



# STRETCH RECONCILIATION ACTION PLAN 2016–2019

Highlights: Year One – 2016



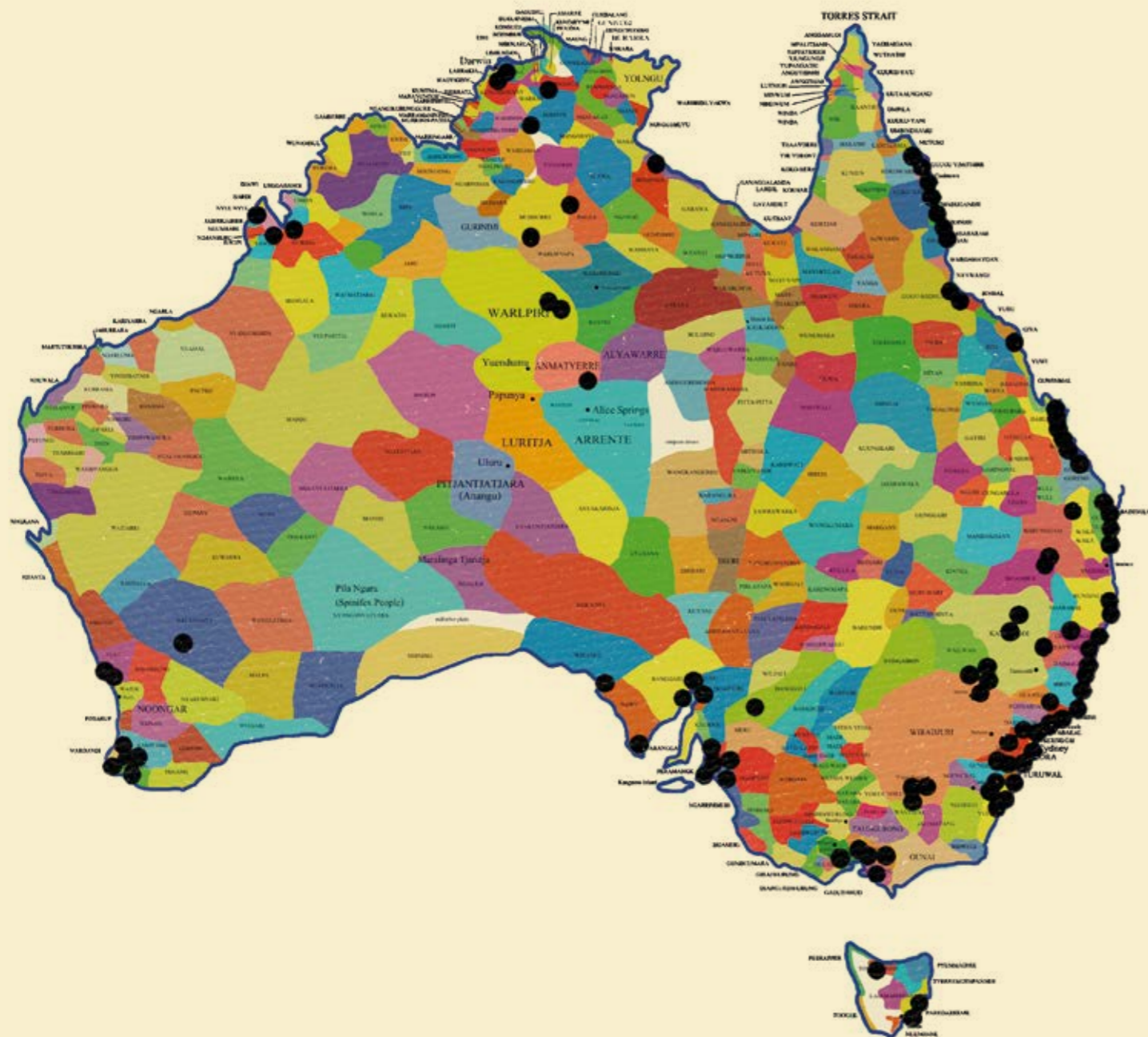
**WE**  
**LIFE WITHOUT BARRIERS**  
**VE**

Supporting Aboriginal and Torres Strait Islander people



**Reconciliation**  
**A U S T R A L I A**

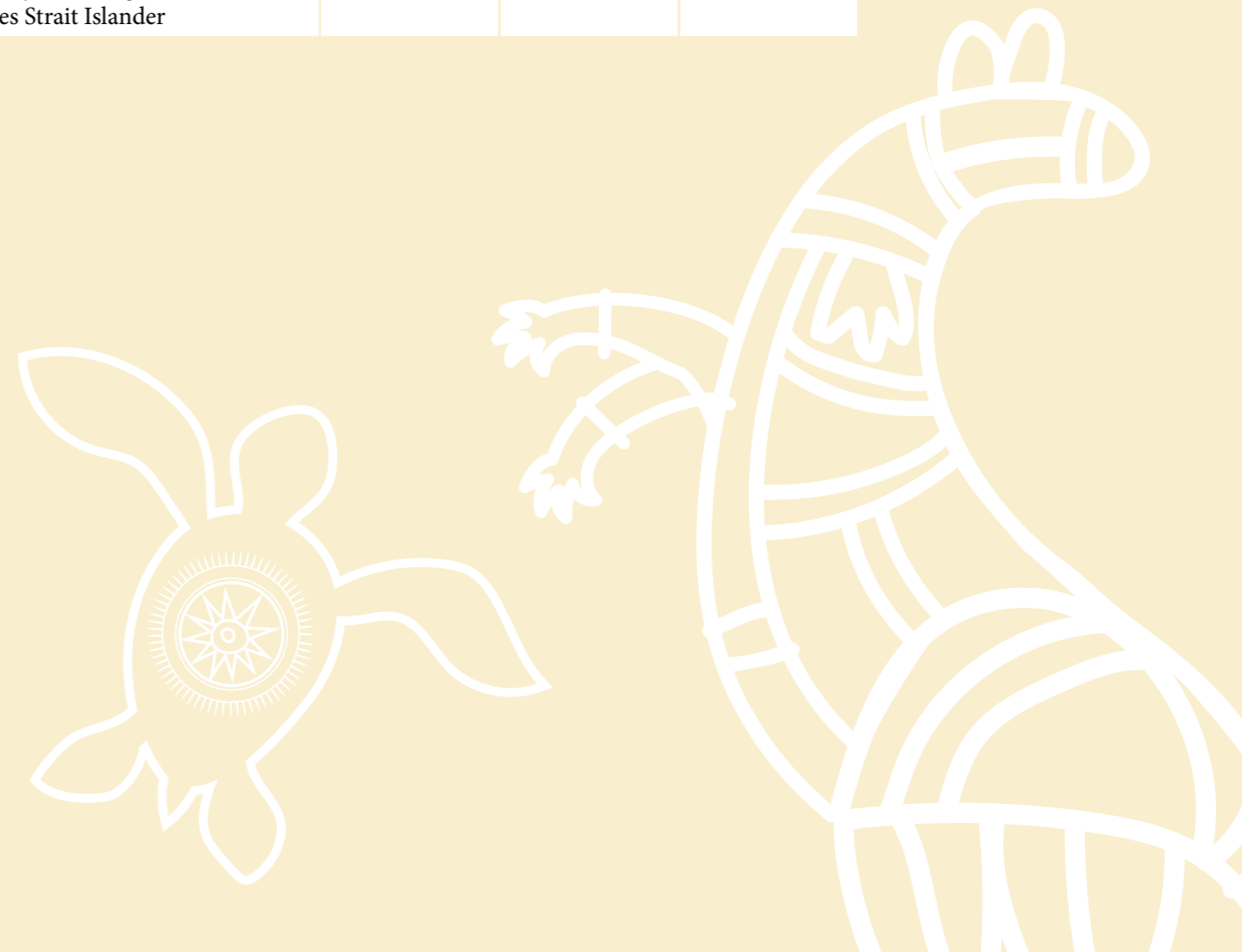
# OUR LOCATIONS



This is the first yearly report summarising the implementation of our Stretch RAP. It is a compendium to the quarterly Board reports and includes highlights of information requested as part of Reconciliation Australia’s reporting criteria.

Our Stretch Reconciliation Action Plan is a call to action identifying key actions, timeframes and targets to ensure that Life Without Barriers engages with and delivers client services that will result in increased opportunities and improved outcomes for Aboriginal and Torres Strait Islander people, communities and organisations.

LWB COMMUNITY	CLIENTS	FOSTER CARERS	STAFF
Number	12,254	2,599	4,162
Identify as Aboriginal or Torres Strait Islander	1,000	150	243

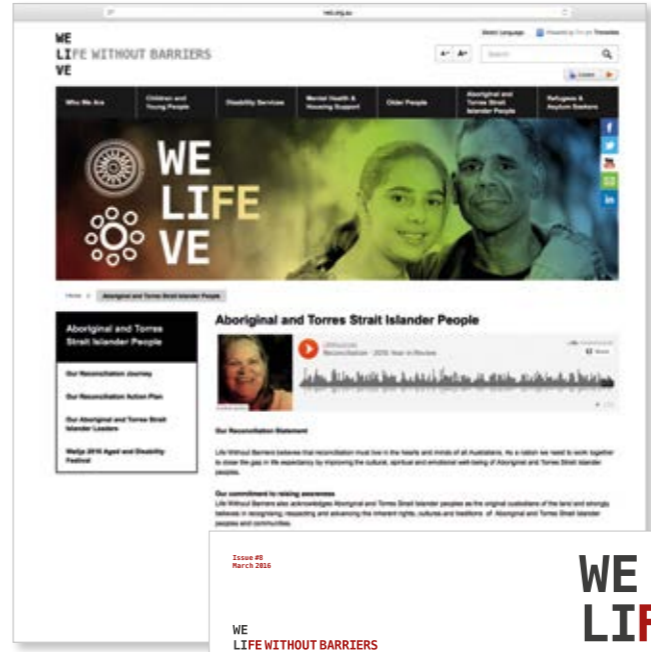




# RELATIONSHIPS

## FOCUS AREA:

Reflecting our values in everything we do; delivering client-centred community based services; and inventing new ways of working with people and communities to create more opportunities.



## HIGHLIGHTS

On 12 February 2016, the Chair of the LWB Board and Chief Executive launched the National Stretch Reconciliation Action Plan 2016 – 2019 through a 13-site live link up. Guests at all locations included local Elders, Directors and staff, and our Board Directors in their home states.

The Chair gave an inspiring speech, identifying the importance and significance of the Stretch RAP. The Chair's speech was directed to all staff to take ownership of the Stretch RAP targets and to embrace the work ahead.

Each of the LWB teams made a pledge which reflects one of the Stretch RAP targets.

- 80** staff nominated for implementation committees
- 11** RAP Implementation Committees formed
- 20** staff updates – one a fortnight since launch
- 4** national updates – feature of our quarterly We Live Life

05 LOOK WHAT'S POPPED UP  
07 OUR RECONCILIATION JOURNEY CONTINUES  
12 2015 NATIONAL CARER AWARD WINNERS  
18 STEPPING UP IN WA  
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Kuarna/Ngarrindjerri man Alan Sumner delivers a ceremonious opening for the LWB Salisbury Centre community celebration.

In Tasmania we celebrated with our new partner, Tasmanian Aboriginal Centre, joining the Celebration Walk for Sorry Day.

The Long Walk: In Victoria, clients, carers and staff joined the Long Walk, during National Reconciliation Week. The Long Walk was inspired by Michael Long's walk to Canberra to advocate for Aboriginal and Torres Strait Islander people to be included on the national agenda in 2004.

CELEBRATION OF SIGNIFICANT EVENTS	PEOPLE INVOLVED
<b>National Reconciliation Week.</b> Viewing of former Prime Minister Kevin Rudd's Apology to the Stolen Generation, and reflecting on LWBs reconciliation journey; Dreamtime at the 'G Match – Flagship game of the AFL's Indigenous Round; Yugambah Jarla Native Gala Dinner; Events in parklands celebrating with community and clients, lunches; Guided Aboriginal Heritage Walks; Open Air Cinema – <i>Putuparri and the Rainmakers. Rec in the West</i> with Taoundi College; Interagency gatherings in the Kimberly; Community events with Whadjuk Regional Development, South West Aboriginal Land and Sea Council; and Bega Garribirringu Health Services. <i>All locations.</i>	3,090
<b>National Sorry Day.</b> Guest speakers; Screening of the <i>Bringing Them Home Report 1997</i> ; Screening the <i>Chair's</i> reconciliation message; Making commemoration flowers; Barbeques, celebrations with clients, community and staff; Lunch with Whittlesea Council; Themed morning teas; Community gathering at the Tarntanyangga city centre. <i>All locations.</i>	600
<b>Mabo Day.</b> Cairns Torres Strait Islander and Aboriginal community hosted by LWB. <i>Cairns.</i>	250
<b>National Aboriginal and Torres Strait Islander Children's Day.</b> Celebration Barbeque Lajamanu Crèche, Northern Territory; Children's Day Celebration Kingston High School, Tasmania; Coastal Walk, Queensland; and celebratory events in Rockadle and Newcastle, New South Wales, and Netley in South Australia.	690

STATUS	REF	ACTION
Completed	On track	1 RAP Working Group actively monitors RAP development and implementation.
Completed		2 Celebrate National Reconciliation Week to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff.
Completed	On track	4 Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.
RAP Refresh	4.5	Establish a Reconciliation Industry Network Group (RING) for providers of Out of Home Care services across Australia, to: connect industry partners and agencies to improve reconciliation outcomes for children and young people in care; share learnings; identify opportunities for kinship care and family support; and communicate outcomes to stakeholders. Ref. Item 15.
2017-2018 Deliverable	3	Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander people, communities and organisations to support positive outcomes.
Completed	On track	5 Increase active engagement between local communities and all LWB locations to support shared values and objectives. (includes engaging with the community annually, by attending a community event in each state and territory, to recognise and celebrate: Harmony Day; Sorry Day; Mabo Day; National Aboriginal and Torres Strait Islander Children's Day.
Mostly on track	5.5	Aboriginal and Torres Strait Islander State Leads and non-Aboriginal and Torres Strait Islander staff have created opportunities to form stronger relationships and partnerships with local community groups relevant to service streams.



LWB joined the Suncare Recognise Coastal Walk along Queensland's Sunshine Coast raising awareness of reconciliation and the rights of Aboriginal and Torres Strait Islander people. The three-kilometre walk went from Woorim Park Golden Beach moving south along Pumistone and circling back to the starting point.

3000 community members, partners and LWB staff, carers and clients participated in the event.

Traditional Gubbi dances at the Suncare Recognise Coastal Walk.



# RESPECT

## FOCUS AREA:

Reflecting our values in everything we do; delivering client centred community based services; and developing our people and our leadership capability.

## HIGHLIGHTS

### Creating Brighter Futures

A new arts-based learning program – Creating Brighter Futures or nyuntumpa nintiringanyi – meaning For You to Learn About in the language of the Pitjantjatjara people, has been developed for school children at the Challa Gardens Primary School, Adelaide.

Nyuntumpa nintiringanyi is based on traditional Aboriginal learning and education and aims to increase student attendance and parental involvement while focusing on children’s learning achievements in a fun environment.

It has been developed in line with the National School Curriculum for the Arts and through consultation with the Inbarendi Parent Committee – Aboriginal Parent Group.

All students in the school now have access to the program through their weekly drama classes. The playground has been abuzz with students discussing class activities and anticipating what might happen in the next class.



*The Creating Brighter Futures project demonstrates the power of education through dance, song and story-telling.*

STATUS	REF	ACTION	
On track	6	Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	
On track	6.1	Develop and implement the Aboriginal and Torres Strait Islander cultural awareness learning and development plan that will include: online cultural learning; cultural awareness activities; face-to-face cultural workshops; cultural immersion activities.	
Delayed	6.2	All RAP Working Group members to undertake cultural learning activities.	
Completed	On track	7	Demonstrate respect to Aboriginal and Torres Strait Islander people and communities by embedding cultural protocols as part of the way our organisation functions.
Completed	8	Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week.	



LOCATIONS WHERE WE CELEBRATED NAIDOC WEEK	PEOPLE AT CELEBRATIONS
Community celebrations in: Civic Park, Westlakes and Eastlakes, Hunter Region; Federation Square, Werribee, and Bundoora, Victoria; Cairns, Townsville and the Sunshine Coast, Queensland; Hobart, Tasmania; Darwin, Tennant Creek, Alice Springs and Katherine, Northern Territory; Adelaide, Southern Adelaide, Christies Beach, and Murray Bridge, South Australia; Perth and City of Armadale, Western Australia; Campbelltown, Liverpool, Penrith and Sydney, New South Wales.	35,805

This year, Darwin was the host city for the annual National NAIDOC Awards, and our LWB team dedicated one afternoon a week for five weeks to pamper and prepare clients for the big event.

This involved manicures, pedicures, haircuts and makeup lessons. The team then accompanied the clients to shop for evening gowns and suits and organised a fashion parade so they could showcase their sharp attire, makeup and hair in a final dress rehearsal.

Our clients from Aboriginal or Torres Strait Islander backgrounds enjoyed celebrating this important cultural occasion with members of the community.

Waruparr RAP Committee	NSW
South East Region OoHC Team	QLD
Aboriginal Men's House – Port Augusta	SA



The Aboriginal Men's House were winners of the Reconciliation Award at the 2016 Annual LWB Employee Recognition Awards.

### Aboriginal Men's House from Port Augusta, South Australia were the Reconciliation Award Winners

Leading a service which supports men with a range of complex needs, this team is an example of what it means to be truly committed. Their flexible and dynamic approach, reliance, and commitment to cultivating relationships, helps them deliver the best possible program based on the safety and wellbeing of each of their residents. They also respect each person and seek to learn and understand their kinship and community connections.



In a positive show of cultural representation and inclusion, Darwin shined as the host city for this year's annual National NAIDOC Awards and Ball. Pictured above (left to right): LWB Program Coordinator Dannielle Kruse and Tara Darcy.



# OPPORTUNITIES

## FOCUS AREA:

Reflecting our values in everything we do; delivering client centred community based services; inventing new ways of working with people and communities to create more opportunities; developing our people and leadership capability; improving our efficiency to make resources go further; and diversifying and growing to reach and connect more people together.



Waltja Aged and Disability Festival attendees participating in sand art activity.

## HIGHLIGHTS

### Waltja Tjutangku Palyapayi Aboriginal Corporation (Waltja)

Waltja is a community-based organisation operated by a Board comprised of representatives from remote Central Australia and Anangu Pitjantjatjara Yankunytjatjara, South Australia.

This partnership saw LWB support the planning, promotion and delivery of the festival held on 3-7 October 2016 at the Ross River Resort Campground, 86 kms outside of Alice Springs. Close to 150 older women and men and those with disability attended the festival, along with 25 LWB clients in the Disability Program and Out-of-Home Care service in Alice Springs, many of whom were able to spend time and have fun with family and kin.



LWB Staff and Waltja Aged and Disability Festival participants.



STATUS		REF	ACTION
2017-2018 Deliverable	Mostly on track	9	Increase Aboriginal and Torres Strait Islander recruitment and retention within LWB.
	On track	10	Increase Aboriginal and Torres Strait Islander supplier diversity within LWB.
	Mostly on track	11	Ensure LWB programs meet the needs of Aboriginal and Torres Strait Islander people by creating opportunities to hear the voices of Aboriginal and Torres Strait Islander staff, carers and clients.
	Completed	12	Support Aboriginal and Torres Strait Islander communities through mentoring, leadership and employment programs.
	Delayed	12.1	Develop and implement a professional mentoring network within LWB for all Aboriginal and Torres Strait Islander staff utilising the resources of recognised and respected community leaders from across our regions.
	Mostly on track	12.3	Engage local Aboriginal and Torres Strait community organisations to partner with LWB in the delivery of a cultural awareness program.



**Connecting to Country**

LWBs carers and staff on a day-long journey of life-shaping experiences as part of their Introduction to Sacred Country. Held at Mount Yengo in the Lower Hunter Region of NSW, Introduction to Sacred Country was a day of cultural awareness providing participants with a deeper sense of the meaning of Aboriginal Country, how Aboriginal people have connection to Country, and how to connect to Country.

The Hunter Region Out of Home Care Aboriginal Cultural Support Planner and Elder, a Wonnarua Elder/Care Taker/ Descendent and respected Community member, led the day of walking and exploration.



Ngangkari healers performing traditional Aboriginal healing.



**Traditional Aboriginal Healing**

Ngangkari Healers visited Life Without Barriers' clients, carers and staff at the LWB National Office, Sydney Aboriginal Unit and Hunter Central Coast Out of Home Care Team

In 2012, the Aboriginal healers from the Anangu Pitjantjatjara Yankunytjatjara, South Australia (APY Lands) established the Anangu Ngangkari Tjutaku Aboriginal

Corporation (ANTAC). ANTAC is the first organisation of Aboriginal traditional healers in Australia.

The organisation facilitates the maintenance of 60,000 years of Aboriginal traditional medicine practice called Ngangkariku Tjukurpa. This sacred Aboriginal medical knowledge system serves as a platform for the delivery of Aboriginal traditional healing to those in need of physical, emotional, psychological and spiritual healing.

Recruitment is a key component of the Stretch RAP, and we increased our exposure in the market place earlier this year with a suite of social media recruitment videos filmed in Cairns on Mabo Day.

**Employment**

The Burdiya Centre is a new alternative employment service in Western Australia attended by LWB Aboriginal clients who produce art and furniture which is sold through exhibition. This year's auction raised over \$6000 which was used to purchase new equipment for the centre and provided an income source for the clients. The Mayor, City of Cockburn opened the exhibition and purchased artwork for the City's office.



LWB staff in Cairns, laying down the damper for the Mabo Day celebration feast.





# TRACKING PROGRESS AND REPORTING

## HIGHLIGHTS

<b>10</b>	formal partnerships
<b>8</b>	informal partnerships
<b>503</b>	staff undertook face-to-face training
<b>254</b>	staff undertook an immersion program
<b>55</b>	undertook other training

### Traineeships

LWB offers a Traineeship Program for eight Aboriginal and Torres Strait Islander trainees and currently has five trainees.

### Tertiary Partnerships

LWB has continued to embrace many different avenues of attracting, recruiting and retaining Aboriginal and Torres Strait Islander staff. LWB has formed relationships with tertiary institutions in an endeavour to showcase employment opportunities at LWB to potential graduates and attract those with appropriate qualifications. These include University of Melbourne, Griffith University, Southern Cross University and Queensland University of Technology.

### Sponsorship Partnership

LWB is partnering with a major national company to provide scholarship and work placement opportunities to Aboriginal and Torres Strait Islander students enrolled in tertiary institutions. The Scholarship Program will offer tertiary support two students per annum.

### Indigenous Media

LWB engages with national Indigenous media organisations including Koori Mail and National Indigenous Times to advertise and promote all positions available across all LWB work locations.

STATUS	REF	ACTION
On track	13	Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report.
On track	14	Report RAP achievements, challenges and learnings internally and externally.
2017-2018 Deliverable	15	Review, refresh and update RAP.
On track	16	Report on RAP outcomes to staff, carers and communities and stakeholders as a whole.

<b>\$86,500</b> Donations
<b>\$192,110</b> Goods from Aboriginal and Torres Strait Islander businesses
<b>\$15,000</b> Contributions to Aboriginal and Torres Strait Islander education scholarships

### High Impact Cross Cultural Leadership Program

LWB spent 12 months developing a Cross Cultural Leadership Program. In August of 2015 a co-design team from LWB met with Social Leadership Australia with the intention of building a shared awareness and skills to find new ways to lead together.

The 31 participants who subsequently attended the program, developed 31 initiatives and four projects to be implemented in the respective workplaces in the States/Territories. All initiatives and projects are current, supported and reported as part of the Stretch RAP deliverables.

#### Projects:

- a) Re-engineering recruitment processes for Aboriginal and Torres Strait Islander employees via use of video to enhance recruitment and screening.
- b) Implementing a good practice (sharing) campaign.
- c) Delivering No Excuses Cultural Support Plans across States and Territories.
- d) Screening and inducting new employees to ensure cultural and values alignment.



Life Without Barriers remains committed to building long term relationships with Aboriginal and Torres Strait Islander people, organisations and communities and together, with other Australians, foster positive outcomes.





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