

***REFLECT***  
**RECONCILIATION**  
**ACTION PLAN**

July 2019 - July 2020



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**REFLECT**



Reflect Reconciliation Action Plan



## Our vision for Reconciliation

Blacktown Area Community Centres Inc. (BACC) vision for Reconciliation begins with our acknowledgement of Aboriginal and Torres Strait Islander peoples as the original Traditional Owners and Custodians of Australia, and our recognition that their cultures and histories shapes the cultural heritage of all Australians.

BACC shares Reconciliation Australia's vision of a reconciled, just and equitable Australia: An Australia where the voices, experiences and ideas of Aboriginal and Torres Strait Islander peoples are central and Aboriginal and Torres Strait Islander peoples have the same life opportunities as other Australians.

Our RAP is an agreed strategy on how BACC intends to contribute to reducing the gap in living standards between Aboriginal and Torres Strait Islander peoples and other Australians. We know from external evidence and our own work that many Aboriginal and Torres Strait Islander communities face barriers to achieving social and economic equality compared to the general population. Intergenerational trauma is one contributor to that inequality and we need to recognise the history of dispossession, colonisation and the continuing discrimination faced by Aboriginal and Torres Strait Islander peoples. For the long term benefit and cohesion of this country, it is vital that governments, community organisations and businesses play their part in building relationships and working towards a reconciled, just and equitable Australia. At BACC, we believe in celebrating the rich heritage of one of the oldest continuing cultures and recognising the strength and resilience of Aboriginal and Torres Strait Islander communities.

### Acknowledgement of Country

*Blacktown Area Community Centres Inc. (BACC) acknowledges the Traditional Owners of the land in which we work. We pay our respects to their Elders past, present and future. We acknowledge our gratitude that we share this land today, our sorrow for some of the costs of that sharing, and our hope and belief that we can move to place of equity, justice and partnership together .*



## A Message from Our Chair: Kooryn Sheaves

Uluru Statement from the Heart is our new starting point for reconciliation with Australia's First Nation people. From 1988 the Decade of Reconciliation which ended with National Sorry Day on 26 May 1998 where we acknowledge the Stolen Generation caused by Australian Government policies there has not been a united community voice for reconciliation.

Since then 250,000 Sydneysiders made the historic walk across Sydney Harbour Bridge for reconciliation on 28 May 2000, Australian Governments have rarely been united in addressing social inequality and injustice with First Nation people. The exception to this has been the "Closing the Gap", a set of strategies which aim to address life expectancy, child mortality, education achievement and employment among Aboriginal and Torres Strait Islander People. The annual report to the Australian Parliament on the outcome of this policy has shown that it has had only small success in some areas. We find ourselves more knowledgeable about the causes of inequality and injustice, but still divided about the solutions.

Uluru Statement from the Heart reminds us that Australia has a black history and acknowledgement of this is the starting point addressing injustice and inequality for First Nation people. The Uluru Statement from the Heart can be found by visiting: [https://www.referendumcouncil.org.au/sites/default/files/2017-05/Uluru\\_Statement\\_From\\_The\\_Heart\\_0.PDF](https://www.referendumcouncil.org.au/sites/default/files/2017-05/Uluru_Statement_From_The_Heart_0.PDF)

Blacktown Area Community Centres walks with the First Nation people of Australia and we encourage all people of Blacktown to do the same.

We have undertaken our first RAP to demonstrate practical support for the Statement from the Heart. If you need any further information about the Statement or would like to talk about it don't hesitate to come and visit a BACC office or comment on our Facebook page. Alternatively, for more information about the Referendum Council process leading up to the Statement of the Heart, visit [referendumcouncil.org.au](http://referendumcouncil.org.au). You can also stay up to date with developments in the national reconciliation journey by following Reconciliation Australia on social media.



## Our business

BACC is a community-based incorporated association, managed by a volunteer Committee of Management. We envisage an empowered community that is well resourced, inclusive, diverse and safe. We provide a wide range of strategic, accessible and inclusive initiatives that are guided by social justice principles and responsive to community need. We undertake a strong lobbying role working with other community services and governments to address the issues that impact on our community.

BACC currently employs 21 permanent (2 full time and 19 part-time) and 2 casual staff across 4 locations Community and Youth Centres.

Marayong House: located at 64 Falmouth Rd, Quakers Hill

Doonside Cottage: located at 2 Astral Drive, Doonside

Dean Park: located at 9 Yarramundi Dr, Dean Park

BACC Youth: located at 64 Falmouth Rd, Quakers Hill

We provide:

### **Activities, Programs and Events**

We provide a wide range of opportunities for residents and visitors to participate in social, recreational, educational and cultural activities, programs and events. Regular activities include; personal development, parenting, health, relaxation and fitness workshops; friendship and social support groups.

### **Information, Support and Practical Assistance**

We provide general and community information as well as refer to specialist services and supports and human services providers in the Blacktown local government area. We also provide low cost office services to the community such as photocopying, faxing, laminating, internet and computer use. We also provide a food and personal hygiene pantry at Doonside Cottage.

### **Vacation Care**

We provide high quality holiday programs for primary aged children at Doonside Cottage. These programs are designed to be a mixture of fun and learning activities.

### **Roving Child Care**

Blacktown Roving Child Care (BRCC) is a mobile Childcare service offering support to non-profit organisations located in the Blacktown local government area. The service provides support to parents and/or carers attending community groups, courses or workshops. Whilst parents and/or carers attend groups, qualified childcare educators ensure children are cared for in a safe, positive, welcoming and learning environment. We work in partnerships with families, offering guidance and support where needed. Childcare is provided 'on-site' usually in a room adjacent to where the parent or carer is attending a group.

### **Youth Specific Programs**

We work with young people aged 12-24 who live, work, study or socialise in Blacktown. We aim to support young people to participate in recreation, education and employment activities contributing to a strong sense of belonging and pride in the community. We do this by offering a variety of weekly programs and activities as well as school holiday programs.



## **Volunteering Opportunities**

BACC provides a volunteer program that not only supports BACC's work but it meets the expectations and individual needs of those wishing to volunteer.

## **Campaigns**

BACC campaigns on local issues that affect the community.

We work with members of the Blacktown local government (LGA) who have been identified as socially and financially disadvantaged (individuals, families and communities). The underlying aim of all our activities is to ultimately relieve poverty and distress. We work across the whole of the Blacktown LGA. The City of Blacktown is an emerging Regional City of over 350 000 people (Australian Bureau of Statistics (ABS) Census 2016), a growing population estimated to reach 500 000 people over the next 30 years. It is the largest local government area, by population, in NSW and home to 2nd largest Aboriginal and Torres Strait Islander population after the Central Coast with 9,527 people. Aboriginal and Torres Strait Islander peoples make up 2.8% of all residents.

BACC works collaboratively and in partnership with many local organisations and workers, on projects that would benefit the local community. Together we create a synergy that allows a breadth and depth of community and project work not possible by a lone worker or organisation.

This Reconciliation Action Plan aims to help us continue to strengthen our capacity to develop culturally appropriate policies, programs and projects that embed respectful, long-term engagement with Aboriginal and Torres Strait Islander peoples, organisations and communities. Through our vision for reconciliation, we aim to build internal awareness, understanding and cultural competency that can be incorporated into our approach to our work and ensure that the voices of Aboriginal and Torres Strait Islander individuals, families and communities are respectfully heard.



## Our RAP

BACC, works across the Blacktown local government area which is home to the highest number of Aboriginal People in New South Wales. As such, through the years BACC has developed, delivered and supported Aboriginal and Torres Strait Islander initiatives, programs and events. However it was not till late 2016, that our Executive Officer, Nafiye Mind, identified the need for BACC to formalise it's commitment to the Aboriginal and Torres Islander Communities

BACC has developed a 'Reflect' Reconciliation Action Plan in recognition that our organisation is in the formative stages of a reconciliation journey. This is the first Reconciliation Action Plan developed by the organisation. The 'Reflect' Reconciliation Action Plan provides a platform for us to establish meaningful relationships with Aboriginal and Torres Strait Islander peoples and lay strong foundations for the development of future Reconciliation Action Plans.

In our Reflect Reconciliation Action Plan we will begin to explore how we can strengthen internal processes and build the cultural competency of our staff. BACC intends to review this process in a year's time and advance to an 'Innovate' Reconciliation Action Plan. BACC believes it is critical to commit the time needed to adequately assess the internal needs of the organisation and to progress our journey.

By developing and implementing a Reflect RAP we hope to identify real actions that will guide us to rise to the challenge of reconciling Australia. This RAP is designed as 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 commitment. In developing a Reflect RAP, BACC 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 actions for Relationships, Respect and Opportunities 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.

This RAP was developed by the Management Committee in consultation with all staff. The Management Committee will oversee the progress of the plan. BACC's RAP is championed internally by our Executive Officer, Nafiye Mind who will report on the progress of the plan at every committee meeting.

Our current partnerships with Aboriginal and Torres Strait Islander organisations and people include the development and delivery of programs specifically for Aboriginal and Torres Strait Islander residents including Koori Outreach and Indigenous Space being delivered at Doonside Cottage.

We will ensure reconciliation is alive in our organisation and within the Blacktown local area by increasing our understanding and appreciation of Aboriginal and Torres Strait Islander cultures, acknowledging the historical context of abuse, discrimination and institutional oppression faced by Aboriginal and Torres Strait Islander cultures, and by being accountable and taking responsibility for change.

The Plan has been designed to reflect our commitment to facilitate cultural change to guide our thinking and approach to our work and embed a whole of organisation commitment to reconciliation.





## RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish a RAP Working Group	<ul style="list-style-type: none"> <li>Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.</li> </ul>	July 2019	RWG Chairperson
	<ul style="list-style-type: none"> <li>Establish terms of reference for RWG</li> </ul>	July 2019	RWG Chairperson
	<ul style="list-style-type: none"> <li>RWG to meet quarterly to monitor and report on RAP implementation</li> </ul>	July 2019, November 2019, March 2020, June 2020	RWG Chairperson
2. Build internal and external relationships	<ul style="list-style-type: none"> <li>Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.</li> </ul>	August 2019	RWG Chairperson
	<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>	August 2019	RWG Chairperson
	<ul style="list-style-type: none"> <li>Meet with identified individuals and organisations to start building relationships</li> </ul>	August 2019	BACC Executive Officer
	<ul style="list-style-type: none"> <li>Review existing relationships with Aboriginal and Torres Strait Islander organisations and communities and consider ways to ensure these relationships are valued and strengthened</li> </ul>	October 2019	BACC Executive Officer
	<ul style="list-style-type: none"> <li>Consider organisations and communities with whom we need to build relationships to support BACC's reconciliation efforts</li> </ul>	October 2019	BACC Executive Officer



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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 RAP Working Group participates in an external event to recognise and celebrate NRW</li> </ul>	<p>27 May – 3 June 2020</p> <p>May – June 2020</p> <p>May – June 2020</p>	<p>BACC Executive Officer</p> <p>BACC Executive Officer YET Coordinator EC Coordinator CET Coordinator</p> <p>RWG Chairperson</p>
4. Raise internal awareness of our RAP	<ul style="list-style-type: none"> <li>• Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments</li> <li>• Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP</li> <li>• Provide regular updates of the RAP implementation activities to staff</li> <li>• Ensure the RAP is easily accessible (soft and hard copy) by all staff</li> <li>• Highlight the RAP in our annual report</li> </ul>	<p>January 2019</p> <p>February 2019</p> <p>February 2019, May 2019, August 2019, November 2019</p> <p>January 2019</p> <p>October 2019</p>	<p>BACC Executive Officer YET Coordinator EC Coordinator CET Coordinator</p> <p>BACC Executive Officer</p> <p>BACC Executive Officer</p> <p>YET Coordinator EC Coordinator CET Coordinator</p> <p>BACC Executive Officer</p>



## RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Investigate opportunities for Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> <li>• Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements</li> <li>• Conduct a review of cultural awareness training needs within our organisation</li> <li>• Develop a business case for increasing awareness of aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation</li> </ul>	<p>November 2019</p> <p>November 2019</p> <p>November 2019</p>	<p>BACC Executive Officer</p> <p>YET Coordinator CET Coordinator EC Coordinator</p> <p>BACC Executive Officer YET Coordinator EC Coordinator CET Coordinator</p>
6. Investigate ways to promote a culturally safe workplace for our staff and the general public	<ul style="list-style-type: none"> <li>• Investigate including an Acknowledgement of Country on email signatures and publications</li> <li>• Investigate displaying an Acknowledgement of Country plaque in our office spaces</li> </ul>	<p>July 2019</p> <p>July 2019</p>	<p>BACC Executive Officer</p> <p>BACC Executive Officer</p>
7. Raising internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> <li>• Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence</li> <li>• Update and circulate resources which outline where to access information regarding the Traditional Owners of the lands and waters within our organisations sphere of influence</li> <li>• Explore who the Traditional Owners are of the lands and waters in our local area</li> <li>• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country protocols (including any local protocols)</li> </ul>	<p>October 2019</p> <p>October 2019</p> <p>October 2019</p> <p>October 2019</p>	<p>BACC Executive Officer BACC Administration Support Officers</p> <p>BACC Executive Officer BACC Administrative Support Officers</p> <p>BACC Executive Officer BACC Administrative Support Officers</p> <p>BACC Executive Officer BACC Administrative Support Officers</p>

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Participate in and celebrate National Aboriginal and Torres Strait Islander Observance Committee (NAIDOC) Week	<ul style="list-style-type: none"> <li>• 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</li> </ul>	First week of July 2020	BACC Executive Officer
	<ul style="list-style-type: none"> <li>• Promote NAIDOC Week community events in local area to our staff and service users</li> </ul>	First week of July 2020	BACC Executive Officer
	<ul style="list-style-type: none"> <li>• Ensure BACC's RAP Working Group participates in an external NAIDOC Week event</li> </ul>	First week of July 2020	BACC Executive Officer
9. Ensure Aboriginal and Torres Strait Islander dates of significance are recognised internally and externally	<ul style="list-style-type: none"> <li>• Identify and create a calendar for dates of significance</li> </ul>	January 2020	BACC Executive Officer
	<ul style="list-style-type: none"> <li>• Promote dates of significance to staff and the general community</li> </ul>	January 2020	BACC Executive Officer
	<ul style="list-style-type: none"> <li>• Encourage staff to attend events commemorating significant dates</li> </ul>	January 2020	BACC Executive Officer
	<ul style="list-style-type: none"> <li>• Recognise Aboriginal and Torres Strait Islander dates of significance internally</li> </ul>	January 2020	BACC Executive Officer
	<ul style="list-style-type: none"> <li>• Ensure the dates of significance are built into BACC's social media</li> </ul>	January 2020	BACC Executive Officer



## OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>10. Investigate Aboriginal and Torres Strait Islander employment and employment pathways</p>	<ul style="list-style-type: none"> <li>Investigate strategies to increase the number of Aboriginal and Torres Strait Islander employment opportunities within our organisation</li> <li>Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships)</li> <li>Include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply'</li> <li>Advertise all vacancies in Aboriginal and Torres Strait Islander media</li> <li>Investigate support strategies to increase the number of Aboriginal and Torres Strait Islander peoples training as Early Childhood Educators and Community/Youth Workers</li> <li>Develop a business case for Aboriginal and Torres Strait Islander employment in our organisation</li> <li>Identify current Aboriginal and Torres Strait Islander staff to inform future employment opportunities</li> </ul>	<p>November 2019</p> <p>November 2019</p> <p>November 2019</p> <p>November 2019</p> <p>November 2019</p> <p>November 2019</p> <p>November 2019</p>	<p>BACC Management Committee</p> <p>BACC Management Committee BACC Executive Officer</p> <p>BACC Executive Officer</p> <p>BACC Executive Officer</p> <p>BACC Executive Officer YET Coordinator EC Coordinator CET Coordinator</p> <p>BACC Executive Officer</p> <p>BACC Executive Officer YET Coordinator EC Coordinator CET Coordinator</p>
<p>11. Investigate Aboriginal and Torres Strait Islander supplier diversity</p>	<ul style="list-style-type: none"> <li>Develop an understanding of the mutual benefit of procurement from Aboriginal and Torres Strait Islander owned businesses</li> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses</li> </ul>	<p>December 2020</p> <p>December 2020</p>	<p>BACC Administrative Officer</p> <p>BACC Administrative Officer</p>



## GOVERNANCE AND TRACKING PROGRESS

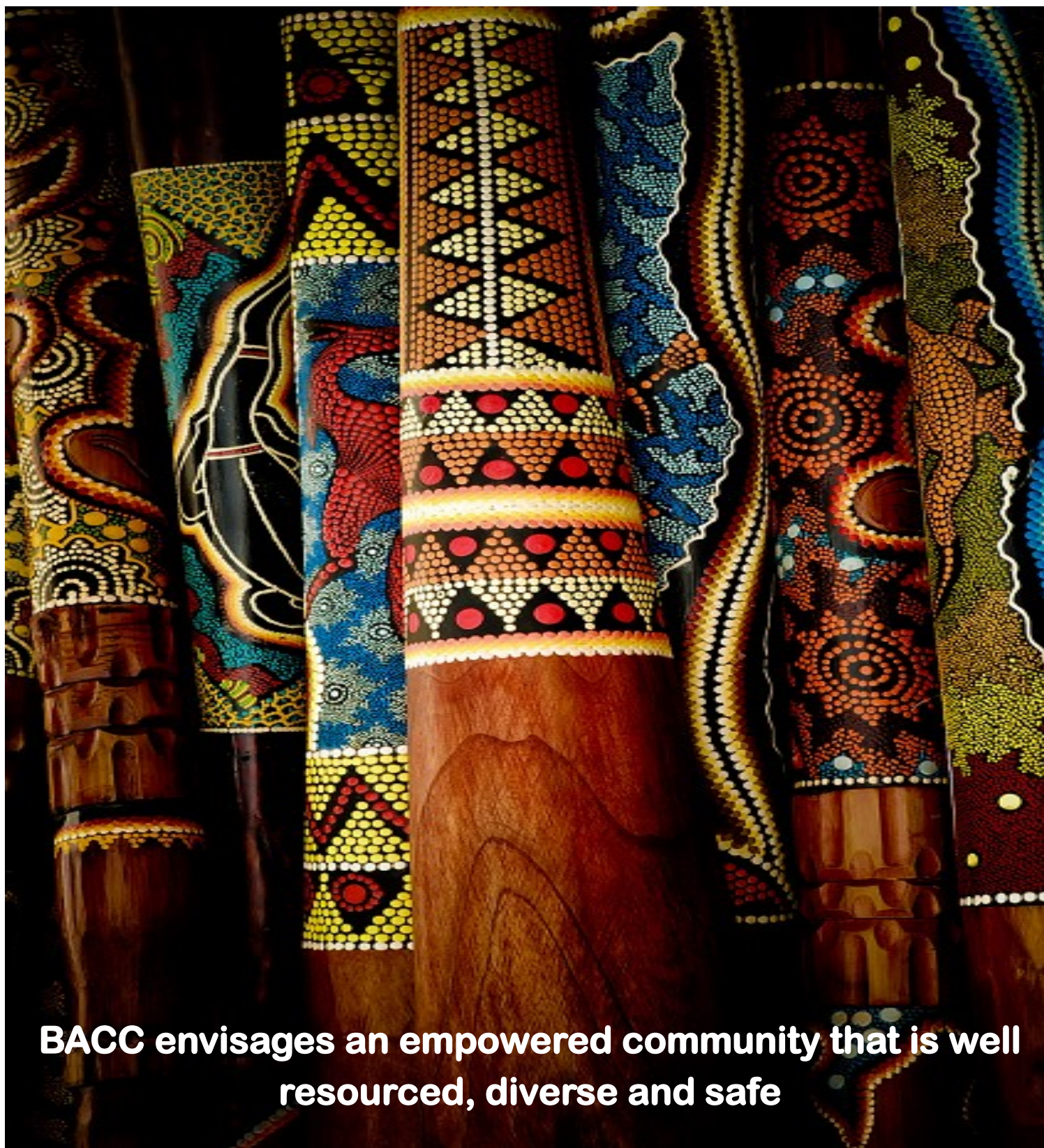
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Build Support for RAP	<ul style="list-style-type: none"> <li>• Develop and implement systems and capability needs to track, measure and report on RAP activities</li> <li>• Investigate participating in the RAP Barometer</li> <li>• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia</li> <li>• Define resource needs for RAP development and implementation</li> </ul>	<p>July 2019</p> <p>May 2020</p> <p>September 2020</p> <p>July 2019</p>	<p>RWG Chairperson</p> <p>RWG Chairperson</p> <p>RWG Chairperson</p> <p>RWG Chairperson</p>
13. Ensure Aboriginal and Torres Strait Islander dates of significance are recognised internally and externally	<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 review</li> <li>• Submit draft RAP to Reconciliation Australia for formal endorsement</li> </ul>	<p>August 2020</p> <p>October 2020</p> <p>January 2020</p>	<p>BACC Executive Officer</p> <p>BACC Executive Officer</p> <p>BACC Executive Officer</p>



## Contact

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**BACC envisages an empowered community that is well resourced, diverse and safe**

**Ph: (02) 9626 5312**

**[www.bacc.org.au](http://www.bacc.org.au)**