

WORLD VISION AUSTRALIA

# RECONCILIATION ACTION PLAN

## 2016-2018



SAFINA STEWART  
2014



# ACKNOWLEDGMENT

In the spirit of reconciliation, World Vision works with many Aboriginal and Torres Strait Islander communities across Australia. We pay respects to the Elders past, present and future and recognise their strengths, knowledge and right to determine their own futures. We acknowledge the land on which World Vision's offices are located is the traditional country of the:

- Woiwurrung Wurundjeri people, in Melbourne;
- Turrbal and Jagera people, in Brisbane;
- Gadigal people, in Sydney;
- Noongar people, in Perth;
- Kaurna people, in Adelaide;
- Ngunnawal people, in Canberra;
- Arrernte people, in Alice Springs;
- Nyiyaparli traditional owners and Martu custodians, in Newman; and
- Nyigina people, in Derby.



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Reconciliation Australia has worked closely with World Vision Australia to realise our vision for reconciliation, helping us on our journey to create social change for Aboriginal and Torres Strait Islander Australians.



# MESSAGE FROM TIM COSTELLO

CHIEF EXECUTIVE OFFICER

Reconciliation starts with every Australian, and every Australian organisation.

In an unreconciled Australia we cannot adequately address racism and inequality. We cannot adequately deal with intergenerational trauma. We cannot create a culture of dignity and respect. Without true reconciliation, young minds and hearts cannot naturally flourish and realise their potential.

That is why if we are to create real and lasting change for Aboriginal and Torres Strait Islander Australians we each must change the script.

World Vision believes that supporting Australians on a journey of reconciliation is essential to wellbeing and all Australian children enjoying the fullness of life.

Throughout the last year we made significant steps in our reconciliation journey.

And the publication of our new *Reconciliation Action Plan (RAP) for 2016-2018* marks the next stage: we have set more ambitious targets, but because we know we can't do it alone, we are also aiming for a more collaborative approach right from the start.

This has meant listening to our employees from right across the organisation. It has meant looking to our partners and learning from their stories of inspiration and positive change.

In the coming two years we hope to reach out to one million Australians to raise awareness of the reconciliation movement.

To do this we will continue to engage Australians in the reconciliation movement and our work directly with Aboriginal and Torres Strait Islander Australians through connections with our staff and supporters, including corporates, churches and schools. For example, we are teaming up with educators and Reconciliation Australia to deliver an educational resource for schools across the country. The publication, in our widely-used *Get Connected* series, will highlight key issues facing Aboriginal and Torres Strait Islander Australians, including reconciliation and constitutional recognition.

Within World Vision, we will continue to embed our Aboriginal and Torres Strait Islander Employment Strategy, which is focussed on attracting, developing and retaining Aboriginal and Torres Strait Islander staff in order to live out our commitment to reconciliation. We will also seek to increase representation and opportunity with Aboriginal and Torres Strait Islander suppliers.



In a busy internal environment, we also hope to further engage our employees on reconciliation issues. This will build on an encouraging past 12 months, which saw more staff than ever attending Aboriginal and Torres Strait Islander-themed events like NAIDOC and National Reconciliation Week.

World Vision's decision to make reconciliation one of three key organisational objectives driving our work with Aboriginal and Torres Strait Islander Australians has reinforced the importance of our recent achievements.

And by developing and nurturing strong partnerships across government, corporate, church and Aboriginal and Torres Strait Islander communities, and with an increased employee voice, we are confident we can continue our contribution to effecting real and lasting change.

Our commitment to reconciliation in Australia has never been stronger. I encourage you to walk with us.

A handwritten signature in black ink, appearing to read 'Tim Costello'.

**Tim Costello**  
World Vision Australia Chief Executive

# OUR APPROACH TO RECONCILIATION

## OUR VISION

**Our vision for every child, life in all its fullness.  
Our prayer for every heart, the will to make it so.**

## OUR WORK

We believe that wellbeing results from many aspects of human life – physical, emotional, social, spiritual and material. In all our work we pursue transformational development, understanding that change is holistic and continuous. This commits us to seek justice for all people – regardless of their race, religion or political beliefs – to live with dignity, hope and in peace.

For six decades, since 1966, we have been engaging people to work towards eliminating poverty and its causes. We do this through relief and development, policy advocacy and change, collaboration with our supporters and partners, education about poverty, and emphasis on personal growth, social justice and spiritual values.

World Vision works in over 100 countries and this includes Australia, where past injustices experienced by Indigenous Australians continue to give rise to inequality and disadvantage.

Our overarching goal for our development program in Australia is for Indigenous people and organisations to be empowered to lead their own development, to create life in all its fullness for Australian Indigenous children. To this end, we are committed to working towards reconciliation, supporting Education for Life projects and collaborating to see systemic change.

Warlpiri children get a head start through the Warlpiri Early Childhood Care and Development Project.





# OUR RECONCILIATION ACTION PLAN 2016-2018

World Vision Australia's RAP 2016-2018 was developed by our RAP working group and endorsed by our Board in September 2015.

The RAP working group is represented by approximately 15 staff from all departments throughout World Vision Australia to ensure reconciliation is addressed at all levels and in all areas. We recognise the importance of inviting our Aboriginal and Torres Strait Islander staff to participate in the group and provide feedback. With the endorsement of the Board, the RAP working group collaborates with staff across the organisation to ensure the RAP is implemented to the highest standard.

The RAP is represented at the executive level by Chief of Staff, Leigh Cameron.

Over the last three years we have made significant first steps in our reconciliation journey, building a framework through the establishment and delivery of our inaugural RAP.

As with our first and second RAPs, our third RAP is based on three themes of action recommended by Reconciliation Australia: relationships, respect and opportunities. What differs is that we have set more ambitious deliverables and are bringing new rigour and approaches to define and further embed a culture of reconciliation across the organisation.

This has seen us:

- achieve more collaborative consultation in the development of our RAP from the outset by listening to and engaging our employees and increasingly looking to our partners to learn from their stories of inspiration and positive change;
- make commitments to be more focused in our pursuit to become an employer of choice for Aboriginal and Torres Strait Islanders;
- focus on raising awareness of reconciliation and ramping up internal engagement in every corner of the organisation;
- seek to more holistically embed reconciliation in the process of establishing supply relationships; and
- align closely with the delivery of our Strategy for Aboriginal and Torres Strait Islander Australians, of which reconciliation is one of three pillars.

The following actions are for a three-year period, representing the 2016-2018 financial years (from 1 July 2015 to 30 June 2018). We will review RAP objectives six-monthly and continue to report on progress annually to our Board and Reconciliation Australia.

“ RECONCILIATION IS...  
EMBRACING AND LEARNING  
FROM INDIGENOUS PEOPLE  
AND CULTURE ”



Young kids love learning at the Jigalong playgroup in Western Australia's Pilbara region.



# 1. RELATIONSHIPS

Relationships and trust are instrumental in achieving outcomes in reconciliation. Relationships take time to develop and nurture, and we are committed to investing in long-term relationships that are built on collaboration and both-ways learning and with sensitivity to gender, different worldviews, respect and reciprocity.

**Goal: World Vision Australia builds relationships with Aboriginal and Torres Strait Islander communities to help strengthen our capacity for effective Aboriginal and Torres Strait Islander development and reconciliation.**

ACTION	RESPONSIBILITY	TIMELINE
I.1 RAP working group actively monitors RAP development, including implementation of actions, progress tracking and reporting.	RAP working group	By June 2016 (with annual reviews)
	RAP Chair (working with segment leads)	
I.2 Raise internal awareness/build shared ownership of our RAP to promote reconciliation and help build understanding across our business – both in Australia and internationally.	RAP working group	Launch by June 2016 (with annual reviews in September)
	Director, Insights and Design	
	RAP working group and Director, Australia Program	
	RAP working group and Director, Australia Program	Launch by June 2016 (with annual reviews)
	Director, People and Culture	To coincide with the 2016 reporting year (with annual reviews)
	Director, People and Culture	December 2015
	Director, People and Culture	During 2016 (with annual reviews)



# OUR RECONCILIATION ACTION PLAN 2016-2018

## DELIVERABLES

Develop and follow Terms of Reference for the working group that ensure:

- successful development, endorsement and launch of the RAP;
- monitoring and reporting on RAP implementation progress to the Leadership Group and the World Vision Board;
- high levels of engagement among Aboriginal and Torres Strait Islander staff and staff based in state and remote offices;
- relationships are captured in our customer relationship management solution;
- RAP working group meets at least monthly; and
- RAP working groups includes Aboriginal and Torres Strait Islander representation.

Develop a reconciliation employee engagement plan that:

- continues and builds upon the RAP executive sponsor's role to encourage all Leadership Group members to champion reconciliation;
  - equips RAP working group members with the appropriate tools and resources to effectively communicate our position on reconciliation;
  - ensures RAP working group members present to departmental teams biannually;
  - continues to embed reconciliation as a theme to staff through engagement with faith-based resources and staff activities:
    - o "Walk Alongside: Church Toolkit for Reconciliation"
    - o staff devotions (quarterly)
    - o National Prayer Day (annually);
  - ensures reconciliation themes are acknowledged and considered as part of our brand; and
  - supports our endorsed position on acknowledging Aboriginal and Torres Strait Islander peoples in the Australian Constitution.
- Promote cultural exchanges and learning throughout the World Vision International Partnership by equipping and coordinating RAP working group members and Australia Program staff to present to National Office visitors on reconciliation issues.
  - Identify opportunities to embed action on reconciliation into the RAP executive sponsor's staff agreement.
- Embed an Aboriginal and Torres Strait Islander component into on-boarding training (specifically the "Why is that child poor?" session) to demonstrate our commitment to reconciliation and actions we are taking towards it, including in our programming work with Aboriginal and Torres Strait Islander Australians.
  - Institute staff awards for contribution to reconciliation action during both Staff Prayer Day and National Reconciliation Week from 2016.

# 1. RELATIONSHIPS

**Goal: World Vision Australia builds relationships with Aboriginal and Torres Strait Islander communities to help strengthen our capacity for effective Aboriginal and Torres Strait Islander development and reconciliation.**

ACTION	RESPONSIBILITY	TIMELINE
I.3 Maintain and leverage mutually-beneficial relationships with Aboriginal and Torres Strait Islander individuals, communities and organisations to support positive outcomes.	Director, Australia Program and RAP working group	Ongoing (with annual reviews in September)
	Chief of Staff/RAP executive sponsor	By September 2016, (with annual reviews in September)
	Director, Australia Program	Ongoing (with annual reviews in September)
	Director, Australia Program	Ongoing (with annual reviews in September)
	Director, Field Partnerships	By June 2016 (with annual reviews)
I.4 Examine opportunities to raise external awareness of our RAP to promote reconciliation across our sector.	Director, Corporate, Church and Community	Captured in business plans for the 2016 financial year (with annual reviews)
	Director, Corporate, Church and Community	By September 2016 (with annual reviews)
	Chief of Staff/RAP executive sponsor	By September 2016 (with annual reviews in September)
	RAP working group	By September 2016 (with annual reviews in September)
	Director, Australia Program	By September 2016 (with annual reviews in September)
	Chief of Staff	Launch by September 2016 (with annual reviews)
I.5 Celebrate and participate in National Reconciliation Week by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	RAP working group	Annually (May/June)



# OUR RECONCILIATION ACTION PLAN 2016-2018

## DELIVERABLES

- Engage/consult with Aboriginal and Torres Strait Islander leaders and critical friends to advise the organisation on reconciliation.
- Include an Aboriginal and/or Torres Strait Islander representative on our Board/Board committee.
- Ensure we continue to work in partnership with Aboriginal and Torres Strait Islander communities, respecting their leadership and decision making. Put into place strong social accountability mechanisms for all of our projects and initiatives, with at least four meetings per year.
- Ensure we continue to apply our Aboriginal and Torres Strait Islander partnering principles, demonstrating a commitment to community-led development and not competing with Aboriginal and Torres Strait Islander organisations for funding.
- Explore the links between how reconciliation frameworks are applied in international Indigenous programming and our Australia Program, with a focus on building respectful relationships and preserving culture and spirituality.
- Promote reconciliation through ongoing active engagement with identified stakeholders, highlighting our work in this area and encouraging our external corporate and church partners to develop RAPs.
  - For example, examine ways to embed the “Walk Alongside: Church Toolkit for Reconciliation” to develop shared understanding of the intersection between faith and reconciliation.
- Conduct at least two forums annually to exchange ideas with our corporate, church, government or community partners on reconciliation themes.
- Increase opportunities to equip all staff as ambassadors for reconciliation when having external conversations with supporters, friends and family.
- Continue to collaborate with other organisations that have RAPs, with a particular emphasis on not-for-profit organisations and partners, to share insights and resources.
- Continue to include RAP/development/reconciliation as a standing agenda item on all ACFID (Australian Council for International Development) meetings about Aboriginal and Torres Strait Islander development.
- Develop and monitor a strategy that promotes the CEO/Board actively supporting and participating in Aboriginal and Torres Strait Islander Australian-focused events.
- Organise at least one internal event for National Reconciliation Week each year.
- Register our event on Reconciliation Australia's website.
- Support an external National Reconciliation Week event.
- Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.
- Encourage staff to participate in external events to recognise and celebrate National Reconciliation Week.
- Host events across all World Vision Australia offices.

## 2. RESPECT

Recognising the diversity and value of Aboriginal and Torres Strait Islander cultures is fundamental to reconciliation. World Vision respects the importance of local and traditional knowledge when working within local contexts. We recognise and respect the profound spiritual connection between the Australian landscape and the ancient cultures of its First Peoples. We seek to be respectful of the unique position of Aboriginal and Torres Strait Islander people in Australia's culture and history.

**Goal: World Vision Australia demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.**

ACTION	RESPONSIBILITY	TIMELINE
2.1 Cultural awareness training and development for staff: Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for achieving other RAP actions.	Director, People and Culture	By September 2016 (with annual reviews)
	Director, Australia Program	By June 2016 (with annual reviews)
	Director, Australia Program	By June 2016 (with annual reviews)
2.2 Aboriginal and Torres Strait Islander cultural protocols: Engage employees in understanding the protocols around Acknowledgment of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	Leadership Group; Director, Internal Communications; and Director, Media and Communications	By June 2016 (then ongoing)
	RAP working group	Annually
	RAP working group	By June 2016 (with annual reviews)
	Director, Technology and Shared Services	By September 2016
2.3 Communication materials are culturally appropriate, including articles, photos and video.	Director, Media and Communications and Director, Australia Program	By June 2016 (with annual reviews)
2.4 Celebrate National Reconciliation Week, NAIDOC Week and other commemorative celebrations throughout the year. Provide opportunities for Aboriginal and Torres Strait Islander employees and other employees to engage with Aboriginal and Torres Strait Islander culture and community and build relationships.	RAP working group	December 2015 (then created annually with quarterly reviews)



# OUR RECONCILIATION ACTION PLAN 2016-2018

## DELIVERABLES

- Develop and deliver a staff training strategy to help raise awareness around reconciliation and foster a culturally-safe work environment. The strategy should seek to address individual, social, political and systemic barriers to reconciliation and actively build and nurture intercultural relationships.
  - Ensure Australia Program field staff undertake cultural awareness training with local cultural advisors within three months of commencing work.
  - Ensure visitors to our projects in Australia participate in a cultural briefing session and are debriefed following their visit.
  - Provide an Acknowledgment of Country at all significant internal and external meetings.
  - Identify at least one significant event for which a Welcome to Country from a Traditional Owner will be included.
  - Ensure all senior leaders are equipped with the skills to respond to a Welcome to Country and provide an Acknowledgment of Country at external and internal events.
  - Organise and display Aboriginal and Torres Strait Islander flags permanently and prominently in all World Vision Australia offices.
- Ensure employees in relevant teams are aware of our protocols for communication in relation to our work with Aboriginal and Torres Strait Islander communities, including our commitment to strengths-based messaging, amplifying communities' voice, and developing fundraising campaigns in partnership with community.
- Undertake training and awareness-raising so our communications staff understand protocols around Aboriginal and Torres Strait Islander consents and communication arrangements.
  - Ensure Australia Program staff have communication protocols in place with every project community.
  - Develop an Employee Reconciliation Events Plan that:
    - o ensures quarterly internal reconciliation events are organised in all World Vision Australia offices each year, with identified events registered with Reconciliation Australia;
    - o invites Aboriginal and Torres Strait Islander community members into our offices to connect and share experiences;
    - o encourages all staff to participate in internal and external events to recognise and celebrate national reconciliation commemorative dates; and
    - o encourages Leadership Group members to visibly support events.

## 2. RESPECT

Goal: World Vision Australia demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.

ACTION	RESPONSIBILITY	TIMELINE
2.5 Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	RAP working group	Annually (July)



Participants in the Young Mob Leaders Program attend a leadership retreat.



# OUR RECONCILIATION ACTION PLAN 2016-2018

## DELIVERABLES

- Review human resources policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.
- Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.
- Provide opportunities for all staff to participate in NAIDOC Week activities.
- Hold an internal or external NAIDOC Week event.
- Support an external NAIDOC Week community event.

“ RECONCILIATION IS...  
BUILDING FUTURES TOGETHER  
BY BEING RESPECTFUL ”

# RECONCILIATION AT WORLD VISION AUSTRALIA

## WORLD VISION STAFF EMBRACE RECONCILIATION

*"In 2015, the RAP committee have worked hard to continue to engage the organisation to shape our collective reconciliation journey," reports Phil Smith, Chair of the RAP working group.*

Large numbers of staff attended internal events where they were invited to connect with reconciliation on a personal level.

For example, during National Reconciliation Week employees posted their thoughts on "what reconciliation means to me" on walls around state and remote offices throughout the country. Through talk and song during NAIDOC Week, Faith and Development Advisor Grant Paulson encouraged staff to find their own "sacred space" in terms of how they feel about Indigenous issues.

This year also marked our third annual reconciliation survey, which showed staff members' interest in learning and contributing more. *"It's really encouraging to see staff wanting to understand more about Aboriginal and Torres Strait Islander culture, the work the RAP working group does and wanting to engage further with community events external to World Vision Australia,"* Psays.

*"Harnessing this enthusiasm, we consulted employees for the first time on what our new RAP should achieve. We also gained insight from lessons learned by our partners – specifically National Australia Bank and PricewaterhouseCoopers – in the development of their own RAPs."*

Each of these initiatives has made a valuable contribution to our growing reconciliation movement: *"These are very important steps as we seek to embed a culture of reconciliation and understanding of the principles of building respect and forging deeper relationships with Aboriginal and Torres Strait Islander people."*

### 2015 employee poll:

**90 percent** of staff would like to understand more about Aboriginal and Torres Strait Islander culture.

**82 percent** of staff would take up new opportunities within World Vision Australia to learn about Aboriginal and Torres Strait Islander culture.

## DENISE DRAWS ON CULTURAL STRENGTH TO PURSUE HER GOALS

NSW student Denise is among a growing number of Indigenous youth on the road to success with support from our Young Mob Leaders Program.

Denise first became involved with Young Mob through school in Year 7. Before then, she explains, she was disengaged and unfocused, *"hardly going to class"*.

Through important cultural knowledge and lessons, the program's Aboriginal facilitators empowered Denise to draw strength from her culture and develop her leadership potential and public speaking abilities. They believed in her, and now she believes in herself.

*"Young Mob changed my life for the better,"* Denise says. *"I'm stronger now in, like, who I am with my culture."*

Denise has seized the many opportunities arising through Young Mob. Last year she was one of eight Indigenous ambassadors representing Australia at the World Vision Cup in Recife, Brazil.

Through soccer, the event brought together young people from around the world to exchange experiences and discuss issues affecting youth. It culminated in the presentation of the "Letter of Recife", outlining recommendations for world leaders to achieve a more fair society.

In a resounding endorsement of her confidence and capability, Denise read the letter – in front of a huge crowd – on the entire group's behalf. She felt incredibly proud and grateful to Young Mob for giving her the skills to speak up that day.

Now in Year 10, the most senior year at her school, Denise is School Captain. She says it's the result of a gradual process started through Young Mob and built on through consistent participation in school life – as a winning speechmaker, member of the school band and peer mentor. *"I know I need to focus on long-term goals by setting short-term goals first,"* she explains.





Young Mob participant Denise takes part in a weaving workshop.

### 3. OPPORTUNITIES

We recognise the strength of communities and believe that they must be empowered to define their own developmental needs, problems and solutions. In the approach to our organisational development journey we seek to increase Aboriginal and Torres Strait Islander employment and procurement opportunities and identify where and how we can build our own capacity to realise these changes.

**Goal: World Vision Australia actively explores opportunities to strengthen reconciliation in Australia and demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.**

ACTION	RESPONSIBILITY	TIMELINE
3.1 Investigate opportunities to increase Aboriginal and Torres Strait Islander employment and retention and position World Vision Australia as an employer of choice for Aboriginal and Torres Strait Islander Australians.	Director, People and Culture	September 2016
		September 2017
		September 2016
		December 2015
		Ongoing (with annual reviews in September)
		Ongoing (with annual reviews in September)
		Ongoing (with annual reviews in September)
3.2 Investigate opportunities to increase supplier diversity/ procurement from Aboriginal and Torres Strait Islander businesses.	Director, Procurement	June 2016 (with annual reviews)
		June 2016 (with annual reviews)
		Ongoing (with annual reviews in September)
		Ongoing (with annual reviews in September)
		Ongoing (with annual reviews in September)



# OUR RECONCILIATION ACTION PLAN 2016-2018

## DELIVERABLES

- Develop a target for Aboriginal and Torres Strait Islander employment in the Australia Program.
- Develop a target for Aboriginal and Torres Strait Islander employment throughout World Vision Australia.
- Develop, in conjunction with Australia Program, an Aboriginal and Torres Strait Islander staff mentoring program.
- Review and update our Aboriginal and Torres Strait Islander Employment Strategy to ensure actions identified contribute towards a culturally-safe working environment. Examples of these include:
  - o development of plain English contracts, and
  - o inclusion of Aboriginal and Torres Strait Islander casual employees in recruitment numbers.
- Through the Aboriginal and Torres Strait Islander Employment Strategy, identify options to advertise employment vacancies in Aboriginal and Torres Strait Islander media.
- Partner with Aboriginal and Torres Strait Islander recruitment agencies.
- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.
- Embed Aboriginal and Torres Strait Islander procurement into our policy and identify strategies to overcome any barriers to engaging with Aboriginal and Torres Strait Islander businesses.
- Identify opportunities to embed Aboriginal and Torres Strait Islander procurement into our processes.
- Develop and understand the opportunities associated with a strong working relationship with Supply Nation, to increase Aboriginal and Torres Strait Islander procurement and achieve broader organisational outcomes.
- Investigate partnering opportunities with local/state-based Aboriginal and Torres Strait Islander Chambers of Commerce.
- Share procurement lessons with our partners who have RAPs.

### 3. OPPORTUNITIES

Goal: World Vision Australia actively explores opportunities to strengthen reconciliation in Australia and demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.

ACTION	RESPONSIBILITY	TIMELINE
3.3 Support the implementation of our whole-of-organisation strategy for working with Aboriginal and Torres Strait Islander Australians, committing to: <ul style="list-style-type: none"> <li>o mobilising Australians to actively support the reconciliation movement;</li> <li>o partnering in Education for Life projects to strengthen Aboriginal and Torres Strait Islander communities; and</li> <li>o collaborating with Aboriginal and Torres Strait Islander communities, government and others to influence systemic change.</li> </ul>	Directors: Individual Supporters; Church, Corporate and Community; Insights and Design; and Government and Multilaterals	September 2018
	Directors: Individual Supporters; Church, Corporate and Community; Insights and Design; and Government and Multilaterals	Ongoing (with annual reviews in September)
	Chief Supporter Officer	September 2016 (then ongoing, with annual reviews)
	Director, Australia Program	September 2016 (with annual reviews)

### 4. TRACKING PROGRESS AND REPORTING

ACTION	RESPONSIBILITY	TIMELINE
4.1 Report achievements, challenges and lessons learned to Reconciliation Australia for inclusion in the annual Impact Measurement Report.	RAP working group	Annually (September)
4.2 Oversee and maintain accountability for the RAP.	Chief of Staff/Chief Operating Officer	Six-monthly

“ RECONCILIATION IS...  
CONVERSATIONS THAT LEAD  
TO BECOMING AN EQUITABLE  
AUSTRALIA ”



# OUR RECONCILIATION ACTION PLAN 2016-2018

## DELIVERABLES

- Support our organisational target, as set in our Strategy for Aboriginal and Torres Strait Islander Australians, of mobilising one million Australians to join our reconciliation movement by 2018.
- Support our organisational position on acknowledging Aboriginal and Torres Strait Islander peoples in the Australian Constitution (see 1.2 – Relationships: engagement plan).
- Ensure that our supporter engagement plans capture our engagement activity with supporters about our work with Aboriginal and Torres Strait Islander Australians, including efforts to mobilise Australians for reconciliation.
- Deliver in partnership the Australia Program's Education for Life projects, all of which demonstrate positive impact in associated child wellbeing outcomes.

## DELIVERABLES

- Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
- Share lessons learned via internal and external communications channels.
- Allocate resources/budget for RAP implementation.
- Track progress of RAP targets every six months.

“ RECONCILIATION IS...  
UNITY AND FELLOWSHIP  
AMIDST THE CELEBRATION  
OF DIVERSITY ”

# OUR AUSTRALIA PROGRAM

## OUR PROGRAMS – AN OVERVIEW

## FOCUS FOR OUR WORK WITH ABORIGINAL AND TORRES STRAIT ISLANDER AUSTRALIANS

Our work with Indigenous Australian communities has provided us with deep experience in field programming, built on an evidence base that allows us to understand what works. Based on our experience, we are confident in the areas where we are best suited to make a contribution to the development landscape in Australia. We utilise strengths in supporting community-led development, fostering strong spirit, and partnering with local organisations and supporters.

We have identified three focus areas for World Vision's work that we believe will support our long-term goal of empowering Indigenous people and organisations to lead their own development, and ultimately enable life in all its fullness for Australian Indigenous children.

1. Reconciliation: contributing to improving the relationship between Indigenous and non-Indigenous people through partnering for reconciliation and mobilising Australians to support the reconciliation movement.

2. Education for life: supporting Indigenous organisations and communities to build and strengthen their capability through community-driven Education for Life projects.

3. Systemic change: supporting and collaborating with Indigenous organisations, government and non-government organisations to influence change to systems that currently form barriers to community-led development.

In our Education for Life projects, Indigenous Australian communities invite us to work together and to share World Vision's development expertise. We draw on their strengths and capacity to support them to overcome disadvantage and raise strong, healthy and happy children. We implement community development projects across urban, regional and remote Australia, focusing on a range of community priorities such as early childhood care and development, youth development, and leadership for good governance and community wellbeing.

## WHERE WE WORK IN AUSTRALIA

### AUSTRALIA PROGRAM PROJECTS BY STATE AND TERRITORY







Mark Thorne, a World Vision Australia intern and former Young Mob participant, at the Australia Program campaign launch.

“ RECONCILIATION IS...  
LISTENING WITHOUT  
JUDGEMENT, AND CARING  
FOR THE BETTERMENT OF ALL ”

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