

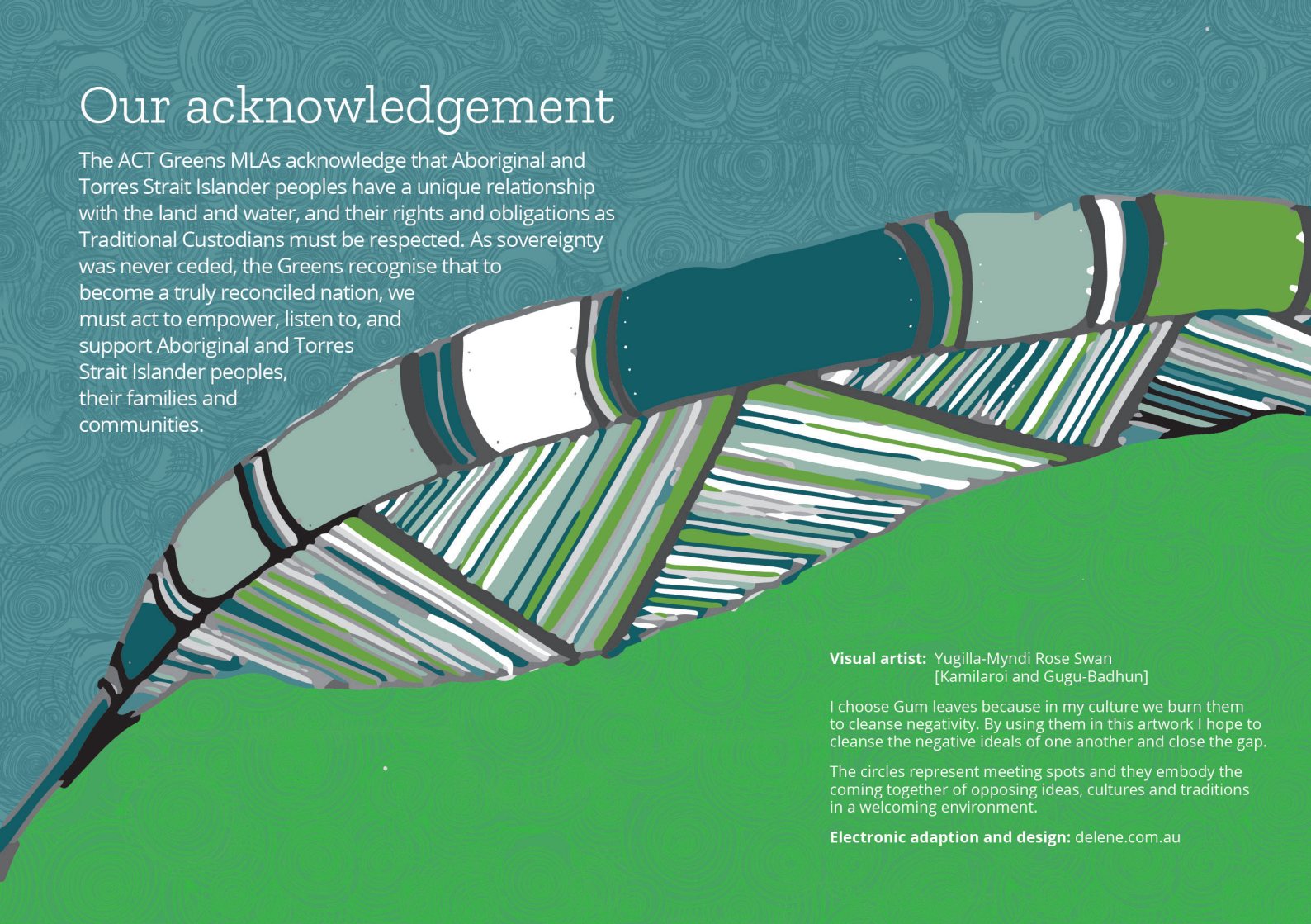


Reconciliation Action Plan

Offices of ACT Greens MLAs Shane Rattenbury and Caroline Le Couteur

Our acknowledgement

The ACT Greens MLAs acknowledge that Aboriginal and Torres Strait Islander peoples have a unique relationship with the land and water, and their rights and obligations as Traditional Custodians must be respected. As sovereignty was never ceded, the Greens recognise that to become a truly reconciled nation, we must act to empower, listen to, and support Aboriginal and Torres Strait Islander peoples, their families and communities.



Visual artist: Yugilla-Myndi Rose Swan
[Kamilaroi and Gugu-Badhun]

I choose Gum leaves because in my culture we burn them to cleanse negativity. By using them in this artwork I hope to cleanse the negative ideals of one another and close the gap.

The circles represent meeting spots and they embody the coming together of opposing ideas, cultures and traditions in a welcoming environment.

Electronic adaption and design: delene.com.au

Our business



The offices of Shane Rattenbury MLA and Caroline Le Couteur MLA reflect the ACT Greens' representation in the 9th ACT Legislative Assembly.

Shane Rattenbury is a Greens MLA for Kurrajong and a Minister in the ACT Government. Mr Rattenbury was first elected to the ACT Legislative Assembly in 2008 and served as the Speaker of the Assembly until 2012. Mr Rattenbury holds the portfolios of Minister for Climate Change and Sustainability, Minister for Mental Health, Minister for Justice, Consumer Affairs and Road Safety and Minister for Corrections and Justice Health.

Caroline Le Couteur is the ACT Greens Member for Murrumbidgee. Ms Le Couteur has spent her life making our community fairer and more sustainable. She was a founding director of Australian Ethical Investment, an ASX listed company that only invests in ethical and responsible companies. She has also been the Executive Director of the Australasian Centre for Corporate Responsibility, a not-for-profit organisation that fights

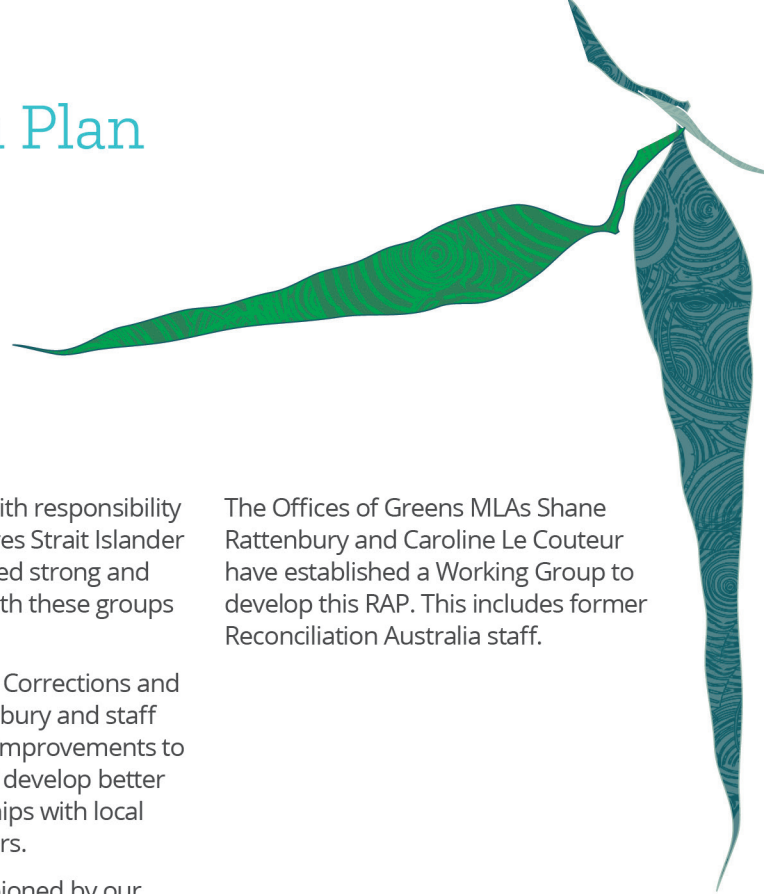
to improve the sustainability of Australian businesses. Ms Le Couteur was previously elected as Member for Molonglo in 2008, and her achievements included helping secure the ACT's greenhouse gas target, improving consultation on local planning and strengthening animal welfare.

The ACT Greens MLAs hold the balance of power in the current Assembly. The scope of both offices extends to all of the ACT's constituents. In June 2016, this figure was estimated as almost 400,000 people.

The office of Shane Rattenbury MLA employs four full-time staff. The office of Caroline Le Couteur MLA employs four staff. There are also three full-time staff shared across both offices. No staff identify as of Aboriginal and/or Torres Strait Islander heritage.

Both Mr Rattenbury's and Ms Le Couteur's offices are located in the ACT Legislative Assembly.

Our Reconciliation Action Plan



As representatives of the ACT Greens in the ACT Legislative Assembly, the Offices of Shane Rattenbury and Caroline Le Couteur MLAs seek to formalise our commitment to advancing reconciliation within our scope of influence in the Australian Capital Territory.

The ACT Greens have a standing commitment to engage and consult with local Aboriginal and Torres Strait Islander people and representative groups in the development of policy positions and elections commitments.

As a former Minister with responsibility for Aboriginal and Torres Strait Islander Affairs, Shane developed strong and lasting relationships with these groups and with local Elders.

As current Minister for Corrections and Justice, Minister Rattenbury and staff also work to promote improvements to our justice system and develop better government relationships with local Indigenous stakeholders.

Our RAP will be championed by our Greens MLAs Shane Rattenbury and Caroline Le Couteur, and their staff.

The Offices of Greens MLAs Shane Rattenbury and Caroline Le Couteur have established a Working Group to develop this RAP. This includes former Reconciliation Australia staff.

Our partnerships and current activities



The October 2016 election in the ACT saw the re-election of both Mr. Rattenbury and Ms. Le Couteur to the ACT Legislative Assembly. Since that time, staff have sought to:

- Develop policy platforms in step with those broadly led and supported by Aboriginal and Torres Strait Islander communities, such as the Uluru Statement.
- Ensure that our commitment to support Canberra's Aboriginal and Torres Strait Islander communities, as formalised in the Labor-Greens Parliamentary Agreement for this ninth Assembly, is realised over the course of this term.
- Acknowledge Traditional Custodians in their email signature blocks.
- Partake in National Reconciliation Week (NRW) activities and NAIDOC Week activities.
- Promote NRW and NAIDOC Week activities both in the Assembly, and across social media networks.
- Support ACT Government proposal to create a Reconciliation Day public holiday in the ACT.
- Introduce a welcome and smoking ceremony by traditional custodians at the start of each Assembly year.
- Advocate for national memorials to commemorate the frontier wars.

These current activities contribute to the ACT Greens' longstanding commitment to reconciliation. In 2017-18, staff sought to formalise and strengthen our commitment to reconciliation, by developing this initial Reflect Reconciliation Action Plan.

Message from Reconciliation Australia



Reconciliation Australia is delighted to welcome the offices of ACT Greens MLAs Shane Rattenbury and Caroline Le Couteur to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, the offices of ACT Greens MLAs Shane Rattenbury and Caroline Le Couteur join over 1000 dedicated corporate government and not for profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions:

race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

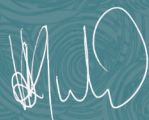
The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides the Offices of ACT Greens MLAs Shane Rattenbury and Caroline Le Couteur a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, the Offices of ACT Greens MLAs Shane Rattenbury and Caroline Le Couteur will lay the foundations for future RAPs and reconciliation initiatives.

We wish the Offices of ACT Greens MLAs Shane Rattenbury and Caroline Le Couteur well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey

with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the Offices of ACT Greens MLAs Shane Rattenbury and Caroline Le Couteur on its first RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer,
Reconciliation Australia



Relationships

Action	Deliverable	Timeline	Responsibility
1. We commit to maintaining and reviewing a RAP Working Group.	<ul style="list-style-type: none"> Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of allies and decision-making staff from across our offices. 	May 2019, ongoing – to be reviewed in May 2020	Media Advisor
2. We commit to establishing and building internal and external relationships that contribute to reconciliation.	<ul style="list-style-type: none"> Engage Aboriginal and Torres Strait Islander key bodies (such as ATSIEB) in the development of key policies that pertain specifically to Aboriginal and Torres Strait Islander peoples in our community. Advocate in the Assembly for key policies led and supported by Aboriginal and Torres Strait Islander peoples and communities, such as the Uluru Statement. Communicate key policy developments with Aboriginal and Torres Strait Islander stakeholders, including opportunities for consultation, inclusiveness and increased engagement. 	Ongoing – to be reviewed in May 2020	All Policy Advisor staff, led by RAP Working Group. Minister Rattenbury and Ms Le Couteur to meet with Elected Body representatives and elders.
3. We commit to participating in, and celebrating, National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Ensure that our MLAs promote NRW in public events during the week Ensure all staff participate in one or more events to recognise and celebrate NRW Circulate Reconciliation Australia's NRW resources and reconciliation materials to office staff Communicate NRW through staff email signature blocks Ensure that we communicate that NRW is taking place to our broader party members and constituents. 	Last week of May each year	Communications Adviser Office

Action	Deliverable	Timeline	Responsibility
<p>4.</p> <p>We commit to raising internal awareness of our RAP.</p>	<ul style="list-style-type: none"> Engage all staff in quarterly updates/meetings to discuss, clarify and explore opportunities to realise our RAP commitments. Proactively share local Aboriginal and Torres Strait Islander public events with staff, promoting ongoing learning and engagement. 	Quarterly	<p>Chief of Staff</p> <p>Office Managers</p>
<p>5.</p> <p>We commit to raising external awareness of our RAP.</p>	<ul style="list-style-type: none"> Continue to advocate for Uluru Statement and processes led by Aboriginal and Torres Strait Islander peoples in the business of the Assembly. Ensure all staff include an Acknowledgement of Country in speaking engagements, email signatures and MLA websites. Promote our RAP through stakeholder communications and engagements with MLA constituents and other Greens' offices, both at the state/territory and Federal level. Ensure that all new staff are familiarised with our RAP commitments and The State of Reconciliation in Australia report. Provide an update on RAP developments on MLA websites. Lodge a motion/ speech to the Assembly outlining our RAP commitments, under the 'Relationships, Respect and Opportunities' framework. Provide an annual ACT Greens Reconciliation update in the Legislative Assembly and at ACT Greens Annual General Meetings. Share our learnings from cultural competency sessions and other reconciliation actions with Greens party members and other stakeholders through party and stakeholder communications. 	Ongoing, to be reviewed in January 2020	<p>RAP Working Group, led by Communications Adviser</p> <p>Office Managers</p>

Respect

Action	Deliverable	Timeline	Responsibility
1. We commit to investigating Aboriginal and Torres Strait Islander cultural learning and development.	<ul style="list-style-type: none"> • Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. • All staff to undertake Reconciliation Australia's Share Our Pride online training. • Engage all staff in an annual cultural competency session, increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. • RAP WG to investigate cultural immersion programs. • Investigate the development of language guidelines that are respectful of Aboriginal and Torres Strait Islander peoples and cultures. • Investigate hosting quarterly 'Reconciliation Film Club' screenings as an opportunity to bring staff together and encourage shared learnings. 	Ongoing, with key reviews in May each year	RAP Working Group
2. We commit to participating in, and celebrating, NAIDOC Week.	<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. • Introduce our staff to NAIDOC Week by promoting community events in our local area, encouraging all staff to attend. • Ensure our RAP Working Group and other staff participate in an external NAIDOC Week event. • Support Greens party stalls at NAIDOC Week. 	First week in July 2019 – ongoing, with key reviews in May each year	RAP Working Group
3. We commit to raising internal understandings of Aboriginal and Torres Strait Islander cultural protocols.	<ul style="list-style-type: none"> • Explore who the Traditional Owners are of the lands and waters in our local area. • Ensure that formal speaking engagements include an Acknowledgement of Country. • Both offices to display an acknowledgement of the Traditional Owners of the land on which we work and live. 	Ongoing, with key reviews in May each year May 2019	RAP Working Group Office Managers

Action	Deliverable	Timeline	Responsibility
4. We commit to enhancing understanding of and respect for Aboriginal and Torres Strait Islander perspectives on January 26	<ul style="list-style-type: none"> Continue to advocate for the #ChangeTheDate campaign, noting the significance of January 26 for Aboriginal and Torres Strait Islander peoples and communities, and the importance of historical acceptance as part of our reconciliation journey. 	January each year , with key reviews in May each year	All staff, led by RAP Working Group
5. We commit to enhancing understanding of and respect for days of significance to Aboriginal and Torres Strait Islander peoples	<ul style="list-style-type: none"> Develop a list of significant dates to Aboriginal and Torres Strait Islander peoples. Regularly share events that celebrate/recognise Aboriginal and Torres Strait Islander dates of significance with all staff, encouraging attendance. Where possible, acknowledge significant dates in the business of the Assembly and/or stakeholder communications. 	Ongoing with key reviews in May each year	RAP Working Group
6. We commit to enhancing respect for the languages of our First Peoples	<ul style="list-style-type: none"> Lodge a motion in the Assembly, calling for a Ngunnawal language introduction at the beginning of each Assembly sitting day. 	During a sitting week in 2019	Aboriginal and Torres Strait Islander Policy Adviser

Opportunities

Action	Deliverable	Timeline	Responsibility
1. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Ensure that all advertised employment and volunteer positions include an explicit statement encouraging applications from Aboriginal and Torres Strait Islander applicants. Ensure that we seek advice from Aboriginal and Torres Strait Islander people if a recruitment strategy is required. Advertise positions through Indigenous outlets/network contacts. 	Ongoing, with review in May 2020	Chief of Staff Office Managers
2. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Encourage purchase of office-related supplies, such as stationery, catering and printing, from Supply Nation accredited businesses. 	Ongoing, with review in May 2020	Office Managers
3. Continue to advocate for ACT policies and programs that support better outcomes for Aboriginal and Torres Strait Islander peoples	<ul style="list-style-type: none"> Ensure that our commitment to support Canberra's Aboriginal and Torres Strait Islander communities, as formalised in the Labor-Greens Parliamentary Agreement for this ninth Assembly, is principally realised over the course of this term. This includes: funding to expand and renew the Winnunga Nimityjah Aboriginal Health Service clinic; stronger homelessness and housing support services for vulnerable Indigenous communities; funding for cultural and language programs in schools; and consideration of cultural connections in planning and heritage assessments. Work to deliver ACT Greens election commitments related to supporting Canberra's Aboriginal and Torres Strait Islander communities, including boosting the capacity of drug and mental health workers to support Aboriginal and Torres Strait Islander people in the ACT. Ensure the Justice Reinvestment Strategy and associated programs take into account and focus on the disproportionately high rates of Aboriginal and Torres Strait Islander incarceration, utilising the Indigenous Caucus that oversees this work. 	Ongoing, with review in May 2020	MLAs, supported by all staff

Governance and Tracking Progress

Action	Deliverable	Timeline	Responsibility
1. Build support for the RAP	<ul style="list-style-type: none">• Define resource needs for RAP development and implementation.• Define systems and capability needs to track, measure and report on RAP activities.• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	May 2019	RAP WG
2. Review and Refresh RAP	<ul style="list-style-type: none">• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.• Submit draft RAP to Reconciliation Australia for review.• Submit draft RAP to Reconciliation Australia for formal endorsement.	May 2020	RAP WG



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