the Bush Potato plant through song and dance cycles. Women perform the Corroboree ceremonies during this time. A Corroboree is a form of ritual carried out by Indigenous peoples across the continent.

During the ceremony, an interface between humanity and the Dreaming - a period which constitutes a major part of Indigenous belief - is created, via the use of singing, dancing, costume, and artistic expression. Events from the Dreaming - or Dreamtime - are re-enacted, and a strong spiritual bond between the people of this planet and the ecosystems which make up the planet itself, is formed.

The roots of the tree run deep and signify the bond shared between all Aboriginal people across Australia. The women who dig for the bush potato do so together with a shared common purpose. Everything produced is shared equally.

This dynamic work is a special collaboration between Bev and the Australian Inclusion Group. Bev's work highlights the importance of community, connection, and equality, values which are shared by our organisation. Bev spent time dreaming on inclusion and our work helping others to live a good life of their choosing before painting this work. We are delighted to present 'Woman Digging for Bush Potato' and wish to thank Bev for creating this piece and joining us on our reconciliation journey.

WE WILL IMPLEMENT THE RAP BY:

1

Ensuring that all of our staff and Board are involved with and integral to the process.

2

Establishing defined timelines that we will work towards.

3

Creating an internal RAP Working Group (RWG) which will help drive the process and hold us all to account. Each member of the RAP Working Group is committed to the reconciliation journey and will passionately champion the RAP initiatives within their respective organisations and business units.

4

The RAP Committee includes the Group CEO, who will be the RAP champion on our reconciliation journey throughout the Group and within the Executive team and Board.

OUR PARTNERSHIPS AND CURRENT ACTIVITIES:

Internally, we have implemented an Aboriginal and Torres Strait Islander Cultural Awareness Training module as part of our induction for all staff members.

This is a free online training module that forms part of our inductions and prompts the conversation about our commitment to reconciliation with all staff joining the organisation. Our senior leadership team has been working to include annual face-to-face Cultural Awareness Trainings, which can be included as a regular professional development opportunity for existing staff.

The Group has updated all staff email signatures to include an Acknowledgement of Country.

- All Australian Inclusion Group organisation websites contain an Acknowledgement of Country. Our leadership team is also consulting with members of local Aboriginal and Torres Strait Islander communities to include the language of the local Aboriginal and Torres Strait Islander peoples in our websites in the locations that we work in, e.g. Perth Metro area, Pilbara region, South West and Brisbane.

We have mandated that all meetings and internal events include an Acknowledgement of Country.

- We have ensured that all external events include a Welcome to Country where possible.

An Inclusive employment strategy is underway. We have worked in conjunction with National Disability Services (NDS), and undertaken the Aboriginal Employment Pathways workshop.

Last year, for Reconciliation Day, we ran a social media campaign that highlighted and shared Reconciliation Australia messages, resources and events.



RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. 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	Review in November 2021	CEO
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	May 2021	CEO
	• Build relationships with organisations or individuals within the Aboriginal and Torres Strait Islander communities within the areas in which we work. Continue this practice as we expand regionally and nationally	Review in November 2021	CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Build relationships through celebrating National Reconciliation Week (NRW)	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2021	RWG Chair, Marketing & Communications Officer
	• RAP Working Group members to participate in an external NRW event	27 May - 3 June 2021	RWG Chair
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May - 3 June 2021	RWG Chair, CEO
3. Promote reconciliation through our sphere of influence	• Communicate our commitment to reconciliation to all staff. This, in part, will occur via a whole of organisation RAP launch event	May 2021	RWG Chair, Marketing & Communications Officer
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey	December 2021	CEO, RWG Chair

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey 	Reiew in March 2022	CEO, RWG Chair
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> 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 	Review in March 2022 July 2021	CEO COO



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. Review Cultural Awareness training in all AIG staff inductions for new staff Develop an annual cultural awareness training calendar Conduct a review of cultural learning needs within our organisation 	May 2021 February 2022 November 2021 July 2021	RWG Chair Marketing and Communications Officer RWG Chair CEO, RWG Chair

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<ul style="list-style-type: none"> Creation of an educational resource on respectful language and practice 	June 2021	Marketing & Communications Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners and Custodians of the lands and waters within our organisations' operational area 	May 2021	CEO, RWG Chair
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols 	June 2021	Marketing and Communications Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week 	July 2021	RWG Chair, Marketing and Communications officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area 	June 2021	RWG Chair
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event 	First week in July, 2021	CEO, RWG Chair



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development

- Work with Aboriginal and Torres Strait Islander employment experts to review all recruitment practices to ensure that Aboriginal and Torres Strait Islander peoples have equal and equitable opportunity to gain employment within AIG entities

Review in March 2022

CEO

- Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities

August 2021

CEO, COO

- Collaborate with NDS to develop an Aboriginal and Torres Strait Islander employment strategy for AIG

Review in March 2022

CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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9. 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

May 2021

RWG, CEO

- Investigate Supply Nation membership

May 2021

Admin Officer

- Develop an internal Business Relationship Management document in order to track local Aboriginal and Torres Strait Islander supply and service businesses local to each office

June 2021

RWG Chair, Admin Officer



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

- Maintain a RWG to govern RAP implementation.

Review in October 2021

CEO

- Draft a Terms of Reference for the RWG

March 2021

CEO, RWG Chair

- Establish Aboriginal and Torres Strait Islander representation on the RWG.

June 2021

CEO, RWG Chair

11. Provide appropriate support for effective implementation of RAP commitments

- Define resource needs for RAP implementation.

June 2021

RWG Chair

- Engage senior leaders in the delivery of RAP commitments.

Review in October 2021

CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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- Define appropriate systems and capability to track, measure and report on RAP commitments.

May 2021

RWG Chair

12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally

- Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.

30 September 2021

RWG Chair

13. Continue our reconciliation journey by developing our next RAP

- Register via Reconciliation Australia's website to begin developing our next RAP

February 2022

RWG Chair

CONTACT DETAILS

NAME: Paul Fleay

POSITION: CEO Australian Inclusion Group

PHONE: 08 9201 8900

EMAIL: paul.fleay@inclusiongroup.org.au



RECONCILIATION
ACTION PLAN

REFLECT



Australian
Inclusion
Group