

# RECONCILIATION ACTION PLAN

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## Our vision for reconciliation

Our vision is that SHINE SA will build positive relationships with the Aboriginal and Torres Strait Islander community in SA to support real and lasting improvement in the sexual health of the community.

### Our commitment to reconciliation

- We are committed to building **AUTHENTIC** partnerships with Aboriginal and Torres Strait Islander staff and community.
- We will work towards increasing meaningful **PARTICIPATION** of Aboriginal and Torres Strait Islander peoples in our work.
- We will advocate with Aboriginal and Torres Strait Islander peoples for **EQUITY** of sexual health outcomes.
- We will increase the capacity of the SHINE SA workforce to work **COLLABORATIVELY** with Aboriginal and Torres Strait Islander peoples.

## Reconciliation Action Plan (RAP) for 2017–2018

### Our business

SHINE SA is the lead provider of sexual health and relationship services in South Australia. The service provides a range of clinical and counselling services, professional and community education and health promotion and resources.

Employing approx. 54 FTE of staff across a range of professions including Medical Officers, Registered Nurses/Midwives, educators, administrative officers and management. The workforce includes people who identify as Aboriginal and non-Aboriginal and a mix of genders. There are currently (May 2017) 4 FTE of Aboriginal staff members employed. SHINE SA provides some of its services across the state but focuses clinical services in the metropolitan area.

### Our RAP

SHINE SA is committed to developing a Reconciliation Action Plan to contribute to improving the relationship and sexual health status, reducing the poor sexual health outcome and ensuring access to high quality services for all Aboriginal and Torres Strait Islander people(s) and to close the life expectancy gap. The 2017–2018 RAP highlights our commitment to reconciliation and details activities to build positive relationships and provide equitable opportunities for Aboriginal and Torres Strait Islander people(s).

SHINE SA employs a number of Aboriginal and Torres Strait Islander staff and will continue to work towards creating a sustainable Aboriginal and Torres Strait Islander workforce. Our RAP commits SHINE SA to actively nurturing an inclusive culture that values the contribution, skills and knowledge of all staff and promotes values embraced by, and significant to, Aboriginal and Torres Strait Islander employees. The Aboriginal and Torres Strait Islander staff network supported by executive management will champion the RAP.

### Our partnerships/current activities

SHINE SA has a number of valued community and organisational relationships and partnerships including:

- Community partnerships
- Aboriginal Health Council of SA
- AHCSA Member organisations in rural and remote SA
- Nunkuwarrin Yunti
- Aboriginal Family Support Services
- Aboriginal Health Division SA
- Tauondi College
- DECD – Aboriginal Education
- PYEC – APY Lands

Internal activities/initiatives

- Aboriginal and Torres Strait Islander Staff Network
- Acknowledgment of and participation in notable events
- Advocacy for Aboriginal and Torres Strait Islander health initiatives

# RECONCILIATION ACTION PLAN

## Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish an Aboriginal and Torres Strait Islander Staff Network	<ul style="list-style-type: none"> <li>Form an Aboriginal and Torres Strait Islander Staff Network to support the development of SHINE SA's RAP, comprising Aboriginal and Torres Strait Islander peoples and decision-making staff.</li> </ul>	March 2016	DCCP
2. Build internal and external relationships	<ul style="list-style-type: none"> <li>Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.</li> </ul>	March 2017	Staff Network
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> <li>Encourage our staff to attend a NRW event.</li> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>Ensure our Staff Network participates in an external event to recognise and celebrate NRW.</li> </ul>	27 May–3 June 2017 And again in 2018	Staff Network
4. Raise internal awareness of our RAP	<ul style="list-style-type: none"> <li>Include in Friday News Bits information to raise awareness among all staff across the organisation about our RAP commitments.</li> </ul>	December monthly	Staff Network
5. Relationships	<ul style="list-style-type: none"> <li>Build partnerships with AHCSA and other Aboriginal and Torres Strait Islander peoples and organisations.</li> </ul>	June 2018	EMT Staff Network
6. EMT support	<ul style="list-style-type: none"> <li>Ensure Executive Management Team is engaged in and supportive of the delivery of RAP outcomes.</li> </ul>		
7. Recognise campaign/reconciliation	<ul style="list-style-type: none"> <li>Raise awareness of/explore opportunities to support the Recognise campaign.</li> <li>Support SA state/territory based reconciliation council.</li> </ul>		

# RECONCILIATION ACTION PLAN

## Respect

Action	Deliverable	Timeline	Responsibility
8. Ensure staff undertake Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> <li>• Measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement.</li> <li>• Provide cultural awareness training needs within our organisation.</li> <li>• Develop an Aboriginal and Torres Strait Islander orientation package.</li> </ul>	June 2018	Executive member of Staff Network  HR
9. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> <li>• Raise awareness and share information among our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.</li> <li>• Participate in an external NAIDOC Week event.</li> <li>• Hold an internal NAIDOC Week event.</li> </ul>	8–15 July 2018	Staff Network chair
10. Raise internal understanding of local Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> <li>• Identify strategies to raise awareness and understanding of the meaning and significance behind Acknowledgment of Land and Welcome to Country protocols with staff (e.g. part of orientation package, included in Friday News Bits).</li> </ul>	December 2017	Staff Network chair

# RECONCILIATION ACTION PLAN

## Opportunities

Action	Deliverable	Timeline	Responsibility
11. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> <li>Promote Aboriginal and Torres Strait Islander employment within SHINE SA.</li> <li>Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.</li> </ul>	July 2018	Executive member of Staff Network
12. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> <li>Ensure local Aboriginal and Torres Strait Islander owned businesses are supported especially in cultural events (include this in orientation package).</li> </ul>	July 2018	Executive member of Staff Network
13. Opportunities and actions related to our core business and vision for reconciliation	<ul style="list-style-type: none"> <li>Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).</li> <li>Support further training for Aboriginal and Torres Strait Islander staff.</li> <li>Support Aboriginal and Torres Strait Islander leadership.</li> </ul>	July 2018	Executive member of Staff Network

## Tracking and progress

Action	Targets	Timeline	Responsibility
14. Build support for the RAP	<ul style="list-style-type: none"> <li>Define resource needs for RAP development and implementation.</li> <li>Define systems and capability needs to track, measure and report on RAP activities.</li> <li>Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.</li> </ul>	30 September, annually	Executive member of Staff Network
15. Review and Refresh RAP	<ul style="list-style-type: none"> <li>Review and refresh RAP based on learnings, challenges and achievements.</li> <li>Submit draft RAP to Reconciliation Australia for formal review and endorsement.</li> <li>Work towards the next level RAP – INNOVATE</li> </ul>	August 2018	Executive member of Staff Network