



Australian Council for International Development

REFLECT
Reconciliation Action Plan
January 2022 - 2023



AUSTRALIAN
COUNCIL
FOR
INTERNATIONAL
DEVELOPMENT

About the artwork

'The Dreaming' is an artwork that connects Mother Earth with the Dreaming. The colours also represent the Sky, Sun and the Rain. When we talk about 'The Dreaming' we talk about an atmosphere that is the place to connect with the Land.

ARTIST

Richie Allan

Ngunnawal Kamilaroi

TOTEM

Wedge Tail Eagle

SPIRITUAL TOTEM

Bogong Moth

Richie is a Ngunnawal Kamilaroi custodian who was born in Ngunnawal Country and raised on both Ngunnawal and Kamilaroi Country. Richie is a highly respected Cultural man with decades of experience. He is on Cultural Boards including, ACT Ministerial Creative Council, ACT Tourism Leadership Committee, and the ACT Chief Police Officer Indigenous Advisory Board.

Richie is a well-known artist who has been painting for over 25 years. His paintings are about his Aboriginal Spirituality and the connection he has with the land, water, trees and his totems. Richie has attributed his work to his Culture, saying, "My Aboriginal Spirituality and my homelands is why I paint. It is bringing me together as one with everything around me." Richie's artworks are displayed all over Canberra.



Artist Richie Allen presenting his artwork to ACFID CEO Marc Purcell and staff member, Moti Goode.

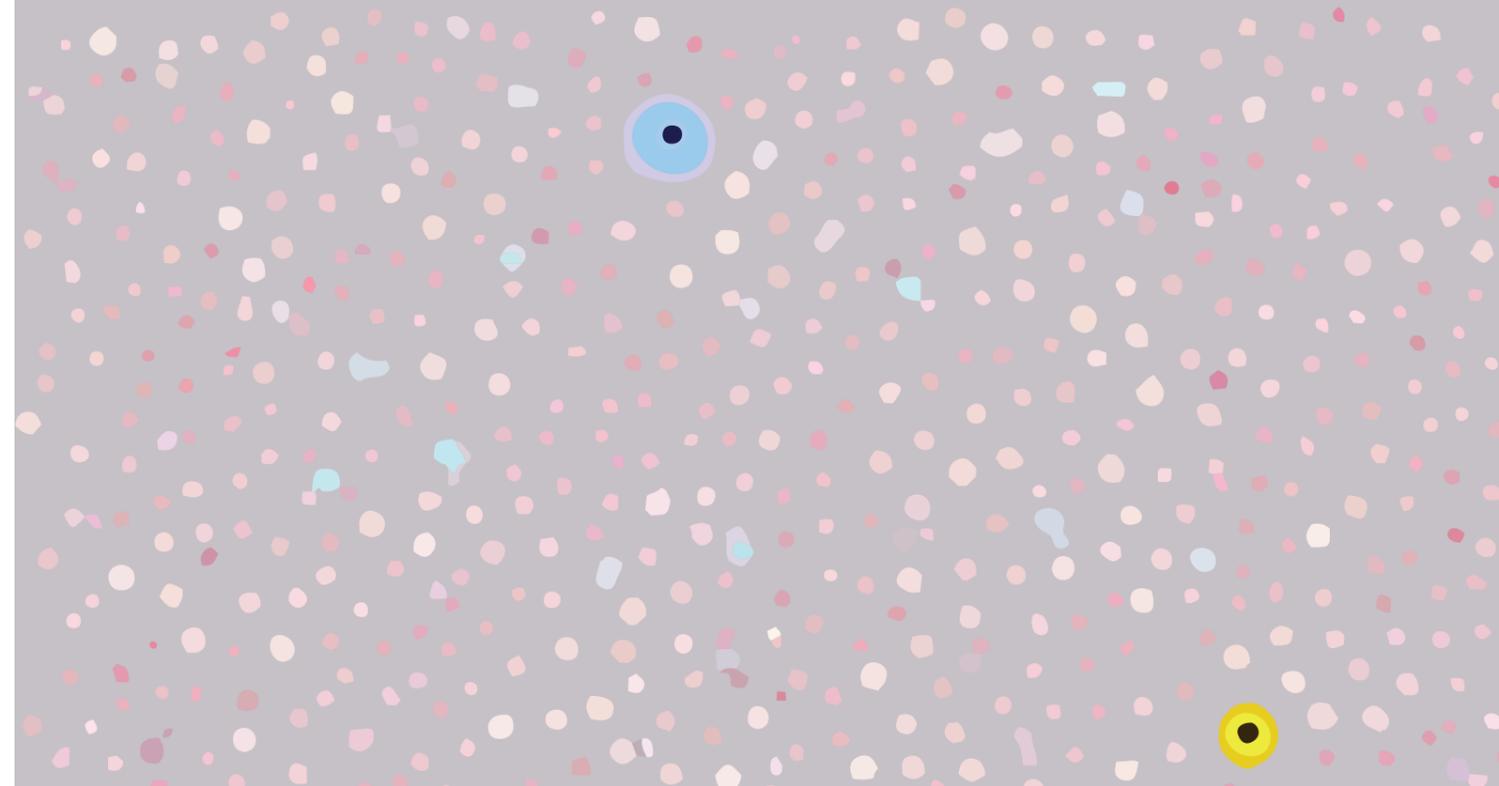
Acknowledgement of Country

ACFID Secretariat respectfully acknowledges the traditional custodians of the lands on which we and the Research for Development Impact Network are based, the Ngunnawal people in Canberra and the Boon Wurrung and Woiwurrung people of the Kulin Nation in Melbourne.

We extend this acknowledgement to the Traditional Custodians of the lands across Australia, and pay our respect to their Elders, past, present, and emerging. We acknowledge their ongoing connection to the lands, waters, and skies surrounding us, and the vast wealth of knowledge that they hold.

The ACFID Council stands in support of the Uluru Statement from the Heart (ACFID Council Resolution 1/2017). We remember the 433 Aboriginal people who have died in custody and call for the recommendations of the 1991 Royal Commission into Aboriginal Deaths in Custody to be implemented by all state and territory governments.

We strive to create a respectful and diverse workforce within the ACFID and it's members. The ACFID stands shoulder to shoulder in supporting our members' work towards creating a world where human rights are realised for everyone.



A message from our President

At the ACFID National Conference and AGM in 2017, the ACFID Council passed a resolution supporting the Uluru Statement from the Heart. We formally recognised that the world's Indigenous Peoples have the right to self-determination, and that truth-telling has a vital role in restorative justice and healing. At this same event, I was honoured to join ACFID as President, taking on the great responsibility to advance the work that respects, supports and elevates the diverse experiences of Australia's Indigenous Peoples.

ACFID commits to a lifelong journey of honest reflection, sincere learning and meaningful action towards reconciliation. With a history of ongoing but informal actions towards reconciliation, ACFID is at the outset of its formal journey, beginning with this Reflect Reconciliation Action Plan. This RAP marks ACFID's formal commitment to take all necessary steps to ensure permanent and palpable reconciliation from within office spaces to wider spheres of operation.

Reflecting on RAP documents, I always remind myself of the many levels where reconciliation must occur. Despite the commitments of organisations, it's individuals who are responsible for manifesting these words into practice and tangible change. For action that is consistently in alignment with the guidance and expertise of Aboriginal and Torres Strait Islander voices, as individuals, we must engage in regular and honest reflection.

To forge the future we want, individuals and organisations must consistently be willing to confront the ugly truth of both the past and present. ACFID recognises that reconciliation is an intricate issue and achieving it will not be a straightforward and effortless process. I encourage all to embark on this journey with open hearts and minds. We must have the courage to recognise our own shortcomings, transcend challenges and use successes as a guiding light to others.

ACFID looks forward to the next 12 months of learning through the Reflect RAP and aims to set a sturdy foundation for successful future RAPs.



Susan Pascoe
President

A message from our CEO

Two cultural moments bookended tell a story of Australia's history of colonisation, dispossession, racism, and Indigenous struggle. The 2021 Melvyn Bishop exhibition at the National Screen and Sound Archive, shows the Indigenous photographer's iconic 1975 photo of Gurindji leader Vincent Lingiari holding out his hand as Prime Minister Gough Whitlam pours sand into them, symbolising the return native title to the Gurindji people after an epic battle with a corporate organisation over payment of wages to Indigenous stockman and then ownership of Wave Hill Station.

46 years after that photo was taken; Ziggy Ramo, the Indigenous singer and musician, powerfully adapted songwriter Paul Kelly's tribute to Vincent Lingiari 'From Little Things, Big Things Grow', slicing through Australian history to expose cultural genocide and racism over 200 years. It is deservedly a hit but makes for uneasy listening, as we acknowledge how far we've come, but more importantly how far we still have to go to achieve Reconciliation in Australia.

The Australian Council for International Development's history shows intermittent but persistent support for Indigenous rights. ACFID members provided funding to Aboriginal Organisations in 1969 to fight for land rights, and the Council and its members were involved in the Campaign Against Racial Exploitation as an anti-apartheid and anti-racism network. Later ACFID promoted education following the High Court's Mabo and Wik decisions and was active in supporting Australians for Native Title and Reconciliation (ANTaR).

As we are a national peak body with an international focus, human rights are at the centre of what we stand for. For us, our national approach to focusing on Reconciliation will mean recognising the history of invasion, dispossession, racism, and acknowledgment that Indigenous sovereignty was not ceded. ACFID stands in solidarity to support a national Indigenous Voice in Parliament and Makarrata – a treaty recognising Indigenous sovereignty. Unlike other colonised countries, like New Zealand and Canada where Indigenous sovereignty co-exists under various forms of Treaty; Australia continues to be found wanting, and this is unfinished business for all of us.

Based in the nation's capital, we will learn about the land, culture, and people of the Ngunnawal and Ngambri:

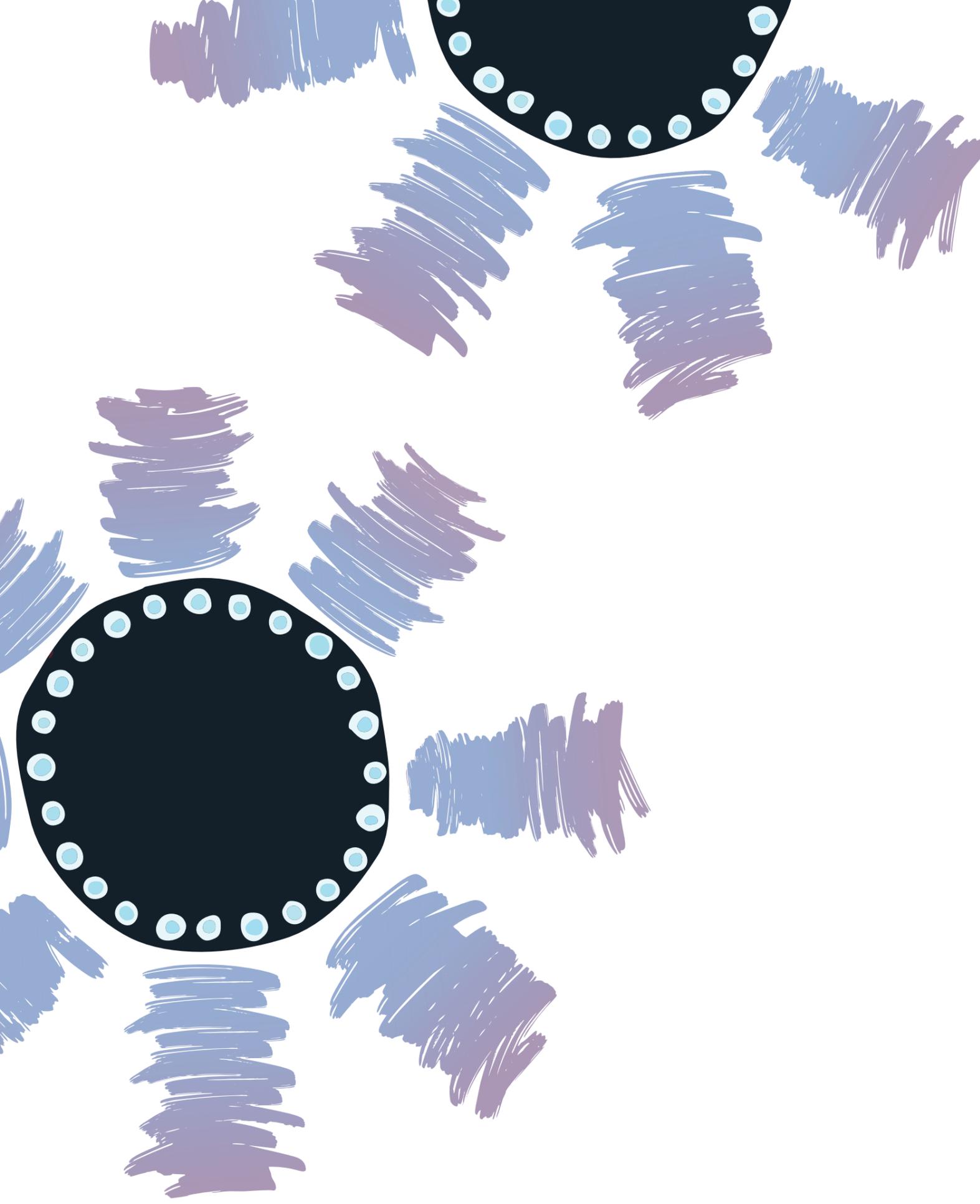
We wish to acknowledge and respect the traditional custodians of the land we reside on, the Ngunnawal and Ngambri people, their continuing culture and the contribution they make to the life of this city and this region. We would also like to acknowledge and welcome other Aboriginal and Torres Strait Islander people who may share and guide us on our Reconciliation pathway.

There is significant work ahead of us. ACFID recognises that by making Reconciliation a priority, we commit to a lengthy path of listening, reflection, and informed action. This is not a solo endeavour, and as we progress through the RAP stages, we seek to build opportunities to bring our colleagues and community with us on this journey. ACFID's Reconciliation Action Plan has been staff led with full Board support. We will look to our member led Aboriginal and Torres Strait Islander Community of Practice for guidance too.

We would like to express our gratitude to Reconciliation Australia. Their ongoing leadership and support are greatly appreciated, and we thank them for existing as a beacon on issues of great national importance.



Marc Purcell
CEO



A message from Reconciliation Australia

Reconciliation Australia welcomes the Australian Council for International Development the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Australian Council for International Development 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 Australian Council for International Development 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 Australian Council for International Development, 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

Our business

The Australian Council for International Development (ACFID) is the peak body for the not-for-profit international aid and development sector in Australia. ACFID's purpose is to lead and unite our members in action for a just, equitable and sustainable world. ACFID's work is focused on driving positive change towards:

- Sustainable and inclusive development;
- Peace and human security; and
- Strong and effective civil society.

With our members, ACFID seeks to be an influential policy voice, a catalyst for change and a standard bearer for good practice in international development and humanitarian response. We connect and engage our members; we lead and convene dialogue on critical issues, including influencing through joining with others; and we promote knowledge and learning, working from evidence and good practice.

ACFID employs 23 staff; there are no current staff that identify as Aboriginal and/or Torres Strait Islander people (however, this is not data that is currently sourced by ACFID).

Our reach is both national and global – our core sphere of influence is with our Australian-based members and their networks; however, our international focus extends our influence to the region and beyond.

ACFID has two locations in Australia – one in Canberra (ACT) and the other in Melbourne (Victoria).

Our current activities

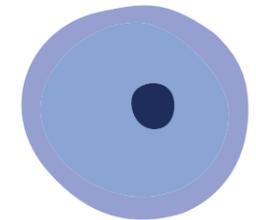
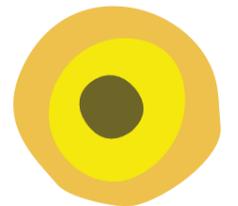
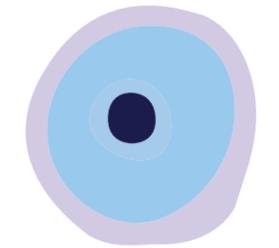
ACFID hosts a Community of Practise (CoP) platform with over 30 focus groups based on key regions or thematic issues within the aid, development and humanitarian sector. The Aboriginal and Torres Strait Islander CoP is a forum through which ACFID Members working with Aboriginal and Torres Strait Islander communities can seek to share, learn, and engage with both the government and the broader development community.

The group works together to share experience on effective development approaches to working with Aboriginal and Torres Strait Islander communities; surface examples of best practice in projects, research, and development; maintain a Practice Note on Effective Development Practice; and collaborate on advocacy, advice and submissions to influence policies.

ACFID seeks to maintain and highlight respectful cultural recognition and practices through our National Annual Conference and an official Welcome to Country to open the event. The National Conference is attended by both domestic and international delegates. In recent years, there has been a greater effort to include domestic activists who bring the important message of Reconciliation to the event.

ACFID seeks to continue respectful cultural practice and ensured that local Elders were consulted and invited to perform a Traditional Smoking Ceremony to reopen the recently refurbished building.

ACFID staff also lead an internal staff discussion coinciding with NAIDOC Week to recognise and highlight NAIDOC and the theme.



Our Reconciliation Action Plan

ACFID's commitment to diversity, inclusion and equality are realised through our vision, purpose and values. Aboriginal and Torres Strait Islander rights, recognition and reconciliation are vital to the work of ACFID and its members as we work towards a world free from injustice and inequality.

ACFID and its members stand in solidarity with Aboriginal and Torres Strait Islander peoples for Makarrata – “the coming together after a struggle” – through truth, justice, healing and agreement making, and support the aims and aspirations of Aboriginal and Torres Strait Islander peoples for substantive constitutional reform.

ACFID Secretariat is guided by Reconciliation Australia's RAP Framework to develop and implement this inaugural Reconciliation Action Plan and inspired by the ACFID Council who passed Resolution No. 1/2017 in support of the Uluru Statement.

Championed within the Secretariat by CEO Marc Purcell, and at Board level by ACFID President Susan Pascoe AM, and Executive Directors Rosie When and Lyn Morgain.

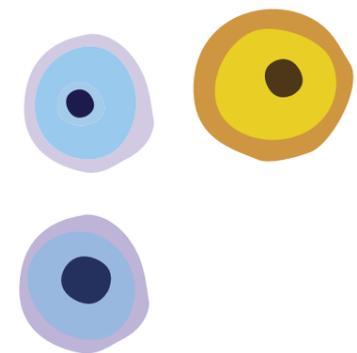
We have in place a RAP Working Group with representation across all of ACFID's internal teams. The ACFID RAP Working Group comprises:

- Chief Executive Officer
- Executive Coordinator
- Learning and Innovation Lead
- Code and Standards Lead
- Membership Engagement and Stakeholder Lead
- Policy and Advocacy Advisor
- Research for Development Impact Network Manager

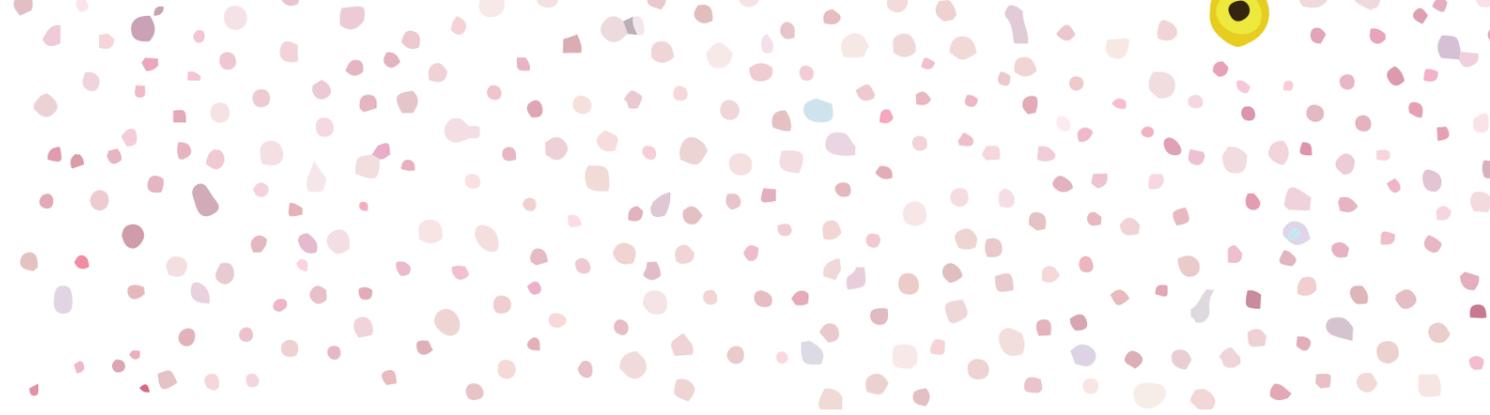
The ACFID RAP Working Group have developed a draft Terms of Reference which will guide the Working Group. The Working Group will be responsible for overseeing the implementation and delivery of initiatives identified within the RAP, and meets monthly to discuss progress, issues, or concerns, as well as opportunities to increase staff engagement.

This is our first, formal step on the journey to reconciliation. As an organisation, we maintain informal practices such as Welcome to Country at significant events and Acknowledgement of Country in our meetings.

In recent years, through our National Conference, ACFID has provided Aboriginal and Torres Strait Islander advocates with a platform to address our membership on key human rights issues within Australia; and in 2016 the ACFID Council awarded the Referendum Council with the ACFID Sir Ron Wilson Human Rights Award. Having a RAP framework will provide us with a formal way to embed these processes, and more, within our operations.



Our commitments



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.	March 2022	Membership and Stakeholder Engagement Lead
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Membership and Stakeholder Engagement Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2022	Learning and Innovation Lead
	• RAP Working Group members to participate in an external National Reconciliation Week event.	27 May 2022 – 3 June 2022	Learning and Innovation Lead
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	May 2022	Learning and Innovation Lead
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	May 2022	Chief Executive Officer
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2022	Learning and Innovation Lead
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2022	Learning and Innovation Lead
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	September 2022	Chief Executive Officer
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2022	Chief Executive Officer

RESPECT

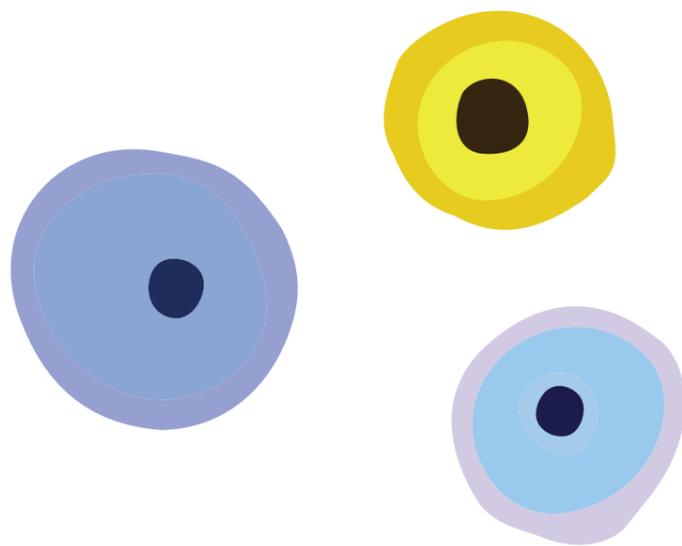
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	September 2022	Learning and Innovation Lead
	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	September 2022	Learning and Innovation 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 within our organisation's operational area.	March 2022	Executive Coordinator
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2022	Executive Coordinator
	• Commit to ensuring our virtual meeting etiquette includes cultural protocols and takes into consideration that people are attending from numerous Nations around Australia.	June 2022	Executive Coordinator
	• Review ACFID website to include an Acknowledgement of Country.	March 2022	Executive Coordinator
	• Consult with local Traditional Owners or Custodians about appropriate naming of meeting rooms and display of flags in office.	March 2022	Executive Coordinator
	•		
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 2022	Code and Standards Lead
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Code and Standards Lead
	RAP Working Group participate in an external NAIDOC Week event.	First week in July 2022	Code and Standards Lead

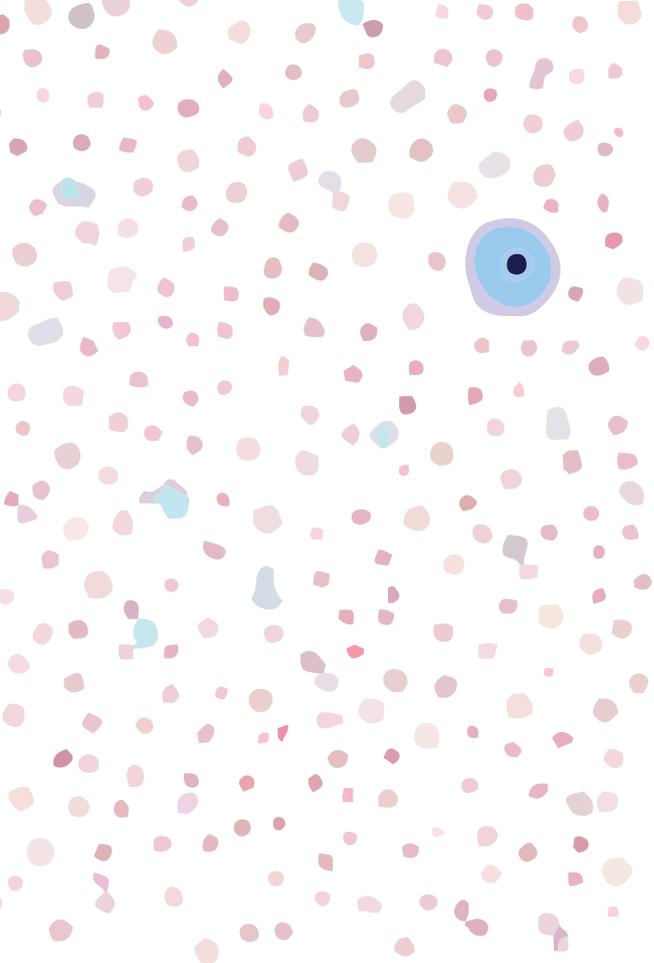
OPPORTUNITIES

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 2022	Business Director
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2022	Business Director
	• Build strategies for diversity in recruitment, retention and professional development opportunities to attract Aboriginal and Torres Strait Islander staff	September 2022	Business 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.	December 2022	Executive Coordinator
	• Investigate Supply Nation membership.	December 2022	Executive Coordinator
10. Increase connection to ACFID Aboriginal and Torres Strait Islander Community of Practice.	• Re-invigorate the ACFID Aboriginal and Torres Strait Islander Community of Practice by seeking new convenors and planning a potential program of work for the Community of Practice.	September 2022	Membership and Stakeholder Engagement Lead

GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Draft a Terms of Reference for the RWG.	February 2022	Learning and Innovation Lead
	• Form and maintain an RWG to govern RAP implementation.	February 2022	Learning and Innovation Lead
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2022	Learning and Innovation Lead
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	February 2022	Chief Executive Officer
	• Engage senior leaders in the delivery of RAP commitments.	February 2022	Chief Executive Officer
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2022	Learning and Innovation Lead
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.	June 2022	Policy and Advocacy Advisor
	• Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2022	Policy and Advocacy Advisor
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022 (deadline for submission)	Policy and Advocacy Advisor
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	January 2023	Chief Executive Officer





RECONCILIATION
ACTION PLAN

REFLECT



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Cover: The Dreaming: Photo of original artwork by Ngunnawal Kamillaroi artist Richie Allen, commissioned for ACFID

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