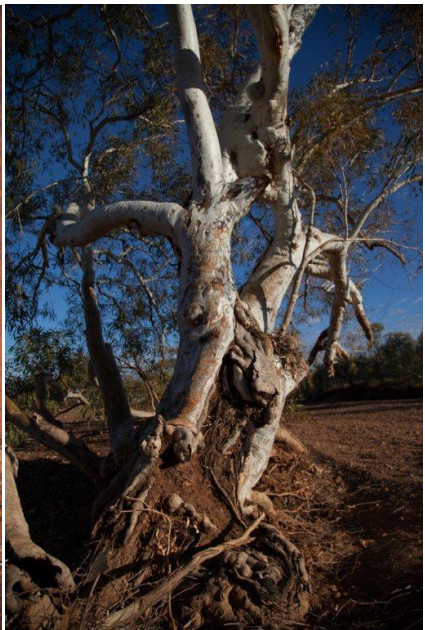
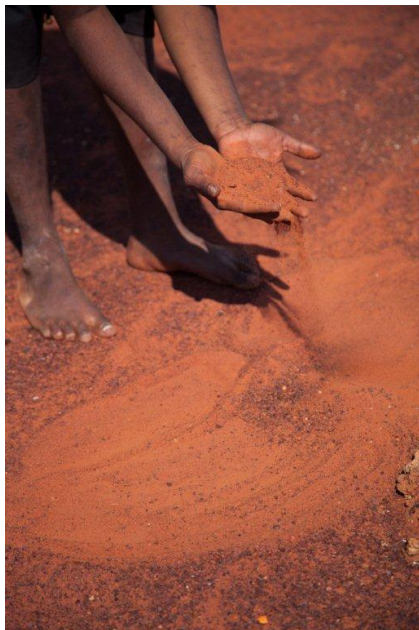


# **World Vision Australia**

## **Reconciliation Action Plan 2012-2013**



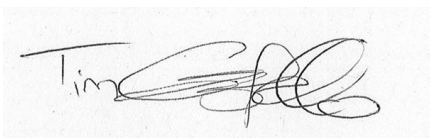
## Message from the CEO

Reconciliation is creating real change in Australia. The apology to the stolen generation in 2008 by then Prime Minister Kevin Rudd marked a genuine turning point for the cause of reconciliation. The public response was tremendously moving. That day was one of great meaning that went beyond symbolism - it was a time of national historic significance and healing. The apology's bold and momentous words gave Australians both the desire and the opportunity to start healing the wounds of the past, and to work towards a more inclusive and just Australia. Australians, whatever their origins, deserve to be truly equal partners, with equal opportunities and with an equal stake in shaping the next chapter in the history of the country we share. And I look forward to further historic breakthroughs, such as formal recognition of Indigenous Australians in the Australian Constitution.

But we can't rest on these achievements. According to Reconciliation Australia's 2010 Australian Reconciliation Barometer, while 87% of all Australians agree the relationship between Indigenous and non-Indigenous Australians is important, less than half believe it is improving. Individuals, organisations, governments, and the media all need to expand their awareness of Indigenous issues and help drive reconciliation. We can improve workforce opportunities for Indigenous Australians, partner more with Indigenous organisations, and build capacity at all levels to work better with Indigenous Australians.

World Vision has exciting opportunities to build on public goodwill and enthusiasm, not just within our Australia Program, but within all business units of our organization. This Reconciliation Action Plan challenges and empowers all employees of World Vision to respond and take action within their own spheres of influence, and to make reconciliation personal.

The path to reconciliation has been a long and sometimes troubled journey, and one which is continuing. However, World Vision Australia is committed to the journey. I hope and pray that many will be inspired to join us along the way. World Vision Australia is making a strategic investment to help realise in our own backyard the vision of life in all its fullness for every child.



**Tim Costello**

**Chief Executive Officer**

**World Vision Australia**

**September 2012**

## Reconciliation

### Our Vision

World Vision Australia recognises Aboriginal and Torres Strait Islander peoples as first Australians and acknowledges past injustices that continue to give rise to present inequality and disadvantage. We recognise that these disadvantages continue to contribute to the unacceptable gap in life expectancy between the Indigenous and non-Indigenous population. World Vision Australia is committed to addressing Indigenous disadvantage in areas such as early childhood development, governance, economic development and capacity building.

World Vision Australia also recognises that as well as requiring practical responses, reconciliation is a spiritual process which involves justice, recognition and healing. It is about helping all Australians move forward with a better understanding of the past and how the past affects the lives of Indigenous people today.

### Our Work

World Vision Australia believes 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 in dignity, hope and peace.

World Vision Australia, established in 1966, is part of the World Vision International partnership which operates in 100 countries. We are a Christian relief, development and advocacy organisation, dedicated to working with children, families and communities to overcome injustice.

Our work in Australia involves building strong partnerships to see kids growing up happy, healthy and strong in thriving Indigenous Australian communities. With a small program of community based development projects facilitated across Australia, from the Pilbara in Western Australia, to remote Warlpiri region of the Northern Territory and across to the heart of Sydney, we are working for positive and lasting change to make this vision a reality. Through our Kids Hope mentoring program we also support many Australian primary school children including Indigenous children to thrive.

World Vision's Australia Programs has now been working with Aboriginal and Torres Strait Islander communities since the 1970's. By sharing our development expertise and working through partnerships we are committed to long-term programs that enable people to live the lives they choose. We support communities to run their own programs. Programs like early childhood care and development, developing youth leaders and other culturally appropriate development.

## Our Reconciliation Action Plan

Our Reconciliation Action Plan 2012-2013 has been developed by World Vision Australia's Reconciliation Working Group and formally endorsed by our Board in September 2012.

The Reconciliation Working Group is represented by staff from all departments to ensure reconciliation is addressed at all levels and in all areas. Importantly our Indigenous staff are encouraged to participate in the group. With the endorsement of the Executive, the Reconciliation Working Group works with key staff in relevant areas to ensure the Reconciliation Action Plan is implemented.

This Reconciliation Action Plan is built around three themes of action proposed by Reconciliation Australia: relationships; respect; and opportunities.

Our first year goal is 'to build the right foundations for organisational change' and our RAP timeframes are July 2012 – June 2013.

### Relationships

Relationships and trust are instrumental in achieving both effective project outcomes in Indigenous communities and effective results from our business. Relationships take time to develop and nurture. We are committed to long-term relationships with all of the communities that we engage with, both in our projects and within our spheres of influence where we work. We are committed to relationships that are built on collaboration, co-learning and sensitivity to gender, respect and reciprocity.

| <b>Goal: World Vision Australia builds relationships with Indigenous communities to help strengthen our capacity for effective Indigenous Development and reconciliation.</b> |   |                    |  |
|---|---|--------------------|--|
| <b>Action</b>   | <b>Responsibility</b>   | <b>Timeline</b>    | <b>Performance Indicator</b>   |
| Reconciliation Working Group formally established, active and known in WVA.   | Reconciliation Working Group  | October 2012       | Working group meets quarterly commencing October 2012.   |
| Celebrate National Reconciliation Week by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships.             | Reconciliation Working Group  | 27th May- 3rd June | Organise at least one internal event each year.  |
| Active Indigenous Advisory Group.   | GM Australia Program, Executive Group   | June 2013          | Indigenous Advisory Group providing advice to improve Australia Program quality and positioning.<br><br>Indigenous Advisory Group meetings include agenda item to provide input to development of the RAP. |
| Relationships identified and scoped with local Indigenous groups, Elders, and traditional Owners to facilitate capacity building and knowledge exchange.                      | Accountable: GM Australia Program<br>Responsibility: AP staff, Communications, Church & Advocacy, State Offices | June 2013          | WVA has identified and scoped key relationships with Indigenous community groups, Elders, and Traditional Owners across Australia.   |

## Respect

Recognising the diversity of Indigenous cultures is fundamental. We respect 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 our culture and history.

| <b>Goal: World Vision Australia demonstrates recognition of, and respect for, Indigenous culture in Australia.</b>  |   |                 |  |
|---|---|-----------------|--|
| <b>Action</b>   | <b>Responsibility</b>   | <b>Timeline</b> | <b>Performance Indicator</b>   |
| Engage Executives and employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies. | All staff   | October 2012    | Develop, implement and communicate a protocol document. Acknowledgements given at significant WVA events such as devotions, Board meetings, Prayer day, and high-level meetings. |
| Permanent Acknowledgement of Country on all WVA buildings.  | Head Property Group   | June 2013       | All WVA buildings have a form of permanent acknowledgement of country.   |
| Communication materials are culturally appropriate including articles, photos and video.  | Communications Officer, Australia Program,<br>WVA Internal Communications manager | October 2012    | Policy developed and distributed.  |
| Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.     | Australia Program, Reconciliation Working Group                                   | Dec 2012        | Initiatives are held by the Australia Program and Reconciliation Working Group and attended by staff.<br>Approach to cross-cultural training developed.                          |
| CEO/Board actively supports and participates in Indigenous events.  | CEOs Office   | Event dates     | Annual review of CEO visibility on Indigenous issues.  |
| Commemorate Indigenous events such as Sorry Day, NAIDOC Week, and Close the Gap Day.  | Reconciliation Working Group  | Event dates     | Events are organised and attended by staff and external colleagues.  |

## Opportunities

Opportunities must reflect community priorities. We take a strengths-based approach to working with communities and believe that communities must be empowered to define their developmental needs, their problems and their solutions. We encourage a focus on 'what works', rather than adherence to political, moral and ideological 'high ground'. Opportunities must be responsive and participatory.

| <b>Goal: World Vision Australia actively explores opportunities to strengthen reconciliation in Australia.</b>  |  |                 |   |
|---|--|-----------------|---|
| <b>Action</b>   | <b>Responsibility</b>                        | <b>Timeline</b> | <b>Performance Indicator</b>  |
| Implementation of best practice programs in Australia that improve the well-being of Aboriginal and Torres Strait Islander people, especially children. | GM Australia Program, GM Advocacy and Church | June 2013       | Australia Program Strategic Plan and Divisional Plans implemented.<br><br>Progress report on Indigenous engagement in Kids Hope.<br><br>Church Relationships team to engage churches and faith based groups to increase their involvement with Indigenous issues and develop their own RAP's. |
| Investigate the mutually beneficial opportunities that supplier diversity will provide to your organisation.  | Head of Strategic Procurement                | June 2013       | Review of procurement policies.   |
| Development of an Indigenous Employment Strategy.   | GM People and Culture                        | June 2013       | Indigenous Employment Strategy developed.   |

## Tracking Progress and Reporting

Responsibility for implementing this Reconciliation Action Plan will be shared across the organisation. The Australia Program and the Reconciliation Working Group will be responsible for monitoring and guiding implementation of the plan and providing advice to units across the organisation about its implementation.

| Action  | Responsibility | Timeline              | Performance Indicator  |
|---|----------------|-----------------------|--|
| Monitoring of RAP implementation  | CEO            | Starting October 2012 | Quarterly monitoring of RAP implementation to the Executive on RAP implementation by the Reconciliation Working Group.<br>Inclusion of RAP action items in Divisional Plans. |
| Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report | CEO            | July 2013             | RAP progress is reported each year by the Reconciliation Working Group in the RAP Impact Measurement Questionnaire.  |
| 2013 RAP developed  | CEO            | July 2013             | Board approval of 2013 RAP.  |

## Contact

Reconciliation Action Plan Working Group

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