



redr
australia

Reflect Reconciliation Action Plan

January 2024 - December 2024



Acknowledgement

We acknowledge that the RedR Australia Melbourne office is situated on the land of the Wurundjeri people of the Kulin Nation and we pay our respects to their elders—past and present.

We acknowledge and seek to champion the continued connection of Aboriginal and Torres Strait Islander people to land, waterways and skies, and we pay our respects to all First Nations people whose communities we work in, across the world.

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Artwork

Yirr-ma by Wagiman artist,
Tara-Rose Gonebale

Artist Statement

"Titled *Yirr-ma*, which translates to 'come together', this piece depicts the relationship between RedR Australia and other humanitarian organisations around the globe, and how they support the response to disasters and communities in crisis."



Message from Reconciliation Australia

Reconciliation Australia welcomes RedR Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

RedR Australia joins a network of more than 2,500 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 close to 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 RedR Australia 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 RedR Australia, 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

Message from RedR Australia



As CEO of RedR Australia, I am pleased to present our 2024 Reconciliation Action Plan (RAP).

This plan details our commitment to building a country that embraces connectedness, understanding and respect between Aboriginal and Torres Strait Islander peoples and other Australians.

We are proud and excited that this RAP will enable RedR Australia to take meaningful steps towards reconciliation, ensuring our organisation is inclusive, diverse and culturally safe.

I would like to take this opportunity to thank our RAP working group for their commitment and enthusiasm. I would also like to extend my thanks to Reconciliation Australia for their guidance and support throughout this process.

Together, we are creating a more inclusive and harmonious future for all.

Dr Helen Durham

Chief Executive Officer
RedR Australia



Our Business

RedR Australia is a leading international humanitarian response agency that selects, trains and deploys technical specialists. Our mission is to build resilience and relieve suffering in times of international crisis.

RedR Australia provides skilled people and training to help communities plan, prepare, rebuild, and recover before, during and after crises and conflict. We maintain a roster of over 1100 technical specialists across a range of skill profiles including disaster risk reduction, emergency preparedness, recovery, and stabilisation activities in times of need.

RedR Australia is a Standby Partner to 15 United Nations agencies or entities, as well as other frontline relief agencies and local governments.

During a humanitarian crisis, a global network of Standby Partner organisations provides additional support to UN response efforts. We are the only Standby Partner to the UN in the southern hemisphere.

RedR Australia is the implementing partner of the Australia Assists program, an integrated civilian capability co-designed by RedR Australia and the Australian Government's Department of Foreign Affairs and Trade which further enables us to mobilise at every stage of the disaster cycle.

Our specialists also build resilience in disaster prone countries through our disaster preparedness training activities and strategic collaboration with National Disaster Management Offices throughout the Asia Pacific.

In 2022-2023, RedR Australia deployed 135 specialists to 32 program partners in 40 countries across the Indo-Pacific, Africa, the Middle East, and Europe.

RedR Australia's head office is in Carlton, Melbourne and currently consists of 41 staff members. Two individuals working in this office identify as Aboriginal. We also have two regional offices located in Suva, Fiji & Amman, Jordan. The total number of staff between all offices is 47. The RedR board consists of 8 board members.

RedR Australia works with people in other countries supporting efforts to share capacity and nurture resilience in communities. RedR Australia supports and contributes to a localised approach to delivering humanitarian responses.

Our Reconciliation Action Plan

RedR Australia is proud to formalise our commitment to reconciliation through the development of a Reflect RAP. Our vision for reconciliation is to live in an Australia that embraces recognition, deep listening, and respect between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

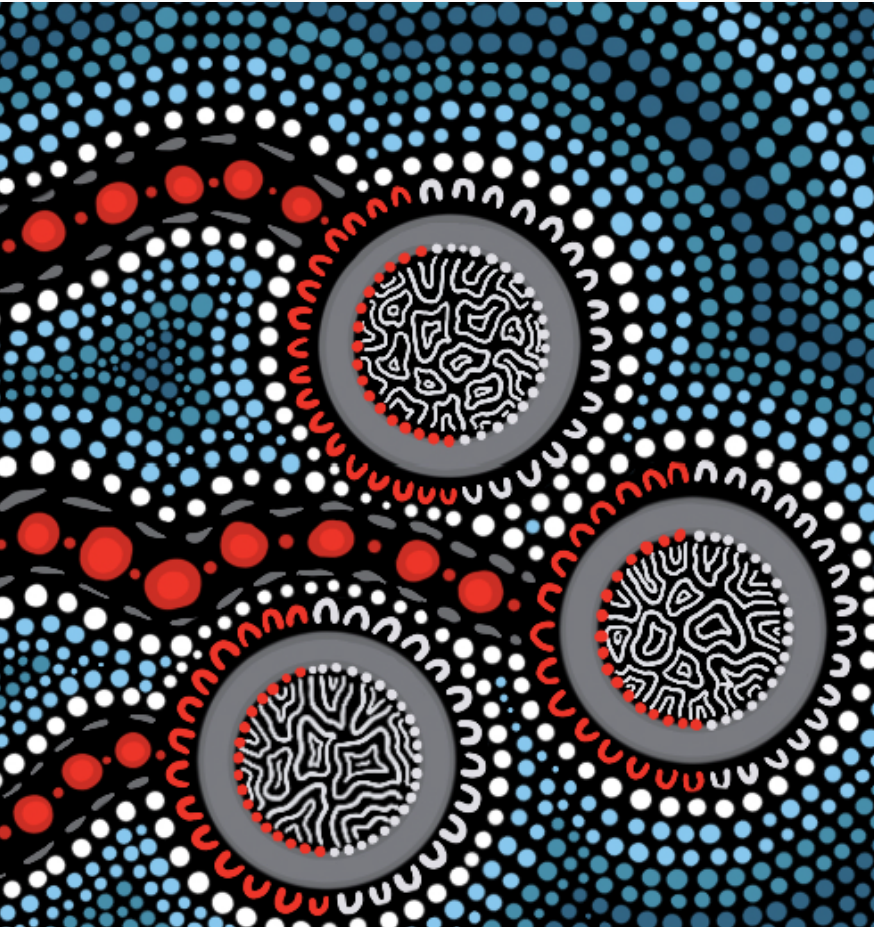
We are committed to working towards being a nation that is equal and equitable for First Nations peoples. We understand that to do so, we must start by acknowledging the historical injustices and ongoing systemic oppression of Aboriginal and Torres Strait Islander peoples beginning at colonisation.

For RedR Australia, we commit to creating an inclusive and diverse workplace that is not only culturally safe, but culturally rich and proud.

To date, RedR Australia employees have participated in a range of activities and opportunities to commence our reconciliation journey including:

- Learning about our local community by attending the Koorie Heritage Trust Walk
- Encouraging community participation by promoting First Nations activities and exhibitions to all staff
- Celebrating the First Nations community we live and work in by attending NAIDOC Week Flag Raising Ceremonies
- Holding a NAIDOC Week staff lunch to prioritise paying the rent to our local community
- Procurement of bespoke artwork by Naarm based artist Wagiman Woman, Tara-Rose Gonebale. The work is titled *Yirr-Ma* meaning 'come together' and tells RedR Australia's story about being an organisation that is connected to many partners and communities across the world
- Facilitating education sessions and sharing comms with staff to better our collective understanding of the meaning of reconciliation
- Sharing resources and supporting staff to deliver Acknowledgments of Country by getting to know the ongoing relationship to Country of First Nations people where our staff live and work.

Our Partnerships & Current Activities



RedR Australia is continuing to prioritise engagement with First Nations communities based on genuine connection, avoiding duplication and over consultation.

We encourage our working group to participate in existing community events such as NAIDOC and Reconciliation Week activities and have begun fostering relationships with like Aboriginal Community Controlled Organisations. RedR Australia has engaged a cultural consultant to seek advice on cultural safety in the workplace and offer support to First Nations staff.

RedR Australia will continue to build relationships as we seek to expand our work to include disaster preparedness in Australia. As we move to broaden our scope beyond the international community, we will prioritise consultation and relationship building in the First Nations community, that acknowledges Aboriginal and Torres Strait Islander people as experts in land management and healing Country.



Relationships



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 2024	RAP Working Group Lead Director of Strategy and Partnerships
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2024	Director of Strategy and Partnerships
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	People and Capability Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024	People and Capability Manager RAP Working Group Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2024	CEO
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January 2024, April 2024 July 2024, October 2024	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2024	CEO RAP Working Group Lead
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2024	Director of Programs
4. Promote positive race relations through anti-discrimination strategies	Help staff to access, understand and use cultural responsiveness supports.	November 2024	People and Capability Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2024	People and Capability Manager



Respect

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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.	May 2024	CFO
	Conduct a review of cultural learning needs within our organisation.	May 2024	People and Capability Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to strengthen organisational understanding of the local Traditional Owners of the lands and waters within our organisation's operational area.	April 2024	People and Capability Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2024	People and Capability Manager
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 2024	Communications Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Communications Manager
	RAP Working Group to participate in an external NAIDOC Week event.	4th – 11th July 2024	RAP Working Group Lead



Opportunities

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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.	August 2024	CFO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2024	People and Capability Manager
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.	April 2024	CFO
	Investigate Supply Nation membership..	August 2024	CFO



Governance



Governance

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.	February 2024	CEO
	Draft a Terms of Reference for the RWG.	March 2024	CEO
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2024	CEO
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2024	CFO
	Engage senior leaders in the delivery of RAP commitments.	February 2024	CEO
	Appoint a senior leader to champion our RAP internally.	February 2024	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2024	CFO Monitoring Evaluation Learning Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	January 2024	People and Capability Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August 2024	People and Capability Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2024	CFO
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2024	People and Capability Manager



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