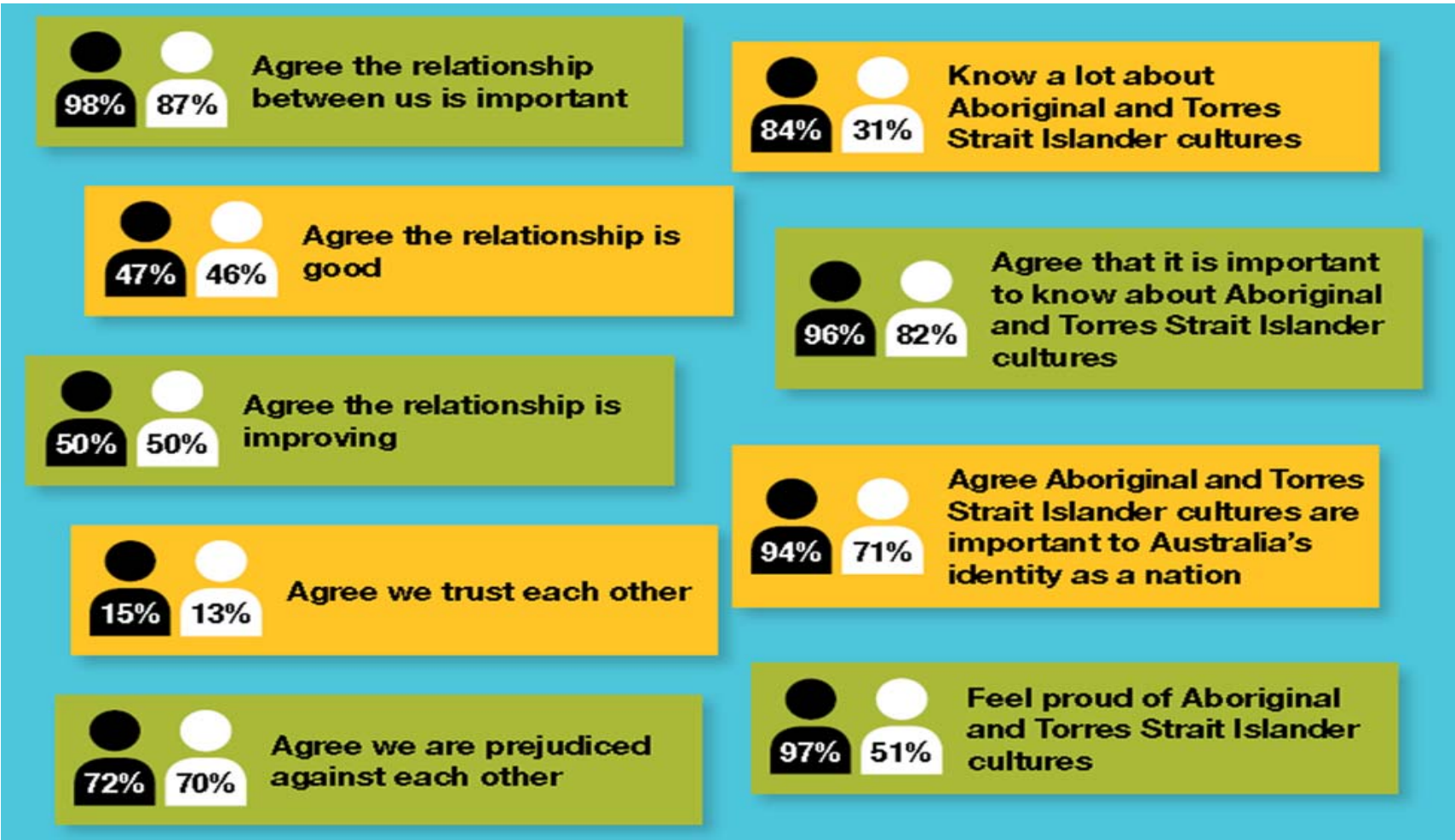




Reconciliation
A U S T R A L I A

**‘Creating the right internal culture to
attract and retain Aboriginal and
Torres Strait Islander employees
in a local government context’**

National Reconciliation Barometer 2012 finding



Why is Reconciliation important?

The social context and environment for change and progress is **not positive**

- **Trust** between Aboriginal and Torres Strait Islander peoples and other Australians is **extremely low**;
- Perceived **prejudice** towards Aboriginal and Torres Strait Islander people is **unacceptably high**;
- Our **knowledge and understanding** of Aboriginal and Torres Strait Islander people and culture is **poor** and most of us have a **deficit-based** view

These are **fundamental barriers** to Aboriginal and Torres Strait Islanders participating fully in the economic and social opportunities enjoyed by the wider community.

Efforts to 'close the gap' will **not succeed** in this environment.





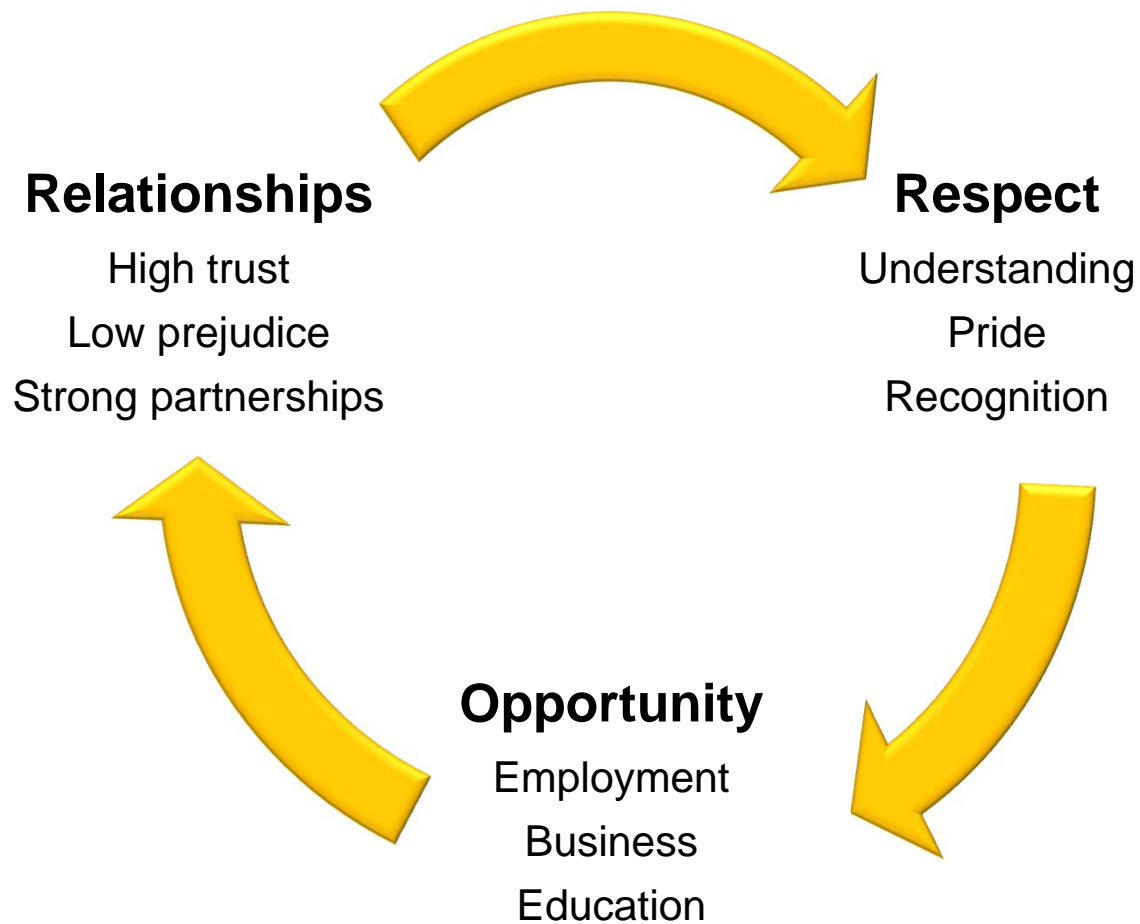
**Reconciliation is about changing
this context and laying the
foundations for faster progress**



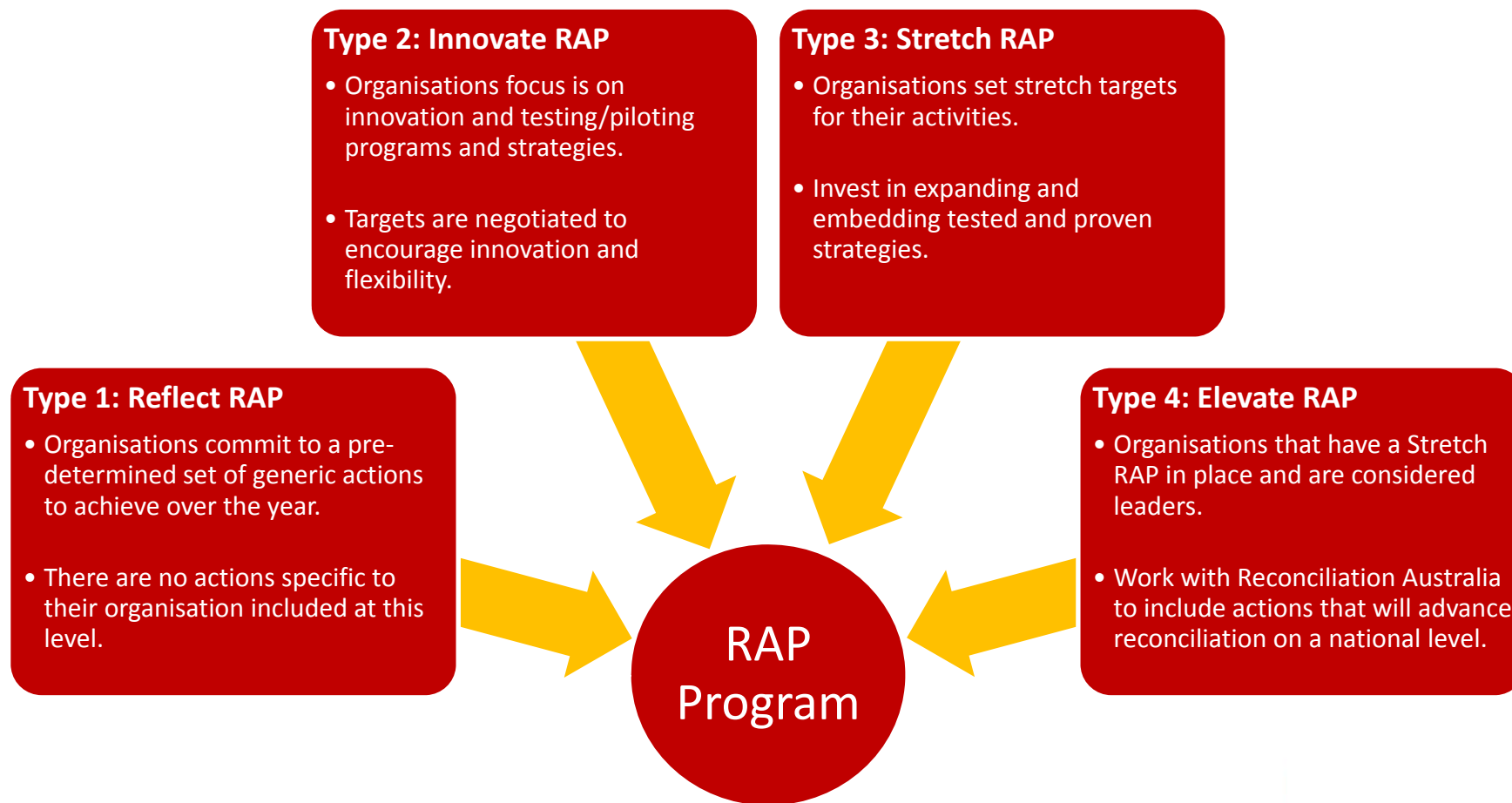
What is a Reconciliation Action Plan?



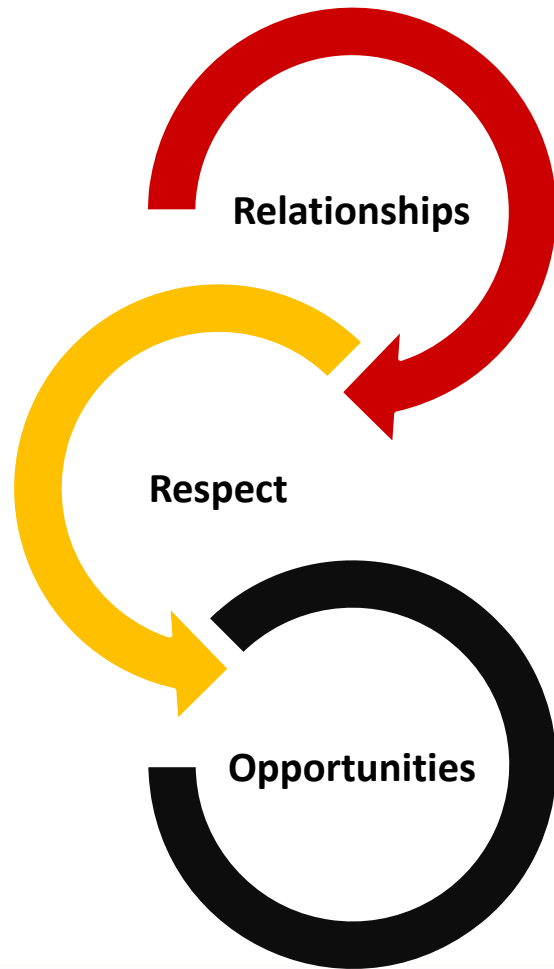
Our Approach: Relationship, Respect, Opportunity



The RISE RAP model: 4 types of RAPS



RAPs are driving social and economic change...



There are 500 organisations with RAPs with more than 2 million employees or students

Employment

25, 044 jobs pledged: 18, 972 filled

Indigenous Business

\$58 million spent with accredited Indigenous businesses

Education

\$14.7 million provided for education scholarships

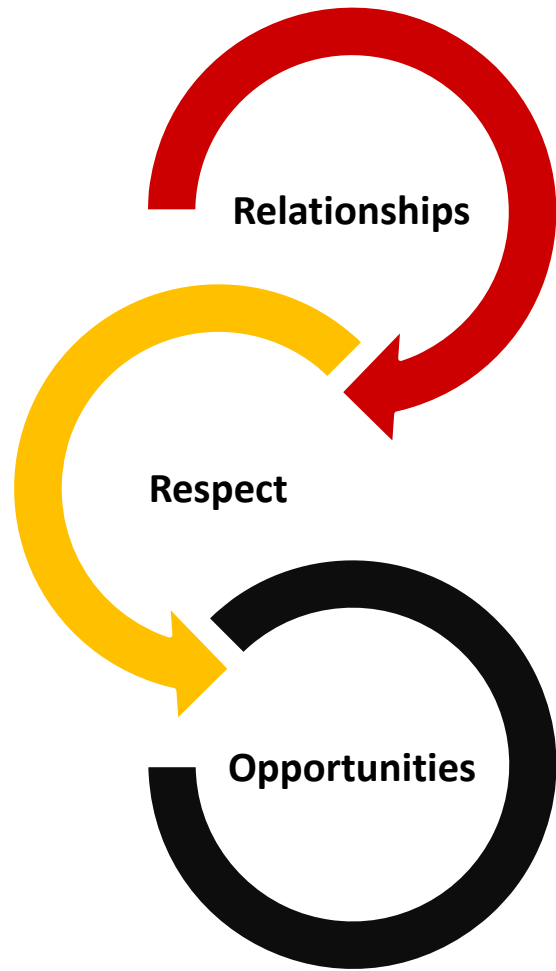
Pro-bono

\$15.1 million worth of services provided to Aboriginal and Torres Strait Islander organisations

Cultural competency

213, 446 employees will undertake cultural competency training

...and having a significant impact on attitudes and behaviour



People in RAP organisations...

Contact

...have more frequent contact with Indigenous people
(66 per cent vs. 41 per cent general population)

Pride

...feel prouder of Indigenous cultures
(77 per cent vs. 51 per cent general population)

Prejudice

...are less prejudiced
(9 per cent vs. 70 per cent general population)

Trust

...have higher levels of trust
(71 per cent vs. 13 per cent general population)

Putting RAP learnings into employment strategies

- The RAP program is changing workplace culture and attitudes.
- Influenced the Workplace Ready program, funded by the Australian Government:
 - Understanding the business case for Aboriginal and Torres Strait Islander employment;
 - Creating a socially inclusive workplace;
 - Recruiting effectively: what's your brand?, advertising, interviewing;
 - Retention strategies: Post employment on boarding, career and personal development;
 - Supplier diversity.




Putting RAP learnings into employment strategies


- The evidence shows that successful employment strategies are underpinned by a strong focus on:
 - **People:** assessing and addressing attitudes and behaviors in order to creating a more culturally and socially inclusive work environment.
 - **Policies and Processes:** reviewing Human Resource (HR) practices to be more inclusive of culturally diverse candidates; and
 - **Engagement:** building and embracing relationships with Aboriginal and Torres Strait Islander and non-Indigenous stakeholders, including staff, communities and external organisations in order to achieve greater outcomes and more effective and productive workplaces.




Changing attitudes and behaviours in the workplace

- Are senior managers involved in cascading consistent messages of how important it is to the business?
 - Is there regular internal communication that include success stories and celebrates good practice?
 - Are staff, contractors and others actively discouraged from using racial slurs or discrimination?
 - Does professional development include opportunities for employees to improve their cultural competence at all levels of the Council?
 - Are people managers supported to create a socially inclusive team?
 - Are there regular opportunities for Aboriginal and Torres Strait Islander staff to have conversations with their managers about the work environment?
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Reviewing policies and processes

- Are there policies and procedures to recruit, hire, and maintain a diverse and culturally competent workforce?
 - Have you reviewed the Council's policy and procedures to ensure they incorporate principles and practices that promote cultural diversity and cultural competence?
 - Does the recruitment process encourage Aboriginal and Torres Strait Islander peoples to apply?
 - Is racism/bullying addressed to create a safe environment at work?
 - Does your Council display posters, pictures and other materials that reflect the cultural diversity of your communities?
 - Does the Council evaluate how Aboriginal and Torres Strait Islander stakeholders view your Council and its services?
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Meaningful engagement with stakeholders

- Do Aboriginal and Torres Strait Islander/RAP working groups have opportunity to influence the business?
 - Do Aboriginal and Torres Strait Islander stakeholders participate in the planning, delivery, and evaluation of the organisation's core functions?
 - Are there mechanisms in place for consultations with Aboriginal and Torres Strait Islander organisations?
 - Do staff participate in local networks and events – NAIDOC Week & National Reconciliation Week etc?
 - Are links with local Aboriginal and Torres Strait Islander businesses developed and maintained?
 - Do your people engage with community organisations on projects that result in the reciprocal transfer of knowledge and skills?
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Local Governments with RAPs

Low, but growing take-up of RAPs

- 30 LGAs have a RAP (2.4 million people live in these LGAs)
- 23 LGAs have RAPs in development

LGA RAPs across Australia

- Most RAPs in Victoria
- Strong growth in Western Australia

Reconciliation Australia target

- 100 LGA RAPs by 2015



What have we learnt?

Fit with current practices/policies

- Annual RAP plans do not always fit well with current planning/strategy timeframes and documents
- Relationships between RAP and other plans/strategies unclear

Greater potential for actions in the community

- RAPs are structured for workplaces, not places – more can be done in the community

Focus is on Aboriginal and Torres Strait Islander community/employees

- Relatively little focus in LGA RAPs on engaging Non-Indigenous members of the community and workplace.

Improving the RAP framework for Local Government

Continued focus on the council as a workplace (140 000 employees)

- Local Government can be a major employer of Aboriginal and Torres Strait Islander people
- Local government can improve knowledge and understanding among its non-Indigenous employees

Looking beyond the council

- Local Government is best placed to influence community attitudes
- Renewed focus in the RAP on community actions

More flexibility on length of the RAP

- Potential for longer term RAPs (up to 4 years) that fit with council strategies
- Need to consider annual/mid-term review process



QUESTIONS

