



Reconciliation Action Plan

August 2017 - August 2020

Throughout this document, we use the terms Aboriginal and Torres Strait Islander and First Peoples to communicate our purpose, intention and actions.



© Copyright Maria Watson-Trudgett 2017

Collaboration

By Maria Watson-Trudgett

About the Artist

Maria is a Wiradjuri woman whose award winning contemporary Aboriginal paintings express her connections to country, family and culture. Maria's artworks are held in Australian and International collections and her work has been exhibited in New South Wales at venues including The Entrance Cultural Centre, Gosford Regional Gallery, Lane Cove Gallery, Outback Arts Gallery Coonamble and Parliament House NSW. Maria also uses her artworks to raise funds for organisations such as One Sight Australia and the Mary Mackillop Foundation. Funds raised have supported Indigenous education scholarships and Indigenous eye care in remote Australia.

About the cover

'Collaboration' was created by Maria Watson-Trudgett specifically for Positive Partnerships Reconciliation Action Plan. The painting represents a collaborative journey between Positive Partnerships and Aboriginal and Torres Strait Islander communities and addresses the themes of 'strong respectful relationships' and 'genuine opportunities' within the shared vision of supporting school-aged students on the autism spectrum.

Using colours and shapes, Maria's painting embodies strength, empowerment, pride, reconciliation, trust, positivity, inclusivity, cultural respect and the spirit of collaboration.

The orange colour represents meaningful relationships built on trust and understanding. Purple represents respect and the need to learn our First Peoples histories and culture by actively listening and working together. Green represents Positive Partnerships desire to create opportunities for Aboriginal and Torres Strait Islander communities and organisations.

The black centre circle symbol represents Positive Partnerships intent and focus on collaborating with Aboriginal and Torres Strait Islander communities, whilst the white symbols around the centre circle represent Positive Partnerships team actively committing to this vision. The outer black circles represent the physical locations of work undertaken by Positive Partnerships with Aboriginal and Torres Strait Islander communities.



our vision for reconciliation

Positive Partnerships believes in possibilities and what can be achieved by working together.

Our vision for reconciliation is a nation of strong communities built upon working alongside Aboriginal and Torres Strait Islander peoples, and based upon pride in Aboriginal and Torres Strait Islander cultures. We envisage an Australia where Aboriginal and Torres Strait Islander peoples are empowered to connect and work in collaboration with each other, and all Australians, to create opportunities that contribute positively to the future of First Australians.

We will continue to work alongside Aboriginal and Torres Strait Islander peoples of Australia to develop and strengthen approaches that:

- Improve educational outcomes of school-aged children on the autism spectrum
- Build relationships with people from diverse communities
- Respect the relationship between Land, People and Culture
- Create sustainable opportunities that support the future of Aboriginal and Torres Strait Islander peoples
- Inform and educate the community to reconcile the past and work toward a common future.





our business

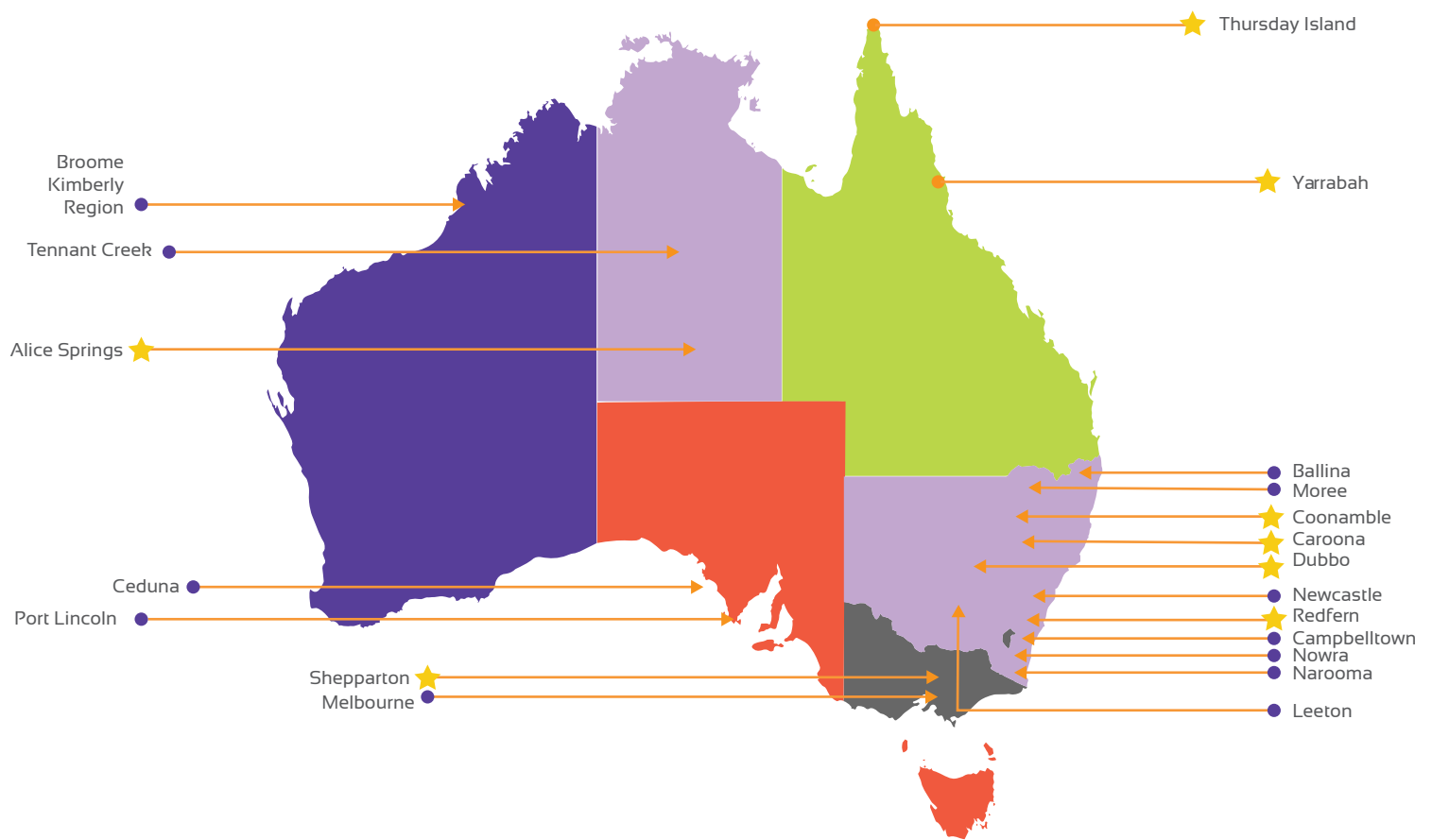
Positive Partnerships is a national project, funded by the Australian Government through the Department of Education and Training, with a goal to improve the educational outcomes of school-aged students on the autism spectrum. We are delivered by Autism Spectrum Australia (Aspect), Australia's largest service provider for people on the autism spectrum. Aspect provides a range of services including specialised school programs, diagnostic assessments, behaviour support, parent and family support, and adult programs.

Our whole purpose for being, our vision and our mission, centres on our belief in people. We work with schools, communities and families across Australia to deliver evidence-informed content and resources through workshops, webinars and through our website. We aim to foster productive partnerships in support of school-aged students on the spectrum, and we have a focus on working respectfully and collaboratively with people from all diverse communities.

Our RAP is an extension of the work we do with Aboriginal and Torres Strait Islander peoples, communities and organisations to help start and continue conversations about autism and disability, to open up new possibilities for students and to break down barriers surrounding the concept of disability. We do this through active listening so we can learn respectful and culturally appropriate ways of working in partnership with Aboriginal and Torres Strait Islander peoples. This includes a variety of workshop models, a dedicated webpage and a number of tools and resources that are embedded across all our programs.

We employ 31 people nationwide in a range of roles and have one full time Aboriginal staff member, as well as working closely with First Peoples Disability Network (FPDN) through a Memorandum of Understanding (MOU). Most of our people are itinerant, supported by staff located in an office in Sydney and Melbourne. We continue to take action to increase the opportunities available for Aboriginal and Torres Strait Islander employees within our project.





- ★ = Whole School and Community Programs
 ● = Get Together Workshops

This figure shows the towns and cities where we have worked, or are continuing to work, with Aboriginal and Torres Strait Islander peoples. People from many lands have joined us for gatherings at these locations, including parents and carers, organisations, service providers, school staff and extended family members.

The locations with yellow stars indicate where we have completed our Whole School and Community Programs, visiting up to 6 times to build capacity and understanding within these communities. These people, who have taught us so much about their rich and diverse cultures, continue to be the inspiration for our RAP. The locations with blue circles indicate where we have held Get Together Workshops for parents, family members, school staff and service providers.





our RAP

The Positive Partnerships Stretch RAP is about projecting our vision for reconciliation into future actions and accomplishments. It focuses on the advancement of our work with Aboriginal and Torres Strait Islander peoples.

We will continue to work with Aboriginal and Torres Strait Islander peoples, communities and organisations through our:

National Reference Group

The Reference group consists of Aboriginal and Torres Strait Islander representatives from key organisations and services across Australia. The group provides ongoing support and mentoring to the Positive Partnerships team regarding Aboriginal and Torres Strait Islander current issues for Aboriginal and Torres Strait Islander approaches and cultural understandings. It consists of the following members:

- **June Riemer** – Deputy Director, First Peoples Disability Network
- **Geraldine Atkinson** – President of Victorian Aboriginal Education Association Inc.
- **Tammy Anderson** – Principal of Briar Road Public School, Airds
- **Myree Sam** – Education Officer, Indigenous Education, Catholic Education Services, Cairns
- **Harry Miller** – Elder, Port Lincoln
- **Steven Hooke** – Principal, The Oaks Public School, The Oaks
- **Donna-Maree Towney** – Project Officer, Indigenous Allied Health Australia
- **Paul Calcott** – National Projects Manager, First Peoples Disability Network

Memorandum of Understanding (MOU) with First Peoples Disability Network

- A representative from First Peoples Disability Network accompanies Positive Partnerships team members to all community Get Togethers as an independent evaluator. Evaluations are used to guide and inform workshop structures, content and delivery.
- Provide mentoring and support to Positive Partnerships team members around cultural considerations, cultural appropriateness and protocols.
- Provide feedback and input into the development and review of all content, materials and resources relating to the Aboriginal and Torres Strait Islander programs.

Partnership project with First Peoples Disability Network

- We have a Memorandum of Understanding (MOU) with First Peoples Disability Network to deliver joint trial workshops combining Positive Partnerships content and National Disability Insurance Scheme (NDIS) information.
- These trials are taking place in 2017 in Moree and Murray Bridge. They utilise a new Positive Partnership resource combining our storyboard into a storybook to further support families to understand and embrace the NDIS initiative.



Aboriginal and Torres Strait Islander specific content development

- Content, resources, material and templates have been redeveloped in partnership with Aboriginal and Torres Strait Islander communities. The new material is culturally respectful, relevant and meaningful to Aboriginal and Torres Strait Islander communities. It is based on Aboriginal and Torres Strait Islander pedagogy and therefore uses narrative and storytelling to form the basis of all information.
- The development of content is an ongoing process. All content is reviewed by our national reference group members and representatives from First Peoples Disability Network.

Get Togethers

- Positive Partnerships deliver Get Togethers in a range of locations across Australia. These Get Togethers are safe, relaxed and culturally respectful gatherings for families, school support staff and community services. The Get Togethers bring people together to discuss and plan the most appropriate ways in which children can be supported. The Get Togethers provide information, resources and links to services.
- In every community across Australia we will engage a Key Aboriginal and Torres Strait Islander contact for 10 days pre, during and post workshops. Their role is to contribute to a community profile, connect, engage and promote the workshops within the local community, participate in the workshop and to continue to support the group in action plans, post workshop.

- Get Togethers are now two (2) day programs with an average of 3 – 4 weeks in between visits. The second day has a focus on the home school partnership and builds the capacity of the local community to embrace, embed and continue to use the Positive Partnerships tools, learnings and information.

Whole School and Community Programs

- To date, Positive Partnerships has delivered eight (8) Whole School and Community programs across Australia. We will continue to roll out a further 4 Whole School programs between 2017 and 2018. Whole School programs involve school consultation meetings to discuss workshop content followed by a six step program where our team return to the community up to 5 times over 3 months.
- The program sees the school form a team of facilitators who then deliver their own parent/ community workshop with the support of a Positive Partnerships Team Leader.

Cultural awareness training

- All Positive Partnerships team members will have completed cultural awareness training by the end of 2017. This requirement is included in the induction process for new staff members. This ensures that the Positive Partnerships team's knowledge and skills are reflective of the cultural understandings identified in our RAP.



Protocols for Welcome to Country and Acknowledgement of Country

- Consistent protocols for both acknowledging and welcoming participants to Positive Partnerships workshops and events are adhered to across all states and territories in Australia. This consistent approach ensures that all Positive Partnerships team members share a common understanding and appreciation of Aboriginal and Torres Strait Islander values and protocols.

Training for Aboriginal and Torres Strait Islander students undertaking an education degree at Western Sydney University

- Positive Partnerships delivers training to Aboriginal and Torres Strait Islander students at Western Sydney University. Our Aboriginal and Torres Strait Islander content, material and resources are utilised for this training. This content is recognised by the university as reputable and relevant learning for students entering the school system in the near future. Students are introduced to the Positive Partnerships strategies, approaches and tools as part of their regular Bachelor of Education degree.

Celebrations of Sorry Day, National Reconciliation Week and NAIDOC Week

- Positive Partnerships acknowledges and celebrates Aboriginal and Torres Strait Islander events across Australia. Celebrations are planned internally but we also attend Aboriginal and Torres Strait Islander community and organisation celebrations where possible.

- This Stretch RAP will ensure that we stay focused on our goals to build relationships, show respect and create opportunities with Aboriginal and Torres Strait Islander peoples, communities and organisations. It will help us to build on our past by advancing the ways of working within our team, with our partners and suppliers and with our customers. We will use this Stretch RAP to help us measure how well we are doing.
- This RAP is at the heart of our team's purpose to act on our belief in people. Positive Partnerships RAP Working Group developed this Stretch RAP in consultation with Reconciliation Australia, our National Reference Group and mentors. The team members involved in our RAP Working Group are:

Michelle Bates - Aboriginal and Torres Strait Islander Projects Officer

Maria Watson-Trudgett (Wiradjuri woman) - Team Leader, Aboriginal and Torres Strait Islander Family and Community Programs

Jacqui Borland - National Director

Laura Boyle - Team Leader

Lee Casuscelli - National Manager

Chris Champion - National Manager

Renee Christie - Team Leader, Aboriginal and Torres Strait Islander School Programs

Suzanne Donnelly - National Parent Carer Coordinator

Rachael Dillon - Team Leader, Online Learning

Emma Dresens - National Coordinator, Diverse Community Programs

Hayley Robbins - Marketing and Communications Consultant

Angela Smith - Administration Officer

The RAP Champions for Positive Partnerships are **Renee Christie** and **Maria Watson-Trudgett**.





relationships

Positive Partnerships is all about relationships. In terms of our vision for reconciliation, we know that meaningful relationships, built on trust and understanding, are crucial to reconciliation. Positive Partnerships will build upon and further enhance its' relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.

Focus area:

The creation of strong, positive relationships with key Aboriginal and Torres Strait Islander organisations such as First Peoples Disability Network will extend the reach of Positive Partnerships nationally. Relationships will underpin our practice which will ensure that we are both culturally appropriate and respectful.

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	• Oversee the development, endorsement and launch of the RAP	Sept 2017	Rachael Dillon (Team Leader)
	• Ensure there are Aboriginal and Torres Strait Islander peoples on the RWG	Aug 2017	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	• Meet at least four times per year to monitor and report on RAP implementation	Aug, Nov, Feb, May 2017- 2020	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	• Appoint internal RAP Champion(s) from senior management	Aug 2017	Lee Casuscelli (National Manager)
	• Establish a Terms of Reference for the RWG	Dec 2017	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	• Develop and distribute an expression of interest to join the RWG to new Aboriginal and Torres Strait Islander staff members as they join our organisation	Report Dec 2017, 2018 and 2019	Maria Watson-Trudgett (Team Leader - Aboriginal and Torres Strait Islander Family and Community Programs) Michelle Bates (Aboriginal and Torres Strait Islander Projects Officer)
2. Maintain and strengthen our National Reference Group, to provide cultural guidance to our RAP Working Group	• RWG representatives to meet with our National Reference Group 2 times per year	Sept 2017, March, Sept 2018, 2019 and 2020	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	• Increase the membership of our National Reference Group across all states and territories by inviting and gaining new members	Report Dec 2017, 2018, 2019	Maria Watson-Trudgett (Aboriginal and Torres Strait Islander Family and Community Programs)





relationships

Action	Deliverable	Timeline	Responsibility
3. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	• Organise 2 internal NRW events each year	May 2018, 2019 and 2020	Angela Smith (Administration Coordinator) and Maria Watson-Trudgett (Team Leader, Aboriginal and Torres Strait Islander Family and Community Programs)
	• Register all NRW events via Reconciliation Australia's NRW website	May 2018, 2019 and 2020	Rachael Dillon (Team Leader)
	• Ensure our RAP Working Group participates in 2 external NRW events each year	May 2018, 2019 and 2020	Hayley Robbins (Marketing and Communications Consultant) and Maria Watson-Trudgett (Team Leader, Aboriginal and Torres Strait Islander Family and Community Programs)
	• Ensure 13 staff (50%) participate in external events to recognise and celebrate NRW	May 2018, 2019 and 2020	Suzanne Donnelly (National Parent Carer Coordinator) and Maria Watson-Trudgett (Team Leader, Aboriginal and Torres Strait Islander Family and Community Programs)
	• Download and circulate Reconciliation Australia's NRW resources to staff	May 2018, 2019 and 2010	Hayley Robbins (Marketing and Communications Consultant) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	• Host an Aboriginal and Torres Strait Islander guest speaker at 2 of the NRW events	May 2018, 2019 and 2020	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs) and Angela Smith (Administration Coordinator)
4. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	• Establish 4 formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities relevant to our sphere of influence	Reporting Dec 2017, 2018, 2019	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	• Commit to developing further formal two-way partnerships with key Aboriginal and Torres Strait Islander organisations and/or communities	Report Dec 2017, 2018, 2019	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	• Maintain a formal two-way partnership with First Peoples Disability Network to guide and inform the cultural appropriateness of all our content, workshops and resources	Report Dec 2017, 2018, 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)



Action	Deliverable	Timeline	Responsibility
5. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> Communicate our RAP to all internal stakeholders by holding a webinar to discuss actions for all Team Leaders 	Oct2017	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	<ul style="list-style-type: none"> Promote reconciliation through ongoing active engagement with all stakeholders by including this in all workshops 	Oct 2017	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	<ul style="list-style-type: none"> Engage our senior leaders in the delivery of RAP outcomes 	Report Dec 2017, 2018, 2019	Jacqui Borland (National Director)
	<ul style="list-style-type: none"> Develop and promote a Photo story to demonstrate the intention behind our RAP and how it is being implemented in our organisation 	Dec 2017	Hayley Robbins (Marketing and Communications Consultant) and Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	<ul style="list-style-type: none"> Promote our RAP and our reconciliation achievements on our social media pages on a quarterly basis 	Sept, Dec, March, June 2017-2020	Hayley Robbins (Marketing and Communications Consultant)
	<ul style="list-style-type: none"> Connect with 1 Elevate RAP partner and 1 other Stretch RAP organisation in our sector to share learnings and to gain support for our RAP 	Dec 2018	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	<ul style="list-style-type: none"> Provide guidance and support to Autism Spectrum Australia (Aspect) in the development of their Innovate RAP 	Reporting Dec 2017, 2018, 2019	Jacqui Borland (National Director) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
6. Investigate opportunities to promote our RAP and reconciliation commitments during workshops	<ul style="list-style-type: none"> Include a copy of our RAP in workshop kits 	Nov 2017	Suzanne Donnelly (National Parent Carer Coordinator)
	<ul style="list-style-type: none"> Include a slide about our RAP and our reconciliation commitments in all workshops 	Oct 2017	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	<ul style="list-style-type: none"> Promote the Narragunnawali: Reconciliation in Schools and Early Learning program during our workshops 	Report Dec 2017, 2018, 2019	Maggie Fielding (National Coordinator, Professional Learning)
7. Strengthen our relationship with Traditional Owners	<ul style="list-style-type: none"> Review guidelines for respectful engagement with Traditional Owners, especially those in the regions where we provide workshops and share with internal stakeholders 	June 2018	Emma Dresens (National Coordinator, Diverse Community Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	<ul style="list-style-type: none"> Invite local Traditional Owners to the events and workshops we host 	Report Dec 2017, 2018, 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)





respect

At Positive Partnerships, we want to do quality work by providing culturally appropriate services. We will improve our knowledge by listening and working with Aboriginal and Torres Strait Islander peoples to learn and understand more about their histories and cultures.

Focus area:

Positive Partnerships will meet and exceed where possible our contract through the delivery of high quality, culturally appropriate workshops, resources and materials specifically developed for Aboriginal and Torres Strait Islander communities. All experiences will be developed in partnership with Aboriginal and Torres Strait Islander communities and plans will be informed by a national group of Key Aboriginal and Torres Strait Islander decision makers (National Reference Group).

Action	Deliverable	Timeline	Responsibility
1. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	• Develop, implement and review an Aboriginal and Torres Strait Islander cultural awareness training strategy document for our staff. This document will define continuous cultural learning needs of employees in all areas of our business and consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion)	Dec 2018	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	• 100 % staff to undertake online cultural learning activities	Dec 2018	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	• 100% staff to undertake face to face cultural workshop learning activities	Dec 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	• 100 % staff to undertake cultural immersion learning activities	Dec 2019	Emma Dresens (National Coordinator, Diverse Community Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	• Conduct an audit of all staff members' cultural capabilities to determine cultural learning needs	Aug 2017	Michelle Bates (Aboriginal and Torres Strait Islander Program Officer)
	• Promote and communicate the Reconciliation Australia Share Our Pride online tool to all staff	May 2018, 2019, 2020	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	• Survey new staff upon joining our organisation to assess their level of cultural awareness and to determine what cultural learning opportunities are needed	Report Dec 2017, 2018, 2019	Lee Casuscelli (National Manager)
	• Ensure new staff members undergo cultural awareness training within 6 months of induction if required	Report Dec 2017, 2018, 2019	Lee Casuscelli (National Manager)



Action	Deliverable	Timeline	Responsibility
2. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols such as Welcome to Country and Acknowledgement of Country to ensure there is a shared meaning	<ul style="list-style-type: none"> Review and communicate our cultural protocol document for Welcome to Country and Acknowledgement of Country 	Aug 2017	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs) and Emma Dresens (National Coordinator, Diverse Community Programs)
	<ul style="list-style-type: none"> Invite a local Traditional Owner to provide a Welcome to Country at 2 significant events each year, including Reference Group Meeting 	Report Dec 2017, 2018, 2019	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
	<ul style="list-style-type: none"> Include an Acknowledgement of Country at the commencement of internal face to face meetings 	Report Dec 2017, 2018, 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	<ul style="list-style-type: none"> Create and display Acknowledgment of Country plaques in 2 of our offices 	October 2017	Chris Champion (National Manager)
	<ul style="list-style-type: none"> Review our cultural protocol matrix (a one page document available to facilitators that provides information to help them know how to best support Aboriginal and Torres Strait Islander workshop participants) 	Dec 2017	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs) and Emma Dresens (National Coordinator, Diverse Community Programs)
	<ul style="list-style-type: none"> Deliver an Acknowledgement of Country at all workshops 	Report Dec 2017, 2018, 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	<ul style="list-style-type: none"> Develop and publish an Acknowledgement of Country on our website 	Aug 2017	Chris Champion (National Manager)
3. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week 	July 2017, 2018, 2019	Lee Casuscelli (National Manager)
	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in community NAIDOC Week events 	July 2017, 2018, 2019	Lee Casuscelli (National Manager)
	<ul style="list-style-type: none"> Support all staff to participate in NAIDOC Week events in the local community 	July 2017, 2018, 2019	Michelle Bates (Aboriginal and Torres Strait Islander Program Officer)
	<ul style="list-style-type: none"> In consultation with Aboriginal and Torres Strait Islander peoples, hold an internal or public NAIDOC Week event 	July 2017, 2018, 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)





respect

Action	Deliverable	Timeline	Responsibility
4. Provide opportunities for all staff to participate in informal cultural learning activities	<ul style="list-style-type: none"> • Issue all new staff with the 'Working and Walking Together' book, developed by SNAICC • Include a cultural learning opportunity during at least one face to face event • Encourage our workshop delivery team to visit a cultural centre or site in the region where we are delivering a workshop and provide a platform for the team to share this experience with all staff 	<p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p>	<p>Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p> <p>Lee Casuscelli (National Manager)</p> <p>Suzanne Donnelly (National Parent Carer Coordinator) and Maggie Fielding (National Coordinator, Professional Learning)</p>
5. Strengthen the cultural safety of our organisation	<ul style="list-style-type: none"> • Expand our image library so that Aboriginal and Torres Strait Islander peoples are represented on our website and in our promotional material • Promote Aboriginal and Torres Strait Islander dates of significance on our social media • Effectively utilise consultation with and feedback from our National Reference Group to improve the cultural safety of our organisation • Develop a strategy for engaging with Aboriginal and Torres Strait Islander media to promote our services to Aboriginal and Torres Strait Islander families • Evaluate appropriate terminology when making reference to Aboriginal and Torres Strait Islander peoples and embed learnings from this assessment into our cultural protocol document • Review and update internal and external publications to ensure they reflect culturally appropriate language 	<p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p>	<p>Hayley Robbins (Marketing and Communications Consultant)</p> <p>Hayley Robbins (Marketing and Communications Consultant)</p> <p>Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)</p> <p>Hayley Robbins (Marketing and Communications Consultant)</p> <p>Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p> <p>Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)</p>





opportunities

Our belief in people underpins our desire to create opportunities for Aboriginal and Torres Strait Islander peoples, communities and organisations. We will promote inclusive and supportive opportunities for our client base, our staff and our partners to the benefit of all Australians.

Focus area:

Positive Partnerships will create new opportunities to learn with and from Aboriginal and Torres Strait Islander communities so that we can be knowledge leaders. Our experiences of working with Aboriginal and Torres Strait Islander organisations, communities, schools and services will create awareness and build understanding and sensitivity both within our team and with our partners and stakeholders.

Action	Deliverable	Timeline	Responsibility
1. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	• Increase Aboriginal and Torres Strait Islander employment to 3 casual contracts per year through our facilitation and community contact roles	Report Dec 2018, 2019, 2020	Lee Casuscelli (National Manager)
	• Increase Aboriginal and Torres Strait Islander employment by one FTE position to support our collaboration with the Autism Cooperative Research Centre (CRC)	Report Dec 2017, 2018, 2019	Lee Casuscelli (National Manager) and Jacqui Borland (National Director)
	• Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy	Report Dec 2017, 2018, 2019	Lee Casuscelli (National Manager) and Jacqui Borland (National Director)
	• Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	Report Dec 2017, 2018, 2019	Lee Casuscelli (National Manager) and Jacqui Borland (National Director)
	• Advertise all vacancies in Aboriginal and Torres Strait Islander media	Report Dec 2017, 2018, 2019	Lee Casuscelli (National Manager) and Jacqui Borland (National Director)
	• Consult our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities, professional learning needs and expectations	Reporting Dec 2017, 2018, 2019	Lee Casuscelli (National Manager) and Jacqui Borland (National Director)
	• Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace	Reporting Dec 2017, 2018, 2019	Lee Casuscelli (National Manager) and Jacqui Borland (National Director)
	• Consult with Aspect HR to ensure appropriate wording in all job advertisements, 'Aboriginal and Torres Strait Islander Peoples are encouraged to apply'.	Reporting Dec 2017, 2018, 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	• Maintain a full-time identified position for an Aboriginal and Torres Strait Islander Programs Officer	Reporting Dec 2017, 2018, 2019	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)





opportunities

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Investigate opportunities to employ Aboriginal and Torres Strait Islander peoples as casual delivery team facilitators and in local Key Aboriginal Community Contact roles (ACC) Provide resources to enable an Aboriginal Research Officer to be employed by the Autism CRC for our collaborative research initiatives 	Reporting Dec 2017, 2018, 2019	Jacqui Borland (National Director)
2. Explore opportunities to support the retention of Aboriginal and Torres Strait Islander employees within our organisation	<ul style="list-style-type: none"> Provide ongoing mentoring and support to Aboriginal and Torres Strait Islander staff Ensure managers and supervisors of Aboriginal and Torres Strait Islander staff have completed cultural awareness training Develop a strategy for ensuring opportunities exist in our organisation for the Aboriginal and Torres Strait Islander Programs Officer to remain a staff member for as long as the Project continues to be funded by government 	Reporting Dec 2017, 2018, 2019 Reporting Dec 2017, 2018, 2019 Reporting Dec 2017, 2018, 2019	Jacqui Borland (National Director) and Lee Casuscelli (National Manager) Lee Casuscelli (National Manager) and Jacqui Borland (National Director) Lee Casuscelli (National Manager) and Jacqui Borland (National Director)
3. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy that includes: <ul style="list-style-type: none"> becoming a Supply Nation member targets for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses the development of a minimum [6] commercial relationships with Aboriginal and Torres Strait Islander businesses upskilling of staff in the use of the Supply Nation website the development of a list of Supply Nation suppliers whose products and services align with Positive Partnerships' core business develop contextual business cases on the benefits of Supply Nation for Aboriginal and Torres Strait Islander businesses and suppliers we engage with through our programs 	Report Dec 2017, 2018, 2019 Aug 2017 Dec 2017 Dec 2017 Aug 2019 Dec 2018 Dec 2018	Chris Champion (National Manager)



Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Continue to meet our Positive Partnerships Indigenous Participation Plan 2017 targets at the contract-based level: <ul style="list-style-type: none"> - 3% of Aspect's full time equivalent Australian-based workforce deployed on the contracted project must be Indigenous Australians over the Initial Term; and - 1% of the value of the work performed under the Contract will be subcontracted to Indigenous enterprises over the Initial Term 	Report Dec 2017, 2018, 2019	Chris Champion (National Manager)
4. Develop projects in partnership with Aboriginal and Torres Strait Islander families to provide an opportunity for their perspectives to be heard	<ul style="list-style-type: none"> Produce and promote a book of 'Voices of Aboriginal and Torres Strait Islander Mothers' as a resource for other mothers experiencing a similar journey with the intention of making them feel less alone 	Dec 2018	Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
	<ul style="list-style-type: none"> Produce and promote a podcast of Aboriginal and Torres Strait Islander mothers' perspectives as a resource for other mothers experiencing a similar journey with the intention of making them feel less alone 	Dec 2018	Hayley Robbins (Marketing and Communications Consultant)
	<ul style="list-style-type: none"> Achieve an audience of 400 plays of the podcast and an audience of 400 downloads of our eBook 	Report Dec 2018, 2019	Hayley Robbins (Marketing and Communications Consultant) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)
5. Collaborate with First Peoples Disability Network on mutually beneficial projects	<ul style="list-style-type: none"> Collaborate and deliver 3 pilot workshops in partnership with First Peoples Disability Network 	June 2018	Suzanne Donnelly (National Parent Carer Coordinator)
	<ul style="list-style-type: none"> Investigate opportunities for our staff to travel alongside First Peoples Disability Network to build mutual capacity and to deepen our understanding of their work through our workshop preparation and planning phase 	Report Dec 2017, 2018, 2019	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) and Michelle Bates (Aboriginal and Torres Strait Islander Project Officer)
	<ul style="list-style-type: none"> Collaborate with First Peoples Disability Network to produce and present a paper at Asia Pacific Autism Conference (APAC) 	Aug 2017	Lee Casuscelli (National Manager)
	<ul style="list-style-type: none"> Collaborate with First Peoples Disability Network to produce and present a paper and the Secretariat of National Aboriginal and Islander Child Care (SNAICC) National Conference 	Sept 2017	Rachael Dillon (Team Leader) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)





opportunities

Action	Deliverable	Timeline	Responsibility
6. Investigate opportunities to ensure our workshops are developed and delivered in a culturally appropriate manner	<ul style="list-style-type: none"> • Ensure our workshop delivery team consults the local land council of the region we are operating in as part of their pre-workshop preparations during the consultation and planning phase • Develop and explore an approach that supports Aboriginal and Torres Strait Islander staff members to participate as team members in the workshop program when delivering to communities • Ensure the development of our resources for Aboriginal and Torres Strait Islander peoples is informed by ongoing research and is guided by Aboriginal and Torres Strait Islander stakeholders • Through consultation we will continue to embed Aboriginal and Torres Strait Islander approaches and ways of thinking into our workshops to ensure they are culturally sensitive 	<p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p> <p>Report Dec 2017, 2018, 2019</p>	<p>Renee Christie (Team Leader Aboriginal and Torres Strait Islander Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p> <p>Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p> <p>Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p> <p>Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) and Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p>
7. Increase awareness of our programs and services amongst Aboriginal and Torres Strait Islander communities and stakeholders	<ul style="list-style-type: none"> • Investigate opportunities to recruit an Aboriginal and Torres Strait Islander person as an ambassador of our organisation • Investigate opportunities to extend our reach to Aboriginal and Torres Strait Islander organisations • Develop internal strategies to improve awareness of our programs and services for Aboriginal and Torres Strait Islander organisations 	<p>June 2018</p> <p>Report Dec 2017, 2018, 2019</p> <p>June 2018</p>	<p>Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p> <p>Maria Watson-Trudgett (Team Leader Aboriginal and Torres Strait Islander Family and Community Programs)</p> <p>Hayley Robbins (Marketing and Communications Consultant)</p>





tracking progress & reporting

Action	Deliverable	Timeline	Responsibility
1. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually Investigate participating in the RAP Barometer 	Sept 2017, 2018, 2019 May 2018, 2020	Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) and Lee Casuscelli (National Manager)
2. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> Develop and implement systems and capability needs to track, measure and report on RAP activities Publically report on our RAP achievements, challenges and learnings in our annual report Provide regular updates to staff on RAP progress through a monthly email Ensure our RAP progress is a standing agenda item at all staff meetings Report on our RAP progress to Aspect every six months Report on our RAP Progress to our Reference Group on a regular basis 	Sept 2017, 2018, 2019 Dec 2017, 2018, 2019 Report Dec 2017, 2018, 2019 Report Dec 2017, 2018, 2019 Report Dec 2017, 2018, 2019 Report Dec, 2017, 2018, 2019	Lee Casuscelli (National Manager) Lee Casuscelli (National Manager) and Jacqui Borland (National Director) Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs) Jacqui Borland (National Director) Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)
3. Review, refresh and update RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements Send draft RAP to Reconciliation Australia for formal feedback and endorsement 	Jan 2020 May 2020	Lee Casuscelli (National Manager) and Renee Christie (Team Leader Aboriginal and Torres Strait Islander School Programs)



the “respect” symbol



This symbol uses both Positive Partnerships and Reconciliation Australia’s colours to emphasise the partnership between Reconciliation Australia and Positive Partnerships.



This symbol represents our respect for the knowledge and culture that exists within Aboriginal and Torres Strait Islander communities.



This symbol design uses only Reconciliation Australia’s colours and is a gift to Reconciliation Australia.

Contact

Name: RAP Enquiries

Phone: 1300 881 971

Email: positivepartnerships@autismspectrum.org.au

www.positivepartnerships.com.au