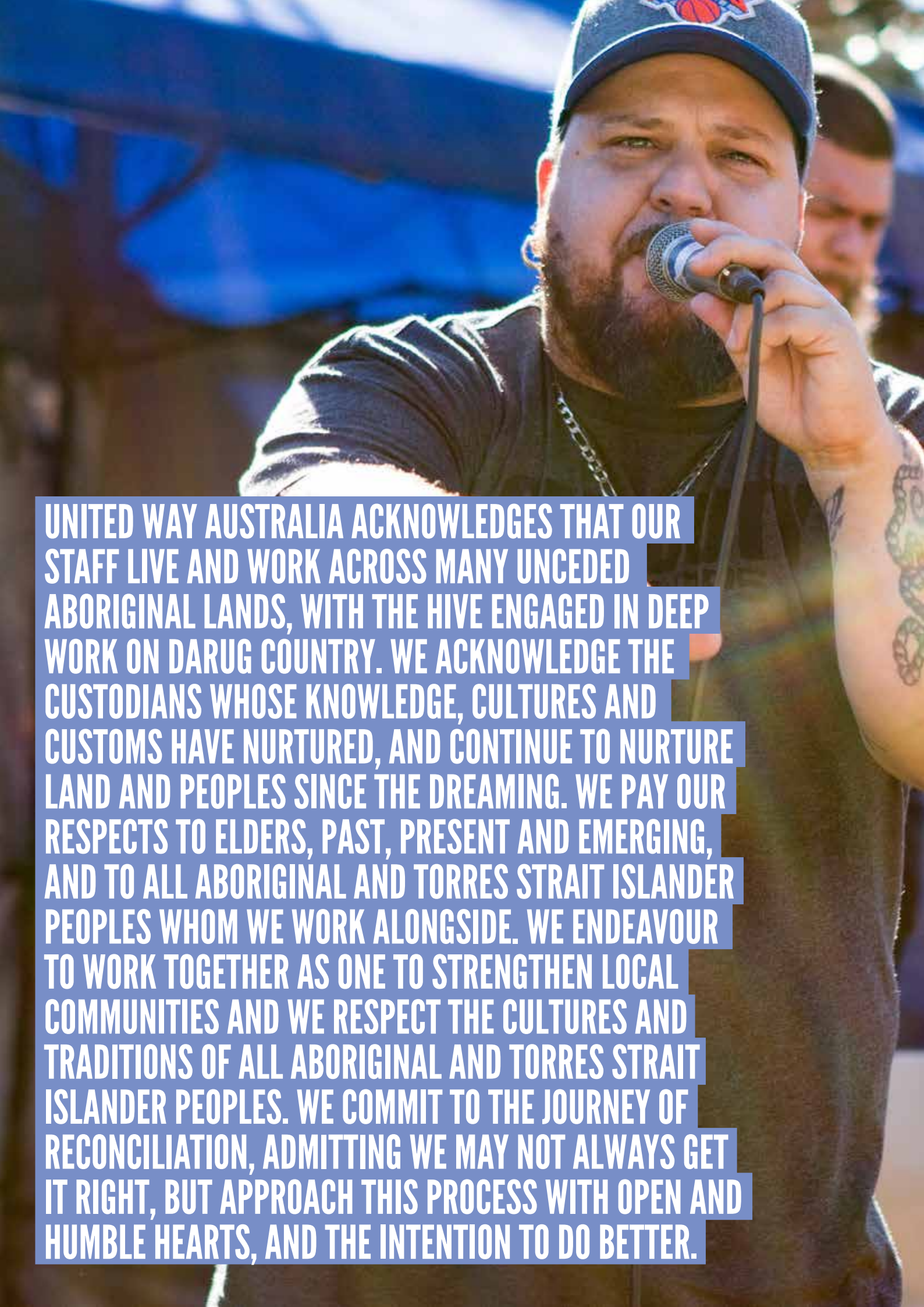




**UNITED WAY AUSTRALIA
REFLECT RECONCILIATION ACTION PLAN
FEBRUARY 2021 – FEBRUARY 2022**





UNITED WAY AUSTRALIA ACKNOWLEDGES THAT OUR STAFF LIVE AND WORK ACROSS MANY UNCEDED ABORIGINAL LANDS, WITH THE HIVE ENGAGED IN DEEP WORK ON DARUG COUNTRY. WE ACKNOWLEDGE THE CUSTODIANS WHOSE KNOWLEDGE, CULTURES AND CUSTOMS HAVE NURTURED, AND CONTINUE TO NURTURE LAND AND PEOPLES SINCE THE DREAMING. WE PAY OUR RESPECTS TO ELDERS, PAST, PRESENT AND EMERGING, AND TO ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES WHOM WE WORK ALONGSIDE. WE ENDEAVOUR TO WORK TOGETHER AS ONE TO STRENGTHEN LOCAL COMMUNITIES AND WE RESPECT THE CULTURES AND TRADITIONS OF ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES. WE COMMIT TO THE JOURNEY OF RECONCILIATION, ADMITTING WE MAY NOT ALWAYS GET IT RIGHT, BUT APPROACH THIS PROCESS WITH OPEN AND HUMBLE HEARTS, AND THE INTENTION TO DO BETTER.

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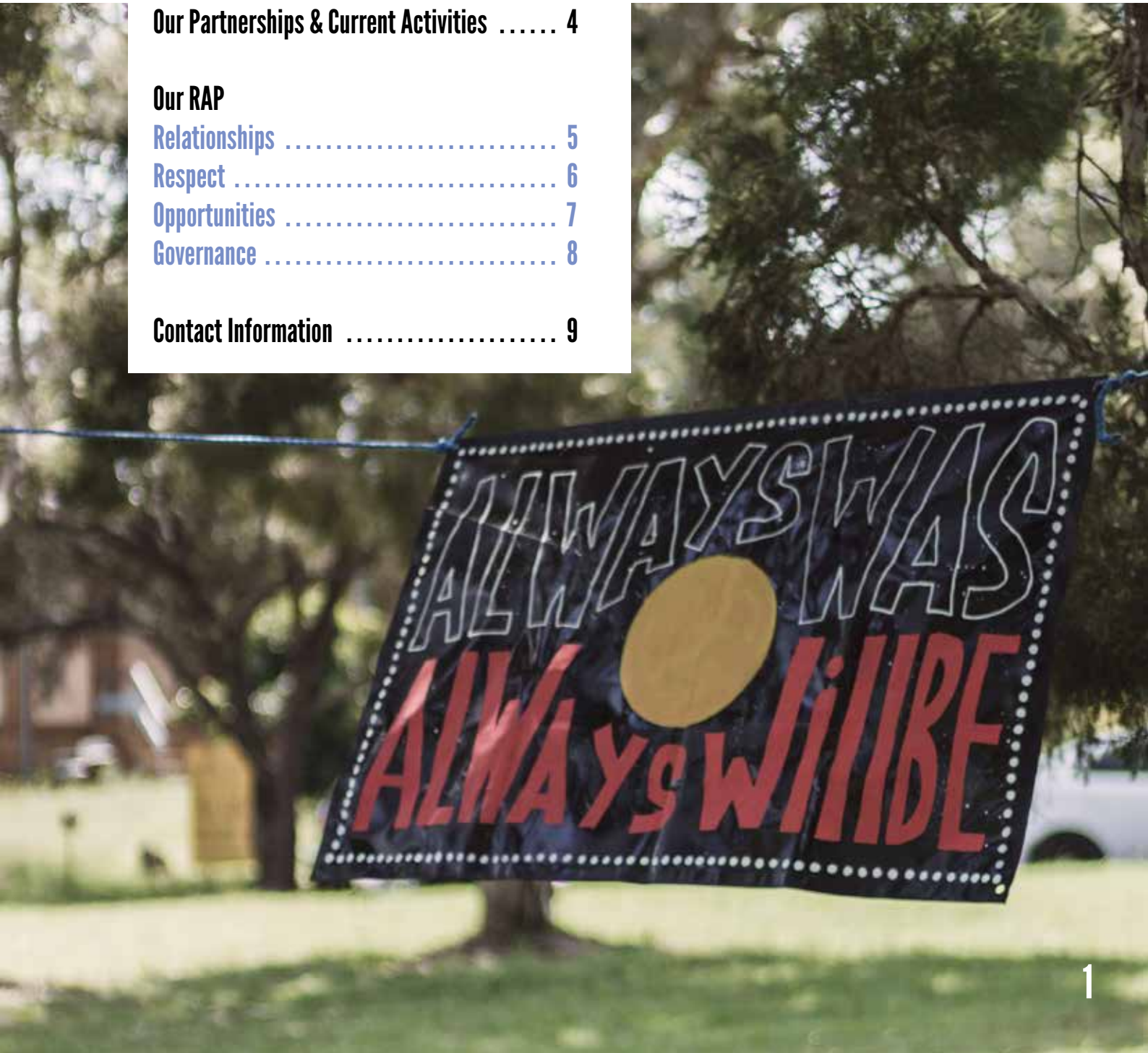
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OUR BUSINESS



United Way Australia (UWA) focuses on strengthening communities and improving outcomes for children before they start school.

We recognise that supporting children to start school well requires support across a number of domains, including at home learning opportunities, formal early education, and quality of early education, access to child health screenings, and strong families and communities for children to grow up in. United Way Australia operate the Dolly Parton's Imagination Library (DPIL) delivering books to over 9000 children across 103 affiliate locations within Australia in 2020, delivering a free book every month until the child turns 5 years old. This program is founded on the overwhelming evidence of the impact of reading for children upon their literacy and speech development. The Hive in Mt Druiitt is a Collective Impact team within UWA which endeavours specifically to help all children in Mt Druiitt area start school well through collaborative early year's initiatives and grass roots community development. The Hive directly support children before they start school through delivering the DPIL program, a child health screening program; 1:1 support for families to overcome barriers to enrol children into preschool and childcare, through the delivery of quality training for early childhood centres across the Mt Druiitt postcode, as well as a range of community development initiatives.

United Way Australia has a total of 17 staff members. We operate with a team of 10 people who lead our fundraising, corporate partnerships and Dolly Parton's Imagination Library initiatives, as well as our finance team.

The Hive Mt Druiitt have 7 staff working in Mt Druiitt suburbs in community development, child health and early education initiatives United Way Australia also have 1 staff member running a playgroup in the Macquarie Park area. There are two Aboriginal staff members who are part of The Hive team in Mt Druiitt, one who is from the Baridja Clan from the Gamilaroi Nation, and one who is from Worimi and Kuku Yalanji Nations.

United Way Australia has geographic reach across five states and one territory in Australia through the 103 affiliate locations in which the Dolly Parton's Imagination Library operates. The face to face community development and early years intervention work is isolated within the Macquarie Park and Mt Druiitt communities. The Hive Mt Druiitt team have an office in Blackett for their work in Mt Druiitt, the broader corporate team and head office staff work remotely throughout the greater Sydney region.

United Way Australia has many strong relationships with business', philanthropic funders and community organisations and individuals across Sydney and Australia. These partners assist to fund the programs United Way Australia provide, as well as to deliver the Dolly Parton's Imagination Library throughout Australia. The Hive Mt Druiitt is a collective impact organisation, which has collaboration at its core, therefore resulting in strong working relationships with a high number of community members, schools, non-government organisations and local government organisation staff across the Mt Druiitt area.



OUR RECONCILIATION ACTION PLAN

United Way Australia operate in many communities across Australia which have a large Aboriginal and Torres Strait Islander population.

The Hive works in the Mt Druitt area which has one of the largest urban Aboriginal populations by density in all of Australia, and the DPIL program also operates in many rural communities with large Aboriginal communities. We are also aware that Aboriginal and Torres Strait Islander children are often more likely to experience the range of difficulties and inequities that UWA work towards minimising including disadvantaged communities, health outcomes, literacy levels and overall child development. We reflected upon our intention and understandings of reconciliation, we realised that all staff are at different levels due to their role or the context they work in. The team in the city office have limited contact with Aboriginal communities, whereas The Hive team in Mt Druitt are grateful to work regularly alongside Aboriginal people, however are therefore constantly faced with the reality of inequalities for Aboriginal and Torres Strait Islander People. As a whole organisation, we wanted to develop a RAP, to ensure we are all aware of our responsibility towards reconciliation at all levels of our work, and journey together to learn, reflect and embed our foundations in responsive, considered and ethical practices alongside Aboriginal and Torres Strait Islander Peoples.

Our RAP Champion is our Chief Executive Officer who promotes and drives the RAP within the organisation and is supported by two staff members at The Hive (one who identifies as an Aboriginal person) who have supported the planning of the RAP with their on the ground knowledge and experience. We have identified a group of six staff members from various departments throughout UWA and The Hive who could form a RAP working group to regularly discuss the action steps in the plan, and work together to complete these, while involving wider members of the UWA team to contribute. The Hive work alongside Aboriginal families and stakeholders that the group could involve to seek advice and wisdom about various actions such as reviewing our policies and compensate for their time.

UWA as an organisation is at the beginning of its shared reconciliation journey, recognising that we need to learn and grow together. The Hive has engaged and facilitated events and activities promoting Aboriginal and Torres Strait Islander cultures such as NAIDOC and Aboriginal and Torres Strait Islander Children's Day and have endeavoured to be aware of our practices to ensure they are inclusive and respectful of Aboriginal and Torres Strait Islander people. However there has been no formal plan or deep investigation into our practices, and therefore a Reflect RAP will ensure our foundations are built and are consistent and engaged with by the broader organisation.



OUR PARTNERSHIPS AND CURRENT ACTIVITIES

United Way Australia have a range of corporate partnerships which support United Way's programs through donations, awareness and corporate volunteering.

At this stage there are no corporate partnerships with Aboriginal and/or Torres Strait Islander organisations, and we look forward to intentionally building these throughout our RAP process.

The Dolly Parton's Imagination Library program operates throughout various parts of Australia through affiliates that have a range of partners who help to deliver the program, which some include Aboriginal Elders and organisations.

To date, United Way Australia's Sydney team have not participated in any Aboriginal and Torres Strait Islander specific activities or initiatives themselves which is also an area that is acknowledged in needing improvement and will be intentional about through the next year. The DPIL Program has included Aboriginal children's books throughout the program, which the book selection process was supported by Aboriginal Elders.

The Hive have strong working relationship with organisations such as Yawarra Preschool and Ngroo Education through our preschool support work and sharing our venue for their events, as well as a strong relationship with the Aboriginal Education Officer at Willmot Public School who is a key stakeholder in our community development work.

While there is not a close working relationship, The Hive also have a relationship with Babaayn Aboriginal Incorporation through occasional collaboration in Mt Druitt wide initiatives or discussions. The Hive also have built relationships with many Aboriginal families and community members through our community development activities and also our preschool family support. Some of these residents have joined our community development working groups and provide important advice and support in the planning and implementation of community events.

The Hive have either led or collaboratively participate in various activities with other local organisations. This has included collaboratively organising a NAIDOC event for the Willmot community that is intentionally about celebration of Aboriginal and Torres Strait Islander cultures, and not for organisations to promote their programs. The event involves performances by local performers, stalls selling art and jewellery by local artists, and multiple themed activities for children and adults. The Hive also celebrated Aboriginal and Torres Strait Islander Children's Day with 20 days of giveaway packs of books and craft activities that were influenced by Aboriginal culture. We also incorporate activities incorporating Aboriginal cultures into our children's events throughout the year, such as bush tucker education, craft, and damper making.

United Way and The Hive teams also ensure an Acknowledgement of Country is given at the beginning of all formal meetings and events.

RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	May 2021	Community Engagement Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2021	Hive Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Head of Partnerships
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2021	Head of Partnerships
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2021	Head of Partnerships
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2021	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2021	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2021	CEO
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	October 2021	CEO
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2021	CEO



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2021	Child Health Project Lead
	Conduct a review of cultural learning needs within our organisation.	March 2021	Child Health Project Lead
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2021	Community Engagement Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2021	Community Engagement Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2021	Community Engagement Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	Community Engagement Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2021	Community Engagement Officer

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.	September 2021	Hive Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2021	Hive Director
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.	September 2021	Financial Controller
	Investigate Supply Nation membership.	November 2021	Financial Controller





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	March 2021	Child Health Project Lead
	Draft a Terms of Reference for the RWG	April 2021	Child Health Project Lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2021	Child Health Project Lead
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2021	CEO
	Engage senior leaders in the delivery of RAP commitments.	March 2021	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2021	CEO
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	Child Health Project Lead
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2021	Child Health Project Lead



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