



# Innovate Reconciliation Action Plan

World Vision Australia

2021-2022

World Vision





Jordan, from the NSW central coast, gained a deeper understanding of First Nations culture through World Vision's Young Mob Program.

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## Acknowledgment of Country

World Vision Australia is deeply committed to working with Australia First Nations peoples and we wish to acknowledge them as the traditional owners of this land we are gathered on across Australia and to give recognition to them as the oldest living culture in the world.

We recognise and respect your languages, cultural beliefs, and pride within your customs and culture that define your continuing relationships and responsibilities to your land and sea. This respect and honour extend to the Elders both past and present and to the emerging First Nations leaders as they hold the hopes, dreams, traditions and cultures of Australia First Nations. We recognise Australia First Nations' resilience, strength and knowledge and their rights to self-determination, self-managing and self-governing.

World Vision Australia is committed to maintaining and strengthening our partnerships and our respectful relationships with Australia First Nations peoples through our work within the Australia First Nations Program in the true Spirit of Reconciliation, so that together we can share in increasing opportunities for transformation, equity and justice.

We acknowledge the land on which World Vision Australia offices and field programs are located is the traditional country of the:

**Woiwurrung  
Wurundjeri Nations**  
in Melbourne VIC

**Turrbul and Jagera  
Nations**  
in Brisbane QLD

**Gadigal of the  
Eora Nation**  
in Sydney NSW

**Noongar/Bibbulmun  
Nation**  
in Perth WA

**Kurna Nation**  
in Adelaide SA

**Ngunnawal Nation**  
in Canberra ACT

**Arrernte Nation**  
in Alice Springs NT

**Nyiyaparli Nation  
and Martu Nation  
in Newman and  
Nyigina Nation**  
in Derby WA

**Warlpiri Nation  
in Lajamanu,  
Willowra, Nyirippi**  
in NT

**Wonnarua Nation**  
in the Hunter Valley NSW

**Nyikina Nation and  
Warrwa Nation**  
in Derby WA

**Nyikina Nation  
and Mangala Nation**  
in Pandanus Park WA

**Nyikina Nation, Worora  
Nation, Wunambul Nation  
and Ngarinyin Nation**  
in Mowanjum WA

**Nyikina Nation and  
Mangala Nation**  
in Jarlmadangah WA

**Nyikina Nation,  
Mangala Nation and  
Walmatjarri Nation**  
in Looma WA

**Nyikina Nation and  
Walmatjarri Nation**  
in Yungngora WA

**Worora Nation, Wunambul  
Nation and Ngarinyin  
Nation** in Gibb River Road  
Communities WA

## Message from the World Vision Australia Board

Life in all its fullness are words that carry great meaning in World Vision Australia. They are core to our vision, the faith that propels us and the spirit through which our work comes into being.

We believe that our Reconciliation Action Plan (RAP) is central to realising life in all its fullness. This document reflects our deeply held belief that all people are equal and that all people are loved by our Creator. Our RAP brings this belief into being. It affirms our commitment to ensure respect and substantive equity in all we do.

Fullness of life starts with affirming each other. We recognise the ancestral ties and ongoing connection of First Nations peoples to these lands and we are profoundly thankful for their custodianship of landscapes, language, culture and law. This rich heritage and the leadership of First Nations peoples today enliven our collective lives, communities, organisations and economies.

Our RAP is our commitment to journey with our First Nations' brothers and sisters in our governance, management, programs and outreach to ensure mutual respect, inclusive decision-making and increased access to opportunities. World Vision Australia is proud to acknowledge that in June 2021, 49 of the 66 staff (74 percent) in our Australia First Nations Program identify as First Nations people, being 16 of our 32 permanent and contract staff (50 percent) and 33 of our 34 casual staff (97 percent). Across all departments, 51 of our 594 staff members (nine percent) identify as First Nations peoples, being 18 of our 443 permanent and contracted staff (four percent) and 33 of our 149 casual staff (22 percent).

World Vision Australia is committed to broadening representation, employment, leadership and decision-making of First Nations staff across the entire organisation. We are committed to hearing the voices of Australia First Nations peoples and celebrating cultural diversity that reflects our nations' shared history and evolving story.

In all that we do and in all that we are, we seek to travel new pathways together so that life in all its fullness is a reality for all First Nations peoples.

Signed,



**Shannon Adams,**  
World Vision Australia Board



## Message from the Chief Executive Officer

Building upon World Vision Australia's reconciliation efforts to date, it is a pleasure to present our organisation's new Innovate RAP 2021-2022, with a focus on embedding a reconciliation lens and initiatives into our day-to-day business operations.

World Vision Australia staff continue to embrace reconciliation to shape our collective thinking, to examine "Whiteness" as a position of privilege and power and to challenge us to seek transformational change.

During Reconciliation Week the entire organisation participated in daily sessions where we heard the voices of First Nations staff share their views of what reconciliation meant to them. We heard many challenging voices that spoke of racism and bias, hopelessness and youth suicide, poverty and subjugation, marginalisation and isolation, deaths in custody and so much more.

This made staff aware of the struggles of First Nations peoples and more importantly, it gave a face to the persecution of First Nations staff and peoples. Together we lamented all that had gone before us and the pain that currently resides in our First Nations peoples and we tasted the bitterness of oppression.

Non-First Nations staff have responded to the cries of our First Nations peoples and with a collective conscience want to take action to construct an organisation that is committed to the empowerment, equality and justice of our First Nations staff, children, families and communities. Therefore, this Reconciliation Action Plan is more than just words on paper. It is our commitment to strive for change. And to bring about this revolution within World Vision Australia, these are the targets we have set ourselves to obtain.

Underpinning the implementation of our new Innovate RAP are the three core areas of **Relationships, Reciprocity** and **Respect**.

### **RELATIONSHIPS**

First Nations communities are based heavily upon trusting relationships. On our journey of embedding reconciliation into our business operations, we commit to developing relationships that are built on trust, honesty and integrity at every level of our organisation – nationally, state-wide and locally – wherever our work is based. In doing this all staff will adopt a spirit of humility and willingness to understand and learn about First Nations cultures, values and beliefs. Our ability to achieve successful outcomes will depend on our effectiveness in creating and maintaining healthy and respectful relationships and this aligns with World Vision's core values.

## RECIPROCITY

World Vision Australia's partnership with Australia First Nations peoples aims to ensure that all First Nations children and youth have life in all its fullness by obtaining self-determination. Recognition of mutual benefit of community-led approach is valued by World Vision Australia.

## RESPECT

"We value people" is among World Vision Australia's core values and we treat all people with respect, and value their culture and humanity. We acknowledge the cultural diversity of our staff and colleagues, and the First Nations children, families and communities with whom we are committed to work. We also aspire for the healing of our national soul as we see First Nations peoples and cultures fully embraced, valued and respected, shattered relationships restored and social inequalities eradicated. And importantly, First Nations' oldest living culture in the world cherished and the pride of Australia.

As the organisation continues our reconciliation journey, I commend to you the overarching objective and planned core outcomes and activities outlined below for our Innovate RAP 2021-2022 and wish the organisation every success in its implementation.

Signed,



**Daniel Wordsworth**  
Chief Executive Officer





Children from Nyirripi, Central Australia, enjoy time on country during a World Vision-supported Unlock Literacy cultural camp.

## Introduction

World Vision Australia is a global Christian organisation dedicated to harnessing our Christian faith to provide children life in all its fulness. World Vision Australia is committed to supporting Aboriginal and Torres Strait Islander communities to achieve their own development goals, build on their strengths and create solutions to their own challenges. This is both a whole-of-organisation vision and one that drives our Australia First Nations Program that has worked with Aboriginal and Torres Strait Islander communities and organisations for over 45 years.

This work has given us deep experience in engaging meaningfully with Australia First Nations peoples and organisations to achieve impact and is built on an evidence base that allows us to understand what works and why. But with 2020 bringing unprecedented social, economic and financial challenges, as well as new First Nations leadership and expertise at World Vision Australia, we are operating in a rapidly changing (external and internal) landscape. This requires a stronger organisation-wide focus on our programming, policy and advocacy work supporting First Nations peoples as well as a renewed organisational commitment to our Reconciliation Action Plan.

These changes will allow us to better align our strategic commitment to reconciliation with the operational changes needed and create a stronger vision for how World Vision Australia supports and engages in the process of reconciliation as part of its broader identity, values and future.



## OUR MISSION

To work in partnership with First Nations peoples, communities and organisations to drive meaningful change and achieve sustainable impacts through community-led initiatives guided by the strengths, capacity, resilience and wisdom of First Nations peoples.

This responds to the long-standing calls of First Nations peoples for inclusive development and service-delivery approaches to solve the challenges that colonialism, systemic barriers and ongoing disadvantage and vulnerability have brought. It also responds to the historic “brokenness” of relationship and systems which, from a Christian and development perspective, require a commitment to collective action and a broader focus on justice, truth-telling and reconciliation. This perspective and the approaches and values of our Australia First Nations Program highlight the distinctive nature of World Vision’s work in this context. Domestically we are unique in being the only INGO taking on this challenge in this way. Within the World Vision global partnership we are the only office to have a First Nations-focused program. In the sector we bring a strong focus on workforce development and community-led approaches. Our background in the intersection of faith-culture-development provides us with in-depth insights and broader possibilities. And in our work we are committed to reconciliation, self-determination, achieving meaningful impact and catalysing lasting change more broadly.



Children from Nyirripi, Central Australia, learn about native animals on a bush trip supported by our Unlock Literacy project.



Students report feeling an increased sense of confidence and belonging by taking part in World Vision's Young Mob Program.

## **OUR VISION**

First Nations peoples and organisations lead their own development to create life in all its fullness for their children.

Our practice is driven by the need for reconciliation and explicit consideration of the spiritual and cultural strengths of the families and communities with whom we work.

## **WE WORK**

- Nationally, by partnering with First Nations and non-First Nations organisations, government leaders, policymakers, corporate supporters and research institutions on initiatives and advocacy positions endorsed by the Aboriginal and Torres Strait Islander community.
- Locally, with communities, First Nations and non-First Nations organisations and relevant stakeholders on our core strategic focus of learning and education. This includes a focus on empowerment, “both-ways” learning, governance, local leadership and culturally informed ways of working in partnerships.

We believe that real, lasting change takes time and that impacts must be tied to addressing the root causes of disadvantage, not just the consequences of it. While there are numerous root causes, we support the central idea that First Nations communities and organisations need to be out front, with the right supports backing their ideas, solutions and approaches. We are one of very few INGOs working domestically that specialise in community development programs in partnership with First Nations communities and organisations. Our program delivers a community-led approach that builds partnerships, capacity and sustainable systems for change with a strong focus on First Nations employment, participation and engagement.

In the Australia First Nations Program, our holistic approach is built on the concept of “Strong Spirit” – taught to us by Warlpiri Elders – that acknowledges and embeds the importance of First Nations connections to land, law, language, kinship and ceremony in our work with the support of cultural authorities. Our work is guided by a community-led focus on ownership, capacity building and leadership. This is backed by effective partnerships, built on strong relationships and trust, that drive collaborations on place-based solutions to local issues and contexts. This strength-based approach recognises the unique histories, cultures and contexts of First Nations peoples and leverages existing knowledge, skills and capacities within First Nations communities and organisations.

A core element of our approach is the importance of “both ways learning and doing” that ensures “mainstream” learning sits alongside First Nations culture, knowledge and language. This includes working with First Nations organisations to strengthen their governance and leadership so that they can more effectively take a lead role in delivering on community aspirations and collaborating with government and others.



Children draw pictures after listening to Elders share important dreaming stories during a cultural camp in Central Australia.

We draw on highly regarded technical support from World Vision staff who bring development and sectoral expertise to co-design processes, project implementation, evidence building and “telling the story” of our shared work. This also enables us to support policy and advocacy initiatives that amplify the voices of First Nations peoples. Backed by financial and social accountability mechanisms that ensure healthy partnerships and transparency, we bring significant business acumen and expertise to support First Nations organisations to develop robust governance, capacity building, fiscal management, risk management and compliance standards. Our extensive networks and partnerships provide opportunities for stakeholder engagement and collaborations with First Nations organisations and communities to realise their collective goals.



A mum and her daughter at the Kupangarri Playgroup in the West Kimberley.

The newly developing First Nations policy and advocacy work being undertaken by the organisation is now creating opportunities to build on this work and further address the root causes of disadvantage through systemic policy change at all levels of government. There is immense opportunity for World Vision Australia to engage proactively on policy challenges facing first Australians and much has been achieved recently to develop a clearly articulated direction for influencing policy at the national level. Leveraging the additional expertise of newly appointed First Nations leaders within the organisation has also increased our ability to legitimately advocate on behalf of First Nations communities and elevate their priorities at the national level. Focus on the three pillars of education, child justice and caring for country continues to grow and build greater visibility of these issues more broadly but also enhance the position, voice and capacity of our organisation to speak with greater legitimacy in these contexts and add our voice to the need for change.

World Vision Australia has undertaken a considered review and reform over recent times, taking important steps forward on the journey of reconciliation and restitution with First Nations peoples in Australia. In the 2019 Annual Report, World Vision Australia affirms that “our Christian identity underpins all that we do” but it is vital to recognise that as “Christian, it is amalgamated with the colonial project”<sup>1</sup>. It is that “project” that has been

and is the root cause of First Nations disadvantage and inequality. To respond with integrity to the call for a just and equitable Australia, organisations and individuals must recognise the need to decolonise their structures and institutions and develop a decoloniality of practice as a way for us all “to re-learn the knowledge of our forefathers and foremothers that has been pushed aside, forgotten, buried or discredited by the forces of modernity” and embracing ways “to explore how colonization, modernity, capitalism, and, most recently, neoliberalism has displaced an array of modes of living, thinking and being”<sup>2</sup>.

As such, World Vision’s approach to our Reconciliation Action Plan is one that recognises it as a journey of mutual transformation and “both-ways” learning. We focus not only on impact and making a difference, but also on the “decolonisation” of ways of working, of understanding and of mindsets, both within our own organisation and the broader context within which we work. This focus is central to our commitment to reconciliation and systemic change. Investing in community-led change is about investing in people and their capacity to change the world, our shared community and create a better future for all. We are backing First Nations peoples, organisations and communities and their leadership in our futures. World Vision is committed to prioritising the building of trusting relationships with community leaders, demonstrating that we are true to our word and do what we say we will do. But we also recognise the need to “walk the talk” in terms of backing up our commitment with resourcing, staffing and focus on change and following the lead of First Nations staff and leaders in our organisation.

Through our collaborative programming approach, with a range of supporters, communities and organisations, we aim to catalyse the foundations for longer-term sustainable change. In this, we recognise that inter-generational disadvantage, trauma and inequality require a process of inter-generational healing, support, collaboration and collective action. We are in it for the long term and this RAP provides the foundation for our long-term commitment to a fairer Australia.



Left: Warlpiri women and World Vision staff from the Channels of Hope for Gender project in Central Australia. Right: Storytime at the Nyirripi Learning Centre, supported by our Unlock Literacy project.

<sup>1</sup> Buttelli, Felipe & Le Bruyns, Clint. (2018). Decolonising Theology from #Feesmustfall and #Foratemer: Religion and Theology. 25. 46-71. 10.1163/15743012-02501010. <sup>2</sup> <https://www.wm.edu/sites/dhp/decoloniality/index.php>

## RAP objective and outcomes

### OBJECTIVE

World Vision Australia is a culturally safe organisation that advances reconciliation and self-determination of First Nations peoples within the organisation and our sphere of influence.

*Australia First Nations Program work contributes to the RAP objective but it is not governed by the RAP*



## 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 Australians 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 100 countries and this includes Australia, where past injustices experienced by First Nations peoples continue to give rise to inequality and disadvantage.

Our overarching goal for our development program in Australia is for First Nations peoples and organisations to lead their own development, to create life in all its fullness for First Nations children, families and communities. To this end, we are committed to working towards reconciliation, partnering to see tangible impact in communities and collaborating to advance systemic change. This also includes our commitment to grow and shape evidence-based program outcomes to achieve the greatest positive change and transformation for disadvantaged First Nations children, families and communities, together with a focus on generating support and effecting social change as a courageous voice for First Nations communities across Australia.

## Actions for change

We recognise the strength of First Nations communities and believe that they must be empowered to define their own development needs, problems and solutions. Therefore, it is with this commitment that each World Vision Australia department has identified goals that will contribute to the overall RAP objective and outcomes. Each department has its own deliverables and timeframe in which these will be met and how this will be monitored and tracked. We will report to the People, Culture and Governance Committee of the Board every six months and the Executive Lead Team every three months to ensure we are meeting targets. Our approach and commitment to the journey of reconciliation will reflect our Christian endeavour to be prophetic in the face of adversity and to demonstrate moral fortitude in a time when Australia needs leadership, vision, justice and restitution for First Nations peoples.

## Outcome I

World Vision Australia has culturally sensitive policies and practices that value the wisdom, spirituality, culture and contributions of First Nations peoples and combat racism.

OUTPUTS	DELIVERABLES	RESPONSIBILITY	TIMELINE
I.1 The Board, CEO and Executive Lead Team provide strategic leadership to achieve the RAP's objective and outcomes	The Executive Lead Team with the Board's support commits to engage the whole organisation in education and discussions towards building a greater understanding of reconciliation	Board, CEO and Executive Lead Team	FY21 Q3
	The Executive Lead Team to work with the RAP committee to identify financial and other resources for implementation of the RAP	Executive Lead Team	FY21 Q3
	Appoint a RAP Coordinator function that is responsible for supporting the RAP Committee in delivering identified outputs	Chief of People and Culture	FY21 Q2
	Establish a First Nations Reference Committee comprising key First Nations leaders both internal and external to World Vision Australia, to meet annually with the Executive Lead Team to provide advice. Learning to be shared with the Board.	Executive Lead Team, CEO, Australia First Nations Program	FY21 Q3
	World Vision Australia to advocate for World Vision International's evidence base to feature and promote First Nations policy and Australia First Nations Program approaches and lessons, as appropriate, such as First Nations peoples' knowledge	CEO, Executive Lead Team and Board	FY21 and FY22
	Monitor and track progress of the RAP and ensure goals and targets are met within the timeframe identified and report on achievements. Executive Lead Team to add the RAP as an agenda item in monthly meetings.	Executive Lead Team, RAP Committee	FY21 Q2
	The Executive Lead Team with the Board's support develops a plan to use the "Innovate RAP" to build towards a "Stretch RAP" for 2023 onwards	Board, Executive Lead Team	FY21 and FY22

## Outcome I

World Vision Australia has culturally sensitive policies and practices that value the wisdom, spirituality, culture and contributions of First Nations peoples and combats racism.

OUTPUTS	DELIVERABLES	RESPONSIBILITY	TIMELINE
<p>I.2</p> <p>The RAP Committee champions the RAP and is appropriately resourced to review and monitor the development, status of implementation and tracking and reporting of the RAP</p>	<p>Ensure that First Nations staff and non-First Nations staff, and each department, are represented on the RAP Reference Group</p>	Executive Lead Team	FY21 Q3
	<p>Establish a Terms of Reference for the functioning of the RAP Committee</p>	RAP Committee	FY21 Q3
	<p>Ensure the RAP Committee meets bi-monthly to progress RAP initiatives</p>	RAP Committee	FY21 and FY22
	<p>Provide an update on progress towards the RAP actions and deliverables every six months to the People, Culture and Governance Committee (PCGC) and annually to the Board.</p>	PCGC, Board, Executive Lead Team	PCGC review bi-annually in Apr and Oct (Board)
	<p>Provide culturally appropriate advice and support as required for all key organisation operational areas during implementation of the new RAP</p>	Australia First Nations Program, Field Impact	FY21 and FY22
	<p>Prepare a calendar of key dates significant to First Nations peoples and encourage staff to attend or host community events</p>	Executive Lead Team, RAP Committee	FY21 Q4
<p>I.3</p> <p>Celebrate and participate in National Reconciliation Week and provide opportunities to build and maintain relationships with First Nations peoples and communities</p>	<p>Circulate annual National Reconciliation Week information internally to staff</p>	RAP Committee	Annually
	<p>Encourage staff to celebrate and participate in National Reconciliation Week activities at World Vision and in their local communities, in order to grow cultural understanding within the organisation</p>	RAP Committee, Executive Lead Team, Marketing	Annually
	<p>Organise a minimum of one annual reconciliation event per national and state office during Reconciliation Week and register these events on the World Vision Australia website; inviting donors and stakeholders where applicable</p>	RAP Committee, Executive Lead Team, Australia First Nations Program, Marketing, Private Funding	Annually
	<p>Executive Lead Team to attend all, and Board members to attend one, of World Vision Australia-organised Australia First Nations annual cultural events (for example, Reconciliation Week, NAIDOC Week)</p>	Board, Executive Lead Team	Annually
	<p>Publish First Nations stories pertaining to reconciliation on intranet on a bi-monthly basis</p>	Marketing	FY21 and FY22
<p>I.4</p> <p>Provide opportunities for First Nations staff to participate in significant cultural events of their people and to participate in other collective gatherings such as NAIDOC Week, etc</p>	<p>Encourage First Nations staff to access ceremonial leave provision to participate in Cultural Obligations and Responsibility (Ceremonies, Ritual, Walking Country, Sorry Business, etc) and community events such as NAIDOC Week, etc</p>	People and Culture, Australia First Nations Program	Ongoing
	<p>Review People and Culture policies to ensure there are no barriers to any staff fulfilling Cultural Obligations and Responsibilities and attending NAIDOC Week celebrations</p>	People and Culture	FY21 Q4



OUTPUTS	DELIVERABLES	RESPONSIBILITY	TIMELINE
<p>1.5 Mandatory Cultural Competency training included within the induction process for all employees to enhance awareness and understanding of First Nations cultures, histories and achievements</p>	<p>All permanent staff attend Cultural Competency training and Board Members invited to participate</p> <p>All Board Members and Executive Lead Team invited to attend an Australia First Nations Program field trip during their tenures</p> <p>Staff commit to continue their learning of First Nations cultures, histories and achievements, along with the broader social justice landscape including Australia Day (Survival Day), Black Lives Matter, Sovereignty, Stolen Generations, devotions, etc, through attending learning events provided by the organisation</p> <p>Staff to seek opportunities to advocate for First Nations peoples and communities, promote the Australia First Nations Program and the voices of First Nations peoples through their personal networks</p> <p>Staff encourage their family and friends to participate in National Reconciliation celebrations</p>	<p>Australia First Nations Program, People and Culture</p> <p>Board, Executive Lead Team</p> <p>Staff</p> <p>Staff</p> <p>Staff</p>	<p>FY21 Q4 and FY22</p> <p>FY22 and beyond</p> <p>FY21 and FY22</p> <p>FY21 and FY22</p> <p>FY21 and FY22</p>
<p>1.6 Engage staff in understanding First Nations cultural protocols and respect for Elders and Welcome to Country and Acknowledgement of Country to ensure there is mutual respect shown to First Nations peoples</p>	<p>Acknowledgement of Country wording developed by the RAP Committee to be used as the standard wording across the entire organisation at the beginning of all meetings and gatherings</p> <p>Develop a First Nations Cultural Protocols Guide and embed this into all policies and practices, and make it accessible to all employees to foster ongoing cultural respect, understanding and a culturally safe workplace</p> <p>Invite Traditional Owners to perform Welcome to Country at significant World Vision Australia events</p> <p>Acknowledgement of Country is added to World Vision Australia's website, annual report and other publications</p> <p>All staff are encouraged to include Acknowledgement of Country in their email signature and social media platforms</p>	<p>Staff</p> <p>RAP Committee, Australia First Nations Program</p> <p>RAP Committee, Executive Lead Team</p> <p>Marketing</p> <p>Staff</p>	<p>FY21 Q2</p> <p>FY21 Q3</p> <p>FY21 Q2 – FY22</p> <p>FY21 Q3 – FY22</p> <p>FY21 Q4 – FY22</p>
<p>1.7 Increase representation of First Nations peoples on staff, Executive and Board</p>	<p>Establish committee to design, implement and annually review First Nations recruitment and employment strategy to increase the number of First Nations staff</p> <p>Design and implement a First Nations Trainee Program to grow talent and future leaders</p> <p>Design and implement a First Nations leadership and decision-making strategy (including professional development, mentoring, consultations with the Australia First Nations Program, RAP Committee, etc)</p> <p>Board skills matrix to include demographic of First Nations (nationality) and Board recruitment processes to actively source First Nations candidates for vacant roles</p>	<p>Executive Lead Team, People and Culture</p> <p>People and Culture</p> <p>Executive Lead Team, Australia First Nations Program</p> <p>Board</p>	<p>FY21 Q4 – FY22</p> <p>FY22 Q3</p> <p>FY22 Q2</p> <p>FY22</p>

## Outcome 1

World Vision Australia has culturally sensitive policies and practices that value the wisdom, spirituality, culture and contributions of First Nations peoples and combat racism.

OUTPUTS	DELIVERABLES	RESPONSIBILITY	TIMELINE
1.8 Address structural forms of racism and bias	Review organisational policy and compliance requirements from a First Nations cultural lens (including safeguarding) to recommend changes to policy owners to improve policy language, biases and policy positions that impede reconciliation	Executive Lead Team, Australia First Nations Program, Finance	FY22
	RAP Committee to review (annually) relevant organisational policies from a First Nations cultural lens	RAP Committee	FY21 and FY22
1.9 Field Impact staff understand our First Nations-led approach within Australia and support its applicability to their wider work	Field Impact staff understand First Nations-led approach and develop an understanding of decolonisation to embed into their wider work	Field Impact	FY21 Q3 – FY22
	Field Impact staff understand First Nations-led policy and programs and World Vision's role in amplifying the voices of First Nations children in policy and advocacy	Field Impact	FY21 Q3 – FY22
1.10 Investigate opportunities to increase supplier diversity from First Nations-led businesses	Through the organisation's procurement process, staff are encouraged to consider services from First Nations suppliers for purchases	Finance	FY21 Q2
	Develop a registry of approved and preferred First Nations suppliers and identify any barriers and solutions to engaging with First Nations businesses	Legal, Finance, Australia First Nations Program	FY22 Q1

## Outcome 2

World Vision Australia advocates for equality and justice for First Nations peoples to advance reconciliation

OUTPUTS	DELIVERABLES	RESPONSIBILITY	TIMELINE
2.1 World Vision Australia advocates for equality and justice for First Nations peoples to build reconciliation	Publish our RAP on the World Vision Australia website	Marketing, Policy and Advocacy	FY21 Q2
	Partner with First Nations organisations and peak bodies to advocate for policy changes that support the self-determination and wellbeing of First Nations peoples	Australia First Nations Program	FY21 Q1 – FY22
	Share our RAP learnings with World Vision partnership leaders to influence and strengthen a global commitment to reconciliation with First Nations peoples around the world	Executive Lead Team	Annually
	Utilise our organisational platform to advocate for policy change in our chosen policy focus areas	Policy and Advocacy, Australia First Nations Program, Church, Schools and Youth Team	FY21 Q1 – FY22
	Seek to strengthen our position and relationship with Federal, State and Territory governments to bring about positive change for First Nations peoples	Policy and Advocacy, Australia First Nations Program	FY21 Q1 – FY22

## Outcome 2

WorldVision Australia advocates for equality and justice for First Nations peoples to advance reconciliation

OUTPUTS	DELIVERABLES	RESPONSIBILITY	TIMELINE
2.2 Leverage our national reach to educate Australians about the challenges facing First Nations peoples today	World Vision Australia to create national platforms for our Australia First Nations Program and First Nations peoples to lift their profile and educate Australians	Policy and Advocacy, Australia First Nations Program, Executive Lead Team, Marketing	FY21 and FY22
	World Vision Australia will actively work to increase the profile of First Nations in marketing and communications, including posts on its social media accounts to be related to First Nations celebrations, advocacy or First Nations projects	Marketing, Executive Lead Team, Policy and Advocacy, Australia First Nations Program	FY21 and FY22
	World Vision Australia to strengthen its relationships with churches, Christian organisations and church youth groups to advocate, educate and fundraise about issues confronting First Nations peoples	Church, Schools and Youth Team, Australia First Nations Program	FY21 and FY22

## Outcome 3

WorldVision Australia field programs advance strong relationships with First Nations peoples, families and communities to achieve community-led outcomes

OUTPUTS	DELIVERABLES	RESPONSIBILITY	TIMELINE
3.1 World Vision Australia will foster cultural competency in our programming and communications to ensure that it permeates all aspects of our operations	Follow community protocols, APO NT (Aboriginal Peak Organisations Northern Territory) Partnership Principles and Australia First Nations Program guiding principles to develop partnerships with First Nations communities and organisations	Australia First Nations Program, Policy and Advocacy	FY21 Q2 – FY22
	Field trips adhere to RAP principles and include cultural competency training	Private Funding, Australia First Nations Program	FY21 Q2 – FY22
3.2 World Vision Australia will prioritise financial sustainability to build a diverse income portfolio for Australia First Nations programming and strategy delivery	Relevant department sets and achieves annual financial targets, particularly for The 2030 Collective, to support Australia First Nations Program financial sustainability goals, in line with the new Australia First Nations Program strategy	Australia First Nations Program, Executive Lead Team	FY21 Q3 – FY22
	Australia First Nations Program (via its strategy) will be invested in ensuring the sustainability and profitability of the overall program over the next five-year strategy cycle	Executive Lead Team	FY21 Q2 – FY22
	Undertake research to identify potential government, corporate and philanthropic sources of funding, partnerships, joint venture or consortium opportunities for building the Australia First Nations Program profile and future economic sustainability	Australia First Nations Program, Private Funding	FY21 Q2 – FY22



### Art Acknowledgement

This artwork honours World Vision's commitment to reconciliation with Australia's First Nations communities. The central circle depicts World Vision holding space for communities coming together to share, listen and influence. First Nations culture, knowledge and autonomy are crucial to reconciliation and this artwork depicts all Nations across Australia from all corners and paying respect to their Countries, elders and wisdoms.

Healing starts with our connections that are crucial to our well-being. The healing stones depict this.

The pathway on the outer shows ups and downs in ones journey, but culture and connection allows us to become centred, nurtured and supported. The feet represent coming together to support one another, and that energy then ripples outwards; affecting positive change.

The boomerangs represent our collectiveness, we have our individual journeys, but coming back to culture, family and country helps keep us strong.

**Artist:** Dixon Patten (Bitja) of Bayila Creative

**Tribes:** Yorta Yorta, Gunnai, Gunditjmara, Wiradjuri, Yuin, Djab Wurrung, Dhudhuroa, Barapa Barapa, Wemba Wemba, and Monero.

We acknowledge that World Vision Australia's head office is located on the traditional country of the Woiwurrung Wurundjeri Nations.

