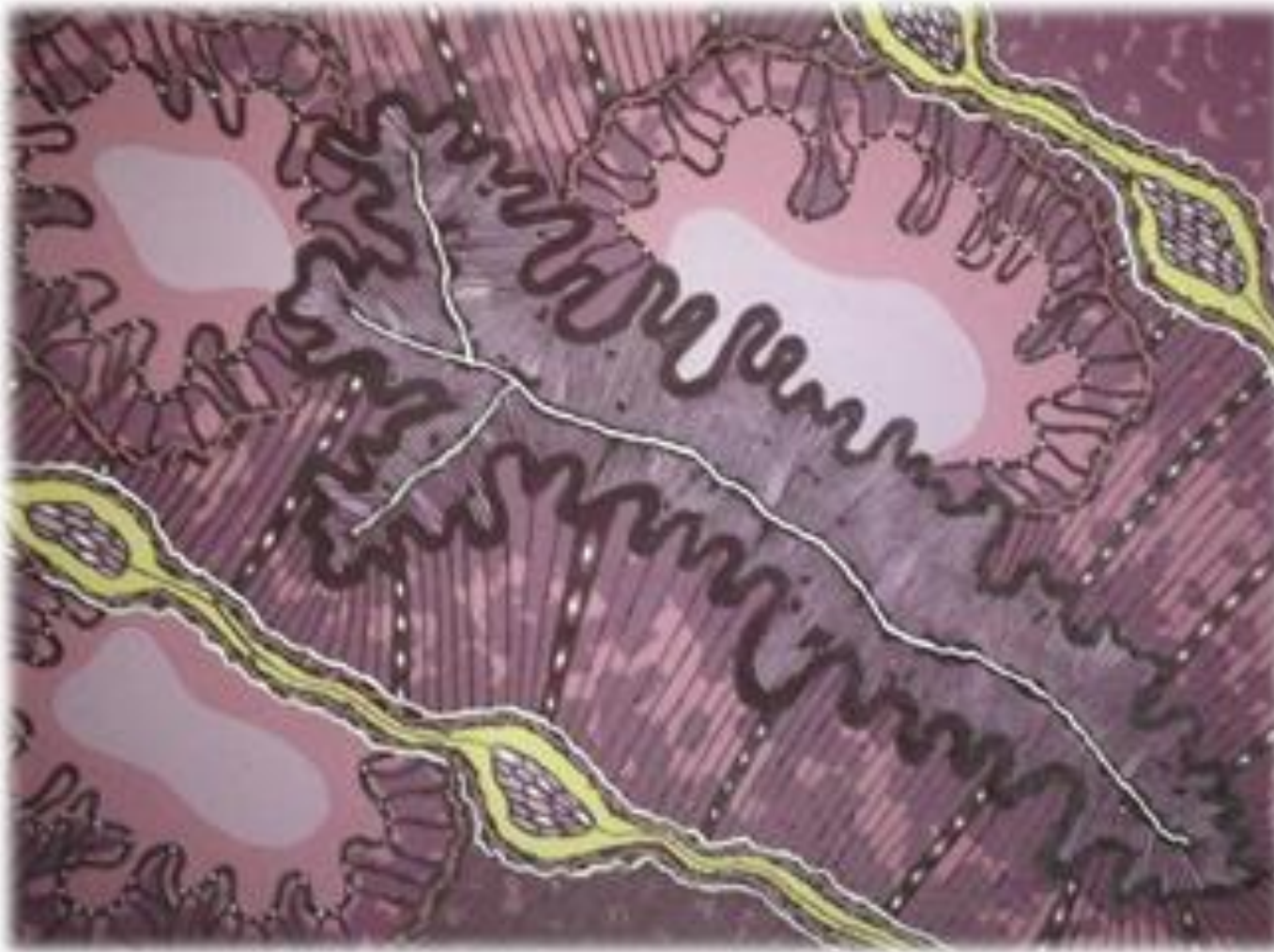


REFLECTIVE RAP

October 2017 to October 2018



About the Artist:

Jacquelyn Davison, Aboriginal artist from Ngarigo- Monero (Snowy Mountain/ East Gippsland, Vic), Gunai/Kurnai Vic and Dharawal NSW countries.

About the Artwork:

This painting is about my daughters struggle with meningococcal at two months old. The work tells of poison blood and the affects it has had physically and mentally. But this painting is beautiful, strong and bold just like her.

REFLECT RAP

About the Reflect RAP

The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of RAPs, each offering a different level of engagement and support. In developing a Reflect RAP, our organisation commits to completing the following actions over the next 12 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans. Our future RAPs will identify relationships, respect and opportunities actions specific to our business and our sphere of influence.

This Reflect RAP will allow our organisation to focus on building relationships both internally and externally, and raise awareness with our stakeholders to ensure there is shared understanding and ownership of our RAP within our organisation. Development of our future RAPs will involve consultation with staff across our organisation including Aboriginal and Torres Strait Islander staff and/or stakeholders to achieve our vision for reconciliation.

About IDRS

The Intellectual Disability Rights Service (IDRS) is a specialist legal information and advocacy service for people with intellectual disability. We work with and for people with intellectual disability to exercise and advance their rights.

We do this by: providing legal advice, casework and support; advocating for improvements to laws and policies affecting people with intellectual disability; providing assistance to legal and other professionals supporting people with intellectual disability and providing information to service providers and the community about the rights and needs of people with

IDRS Reflective RAP – October 2017 to October 2018



intellectual disability.

IDRS employs approximately 20 staff across Sydney, Hunter & Illawarra regions. We also have more than 100 volunteers who support clients across Sydney and Regional NSW

IDRS currently has two Aboriginal volunteers in the Illawarra region. Through the development of this RAP, we hope to expand opportunities for recruiting and retaining Aboriginal and Torres Strait Islander staff and volunteers in our organisation.

IDRS is a state-wide service and has volunteers in Sydney, Hunter, Mid North Coast, Illawarra, Shoalhaven, Goulburn, Central Coast, Riverina and Central West where we can provide direct support to clients with intellectual disability. All other areas across NSW we provide indirect support.

Our RAP

IDRS has already commenced the reconciliation journey by building informal relationships with local Aboriginal organisations and ensuring that we commence all meetings with an Acknowledgement of Country. IDRS is committed to continuing to work with, and build on these relationships with Aboriginal and Torres Strait Islander communities. Our aim is to increase our understanding of Aboriginal and Torres Strait Islander cultures so that we may provide services that are both culturally appropriate and respectful. Our RAP was developed with the input of staff including one of our Aboriginal volunteer support people.

Our vision for reconciliation is to address barriers and increase access to justice for Aboriginal and Torres Strait Islander people with intellectual disability along with empowering them to understand and advocate for their legal and human rights.

Our RAP is championed through our Criminal Justice Support Network (CJSN) co-ordinators and developed with the assistance of Reconciliation Australia. Our RAP also has the strong support of the members of our Board.

IDRS Reflective RAP – October 2017 to October 2018



Our Partnerships / Current Activities

IDRS is currently looking at forming relationships with relevant state-wide organisations including Aboriginal Legal Service (ALS), Warringa Baiya Aboriginal Women's Legal Centre. We are also looking at forming relationships with organisations at a local level in all areas across the state including First Peoples disability network.

IDRS currently provide legal and non-legal support to Aboriginal and Torres Strait Islander clients including Peer support programs where participants are provided with a fun, safe space to learn from others and increase their capacity and confidence in themselves.

Over the next 12 months, our organisation commits to:

	Action	Responsibility	Timeline	Deliverables
Relationships	Maintain a RAP Working Group	RAP Project Coordinator	October 2017	<ul style="list-style-type: none"> Maintain RAP Working Group that is operational to support the development of our RAP, comprising of Aboriginal and Torres Strait Islander people and other Australians by meeting at least twice a year to monitor and report on the RAP implementation. Staff and volunteers emailed to see if there is any interest in joining the current RAP working group Ensure that there is always at least one Aboriginal or Torres Strait Islander person on the RAP working group Establish Terms of Reference for the Rap Working Group
		RAP Project Coordinator	October 2017 October 2017 October 2017	
	Develop external relationships and approach potential partners	Administrator	December, 2017	
		Administrator CJSN Manager	Dec 2017 June 2018	

	Celebrate National Reconciliation Week (NRW)	CJSN manager RAP Project Coordinator RAP Project Coordinator RAP Project Coordinator CJSN Manager	May 2018 April 2018 April 2018 April 2018 May 2018	<ul style="list-style-type: none"> • RAP Working group to attend a community event or organise an internal event to recognise and celebrate NRW • Email staff & volunteers to provide them with information on NRW events they can attend • Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff • Raise awareness of National Reconciliation Week through IDRS social media. • Celebrate National Reconciliation Week by hosting an internal event for all staff
	Raise internal awareness of the RAP	RAP Project Coordinator Regional Coordinator Education manager CJSN Manager Administrator	Nov 2017 Nov2017 Nov 2017 Nov 2017 Nov 2017	<ul style="list-style-type: none"> • Present our RAP to the board to raise awareness about our RAP commitment • Present our RAP at a staff meeting to ensure they have an understanding of the RAP actions and how they can contribute to our RAP • Publish RAP on the IDRS website • Disseminate RAP to all new staff at commencement within induction process • Disseminate RAP to all existing volunteers by email and new volunteers at training

	Host community engagement functions in outreach Aboriginal communities	Outreach Co-ordinator	Feb 2018	<ul style="list-style-type: none"> • Apply for grants to allow for each region to hold community engagement functions such as BBQ's/Morning Teas • Discuss event with Elders including venue, who to invite and appropriate topics of discussion • Advertise in local Aboriginal and Torres Strait Islander disability organisations and high school disability support units • Read the OCHRE report published by Aboriginal Affairs to better identify needs and gaps in regions we are looking to hold events in
		Outreach Co-ordinator	Jan 2018	
		Outreach Co-ordinator	Jan 2018	
		Outreach Co-ordinator	Oct 2018	

Respect	Investigate cultural development	RAP Project Coordinator	July 2018	<ul style="list-style-type: none"> Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation Capture data and measure staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements Conduct a review of cultural awareness training needs within our organisation Staff & volunteers to attend Aboriginal and Torres Strait Islander cultural awareness training to increase their understanding and appreciation of the diversity of Aboriginal and Torres Strait Islander cultures. 	
		Education manger	July 2018		
		Education manager	Aug 2018		
		Executive officer	Jan 2018		
	CJSN Manager	Jan 2018	<ul style="list-style-type: none"> Approach Warringah Baiya or similar organisation to discuss collaboration on the appropriateness of any training before sending staff and volunteers. 		
	Celebrate NAIDOC Week	CJSN Manager	July 2018		<ul style="list-style-type: none"> RAP working group members to participate in an external community NAIDOC Week event
		RAP Project Coordinator	July 2018		<ul style="list-style-type: none"> RAP working group members to hold an internal event
CJSN Manager		July 2018	<ul style="list-style-type: none"> Promote community NAIDOC week events in our local area amongst staff including displaying poster in each office promoting the event 		
	RAP Project Coordinator	July 2018	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities 		

Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Regional Coordinator	Oct 2017	<ul style="list-style-type: none"> • Purchase and display Aboriginal and Torres Strait Islander flags in reception area of Sydney, Hunter & Illawarra offices
	Regional Coordinator	Nov2017	<ul style="list-style-type: none"> • Organise and display appropriate Aboriginal and Torres Strait Islander imagery such as posters and artwork including artist acknowledgement and story of artwork
	Administrator	Oct 2017	<ul style="list-style-type: none"> • Ensure an Acknowledgement of Country is included as a standard on all outgoing communications such as email signature and public website. Ensure an Acknowledgement of Country is given at the beginning of any team/staff or board meeting
	Administrator	Dec 2017	<ul style="list-style-type: none"> • Explore who the Traditional Owners are of the lands and waters in our local areas
	Regional Coordinator	Oct 2017	<ul style="list-style-type: none"> • Scope and develop a list of local Traditional Owners of the lands and waters within IDRS' sphere of influence
	Regional Coordinator	Nov 2017	<ul style="list-style-type: none"> • Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols, including any protocols relevant to the local area of each office

	Raise awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements	Education manager Education manager Education manager RAP Project Coordinator RAP Project Coordinator	Dec 2017 Dec 2017 Nov 2017 Oct 2017 Oct 2017	<ul style="list-style-type: none"> • Enter important Aboriginal & Torres Strait Islander community dates/events into IDRS general calendar • Communicate to all staff and encourage staff to use Reconciliation Australia's Share Our Pride online tool. • Create a survey specifically for volunteers to capture and measure data on their current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, history and achievements and develop targeted training based on the results of the survey. • Distribute amongst staff the Closing the Gap report with a particular focus on justice and have a discussion at a staff meeting of ways IDRS can be involved in Closing the Gap • Distribute a copy of "The Redfern Statement" to staff and discuss statement at a staff meeting particularly in relation to anything IDRS can do to contribute to the statement (eg Health, Employment, Justice)
Opportunities	Investigate Aboriginal and Torres Strait Islander employment	Executive officer RAP Project Coordinator Administration officer Administration officer	Oct 2017 Nov 2017 Oct 2017 Oct 2017	<ul style="list-style-type: none"> • Scope, develop and implement an Aboriginal and Torres Strait Islander employment strategy policy to encourage Aboriginal and Torres Strait Islander applicants for work placement, volunteer and paid positions within IDRS • Identify current Aboriginal and Torres Strait Islander staff and volunteers to inform future employment and development opportunities • Advertise any vacancies in Aboriginal and Torres Strait Islander media such as Koori Mail, National Indigenous Times and job network sites such as Aboriginal Employment strategy http://www.aes.org.au • Ensure that on all vacant positions that are advertised at IDRS include "Aboriginal and Torres Strait Islander people are encouraged to apply"

	Consider supplier diversity	Administrator Administrator	Oct 2017 Dec 2017	<ul style="list-style-type: none"> Investigate and develop a supplier diversity strategy to procure goods and services offered by Aboriginal and Torres Strait Islander business Develop and circulate a list that identifies local Aboriginal and Torres Strait Islander businesses IDRS can use to procure goods and services from
	Identify education opportunities	RAP Project Coordinator	Dec 2017	<ul style="list-style-type: none"> Present a paper to the RAP Working Group outlining other opportunities, such as around education, that has been identified throughout our consultation with internal and external stakeholders. This paper will assist in defining actions for subsequent RAPs for our organisation.

Tracking progress	Build support for the RAP	RAP Project Coordinator	Dec 2017	<ul style="list-style-type: none"> Define resource needs for RAP development and implementation
		CJSN Manager	Feb 2018	<ul style="list-style-type: none"> Define systems and capability needs to track, measure and report on RAP activities
		CJSN Manager	September 2018	<ul style="list-style-type: none"> Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia
	Report achievements, challenges and learnings	RAP Project Coordinator	Nov 2017	<ul style="list-style-type: none"> RAP working group to meet regularly to coordinate and monitor the implementation of our RAP and development of future RAPs
		RAP Project Coordinator	Nov 2017	<ul style="list-style-type: none"> Keep staff up to date with the current RAP activities and progress through staff meetings and lunches
		RAP Project Coordinator	Dec 2017	<ul style="list-style-type: none"> Communicate progress against RAP actions to Board members
Review and refresh RAP	RAP Project Coordinator	March 2018	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new IDRS RAP based on learnings, achievements and challenges 	
	RAP Project Coordinator	April 2018	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for formal review and endorsement 	

Working Group

Kelly Watson (Manager CJSN) ; Mitch Mulqueen (Regional Coordinator, Sydney); Jillian McCarthy (Regional Coordinator, Sydney); Jacqui Gunst (Regional Co-ordinator, Outreach); Kenn Clift (Lawyer, Care and Protection); Corinna Nolan (Regional Coordinator, Southern); Margaret Hardman (Administrator); Maureen Randall (Aboriginal volunteer support worker). Members of the RAP team can be contacted on 9318 0144; 4228 4040 and 4926 5643

Note: Criminal Justice Support Network or CJSN is now referred to as Justice Support and is part of the IDRS Team.

IDRS Reflective RAP – October 2017 to October 2018

