



REFLECT

Autism SA

Reconciliation Action Plan (RAP)

November 2020 - May 2022

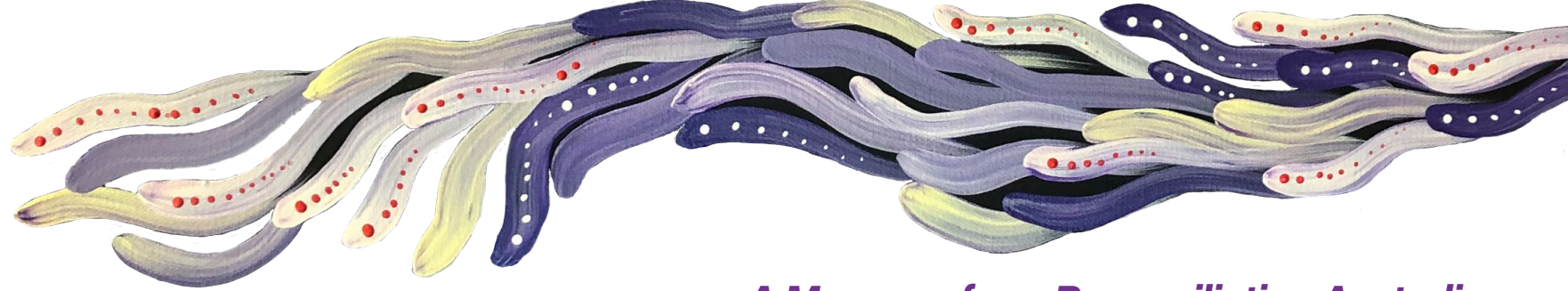


RECONCILIATION
ACTION PLAN

REFLECT



autismsa



A Message from Reconciliation Australia



Reconciliation Australia welcomes Autism South Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Autism SA 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 Autism SA 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 Autism SA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





"Bush Medicine Leaves" By Audrey Brumby (July 2019) read About the Artist on page 19



Foreword

At Autism SA we strive to be welcoming in all our activities, from delivering supports to the autism community and in partnerships with our diverse external stakeholders, through to the recruitment and deployment of our fantastic, dedicated staff.

Therefore, I am proud to introduce Autism SA's Reflect Reconciliation Action Plan (RAP), demonstrating the organisation's commitment to recognising our First Australians, their cultures and the value of continuing beneficial relationships.

I thank the Reflect RAP Champion and Working Group who have fostered this important initiative thus far, and I also thank those who will continue to collaborate on our Reconciliation journey and achieve great outcomes for all Australians far into the future.

Jenny Karavolos
Chief Executive Officer



Our Business

Since 1964, Autism SA has been the recognised leader in helping families and individuals on the autism spectrum. Our founding members were families driven by the desire to ensure that they had access to the best information, connections, expertise, education, services, support and a strong representative voice for people in our community. They advocated for acceptance and understanding, research and leadership in the community and today we remain true to our beginnings to ensure that people on the autism spectrum get the most out of life.

Today, our expert staff of 350+ includes allied health professionals, educators, behavioural specialists, trainers, support workers, administrators and our teams deliver a range of world-class quality services and supports across Australia. The quantum of our Aboriginal and Torres Strait Islander staff is unknown because, at the time of writing, Autism SA does not collect data relating to the cultural identity of our workers. Through recent investment in a new HR software system, future collection and reporting of cultural identity information will be enabled to further support our important recruitment and retention activities.

The organisation is at the forefront of evidence-informed service development, with a strong legacy of bringing many firsts to the community in South Australia, and nationally. It is a well-established for-purpose charity, with the following vision, mission and values:



Our Vision

Each person on the autism spectrum lives the life they choose in an inclusive society

Our Mission

Is to be the first choice for individuals on the autism spectrum, supporting them to turn their potential into reality

Our Values

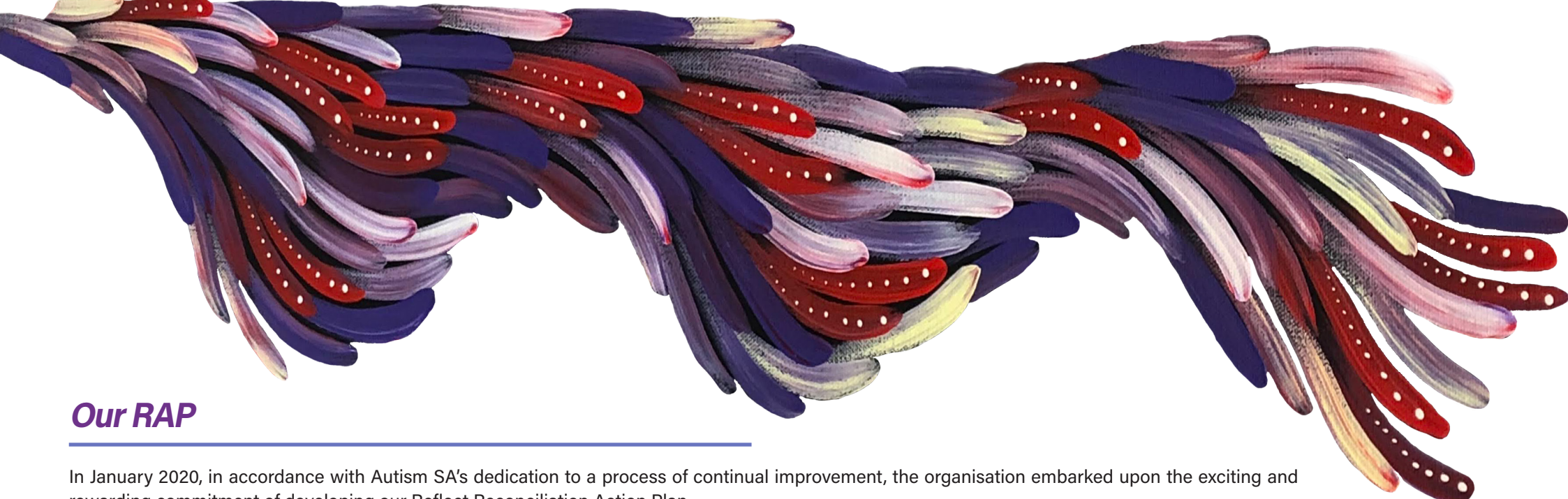
People
Integrity and honesty
Working together
Innovation and problem solving
Dignity and respect
High achievement
Heart in the community

With 11 physical locations in metropolitan Adelaide, our staff additionally visit the homes, schools, communities and workplaces of many of our clients and stakeholders. Increasingly, our face-to-face and online reach extends to regional and remote South Australia and the Northern Territory (SA & NT) and further afield, as our teletherapy and digital delivery capabilities develop.

Autism SA is a registered charity and Disability Services Provider through:

- *National Disability Insurance Agency (NDIS)*
- *South Australian State Government Provider Panel*
- *Australian Charities and Not-For-Profits Commission.*





Our RAP

In January 2020, in accordance with Autism SA's dedication to a process of continual improvement, the organisation embarked upon the exciting and rewarding commitment of developing our Reflect Reconciliation Action Plan.

Our RAP is championed by the General Manager People and Culture, Amy Pearce. The RAP Working Group oversaw the RAP's development supported by the organisation's key stakeholders. The RAP Working Group have taken the responsibility of engaging with our diverse community, drafting our 18-month Reflect RAP, and overseeing its achievement of outcomes and continuing evolution to reach new levels of inclusion for all Australians. The RAP Working Group includes representatives from several areas of Autism SA, which has ensured ownership of the plan throughout the organisation.

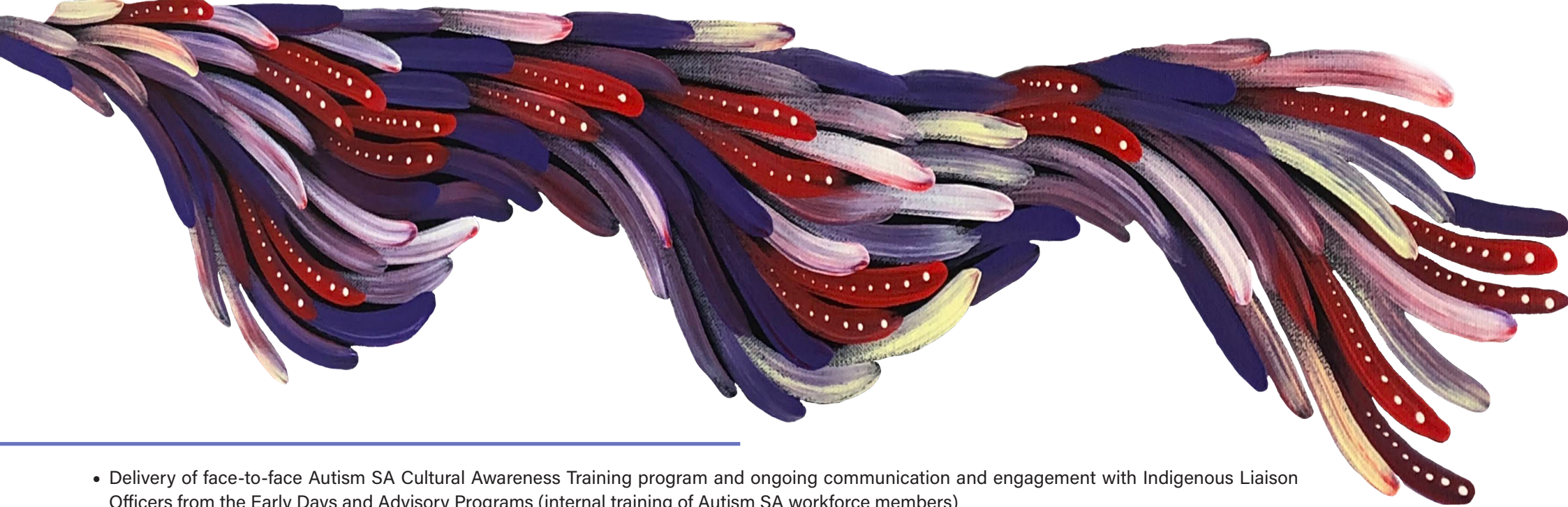
Name	Role
Amy Pearce	General Manager People and Culture
Kathy Gadsden	Early Intervention Consultant
Cassie Davy	Marketing and Communications Manager
Isabella Collins	Marketing and Communications Coordinator
Raphaël Murphy	Project Officer



Our Partnerships / Current Activities

Autism SA's journey towards Reconciliation began many years ago and the organisation has enjoyed a rich history of supporting many Aboriginal and Torres Strait Islander individuals and families, within First Nations communities and organisations. Those with whom we have collaborated in the past three years are:

- Ongoing informal relationship with Nunkuwarrin Yunti of South Australia Inc. (Strong Mums, Solid Kids Program)
- Formal relationship with Moorundi Aboriginal Community Controlled Health Service Inc. (NDIS Community Programs and workforce training in Understanding Autism/Effective Support Strategies) to deliver training and support our ongoing informal, collaborative relationship
- Formal Memorandum of Understanding (MOU) until June 2020 with Early Days Indigenous Liaison Officer Program (National, working with Florence Williams (AKA: Aunty Flo))
- Provided formal autism-related training and supports to:
 - Kuarna Plains Child Care (Tailored Support Package)
 - Autism SA Early Days Northern Adelaide Regional Workshop (self-identified First Nations attendees)
 - Raukkan Community (Understanding Autism workshop)
 - Developing Play & Social Learning Skills Darwin/Berrimah Regional Workshop (self-identified First Nations attendees)
 - Coping with Change – Early Days Woodville Workshop (self-identified First Nations attendee)
 - Understanding Autism – Early Days Alice Springs Workshop (self-identified First Nations attendees)
 - Understanding Autism – Early Days Darwin Territory Child Care Group Workshop (self-identified First Nations attendees)
 - Tips for Everyday Living Northern Adelaide Region Workshop (self-identified First Nations participant)
 - Understanding Behaviour and Tips for everyday living Ngura Yadurirn Children and Family Centre Ceduna Workshop (culturally customised for First nations participants)



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- Delivery of face-to-face Autism SA Cultural Awareness Training program and ongoing communication and engagement with Indigenous Liaison Officers from the Early Days and Advisory Programs (internal training of Autism SA workforce members)
 - In May 2020, Autism SA was proud to have commenced our first culturally responsive residential care service for an Aboriginal child under the age of 10 years. We are working in very close partnership with the child's family, the Department of Human Services' Exceptional Needs Unit, and the NDIS Complex Needs Team
 - We also annually support, and are active at, the annual Strong Aboriginal Children's Health Expo.

Our channels of support for First Nations individuals and families continue to develop through improvements in technology, our skills development and the positive reputation we have earned from our First Nations networks and partners.

Autism SA has also been the Autism Advisor in the Northern Territory for a significant number of years. This service requires (not just) extensive knowledge and expertise in the area of autism but also essential Aboriginal networks, cultural understanding and sensitivities to locations, family and community mores.



Relationships

Action	Deliverable	Timeline	Responsibility
<p>1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence	May 2021	General Manager Therapy Services
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	May 2021	General Manager Therapy Services
	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations that we could approach to connect and partner with on our reconciliation journey	July 2021	General Manager Therapy Services
	Develop partnerships with organisations that also deliver Autism supports, therapy and educational services and training to Aboriginal and Torres Strait Islander clients and families	November 2021	General Manager Therapy Services
	Raise staff awareness of Aboriginal and Torres Strait Islander organisations and community groups and explore opportunities to collaborate with these communities and services to facilitate positive, professional relationships, with the aim of encouraging access to, and participation in, Autism SA's services	November 2021	General Manager Therapy Services
<p>2 Build relationships through celebrating National Reconciliation Week (NRW)</p>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2021, 2022	General Manager People and Culture
	Post link to the "Upcoming Events" page on our Autism SA intranet and in our People and Culture Newsletter – HR Pulse	May 2021, 2022	Marketing and Communications Manager
	RAP Working Group (RWG) members to participate in an external NRW event	May 2021, 2022	General Manager People and Culture
	Encourage and support staff and senior leaders to participate in at least one external event, to recognise and celebrate NRW	May 2021, 2022	CEO



Relationships			
Action	Deliverable	Timeline	Responsibility
3 Promote reconciliation through our sphere of influence	Communicate our commitment to Reconciliation to all staff	November 2020	CEO
	Develop and implement a plan to raise awareness about our RAP among all staff across the organisation, via: <ul style="list-style-type: none"> • Providing relevant updates on RAP at All Staff meetings and follow-up with written communication, i.e. intranet, email and/or newsletter • RAP Champion to report to Leadership at meetings 	November 2020	General Manager People and Culture
	Display RAP in Autism SA reception areas	November 2020	Marketing and Communications Manager
	Launch RAP through all available media channels, i.e. social media platforms, website, hard/electronic copy	November 2020	Marketing and Communications Manager
	Ensure our vision for Reconciliation is reflected in our Diversity and Inclusion Policy	December 2020	CEO
	Identify external stakeholders with whom our organisation can engage along our Reconciliation journey	July 2021	General Manager Therapy Services
	Identify RAP and other like-minded organisations that we could approach to collaborate with, along our Reconciliation journey	July 2021	General Manger Therapy Services
	Support our respective Reconciliation Councils e.g. joining mailing lists, attending Apology events	November 2020	General Manager People and Culture
4 Promote positive race relations through anti-discrimination strategies	Research best-practice and policies in areas of race relations and anti-discrimination	November 2020	General Manager People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	November 2020	General Manager People and Culture



Respect

Action	Deliverable	Timeline	Responsibility
<p>5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning</p>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	May 2021	General Manager People and Culture
	Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	May 2022	General Manager People and Culture
	Conduct a review of cultural learning needs within our organisation	December 2020	General Manager People and Culture
	Include Reconciliation Australia's 'Share Our Pride' online tool in the induction of all new staff and volunteers for the purposes of raising cultural awareness	November 2020	General Manager People and Culture
<p>6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols</p>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area	December 2020	General Manager Therapy Services
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	December 2020	CEO
	Ensure that Acknowledgement of Country is noted as an opening agenda item at Board, Leadership and All Staff meetings, as well as public and formal events	December 2020	CEO
	Ensure all staff have the Aboriginal and Torres Strait Islander 'Welcome to Country' app on work-provided mobile phones	December 2020	ICT Manager
	Include Acknowledgement of Country on Autism SA's website landing page	December 2020	Marketing and Communications Manager
	Include Acknowledgement of Country on Autism SA's email signature	December 2020	Marketing and Communications Manager
<p>7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week</p>	Raise awareness and share information among our staff about the meaning of NAIDOC Week	November 8, 2020, July 4 2021	General Manager People and Culture
	Introduce our staff to NAIDOC Week by promoting external events in our local area	November 8, 2020, July 4 2021	General Manager People and Culture
	RWG to participate in an external NAIDOC Week event	November 8, 2020, July 4 2021	General Manager People and Culture
	Encourage Aboriginal and/or Torres Strait Islander staff to apply for one (1) day off without loss of pay to attend official celebrations and activities that occur during NAIDOC, as per the conditions of the Autism SA Enterprise Agreement	November 8, 2020, July 4 2021	General Manager People and Culture



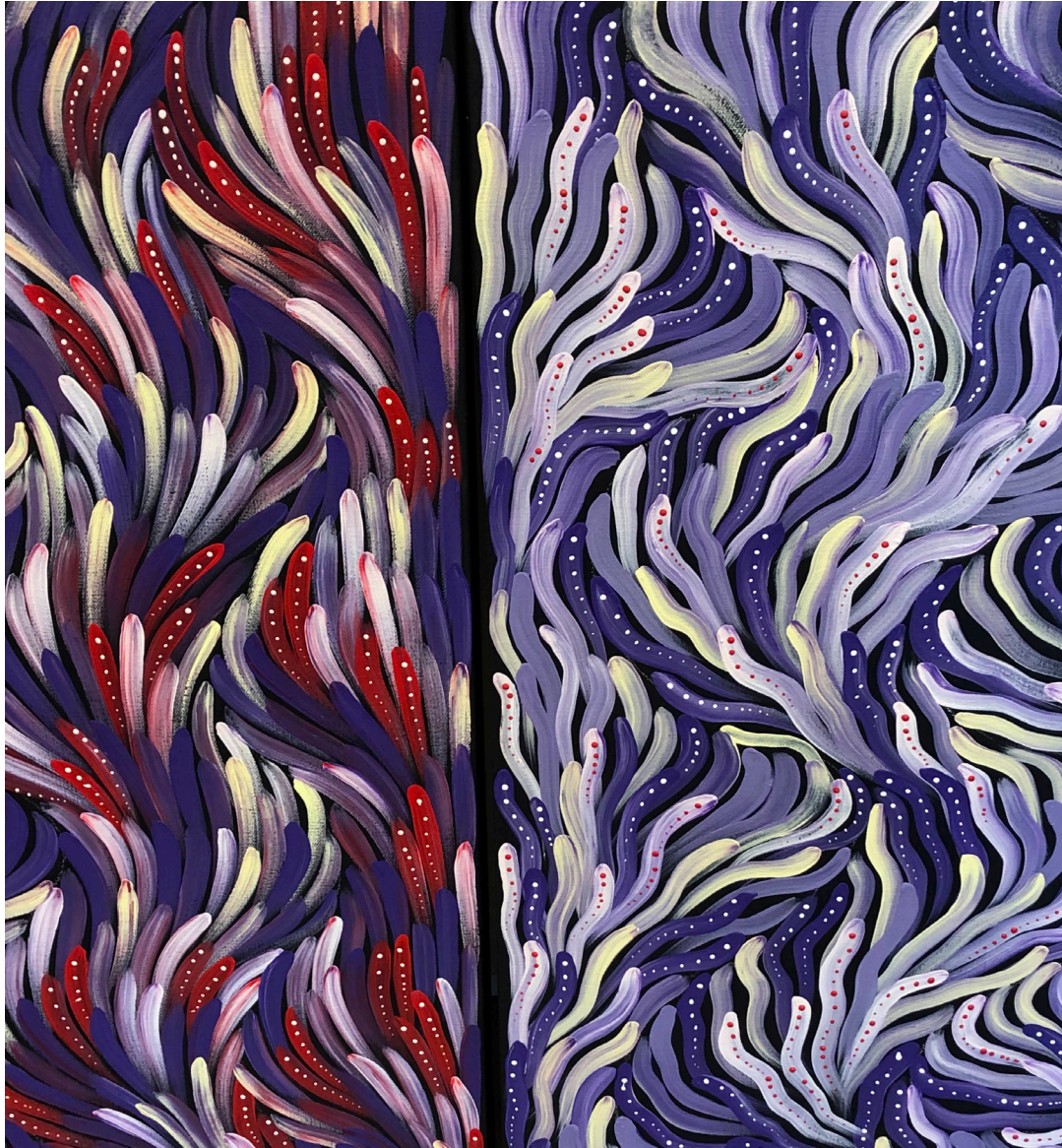
"Bush Medicine Leaves" By Audrey Brumbly (July 2019) read About the Artist on page 19



Opportunities			
Action	Deliverable	Timeline	Responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	July 2021	General Manager People and Culture
	Identify current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	July 2021	General Manager People and Culture
	Embed a Statement of Commitment to Reconciliation in all Autism SA job descriptions	December 2020	General Manager People and Culture
	Encourage applications from Aboriginal and Torres Strait Islander peoples through all job vacancies which are advertised externally and internally	December 2020	General Manager People and Culture
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses	July 2021	Facilities Manager
	Investigate Supply Nation membership	July 2021	Facilities Manager
10 Investigate improving our services and opportunities for Aboriginal and Torres Strait Islander peoples	Investigate the accessibility of developing our autism services for Aboriginal and Torres Strait Islander peoples within metro, regional and remote areas	July 2021	General Manager Business and Operational Reform
	Appropriately engage and consult with our current Aboriginal and Torres Strait Islander clients and other, relevant stakeholders to assess cultural appropriateness of our current services and supports	July 2021	General Manager Business and Operational Reform



Governance			
Action	Deliverable	Timeline	Responsibility
11 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain a RWG to govern RAP implementation	November 2020	General Manager People and Culture
	Review and update a Terms of Reference for the RWG	November 2020	General Manager People and Culture
	Establish a RAP working group that includes Aboriginal and Torres Strait Islander peoples and decision-making staff who reflect the nature of our work as well as our organisational structure, to drive the implementation of changes, as well as to provide guidance, feedback and oversight	November 2020	General Manager People and Culture
	RWG oversees the development, endorsement and launch of the Reflect RAP	November 2020	General Manager People and Culture
	RWG will meet bimonthly to monitor and report on the Reflect RAP progression and implementation	November 2020	General Manager People and Culture
12 Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	November 2020	General Manager People and Culture
	Engage senior leaders in the delivery of RAP commitments	November 2020	General Manager People and Culture
	Define appropriate systems and capability to track, measure and report on RAP commitments	November 2021	General Manager People and Culture
13 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	General Manager People and Culture
14 Continue our Reconciliation journey by evolving our Innovate RAP	Register via Reconciliation Australia's website to begin developing our Innovate RAP	February 2022	General Manager People and Culture





Audrey Brumby: About the Artist

The Brumby family were one of the original families forming Ernabella, settled in 1937. Audrey's father Rodney recalls seeing white men for the first time during the early years of the settlement. The Brumby family are from the Pitjantjatjara people and lands and speak the Anangu language. Audrey has been part of the Ernabella art collective and can remember when they were taught batik techniques in the 1980's as part of a cultural exchange. Some of her work reflects this early experience with a canting tool. She has been a productive and passionate painter and has displayed work at Tandanya and has a major works installed at the AEU building (SA), Australian Taxation Office (SA), the Adelaide Hilton (in 2017) and in 2014, the historic Brookman Hall at UNISA, Adelaide. Audrey actively works as a translator for her language and has also illustrated a series of children's books written in both English and Pitjantjatjara language <https://indigenu.com.au/audrey-brumby>.

Audrey Brumby visited Autism SA in July 2019 and painted two pieces of art for our community to enjoy. These are in the style of the "Bush Medicine Leaves" dreaming and signify Autism SA's constant state of movement, change and growth.

The artwork featured throughout the Autism SA Reflect RAP has been taken directly from the paintings that hang in our offices, and we use them with pride and our thanks.



Contact details

Name: Amy Pearce
Position: General Manager People and Culture
Phone: 08 8462 0661
Email: acpearce@autismsa.org.au

