



Reconciliation  
NSW

Strategic Plan  
2018-2020



# Reconciliation NSW

Reconciliation NSW acknowledges the traditional owners of country throughout New South Wales and recognises their continuing connection to land, waters and community. We pay our respect to them and their cultures; and to elders both past and present.

We acknowledge the Gadigal people of the Eora nation as the original custodians of the land on which our office sits.

## Dharawal

Nijunaliin ngaralanga dharawalwulawala nguradhanhay ngaliya

## Dhurga

Ngayaga bundj nguumbun muladha gumara muruul yuwinj wanggan njin dhugandha

## Gumbaynggirr

Nginyaala junga-ngarraanga Girrwaanbi-biin gunnagulam wajaarrgundi gilinggal-wanggaan-wiil

## Gamilaraay

Dhayn ngiyani winangaylanha NSWga ganunga-waanda yanaylanha, dhaymaarr ganugu-waanda nhama ngarrangarranmaldanhi

## Wiradjuri

Ngiyani Yindyamali Aboriginal Mayiny Murrubandhda Mayinny galangga NSW Ngangaagi

We respect Aboriginal peoples as the first peoples and custodians of NSW



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## Our vision and purpose: *'Better together'*

Our vision is to create a reconciled, just and equitable community for Aboriginal and Torres Strait Islander peoples and other Australians in NSW.

Our purpose is to support, educate and inspire the people of NSW to engage in reconciliation. Reconciliation includes:

- Acknowledgment and acceptance of our true shared histories
- Acknowledging Aboriginal and Torres Strait Islander peoples as the First Peoples of this land
- Valuing and celebrating Aboriginal and Torres Strait Islander cultures as a proud part of a shared national identity
- Supporting Aboriginal and Torres Strait Islander languages and cultures to thrive
- Developing relationships of trust and respect for Aboriginal and Torres Strait Islander cultures, rights and experiences
- Increased understanding of the ongoing impact of racism and systemic disadvantage
- Supporting organisations and communities to be culturally competent, value diversity and be free from racism
- Progress towards institutional and legal mechanisms for Aboriginal and Torres Strait Islander self-determination

## Our core values

### Equity

We promote principles of non-discrimination and equality. We advocate for social and economic equity and opportunity for Aboriginal and Torres Strait Islander peoples in NSW.

### Community

We facilitate positive relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

### Respect

We value Aboriginal and Torres Strait Islander peoples cultures and heritage. We support the rights and status of Aboriginal and Torres Strait Islander peoples as the First Australians.

### Integrity

We honour cultural protocols and respect the richness and diversity of Aboriginal and Torres Strait Islander peoples knowledge.

### Innovation

We practice and encourage innovative ideas in promoting reconciliation.

## What we do

### Support

- Reconciliation NSW is the peak body for advancing reconciliation in NSW. We connect individuals and organisation with information, resources and services relating to reconciliation
- We work with and support an independent network of Local Reconciliation Groups, who host a range of events and activities to unite their local communities through improved understanding and engagement with local Aboriginal and Torres Strait Islander peoples, and histories and cultures
- We engage with and support the work and aspirations of NSW Aboriginal peaks, the broader Aboriginal leadership and government agencies in NSW to develop a reconciliation agenda for NSW
- We work with Aboriginal and Torres Strait Islander stakeholders to advocate and influence policy discussion at all levels of business and government to advance social justice, equity and the self-determination of Aboriginal and Torres Strait Islander peoples in NSW
- We work with community partners to connect schools with Aboriginal Elders, artists, writers and educators
- We encourage organisations in NSW to develop their own Reconciliation Action Plans and provide support for their development and implementation

### Educate

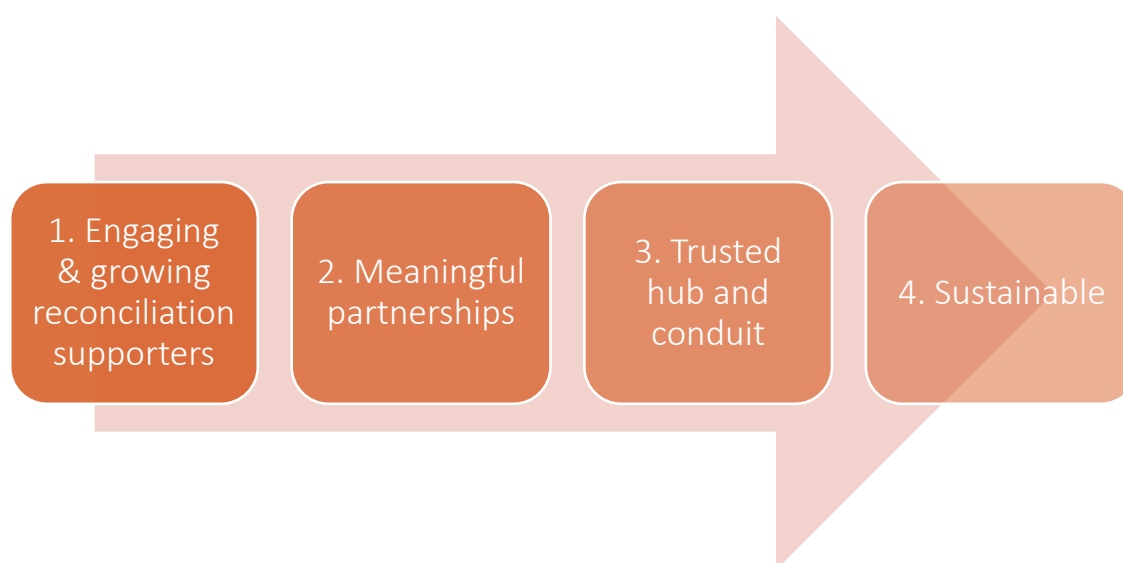
- We build cultural awareness and competence
- We actively provide resources and tools to increase the knowledge, understanding and commitment of non-Aboriginal communities to engage with Aboriginal and Torres Strait Islander peoples, histories, cultures and equity
- We create programs and events to engage NSW and ACT school students and educators in reconciliation, such as the *Schools Reconciliation Challenge*
- We provide curriculum-aligned resources and tools to enable NSW teachers to embed Aboriginal and Torres Strait Islander content and perspectives into everyday learning

### Inspire

- We encourage NSW Parliament's bi-partisan commitment to reconciliation by hosting a program of events through *Reconciliation in Parliament*
- We provide a platform for open discussion and community interaction around racism through events such as *I'm Not Racist, But ...*
- Engage with Aboriginal and non-Aboriginal communities around NSW to support and build a people's movement supporting reconciliation in NSW, under the broad umbrella of self-determination for Aboriginal and Torres Strait Islander peoples
- We work with communities around NSW to build a people's movement to support and advance agreement making, a First Nations voice to parliament and truth-telling processes in NSW
- We work to promote greater engagement in reconciliation at the local council level
- We actively participate in the Australian Reconciliation Network to contribute to a national reconciliation agenda

## Strategic pillars

There are four strategic pillars that RecNSW has identified as being critical to achieving our strategic goals.



Our key objectives for our strategic direction are to:

1. Provide clear and compelling reasons for people to be actively engaged in reconciliation. Develop a diverse membership and supporter base, and activating existing and potential members/supporters
2. Create meaningful and mutually beneficial partnerships to deliver our programs and increase reach
3. Be a trusted connector, conduit and resource hub, inspiring individuals and organisations to advance reconciliation
4. Ensure our sustainability – by allowing staff to grow and flourish and be effective in their roles; increasing and diversifying our revenue so we can deliver on our strategy; and by embedding an outcomes-focus to planning and growing our work, evaluating our achievement, and communicating our value

## Engaging & growing reconciliation supporters

Actions/Strategy	Outcome
1.1 Analyse existing membership	Inspired, activated and motivated members/ supporters Increase reach of RecNSW activities
1.2 Transition to a Customer Relationship Management (CRM) system	Capacity to understand membership activity Effectively engage with members and recruit new ones
1.3 Create mechanisms for members to connect	Network of skilled and motivated RecNSW Ambassadors and reconciliation groups Platform for vibrant debate and membership interaction
1.4 Develop a Communications and Social Media strategy	Engage diverse members / supporters and improve our reach Communications are coordinated and support our wider strategy
1.5 Deliver signature anti-racism event during National Reconciliation Week (NRW)	High-profile RecNSW-branded anti-racism event Attract wider audience to RecNSW activities Platform for vibrant debate and community interaction Increased engagement of young people in reconciliation
1.6 Engage NSW and ACT school students around reconciliation themes	Improved reach and engagement by NSW/ACT student and teachers Increased engagement of young people in reconciliation Improved confidence and capacity of teachers to embed Aboriginal perspectives in classrooms Significant endorsement of the SRC and enhanced public profile Enhanced cultural partnerships Extend the reach of RecNSW activities to regional NSW Improved engagement with Aboriginal orgs and other partners in regional NSW and ACT
1.7 Develop a series of community forums discussing the reforms and processes required to achieve a pathway to reconciliation in NSW, under the broad umbrella of self-determination for Aboriginal and Torres Strait Islander peoples	Engage with the work and aspirations of NSW Aboriginal peaks, the broader Aboriginal leadership and government agencies in NSW to develop a reconciliation agenda to move forward in NSW Engage with Aboriginal and non-Aboriginal communities on a local and regional basis to support a public discourse about pathways to reconciliation in NSW Increased support and understanding of self-determination, constitutional reform, Makarrata, truth-telling and treaty making in NSW
1.8 Promote and support Aboriginal and Torres Strait Islander supply chains	Promotion of increased Aboriginal participation in the economy through jobs and business ownership Support for the realisation of Aboriginal aspirations for employment and wealth creation

## Meaningful partnerships

Actions/Strategy	Outcome
2.1 Active participation in the Australian Reconciliation Network (ARN)	Increased links to social justice initiatives, events and campaigns across areas linked to reconciliation in NSW and beyond Collaboration, resource and ideas sharing Stronger national reconciliation agenda
2.2 Support the priorities of the Coalition of Aboriginal Peak Organisations (CAPO) and the broader Aboriginal leadership	Aboriginal perspectives reflected in policies affecting Aboriginal well-being Build grassroots understanding and support for treaty, a constitutionally enshrined voice to parliament and a truth-telling process
2.3 Build financial and in-kind partnerships to host events and campaign across many areas linked to reconciliation in NSW and beyond	Improved capacity to deliver reconciliation activities through enhanced partnerships and relationships Increase diversification of funding sources
2.4 Support RAP development and implementation	NSW organisations supported to develop and implement quality RAPs Active network of Aboriginal consultants supporting RAP development and implementation Organisations are supported to develop and implement on RAP commitments
2.5 Build stronger relationships with a variety of departments in the NSW Government	Establish partnerships to deliver a shared reconciliation agenda Whole-of-government commitment to reconciliation in NSW
2.6 Engaging NSW Members of Parliament in reconciliation	Elevating and supporting the voices of Aboriginal people in NSW to be heard by their elected representatives
2.7 Develop and promote greater engagement in reconciliation at the local council level through our Memorandum of Understanding with Local Government NSW	Greater engagement in reconciliation at the local council level Increasing Aboriginal representation in the local council level sphere Increased levels of cultural competence and engagement with local Aboriginal communities and councils
2.8 Sector-wide commitment to a reconciliation in education agenda through a Reconciliation in NSW Education Network	Galvanise the education sector's efforts towards reconciliation Create safe spaces for Aboriginal and Torres Strait Islander students to learn, grow and excel Strengthen staff and students' knowledge, respect for and understanding of Aboriginal and Torres Strait Islander histories, cultures and contributions
2.9 Promote and support cultural awareness /competence training, resources and activities	Increased cultural awareness and competence across the community
2.10 Deliver Aboriginal Artists in Schools project	Strengthened links for: <ul style="list-style-type: none"> <li>– between local Aboriginal artists, Elders and schools</li> <li>– place-based reconciliation and understanding within community and local schools</li> <li>– quality and inspiring learning opportunities for students to engage with Aboriginal and Torres Strait Islander studies and reconciliation themes</li> </ul> <p>Opportunities for Aboriginal community members to share language, skills, knowledge and heritage</p>

## Trusted hub and conduit

Actions/Strategy	Outcome
3.1 RecNSW is a key gateway organisation for public enquiries about reconciliation	Connecting individuals and organisation with information, resources and services relating to reconciliation
3.2 Continue to develop online resource hubs supporting reconciliation generally, including specifically supporting education in schools	Enhanced community capacity to advance reconciliation Events related to reconciliation are shared at both a state and local level Communities are assisted to advance the cause of reconciliation
3.3 RecNSW advocates for community, institutional and legal mechanisms for Aboriginal and Torres Strait Islander self-determination	RecNSW has a voice in how reconciliation progresses Promoting initiatives to address disadvantage Increased and coordinated support for reform Defend legal mechanisms that address disadvantage
3.4 Develop and deliver general reconciliation activities and events	Increased recognition of RecNSW brand and activities Grassroots reconciliation movement enhanced
3.5 Increased communication with members and stakeholders	RecNSW is relevant, influential and dynamic RecNSW provides a regular and consistent voice in public reconciliation conversations
3.6 Evaluate the effectiveness and social impacts of our programs	Social value of key program areas is demonstrated to members, partners and other stakeholders Outcomes-based funding provided

## Sustainable

Actions/Strategy	Outcome
4.1 Pursue government as core revenue stream	Improved organisational capacity to secure whole-of-government core funding beyond 2020 Secure funding past 1 July 2020
4.2 Pursue diverse revenue streams	Diverse in-kind and financial revenue streams
4.3 Monitor expenditure	Good cost management and robust accounting/reporting
4.4 Review organisational structure	Attract and retain appropriate staff Staff performance appraised, communicated and developed Board plays a hands-on role in strategic activities aligned to their skill set Stability and engagement of staff and board
4.5 Review policy and procedures	RecNSW practices employee management and work health and safety best practice
4.6 Engage and recruit volunteers	RecNSW activities supported by skilled and engaged volunteers
4.7 Evaluate programs and measure impact	Evaluation informs future planning Outcomes-based funding secured
4.8 Develop a long-term strategic plan	Clear articulation of long- term vision and value



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