



Reconciliation Action Plan

July 2021 - December 2022



Adelaide City
Rotaract
Tartanya, Kurna Yarta



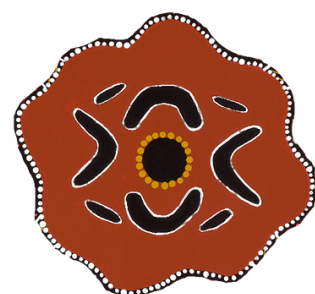


Acknowledgement of Country

Adelaide City Rotaract Club acknowledge and respect the Kurna people as the Traditional Custodians of the lands we live, work and meet upon.

We respect their connection to the lands and waters and pay tribute to their Elders; past, present and emerging.

The Adelaide City Rotaract Club
is based on Kurna Land in
Tartanya, meaning Red Kangaroo
Place in the
Kurna language





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Ray with Club President, Bernie Barrett, at the Indigenous Marathon Foundation's Deadly Fun Run

About the Artist

Adelaide City Rotaract Club would like to thank Raymond Pengarte Landers for his support and the use of his original artwork throughout our RAP.

Ray is a Deri – Anmatajere man from Innaminka and North West Alice Springs. He has been painting for over 10 years. Ray's artwork, 'Bringing Families Together, United as One', depicts a meeting place representing Elders, men and women with children.



Message from the CEO of Reconciliation Australia

Reconciliation Australia welcomes Adelaide City Rotaract Club to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP. Adelaide City Rotaract Club joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP. The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Adelaide City Rotaract Club to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Adelaide City Rotaract Club, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
CEO Reconciliation Australia



Message from our President

As the current President of the Adelaide City Rotaract Club, RAP Champion and the inaugural Chairperson of our RAP Working Group, it brings me great pride for our club to be launching our first RAP and to lead the way for other Rotaract and Rotary Clubs around Australia to do the same.

The Adelaide City Rotaract Club wholeheartedly believes in and supports the values and goals of Reconciliation Australia. We acknowledge Kaurna people as the Traditional Custodians of the waters and lands we live, meet and work on. We value and pay our respects to the continuing cultural and spiritual practices and to Elders, past, present and future. We recognise that sovereignty was never ceded and that this always was, and always will be, Aboriginal Land.

As a community service organisation full of current and future community leaders, we recognise the platform that we hold and believe it is our responsibility to embed reconciliation into our organisation's foundation. This Reflect RAP is the first formal step on this path, one that we are excited to continue and build on further over the coming years.

As a club, we see the incredible need for work towards reconciliation to be done by individuals and groups. We want to show Aboriginal and Torres Strait Islander members of our community that we are an organisation that welcomes and initiates opportunities to support reconciliation. Whether this work is done through promoting events, changing policies, or having conversations, it is work that must be done to ensure that Indigenous Australians share the same rights, respect and access to benefits as all Australians.

The development of our RAP has been supported by a group of passionate people through our RAP working group including Katey Halliday, Louise Tilbrook, Santhny Subramaniam and Isaac Thiele-Swift.

My gratitude and thanks for this group is immeasurable.

We look forward to continuing to build our knowledge and practice of reconciliation as a club.

Bernadette Barrett

President, Adelaide City Rotaract Club 2020-2021

RAP Champion and RWG Chairperson



About Us



Adelaide City Rotaract Club (ACRC) is part of the global organisation; Rotary International. Rotaract Clubs such as Adelaide City are part of a worldwide organisation of over 250,000 individuals and 10,000 clubs covering 184 countries.

Rotaract focuses on empowering students and young professionals to create positive changes in their local communities and around the world. We do this through creating volunteering opportunities, connecting with existing organisations and working on shared projects and by developing our members personal and professional skills that will help them become better community leaders. We are involved in youth programs across the country including the Rotary Youth Leadership Award, the Rotary Youth Program of Enrichment, along with supporting national Rotaract events.

We host fundraising events to support local charities and community organisations such as quiz nights, movie nights, BBQ fundraisers as well as providing people power at volunteer-lead events.

We have also established our own projects, such as creating backpacks full of school resources for kids, where we worked with a local school to fundraise and provide 150 backpacks for vulnerable and disadvantaged children who joined the school throughout the year, often without essential school supplies.

ACRC has over 40 members and friends of the club, each with a common interest of serving the community, developing ourselves as young leaders, and using our platform to effect positive change. Our club is run entirely by volunteers committed to serving the community and developing their own personal and professional skills through service. We have no known Aboriginal or Torres Strait Islander members currently. We meet twice a month in Tarntanya (Adelaide) on Kaurna land and our club works primarily within the Adelaide Plains region though our projects and community service can be global. Our Club is based within Rotary's 9510 District which covers South Australia, part of the Northern Territory up to Alice Springs, and parts of New South Wales and Victoria.





Our Partnerships

ACRC works closely with several local Rotaract and Rotary Clubs, as well as interstate clubs and national committees. We work closely with local community organisations and businesses and we are learning about how we can partner effectively with Aboriginal and Torres Strait Islander community groups, organisations and businesses and have included this as an action in our RAP.

Over the years we have built strong connections with several organisations such as Catherine House, Welcoming Australia, ShelterBox and Foodbank SA. We have established a strong connection with a local chapter of the Indigenous Marathon Foundation and will be continuing to support this community-driven, healthy lifestyles organisation.





Our Reflect RAP

ACRC believe in the values and aims of Reconciliation Australia and hope to formalise our support and commitment to reconciliation by beginning our RAP journey with this Reflect RAP. As an organisation that seeks to serve our community, we want to serve and support everyone within our community. Developing a RAP is our first step to including Aboriginal and Torres Strait Islander peoples in this vision in a formal and tangible way. Our RAP Working Group chairperson, Bernie Barrett, has been identified as our RAP Champion within our Club.

We hope to use our platform as young leaders in the community to educate ourselves, our peers and the wider community in ways that are appropriate and in-line with the values of Reconciliation Australia. We hope to set an example for other Australian Rotaract and Rotary clubs and support them as they start to work towards embedding the values and principles of reconciliation into their own clubs and communities.

ACRC has established a RAP Working Group (RWG) which includes two of our club's Board members to ensure it remains a priority. The RWG has held information sessions and focus groups to consult with our club members and to gain a better understanding of our club's awareness of reconciliation.



The process of constructing this RAP has been a truly humbling one. The more I learn and do, the more I realise I have so much still to do, to learn and to unlearn. I look forward to continuing this and am appreciative of the ACRC members, particularly the members of the RAP working group, for their support and continued commitment. As members of this club, but more importantly as people living on Kurna Yarta, we have an obligation to listen to and amplify the voices of Aboriginal and Torres Strait Islander peoples within our community. I believe this RAP is an important first step on a long path.

- Bernadette Barrett

I believe it's important to build lasting relationships with Aboriginal and Torres Strait Islander peoples to respect and acknowledge the rich history, culture and achievements particularly that of the Kaurua people. It is a privilege to be a part of Rotary's first RAP initiative.

- Louise Tilbrook



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and report to the Club Board on Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2021	Vice President
	Research and report to the Club Board on best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2021	Vice President
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate information about Reconciliation Australia's NRW events, resources and reconciliation materials to our members.	May 2022	Secretary and Marketing Director
	RAP Working Group members to participate in at least one external NRW event.	27 May- 3 June 2022	Events Coordinator and Community Service Director
	Encourage and support members to participate in at least one NRW event.	27 May- 3 June 2022	Events Coordinator and Community Service Director





Relationships (continued)			
Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence through raising internal and external awareness of our RAP.	Establish a communication strategy which communicates our commitment to reconciliation to all members and supporters.	July 2021	Marketing Director
	Communicate our commitment to reconciliation to our sponsor club, the Rotary Club of Adelaide Light.	July 2021	Secretary
	Host an event to launch our RAP.	July 2021	Events Coordinator
	Promote our RAP as part of at least one local or national Rotary conference/training opportunity.	December 2022	Vice President
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2022	President
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2022	President
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July 2022	President
	Conduct a review of policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2022	President
	Support members to participate in Reconciliation SA and Act Now Theatre Company's 'Generations of Change' Program.	December 2022	Vice President



Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our club.	July 2021	Professional Development Coordinator
	Develop a learning plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our club including increasing cultural competency/ knowledge and awareness.	September 2021	Professional Development Coordinator
	Coordinate implementation of the learning plan.	June 2022	Professional Development Coordinator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners/ Custodians of Kaurana lands and waters where our club operates.	February 2022	Professional Development Coordinator
	Increase members understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2022	Professional Development Coordinator
	Establish guidelines on the provision of a Welcome to Country and delivering an Acknowledgement of Country.	September 2021	Vice President
	Ensure an Acknowledgement of Country, or Welcome to Country, is delivered at every club meeting and event, in line with established guidelines.	December 2021, June and December 2022	President
	Add an Acknowledgement of Country to the Club website.	September 2021	Marketing Director



Respect (continued)

Action	Deliverable	Timeline	Responsibility
7. Provide opportunities to build respect for Aboriginal and Torres Strait Islander cultures and histories by engaging in activities to celebrate NAIDOC Week.	Raise awareness and share information amongst our members about the meaning of NAIDOC Week.	July 2021 and 2022	Secretary and Marketing Director
	Introduce our members to NAIDOC Week by promoting external events in our local area.	July 2021 and 2022	Events Coordinator and Community Service Director
	RAP Working Group to participate in an external NAIDOC Week event.	July 2021 and 2022	Events Coordinator and Community Service Director



I am grateful for the opportunity to work on the development of this RAP, reflecting and deepening my understanding and respect for Aboriginal and Torres Strait Islander peoples and cultures. I have learnt so much, including that our club is based on Tartanya, meaning red kangaroo place, and I acknowledge that Kurna people have cared for this land for more than 60,000 years. I look forward to learning more and taking positive action towards reconciliation.

- Katey Halliday

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve membership representation by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop a business case for Aboriginal and Torres Strait Islander membership within our organisation.	April 2022	Membership Officer
	Identify strategies to support Aboriginal and/or Torres Strait Islander membership representation.	April 2022	Membership Officer
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a plan for procurement from Aboriginal and/or Torres Strait Islander owned businesses.	April 2022	Treasurer
	Develop a list of Aboriginal and/or Torres Strait Islander owned vendors and enterprises for use towards club initiatives.	April 2022	Treasurer
	Investigate Supply Nation membership.	April 2022	Treasurer

As a migrant, Australia has provided me with countless opportunities. Working on this RAP has given me in depth awareness and understanding to the cultural and spiritual relationship Aboriginal and Torres Strait Islander peoples have to the land I currently live on. I understand that sovereignty has never been ceded and this land always was and always will be, Aboriginal land.

- *Santhny Subramaniam*





Governance

The Adelaide City Rotaract Club is run entirely by volunteer members. A group of board members, which includes several different roles, are elected each year by a majority vote of members at the club's Annual General Meeting (AGM) after a nomination period. Board roles commence on 1 July each year and run for a term of one year, though members are permitted to reapply to continue in the role.

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) including at least one board member to actively drive governance of the RAP.	Establish Aboriginal and Torres Strait Islander representation on the RWG.	December 2022	President
	Support RWG to govern RAP implementation.	December 2021, June and December 2022	President
	Review Terms of Reference for the RWG.	August 2021	Chairperson, RWG
	Provide quarterly meeting minutes and progress reports to the Board.	October 2021 January 2022 April 2022 July 2022 October 2022	Chairperson, RWG
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2021	Chairperson, RWG and Treasurer
	Engage Board Members in the delivery of RAP commitments.	July 2021	President
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2021	Chairperson, RWG



Australia is a rich and prosperous nation built on the blood and dispossession of its Indigenous Peoples. All of us have to do everything we can to deliver justice for Aboriginal and Torres Strait Islander Australians. This RAP is Rotaract's first step in that direction.

- Isaac Thiele-Swift



Governance (continued)

Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021 and 2022	Chairperson, RWG
	Provide regular updates on current RAP initiatives to members at general meetings	December 2021, July and December 2022	Chairperson, RWG
	Provide six monthly progress reports on RAP outcomes to members via email update.	December 2021, July and December 2022	Chairperson, RWG and Secretary
	Report on RAP progress in the club's Annual Report.	June 2022	Chairperson, RWG and President
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2022	Chairperson, RWG



Adelaide City Rotaract

Tartanya, Kaurna Yarta



Contact Us

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