



DHS Innovate Reconciliation Action Plan

May 2018 – May 2020



**RECONCILIATION
ACTION PLAN**

INNOVATE



‘Cultural Maintenance’

The artwork for this Reconciliation Action Plan (RAP) is based on the piece ‘Cultural Maintenance’ by Allan Sumner, commissioned by DHS in 2017.

The artwork is a fusion of symbols that represent DHS’s RAP vision. It reflects many values that help to build the capacity of DHS, visually piecing together in waveform to represent cohesion and connectedness as an organisation.

‘Cultural Maintenance’ reflects DHS’s commitment to reconciliation, ensuring the betterment of Aboriginal health and creating a community that is safe, inclusive and welcoming to all Aboriginal people.



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Chief Executive's foreword

I am pleased to present the latest Department of Human Services (DHS) Innovate Reconciliation Action Plan (RAP) 2018–2020.

Reconciliation is a matter for all of DHS to embrace. Aboriginal and Torres Strait Islander people living in South Australia and working in DHS are recognised as the traditional owners of our nation and must be given the respect of all the community for their cultural influence on our state and community. A strong, respectful relationship between all members of our community will create a better South Australia for all of us.

I want this RAP to ignite all DHS staff to take meaningful steps for reconciliation, making it a part of our everyday work and giving it meaning in our approach to all our policies, programs and services. All staff should familiarise themselves with the goals of this RAP and proactively work toward achieving them together.

The DHS Executive Leadership Team (ELT) are the champions for reconciliation in the Department and are fully committed to the achievement of reconciliation in South Australia. The ELT commits to continuing to make reconciliation a part of the core business of DHS and will influence and drive cultural change to achieve the aims of the DHS Reconciliation Statement and the initiatives of the RAP.

With the commencement of this RAP the ELT has recommitted to an updated DHS Reconciliation Statement of Commitment.

The Statement of Commitment will be proudly displayed in DHS workplaces throughout the state as a reminder of the importance of achieving the aims of the RAP.

I fully endorse this RAP and I look forward to seeing its aims interwoven into every part of our business and to continue our reconciliation journey together.

Tony Harrison

**Chief Executive
Department of Human Services**

Our Vision

Our vision for Reconciliation is:

- For South Australia to be a community that is safe, inclusive and welcoming to all Aboriginal and Torres Strait Islander Peoples
- For racism and prejudice to be eliminated from our department
- For all Aboriginal and Torres Strait Islander Peoples to be able to participate equally in every aspect of Society

DHS acknowledges and respects Aboriginal peoples as the State's first peoples and nations and recognises Aboriginal peoples as traditional owners and occupants of lands and waters in South Australia.

We are dedicated to ending racism within our department.

DHS strives to build a workforce and community proud and inclusive of South Australia's Aboriginal cultures.

DHS is committed to creating a community that is safe, inclusive and welcoming to all Aboriginal and Torres Strait Islander people. We strive to achieve positive outcomes for Aboriginal and Torres Strait Islander people and build resilience in South Australian Aboriginal and Torres Strait Islander communities.

Our Business

The Department of Human Service (DHS), formerly the Department for Communities and Social Inclusion, helps people throughout South Australia, who may be struggling financially, at risk of harm, or isolated. DHS has lead responsibility on behalf of the South Australian government in the areas of disability policy, funding and services; social housing and homelessness; affordable living programs; youth justice; domestic violence; problem gambling; screening services and disaster relief and recovery.

DHS also provides a wide range of grants to community organisations; leads the government's agenda to build thriving communities and promote resilience; and provides services to help older people remain safe at home. DHS has lead policy responsibility in relation to women; youth; volunteers and carers.

DHS has a statewide focus with offices located in all major regional areas and multiple sites in metropolitan Adelaide and regional and remote South Australia.

DHS is committed to supporting vulnerable people and building resilient communities. We are committed to working together and with others to make South Australia a place of opportunity for all.

From the beginning of the 2017 calendar year, DHS reports approximately 4,776 employees and a total of 145 Aboriginal and Torres Strait Islander people currently employed within the department (3% of total staff).

DHS Reconciliation Committee

Central to DHS's commitment to Reconciliation is the establishment of department's Reconciliation Committee.

The Department is committed to achieving equal representation of Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander members on the Committee. Each DHS division has at least one representative on the department's Reconciliation Committee. The Committee comprises Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander members and some divisions select two representatives on this basis.

The Committee is jointly chaired by an Aboriginal and Torres Strait Islander person and non-Aboriginal and Torres Strait Islander person as nominated by the Chief Executive. There are no external ongoing members.

All members of the Reconciliation Committee are members of the RAP working group.

Reconciliation Committee's Vision

Reconciliation is about unity and respect between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander Australians. It is about respect for Aboriginal and Torres Strait Islander heritage and valuing justice and equity for all Australians.

Reconciliation Committee's Purpose

- To lead and oversee the implementation of the DHS Reconciliation Action Plan (RAP)
- To monitor DHS progress towards the achievement of the targets and timeframes set in the RAP
- To report quarterly to the Executive Leadership Team (ELT) on the RAP implementation and progress
- To maintain a Reconciliation page on the DHS intranet with current and educational material that stimulates conversation on reconciliation.

Membership (current as at January 2018)

Joint Chairs:

- Richard Littleton, Director – Communication and Engagement
- Shane Tongerie, Senior Aboriginal Advisor – Youth Justice

Executive Leadership Team Sponsor:

- Fiona Mort, Director – Office for Women

Members:

- Lesley Allison, Senior Aboriginal Services Consultant – Domiciliary Care
- Fiona Buzzacott, Senior Project Officer – Housing SA
- Lachlan Cibich, Principal Adviser – Office of the Chief Executive
- Cherylee Cooper, Senior Project Officer – Housing SA
- Peter Embling, Senior Workforce Strategist – People and Culture
- Rachel McCall, Communications and Engagement Lead– Corporate Services
- Ellie McEvoy, Senior Policy Officer – Office for Women
- Julie Mangan, Regional Manager Western Adelaide – Housing SA
- Sarah Peterson, Senior Governance and Policy Officer – Screening & Procurement
- Karan Sharma, Tenancy Practitioner – Housing SA
- Greg Shepherd, Supervisor – Youth Justice
- Annette White, Registered Nurse – Disability and Domiciliary Care Services
- Amelia Willcox, Project Support Officer – Community Services
- Tran Young, Financial Officer – Finance and Business Services.

Key Partners

- Aboriginal Affairs and Reconciliation, Department for State Development
- Reconciliation SA
- Reconciliation Australia
- Office for the Public Sector – Government of South Australia

In addition to key partners DHS will work closely with government and non-government agencies.

External Advisory Group

The South Australian Aboriginal Advisory Council (SAAAC) is a key engagement mechanism between South Australian Aboriginal people and the State Government.

The role of the Aboriginal Advisory Council is to:

- provide the Government with advice on existing programs and policies as they affect Aboriginal people
- identify and inform the Government of emerging issues that will affect Aboriginal people from both metropolitan and regional perspectives
- provide the Government with advice on the development and implementation of future policies and services concerning Aboriginal people
- provide advice to Government agencies about appropriate consultation processes with Aboriginal communities
- maintain links with other relevant advisory bodies.

Our Reconciliation Action Plan Journey

DHS' Reconciliation journey began in 2008. Its previous RAP was implemented under the department's former name of Department for Communities and Social Inclusion (DCSI).

We recognise the significant work of former members and chairs of the DCSI and DHS Reconciliation Committees and are proud of the noteworthy steps toward reconciliation that have been taken by the committees since 2008.

We have held numerous events to celebrate Aboriginal and Torres Strait Islander culture in South Australia and to promote reconciliation to DHS staff and the wider community since 2008. We support and promote NAIDOC events, informing staff of significant cultural events and allowing staff time to attend.

DHS has introduced an annual Chief Executive's Aboriginal and Torres Strait Islander Employee of the Year Award to recognise and celebrate an outstanding Aboriginal and Torres Strait Islander employee.

We have strengthened the relationship between the Reconciliation committee and the Executive Leadership Team (ELT) to enhance the role of ELT in advancing reconciliation in the department. As a result, an ELT member was nominated by the Chief Executive as a sponsor for the committee.

Members of this committee have consistently shown their commitment and passion in progressing reconciliation in DHS but it is important that the message remains clear that reconciliation is everyone's business.

Actions and Achievements of previous Reconciliation Action Plans

- DHS hosts significant events during Reconciliation Week, well attended by multiple agencies
- Divisional activities in metropolitan and regional locations during Reconciliation Week.
- Aboriginal Induction Program held twice yearly featuring Aboriginal and Torres Strait Islander guest speakers from within DHS
- Annual NAIDOC awards recognising the achievements of our Aboriginal and Torres Strait Islander employees
- Planning Day of the Reconciliation Committee
- Development of a Reconciliation Communication Strategy (to be launched in conjunction with new RAP)

- Development of a revised interactive Reconciliation intranet page (to be launched in conjunction with new RAP)
- 48% of DHS workforce has attended the Aboriginal Cultural Sensitivity and Awareness Training
- Promotion of the DSD training for Managers/Supervisors of Aboriginal and Torres Strait Islander employees
- Promotion of upcoming events and programs
- Participation at annual Reconciliation Breakfast, Sorry Day and NAIDOC events
- Recommitment by the Chief Executive and the Executive Leadership Team to the departmental Statement of Reconciliation
- DHS Information stalls at National Sorry Day events
- Promoted DHS as an 'Employer of Choice' to Aboriginal and Torres Strait Islander students and job seekers at Universities
- The Committee further strengthened its relationships with Reconciliation SA.

Development of this Innovate Reconciliation Action Plan

Renewing our RAP has allowed us to develop new approaches to end racism within our department and improve respectful recognition of the important and ongoing role of Aboriginal and Torres Strait Islander people in shaping our State.

This latest RAP has been developed by the DHS Reconciliation Committee, and in particular, by the Committee's RAP Working Group. This RAP builds on our previous RAP, including the 2013 department wide consultation process and through consultation with Aboriginal Affairs and Reconciliation, Department for State Development.

This RAP encapsulates the DHS commitment to making reconciliation part of our core business. Reconciliation is a continuing and changing challenge that this RAP acknowledges by allowing for change and ongoing development of actions through regular review. The RAP is designed to align with the *DHS Business Plan*, the *DHS Aboriginal Employment Plan* and the *DHS Aboriginal Priorities Plan 2015–18* and future iterations of these plans. It will harmonise with the work of DHS to drive the reconciliation agenda in all areas of DHS's work from policy development to service delivery.

This RAP outlines our journey toward reconciliation to date by recognising our achievements as well as setting out our actions for 2018-2020. The RAP provides key activities and actions for delivery over the next three years with the full support of all DHS employees.

South Australia offers one of the best lifestyles in the world and it is important that everyone is capable of taking advantage of all South Australia has to offer and participating fully in our community. It is not good enough that the life expectancy of Aboriginal and Torres Strait Islander people and life outcomes in general are significantly less than the non-Aboriginal community. Reconciliation is key to addressing the transgressions of the past and building a new future where Aboriginal and Torres Strait Islander people are embraced as a significant part of DHS culture and community with the current barriers to full participation recognised and removed.

Non-Aboriginal people have an important role to play in educating others about the importance of reconciliation and taking action against racism wherever it occurs. DHS is a predominantly non-Aboriginal workplace striving to achieve equity for the Aboriginal and Torres Strait Islander people of South Australia. This RAP encapsulates our commitment to ending inequality for Aboriginal and Torres Strait Islander people in South Australia. DHS has an ongoing role to assist and support the most vulnerable in our community, the RAP aligns with this core commitment of DHS by seeking inclusivity and through the development of a culturally competent workforce.

DHS seeks to promote reconciliation directly by implementing policies and service responses that address Aboriginal and Torres Strait Islander disadvantage in our state. We will work with our colleagues in other departments to partner in our long term reconciliation goals and to promote the work of reconciliation across South Australia.

It is the ultimate goal of this RAP to see DHS as a strong force in reconciliation in South Australia. DHS seeks to build a corporate culture that is proud of the input of Aboriginal and Torres Strait Islander staff and provides an inclusive, welcoming workplace for Aboriginal and Torres Strait Islander staff. DHS is also dedicated to improving the cultural, spiritual and family wellbeing of Aboriginal and Torres Strait Islander people in our community.

The DHS Reconciliation Committee will lead the implementation of the RAP and will report progress regularly to the Executive Leadership Team.

This RAP has also been developed in keeping with:

- the *Reconciliation Australian Report – The State Of Reconciliation In Australia 2016* and its five dimensions,
 - Race relations
 - Equality and equity
 - Institutional integrity
 - Unity
 - Historical acceptance.
- DHS Diversity and Inclusion Strategy 2017–20 includes the Aboriginal and Torres Strait Islander Action Plan which aims to build a workplace that is inclusive and respectful of Aboriginal culture and attract, retain and develop Aboriginal employees and provide real career paths:
 - Objective 1: Resource – we reflect the community we serve
 - Objective 2: Include – we foster a sense of belonging and equal opportunity for all
 - Objective 3: Develop – we provide opportunity for development and maximise our talent
 - Objective 4: Lead – we are bold and creative, with leaders that prioritise diversity.

Reconciliation Innovate Action Plan 2018 – 2020



Relationships

Relationships between Aboriginal and Torres Strait Islander people and other Australians in an environment of trust are essential to DHS and to delivering services that make a difference. DHS seeks to achieve positive outcomes for all communities through a shared understanding of each other's experiences and cultures.

Focus area: Social inclusion is key to the business of DHS; we are committed to achieving strong supportive relationships between all members of our community and within our department.

Action	Deliverable	Timeline	Responsibility
1. Reconciliation Committee, including the RAP Working Group (RWG), actively monitors RAP development and implementation	<ul style="list-style-type: none"> Oversee the development, endorsement and launch of the RAP. Ensure there are at least 50% Aboriginal and Torres Strait Islander peoples on the Reconciliation Committee and RWG. Meet at least four times per year to monitor and report on RAP implementation. Appoint an internal RAP Champion(s) from senior management. Establish a Terms of Reference for the Reconciliation Committee that includes a RWG. Development of a Record of Achievement template, capable of reporting on events, initiatives, communications, partnerships, news and updates and other projects lead by the Reconciliation Committee 	<p>By 30 June 2018</p> <p>May 2018</p> <p>Mar, Jun, Sept & Dec meeting May 2018</p> <p>March 2018</p>	Reconciliation Committee Co-Chairs

	<p>working groups.</p> <ul style="list-style-type: none"> • RAP progress is reviewed quarterly to ensure criteria are being met, guided by the Records of Achievement document maintained by the Reconciliation Committee. 	December 2018	
		From May 2018	
<p>2. Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff</p>	<ul style="list-style-type: none"> • Organise at least one internal NRW event each year in which all SA government employees are invited to attend. DHS staff will be encouraged to attend (including those from rural/remote areas). • Register all NRW events via Reconciliation Australia's NRW website. • Encourage staff and senior leaders to participate in external events to recognise and celebrate NRW. • Ensure our RAP Working Group participates in at least one external NRW event each year. • Investigate an external NRW event that could include in kind support and/or partnering with community organisations that would benefit from DHS support. • Communicate to all DHS staff prior to National Reconciliation Week a list of all local events occurring across SA, encouraging government employee involvement and participation in a variety of events held during National Reconciliation Week. 	27 May – 3 June 2018 (and each successive year),	All Reconciliation Committee representatives
<p>3. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander</p>	<ul style="list-style-type: none"> • Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders. 	December 2018	Reconciliation Committee representatives

<p>peoples, communities and organisations to support positive outcomes</p>	<ul style="list-style-type: none"> • Establish the current number of local Aboriginal and Torres Strait Islander organisations DHS meets with and develop guiding principles for future engagement and investigate how DHS can strengthen these relationships. • Establish the current number of partnerships and commit to increasing appropriately formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities relevant to our sphere of influence and investigate how DHS can strengthen these relationships. 	<p>December 2018</p> <p>December 2018</p>	
<p>4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector</p>	<ul style="list-style-type: none"> • Develop and implement a strategy to communicate our RAP to all internal and external stakeholders. • Promote reconciliation through ongoing active engagement with all stakeholders, including all DHS employees by building this into our communications. • Engage our senior leaders in the delivery of RAP outcomes. • Launch updated Reconciliation Committee intranet page, linking to DHS's Aboriginal portal page to engage staff better with DHS services, programs, strategic documents and information that support South Australia's Aboriginal and Torres Strait Islander population. 	<p>July 2018</p> <p>May 2018 -May 2020 (review annually)</p> <p>May 2018 - May 2020 (review annually) May 2018</p>	<p>Communications and Engagement Reconciliation Committee representative, Reconciliation Committee representatives</p>
<p>5. Promotion of DHS's Reconciliation Committee to increase engagement with our RAP</p>	<ul style="list-style-type: none"> • Investigate current campaigns relating to Reconciliation and Aboriginal and Torres Strait Islander issues. Determine position on these campaigns and explore opportunities to support them. 	<p>May 2018 –May 2020 (review annually)</p>	<p>Reconciliation Committee Chairs, Communications & Engagement</p>

	<ul style="list-style-type: none">• Ensure that every DHS employee knows who their Reconciliation Committee Divisional representative is, what their role is, and what they can contact them about.	May 2018 – May 2020 (review annually)	Reconciliation Committee representative
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Respect

Respect for Aboriginal and Torres Strait Islander people, culture, land and history is important to DHS and to the business and outcomes for individuals, families, and communities. We are committed to working in partnership with, and will continue to promote and celebrate, Aboriginal and Torres Strait Islander cultures, and to build cultural awareness within programs and in the communities where we work.

Focus area: Respect for Aboriginal and Torres Strait Islander peoples aligns with our department's strategic objectives to support independence and participation, make our communities stronger and provide the best services.

Action	Deliverable	Timeline	Responsibility
6. Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> • Develop, implement and review an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion) in line with the DHS Aboriginal and Torres Strait Islander Action Plan. • All staff to undertake online cultural learning activities. • Establish a baseline of the percentage of staff already undertaking face to face cultural workshop learning activities and increase the number of staff attending from that baseline. • Investigate how many staff are already undertaking cultural immersion learning activities (such as NAIDOC and Reconciliation Week events) and increase the 	<p>December 2019</p> <p>December 2020</p> <p>June 2019</p>	People and Culture Reconciliation Committee representative

	<p>number of staff attending from the amount currently attending (increase baseline).</p> <ul style="list-style-type: none"> • All RAP Working Group members to undertake cultural learning activities. • All senior executives to undertake cultural learning activities. • Promote the Reconciliation Australia's Share Our Pride online tool to all staff. • Continue to provide mandatory Aboriginal Cultural Sensitivity and Respect Training to all staff and track completion rates in line with the DHS Aboriginal and Torres Strait Islander Action Plan. • Increase awareness of Aboriginal Cultural Sensitivity and Respect Training renewal timeframes (3 years) for managers to ensure staff training is up to date. • Promote other relevant training. 	<p>June 2019</p> <p>June 2019</p> <p>June 2019</p> <p>December 2018</p> <p>December 2018</p> <p>December 2018</p>	
<p>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions</p>	<ul style="list-style-type: none"> • Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country. • Invite a local Traditional Owner to provide a Welcome to Country, at least 2 significant events each year, including Reconciliation Week and NAIDOC week. • Staff and Senior Leadership to provide an Acknowledgement of Country at all other events. • Maintain and review a list of key contacts for organising a Welcome to Country. 	<p>December 2018 to December 2020 (review annually)</p> <p>June 2019</p>	<p>DHS Executive / People and Culture Reconciliation Committee representative, Reconciliation Committee representatives</p>

	<ul style="list-style-type: none"> • Include an Acknowledgement of Country at the commencement of internal meetings. • Create and display an Acknowledgment of Country plaque in all of our offices. • Embed Aboriginal and Torres Strait Islander cultural protocols within a protocol document relevant to the State and specific local communities. • Update our meeting agenda templates to include an Acknowledgement of Country. • Provide DHS employees with an Acknowledgement of Country and Welcome to Country guideline to provide resources and clarify appropriate Acknowledgement of Country delivery at meetings and gatherings. 	<p>December 2018</p> <p>December 2019</p> <p>May 2018</p> <p>May 2018</p>	
<p>8. Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week</p>	<ul style="list-style-type: none"> • Review HR policies and procedures to check there are no barriers to staff participating in NAIDOC Week. • Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in community NAIDOC Week events. • Support all staff to participate in NAIDOC Week events in the local community. • In consultation with Aboriginal and Torres Strait Islander peoples, hold an internal or public NAIDOC Week event. • Investigate an external NAIDOC Week community event that would benefit from DHS support. • Support local and/or National NAIDOC Week 	<p>By 2018 NAIDOC week (and each successive NAIDOC week for the life of this Innovate RAP)</p>	<p>People and Culture Reconciliation Committee representative, Reconciliation Committee representatives</p>

	<p>Committee.</p> <ul style="list-style-type: none"> • Senior staff to acknowledge NAIDOC Week and its importance. 		
<p>9. Increase knowledge and respect for important South Australian Aboriginal places and people, to broaden understanding and appreciation of Aboriginal cultures and peoples</p>	<ul style="list-style-type: none"> • Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance. • Develop and implement a cultural mentoring program for existing staff and managers. • Finalise naming of prominent DHS meeting rooms in consultation with the local Traditional Owners, the Kurna people. • Develop a fact sheet of important places and their significance for different SA regions for DHS staff. Development of the fact sheet will be accompanied by community consultation. 	<p>May 2020</p> <p>December 2019</p> <p>December 2019</p>	<p>Reconciliation Committee representatives</p>
<p>10. Promotion of DHS Aboriginal Portal to increase understanding and awareness of Aboriginal and Torres Strait Islander culture, protocols and DHS Aboriginal services and programs</p>	<ul style="list-style-type: none"> • Launch an updated Reconciliation Committee intranet page, linking to DHS's Aboriginal portal page to engage staff better with DHS services, programs, strategic documents and information that support South Australia's Aboriginal and Torres Strait Islander population. 	<p>May 2018</p>	<p>All Reconciliation Committee representatives, Project Officer Systems, People and Culture and ATSI Portal Administrator</p>
<p>11. Increase the commitment and endorsement of DHS's Executive Leadership Team (ELT) as champions of Reconciliation</p>	<ul style="list-style-type: none"> • Provide notice to ELT of Reconciliation events happening throughout the year in order to achieve regular leadership attendance. • Each ELT member will support their Reconciliation Committee representative in all their endeavours set 	<p>May 2018 – May 2020 (throughout life of Innovate RAP)</p>	<p>Reconciliation Committee Co-Chairs</p>

	<p>out in the RAP.</p> <ul style="list-style-type: none">• Each ELT member also commit to supporting RAP actions in this plan at their divisional level, by close contact with their division representative/s.		
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Opportunities

Opportunities for Aboriginal and Torres Strait Islander people, organisations and communities are important to DHS. These opportunities strengthen positive outcomes for Aboriginal and Torres Strait Islander peoples and for our department.

Focus area: These opportunities are integral to core business and will assist DHS in achieving its strategic targets to employ and retain Aboriginal and Torres Strait Islander staff under our Aboriginal Priorities Plan and Employment Strategy.

Action	Deliverable	Timeline	Responsibility
12. Increase Aboriginal and Torres Strait Islander recruitment and retention	<ul style="list-style-type: none"> • Increase Aboriginal and Torres Strait Islander employment to 4% in line with the South Australian Public Sector targets and the <i>DHS Aboriginal and Torres Strait Islander Action Plan 2017-20</i>. • Develop, implement, review and update Aboriginal and Torres Strait Islander employment and retention strategy, which includes professional development. • Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. 	<p>May 2018 – May 2020</p> <p>May 2020</p> <p>May 2020</p>	Committee Chair lead working with Aboriginal Employment Cluster members, People and Culture, ELT
13. Increase Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. • Set targets for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses. • Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses in line with the 	<p>May 2019</p> <p>May 2019</p> <p>Review</p>	Reconciliation Committee representatives

	Department of State Development's Aboriginal Business Procurement Policy.	December 2019	
14. Promotion of reconciliation activities, Aboriginal and Torres Strait Islander leadership programs and relevant aligning campaigns.	<ul style="list-style-type: none"> DHS Staff are aware of both internal and external Reconciliation initiatives that encourage socially inclusive workplaces and communities. Explore implementation an Aboriginal and Torres Strait Islander professional mentoring network. Support development of Aboriginal and Torres Strait Islander leaders in DHS. Prominent display of "Racism: It Stops With Me" campaign material throughout DHS offices, to encourage staff recognition of racism and enabling staff to take practical action to stop racism within the workplace. Communication updates to DHS staff of broader Reconciliation initiatives happening within the South Australian community. Update DHS's Executive Leadership Statement of Reconciliation, and distribution of printed and framed copies throughout DHS offices. Promotion of internal DHS policies including Respectful Treatment and Ethics at Work Policy & DHS Anti-Racism Strategy. 	<p>May 2018 – May 2020</p> <p>Review May 2019</p> <p>December 2018</p> <p>May 2018</p> <p>May 2019</p> <p>December 2019</p>	Reconciliation Committee Representatives



Governance, tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
15. Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	<ul style="list-style-type: none">• Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.• Investigate participation in the RAP Barometer.• Develop and implement systems and capability needs to track, measure and report on RAP activities.	September 2018, 2019, 2020 June 2018, 2020 September 2020 (review annually)	Reconciliation Committee representatives
16. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none">• Publicly report our RAP achievements, challenges and learnings.• Communicate quarterly updates on RAP progress to all staff	May 2018, 2019, 2020	Reconciliation Committee representatives
17. Review, refresh and update RAP	<ul style="list-style-type: none">• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.• Send draft RAP to Reconciliation Australia for feedback.• Submit draft RAP to Reconciliation Australia for formal endorsement.	November 2019 December 2019 July 2020	Reconciliation Committee representatives

Contact details

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