



**RECONCILIATION**  
ACTION PLAN

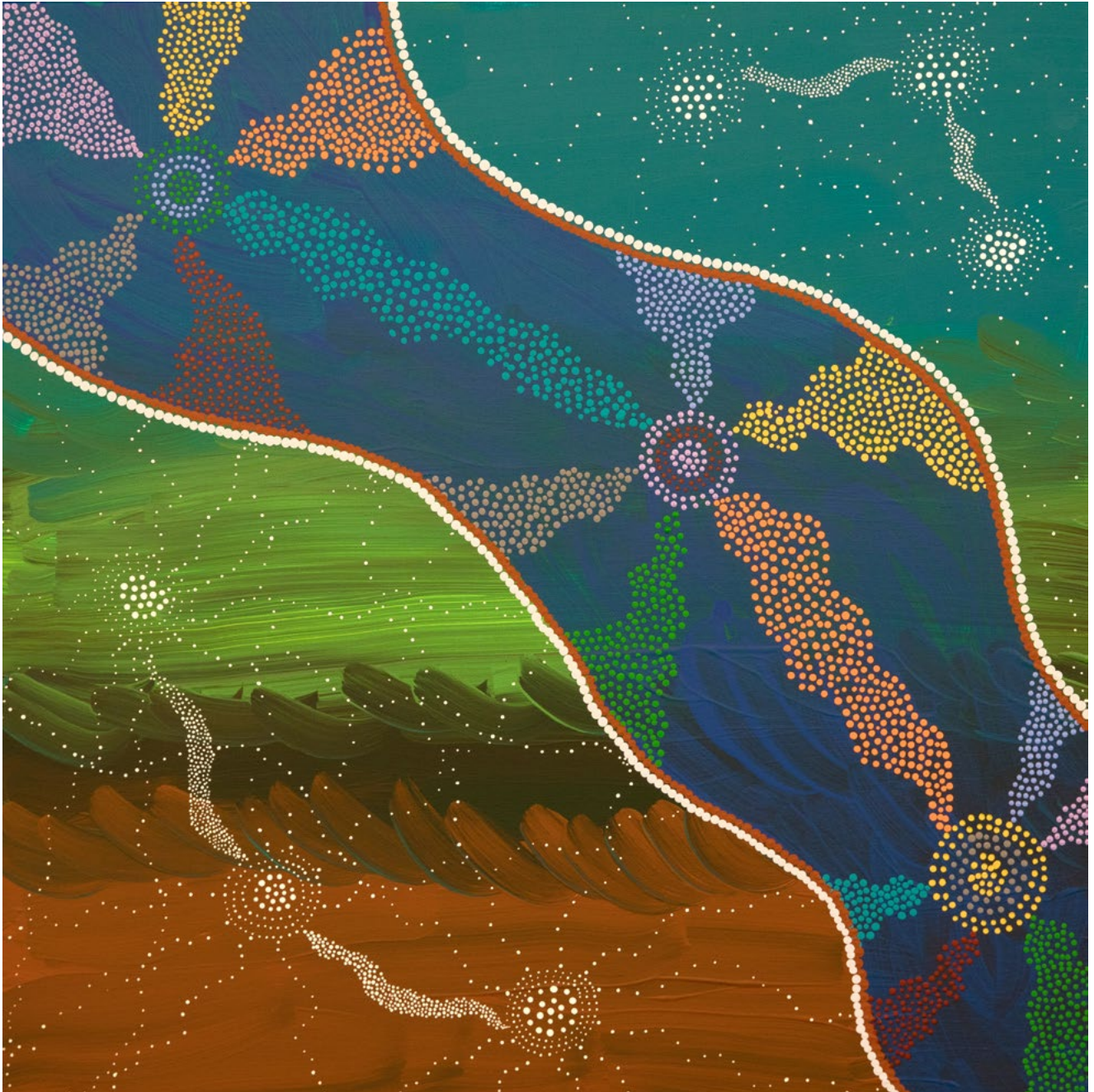
---

**INNOVATE**

May 2020 – May 2022







### ARTIST: HAYLEY PIGRAM

“I am a Darug woman, born and raised on my traditional homelands in the southwest of Sydney and have always had a close connection to my culture. I grew up hearing many stories of my ancestors and culture and now try to express that in my work alongside my contemporary views and stories.

As an urban Aboriginal artist, my art takes many forms to reflect my culture and interests. While I often enjoy utilising a dot style of painting, I pair this with

bright colours and unusual mediums. I feel this pairing represents myself as an artist who has a deep traditional spirituality, yet lives a modern lifestyle. My art tells the story of a modern woman with an ancient heritage.

The artwork in ACON’s Reconciliation Action Plan shows our connections to each other, how as individuals and clans we send knowledge and love out into the world, how we share that knowledge with each other as we raise young ones or elevate ourselves and share our strength. The river symbolises the flow of continual culture from our ancestors to us.”



## MESSAGE FROM THE CEO AND PRESIDENT

ACON's Reconciliation Action Plan describes the steps we can and will take to create opportunities for Aboriginal and Torres Strait Islander people of diverse genders and sexualities to live their healthiest lives.

Our new plan is about taking actions and defining how we work with Aboriginal and Torres Strait Islander people in our communities.

With this plan, we will strive to be the best possible allies, by actively listening, by interrogating the way we work, by working in partnership and by making sure Aboriginal and Torres Strait Islander members of our communities shape our work.

In doing so, we acknowledge that it has not always been easy for Aboriginal and Torres Strait Islander people to find a place of welcome within broader sexuality and gender diverse communities. We want this to change.

We will be prioritising an Aboriginal and Torres Strait Islander-led collaborative process for the development of strategic directions, programs and services across ACON.

We also know that to build authentic partnerships will require deep listening. Acknowledging the history of our country, communities and organisation is essential to build partnerships that are grounded in truth.

And in true ACON spirit, we want to work together with a sense of shared celebration and pride. Aboriginal and Torres Strait Islander people of diverse genders and sexualities have unique perspectives, cultures and ways of expressing their layered identities. We want to be there to value and celebrate this.

By working in partnership, making space for truth telling and celebrating, we will also contribute to making progress in the critical area of employment. Making ACON a great place to work for Aboriginal and Torres Strait Islander peoples and exploring innovative ways to support their professional development is a key priority.

Our new Reconciliation Action Plan contains detailed actions that are ambitious and achievable. We want to increase access to sexual and community health services, employment, our procurement with Aboriginal and/or Torres Strait Islander-owned businesses and staff participation in training and days of cultural significance.

The creation of this plan would not have been possible without the exceptional work of ACON staff and community members, including members of ACON's Reconciliation Working Group.

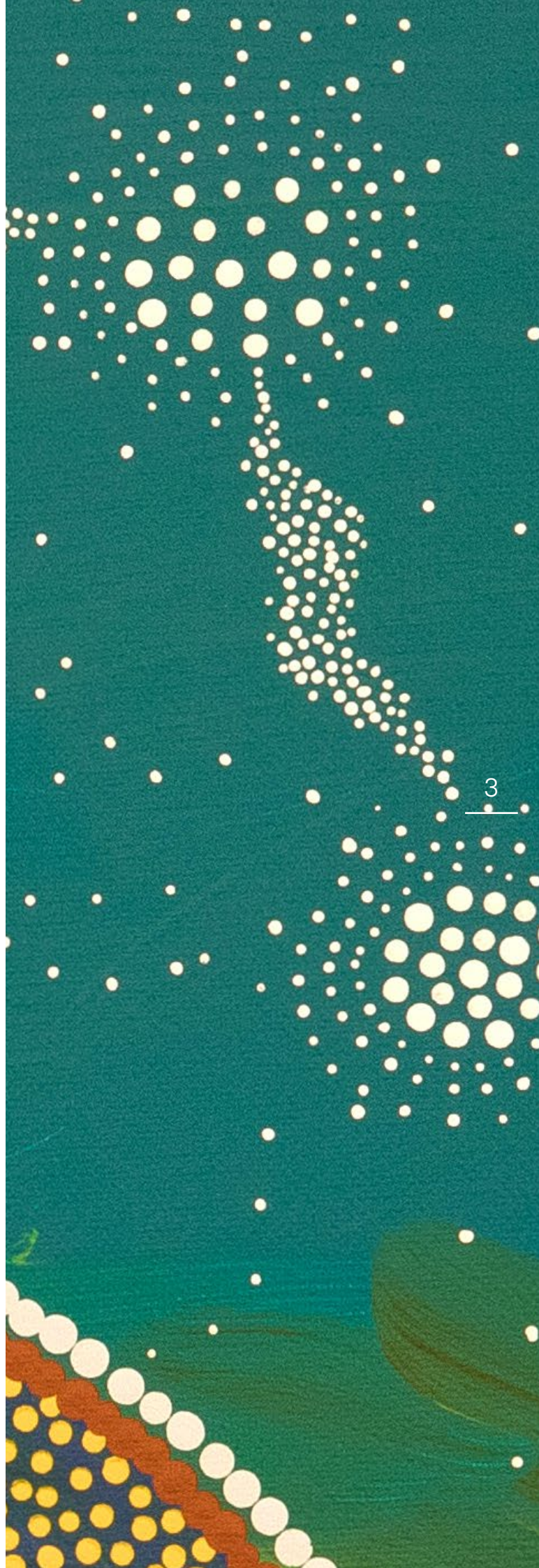
We are delighted to share this plan with you and look forward to working together to achieve change for our communities.



Nic Parkhill  
CEO



Justin Koonin  
President



## OUR VISION FOR RECONCILIATION

Our vision for reconciliation is for an inclusive community where Aboriginal and Torres Strait Islander peoples and the wider community work together in the spirit of truth and in the pursuit of health equity.

It is a community that respects Aboriginal and Torres Strait Islander people of diverse genders and sexualities' identities and cultures, listens to their voices and ensures they are at the centre of health responses.

The future that we envisage is free from HIV transmissions and one where Aboriginal and Torres Strait Islander people of diverse genders and sexualities, alongside the rest of our communities, live their healthiest lives. No one should be left behind.

We will strive to be the best possible allies to Aboriginal and/or Torres Strait Islander people of diverse genders and sexualities by actively listening, by interrogating the way we work, by fighting racism, and by amplifying their voices whenever we can.

## OUR BUSINESS

ACON is Australia's largest health organisation specialising in community health, inclusion, and HIV responses for people of diverse sexualities and genders. Established in 1985, ACON works to create opportunities for people in our communities to live their healthiest lives.

Our head office is in Sydney, we have offices in Newcastle and Lismore and deliver outreach services across NSW. We also provide a range of programs nationally.

ACON currently employs over one hundred staff in New South Wales, including one full-time Aboriginal Health Program Coordinator (identified position) and two other Aboriginal and Torres Strait Islander staff employed on a casual basis.

## OUR PURPOSE

We create opportunities for people in our communities to live their healthiest lives.

## OUR VISION

We strive to be a global leader in community health, inclusion and HIV responses for people of diverse sexualities and genders.

## OUR COMMUNITIES

We work for people living with HIV and people who are sexuality and gender diverse, including those who are lesbian, gay, bisexual, trans and/or queer (LGBTQ+).

We recognise that members of our communities share their sexual and gender identity with other identities and experiences. This may include LGBTQ+ and/or people living with HIV who are also:

- Aboriginal and/or Torres Strait Islander people
- people from culturally and linguistically diverse backgrounds
- people who use drugs
- mature aged people
- young adults
- people with disability

We acknowledge that the health needs of all the people ACON serves are not the same, but we share a common fight against stigma and discrimination that affect our health.

We know that how our communities define and describe themselves change, and we strive to ensure that all people we work for feel welcomed by the services we offer and the language we use.

## OUR STRATEGIC FOCUS AREAS

Our 2019-2022 Strategic Plan highlights five focus areas:

1. Ending HIV transmission for all in our communities
2. Delivering excellent, client-centred care and innovative community health programming
3. Giving voice to our communities and strengthening inclusion
4. Developing financial diversity, strength and growth
5. Building a workplace that attracts and develops the best people

## OUR VALUES

Our values inform who we are:

- Community
- Collaboration
- Informed

## OUR VALUES INFORM HOW WE WORK WITH PEOPLE:

- Equity
- Inclusion
- Compassion

## OUR VALUES INFORM HOW WE MAKE DECISIONS:

- Excellence
- Courage
- Innovation



# Our RAP

## WHY RECONCILIATION MATTERS TO ACON

Strong, resilient and proudly diverse communities of gender and sexuality diverse people

ACON works for people living with HIV and people of diverse sexualities and genders, including those who are lesbian, gay, bisexual, trans and/or queer. We are extremely diverse, and we know that the identities, paths and experiences of people in our communities are shaped by a multitude of factors, including their cultural identities, where people live and their socio-economic background. These factors contribute to determining health outcomes.

Aboriginal and/or Torres Strait Islander people of diverse genders and sexualities have unique perspectives, cultures and ways of expressing their layered identities. We are committed to celebrating the cultures of Aboriginal and Torres Strait Islander people of diverse genders and sexualities, including those who are gay, lesbian and bisexual people, brotherboys, and sistersgirls, and to working in partnership.

## IMPROVING HEALTH OUTCOMES FOR PEOPLE IN OUR COMMUNITIES

We know that, as a double minority, Aboriginal and Torres Strait Islander people of diverse genders and sexualities face unique challenges in accessing health services and in having their voices heard. We are particularly concerned about high rates of sexually-transmissible infections among Aboriginal and Torres Strait Islander peoples in NSW, the increasing gap in rates of HIV transmissions in the Aboriginal and Torres Strait Islander population compared with the Australian-born non-Indigenous population.

We are committed to addressing the barriers, both at ACON and in other parts of the health system, that contribute to poorer sexual health outcomes for Aboriginal and/or Torres Strait Islander people.

## REFLECTING ON OUR FIRST RAP

In September 2018, we launched our first Reflect RAP with a view to creating a more strategic, collaborative and whole-of-organisation approach to our work with Aboriginal and Torres Strait Islander peoples. Our first RAP built on a long history of working with Aboriginal and Torres Strait Islander community members since the start of the HIV epidemic and the work of our dedicated Aboriginal Project, which has been providing culturally-appropriate HIV and sexual health services since 1997.

With our ambitious first Reflect RAP, we have laid some solid foundations for future actions:

- We have held four RAP launches across NSW in partnership with Aboriginal and Torres Strait Islander organisations, leaders and community members.
- We have gained a greater understanding of Aboriginal and Torres Strait Islander peoples' cultures - close to one hundred ACON staff attended a full day cultural awareness workshop, which ensures that everyone has a solid cultural awareness base to build on.
- We have also built on existing partnerships and identified key people and organisations to partner with.
- We have made significant improvements in diversifying our suppliers, with over \$114,000 worth of services procured from Aboriginal and Torres Strait Islander businesses.

We have also learned from the challenges we have encountered along the way. In the course of our first RAP's life, we have not been able to retain several of our staff in the Aboriginal Project team. This staff turnover prompted a review of our hiring and retention practices so we can do better in the future to build a culturally inclusive and supportive workplace where Aboriginal and Torres Strait Islander staff can thrive.

Updating our systems, the way we record data and keep track of our key performance indicators took more time and problem-solving efforts than we had anticipated. Overcoming these difficulties has, however, taught us valuable lessons on how to be more effective, including through clear allocations of roles, responsibilities and budgets.

## OUR INNOVATE RAP

Three focus areas: partnerships, listening & truth telling, and jobs

Reflecting on our first Reflect RAP, the RAP Working Group has identified three priority areas for our future reconciliation journey - partnerships, truth telling, jobs - and brainstormed a range of innovative ideas with all ACON staff.

With greater cultural awareness and a good mapping of key Aboriginal and Torres Strait Islander organisations and people in our sector, we are now ready to embark on building more innovative and formal partnerships.

We know from the feedback we received from community members that to build authentic partnerships will require deep listening and truth telling. This includes acknowledging our history and contemporary issues as a nation, as LGBTQ+ communities, and as an organisation. We want to make sure our communities are inclusive and united in the fight against racism and discrimination.

Partnerships and truth telling will also contribute to making progress in our third priority area: jobs. Making ACON a great place to work for Aboriginal and Torres

Strait Islander peoples and exploring innovative ways to support their professional development will be a key priority with our new Innovate RAP.

## GOVERNANCE AND SUPPORT FOR OUR RAP

The implementation of our first RAP highlighted the commitment to reconciliation across the organisation. Our Senior Leadership Team champions the RAP development process, while allowing the plan to be developed from the grassroots up. Resources and a framework were put in place to recruit and support a Reconciliation Action Plan Working Group who began work in April 2017.

Brent Mackie, Associate Director Policy, Strategy and Research, is the RAP executive champion.

## RAP WORKING GROUP

The ACON RAP Working Group is composed of ACON staff and external community members. Current members of the ACON RAP Working Group include:

- **Estelle Clarke**

Estelle is a transgender Yorta-Yorta woman who grew up on Noongar country in Perth, Western Australia.

In 2014 she was awarded Western Australian Young Person of the Year for her passion towards Aboriginal and Queer issues, a national Young People's Human Rights Medal finalist in the same year. She became a Pinnacle scholarship recipient in 2015.

Estelle joined ACON's RAP Working Group in 2020. Estelle now lives in Sydney.

- **Tim Moffit**

Tim is a proud Gammillaroi man. As a Positive Speaker, Tim is committed to reducing stigma and discrimination and helping others better understand the realities of living with HIV. Tim has spoken at numerous mental health conferences. He has been involved in a range of ACON programs for many years and has been a member of the RAP Working Group since its inception.

- **Jane Strang**

Jane is the Program Coordinator for Aboriginal Health Promotion at ACON. She is a proud queer woman of the Mununjali and Yugambeh clans of the Bundjalung Nation in far north NSW and of the Dunghutti Nation near Kempsey in NSW. She was raised on the lands of the Yuin people, in Wollongong and has strong connections to the communities of the Illawarra and South Coast. Jane has extensive experience in Aboriginal and Torres Strait Islander community engagement, project management and proven capabilities in marketing and communications.

- **William Trewlynn**

William is a proud Aboriginal man with traditional ties to the Nucoorilma people of Tingha and Dunghutti people of Woolbrook NSW. He is the founding Director and CEO of BlaQ Aboriginal Corporation, which was established as a collective response to the identified need for strengthened visibility of the Aboriginal and Torres Strait Islander LGBTQ+ community. William sees BlaQ championing the voice of community at the same time as advocating on real issues impacting the day to day lives of First Nations LGBTQ+ people in Australia.

- **Susan Culverston**

Susan commenced work with ACON in June 2019 as Director of Corporate Services. She has more than 20 years' experience in management, administration and leadership across a range of environments, including the corporate sector, not for profit organisations and the public sector of the Commonwealth Government.

Susan has a Doctorate in Business Administration with a focus of her thesis being 'Collaborations in the Not for Profit Sector'. She is passionate about ensuring Reconciliation Action Plans produce outcomes and ongoing change in how organisations are managed.

- **Elaine Czulkowski**

Elaine is the former Fundraising Manager for the successful Australian Marriage Equality Campaign, and is now the Associate Director of Operations, Events & Partnerships for ACON's Pride Inclusion Programs. She has over 20 years' experience in a number of senior roles in the management consulting industry including Recruitment Manager ANZ and Business Development Manager at L.E.K Consulting and a global role in Enablement with The Boston Consulting Group.

As an accomplished professional Elaine has used her many years of corporate experience to support numerous NGOs and community groups as she is passionate about equality, diversity and inclusion. They include Non-Executive Director with Out for Australia, NSW Fundraising Committee for The Pinnacle Foundation and Board Associate with Queer Screen. In 2017 Elaine was the recipient of Sydney Woman of the Year and ACON's Community Hero awards.

- **Félix Delhomme**

Félix is a policy and development officer at ACON in Sydney, as well as a peer tester at ACON's a[TEST] clinic. Félix grew up in Valence, France and has lived in Sydney – on the lands of the Gadigal People of the Eora Nation – since 2013. Félix has a Master of Laws from Sciences-Po University in Paris. He has worked in diverse policy, research and advocacy roles to advance human rights and equity in Australia and overseas.



- **Kage Gold**

Kage is Team Leader for Community Health Promotion at ACON Hunter, based in Newcastle. Working across the Central Coast, Hunter New England and Western Local Health Districts. Kage grew up in the country and are passionate about access and equity to folks living in the more regional/rural parts of the state. They are grateful for the opportunity to be working alongside the RAP working group.

- **Edda Lampis**

Edda is a health promotion and community development worker at ACON Northern Rivers, based in Lismore, and has been in this role since 2012. She is first generation Australian-born from migrant Italian parents. Edda has a Masters of Indigenous Studies (Trauma & Healing) and has been involved in ACON's RAP Working Group since its inception.

- **Tim Wark**

Tim is the Manager of Peer Education Programs within the HIV and Sexual Health Unit at ACON. He oversees a range of project areas including sexualised drug use, young gay men, all ages peer education and HIV programs. At the core of his work, Tim specialises in working with minority communities to co-design and deliver peer-based models of health promotion that are aimed at overcoming health disparities within society.

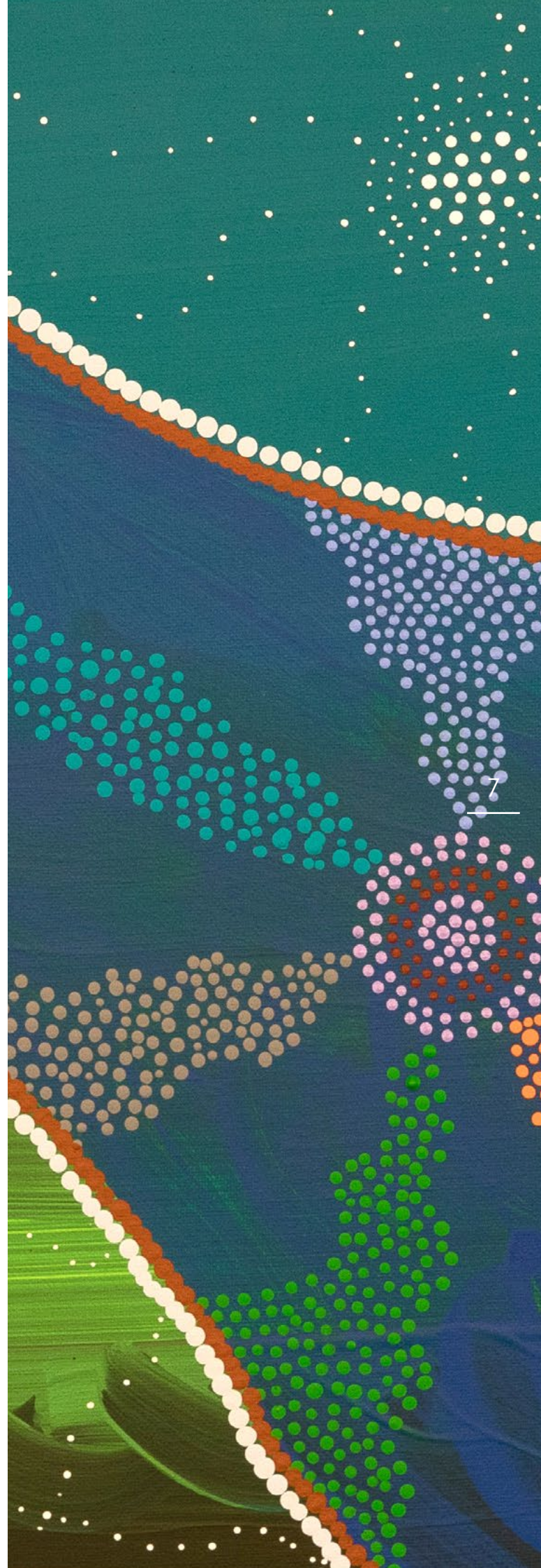
---

We are immensely grateful to Mish Sparks for her exceptional contribution to ACON's reconciliation journey, including through the creation of our Reflect and Innovate RAPs. Mish was involved in ACON's RAP Working Group from its inception until 2020.

- **Mish Sparks**

Michelle, 'Mish' is a proud descendent of the Bundjalung nation, born and living on Wangal and Gadigal lands. As a queer Koori woman she has spent many years volunteering and working on health promotion with First Nations LGBTQI+ community and the Aboriginal Project at ACON. including many First Nations Mardi Gras floats. She has strong project management experience across community, government and private sectors and a Graduate Diploma in Screen Business. As cofounder of Mod.studio, she has co-produced factual content, events, immersive digital experience and interactive entertainment. Mish is excited to see ACON's implementation of practical reconciliation in action.

We also want to acknowledge former RAP Working Group members who have contributed since our RAP journey began in April 2017, including Aboriginal members – Ronald May, Casey Conway, Syl Ayers-Phillips, Michael Cochrane, Jordan Wimbis, Jinny-Jane Smith, John Leha, Annaliese Constable – and non-Indigenous allies and staff Samantha Vescio, Shai Feniger, Zahra Stardust and Ash Watson.





# Relationships

Building trust and strong relationships between Aboriginal and Torres Strait Islander peoples and the wider community is key to improving inclusion within our communities and achieving health equity.

By actively and meaningfully including Aboriginal and Torres Strait Islander peoples in our work and within our organisation (Strategic Plan, 2.3), and by building mutually beneficial partnerships (Strategic Plan, 3.4), we will improve the effectiveness and reach of our programs and services.

We will strive to be the best possible allies to Aboriginal and/or Torres Strait Islander people of diverse genders and sexualities by actively listening, by interrogating the way we work, by fighting racism, and by amplifying their voices whenever we can (Strategic Plan, 3.2).

## Focus area

**Relationships** underpin everything we do at ACON and align most particularly to the following focus areas of our Strategic Plan for 2019-2022:

- Focus Area 1: Ending HIV transmission for all in our communities
- Focus Area 2: Delivering excellent, client-centred care and innovative community health programming
- Focus Area 3: Giving voice to our communities and strengthening inclusion

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations and form partnerships</b>	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement and explore opportunities for collaboration.	September 2020 & September 2021 (progress report)	CEO
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and Organisations.	Plan by June 2020. Then ongoing	CEO
	1.3 Investigate, determine and formalise an Aboriginal and Torres Strait Islander-led collaborative process for the development of strategic directions, programs and services across ACON.	December 2020	RAP Working Group Chair <u>and</u> CEO
	1.4 Commit to a community listening process to better understand what matters to Aboriginal and Torres Strait Islander people of diverse genders and sexualities.	December, 2020 December, 2021	CEO
	1.5 Support the creation of, and advocate for funding for, a coalition of Aboriginal and Torres Strait Islander people of diverse genders and sexualities to advance inclusion and health outcomes in NSW.	December 2020	CEO
	1.6 Form and formalise partnerships (Memorandums of Understanding) with Aboriginal and Torres Strait Islander organisations in the following areas: <ul style="list-style-type: none"><li>• Training</li><li>• Celebrating stories of LGBTQ Aboriginal and Torres Strait Islander Peoples</li><li>• Employment</li><li>• HIV and community health programs</li></ul>	December 2021	CEO



<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2021 April 2022	RAP Working Group Chair
	2.2 RAP Working Group members to participate in an external NRW event.	May 2020 May 2021	RAP Working Group Chair
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2020 May 2021	RAP Working Group Chair
	2.4 In partnership with Aboriginal and Torres Strait Islander leaders, organise at least one NRW event each year to put a spotlight on reconciliation and inclusion within LGBTQ+ communities.	May 2020 May 2021	RAP Working Group Chair
	2.5 Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May 2020 May 2021	RAP Working Group Chair
<b>3. Promote reconciliation through our sphere of influence.</b>	3.1 Communicate our commitment to reconciliation publicly.	May 2020 & May 2021 (progress report)	Assoc. Director, Marketing, Communications and Fundraising
	3.2 Explore opportunities to positively influence our external stakeholders, to drive reconciliation outcomes and promote the inclusion of Aboriginal and Torres Strait Islander people of diverse genders and sexualities and/or living with HIV.	December 2020	Assoc. Director, Policy, Strategy and Research
	3.3 Collaborate with other health and LGBTQ+ organisations to identify best RAP practices, opportunities for joint health promotion activities and other ways to advance reconciliation.	May 2021 (review progress) May 2022 (review progress)	RAP Working Group Chair
	3.4 Review, update and implement strategies to engage our staff in reconciliation, including through innovative communication methods.	May 2020 (review and update) May 2021	RAP Working Group Chair
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	4.1 Review, revise as necessary, and communicate an anti-discrimination policy for our organisation and imbed culturally safe processes to address grievances.	December 2020, then ongoing	HR Manager
	4.2 Review the external community complaints procedure to ensure it is culturally safe for Aboriginal and Torres Strait Islander people.	May 2021	Director, Corporate Services
	4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2020	HR Manager
	4.4 Educate senior leaders and staff on the effects of racism within our own LGBTQ+ communities and society more broadly.	March 2021, March 2022 August 2020 August 2021	RAP Working Group Chair & Program Manager Safety, Inclusion and Historical Justice
	4.5 Promote anti-racism initiatives developed by Human Rights and Aboriginal and Torres Strait Islander-led organisations, groups, networks and individuals.	March 2021 March 2022	Assoc. Director, Marketing, Communications and Fundraising
	4.6 Conduct a review of ACON's Recruitment policy, Equal Employment Opportunities policy, and Diversity, Bullying, Anti-Discrimination, Equal Employment Opportunities policy and grievance procedures to identify existing anti-discrimination provisions, and future needs.	December 2020	HR Manager



# Respect

Respect for Aboriginal and Torres Strait Islander cultures, histories and lived experiences is fundamental to strengthening inclusion within gender and sexuality diverse communities and in society more broadly.

ACON is committed to celebrating the unique cultures of Aboriginal and Torres Strait Islander people of diverse genders and sexualities and to supporting the advancement of their human rights. These are fundamental pillars to improving health outcomes.

We are committed to providing opportunities for them to proudly express their identities within ACON.

## Focus area

**Respect** aligns to the following focus areas of ACON Strategic Plan 2019-2022:

- Focus Area 3: Giving voice to our communities and strengthening inclusion
- Focus Area 5: Building a workplace that attracts and develops the best people

Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	5.1 Conduct an annual review of cultural learning progress and needs within our organisation.	June 2020 June 2021	Manager, HR
	5.2 Partner with LGBTQ+ Aboriginal and Torres Strait Islander organisations and/or community advisors on the development and implementation of a cultural learning strategy.	June 2020	Manager, HR
	5.3 Review, implement and communicate a cultural learning strategy for our staff, including the provision of cultural awareness training for all new staff.	June 2020	Manager, HR
	5.4 Ensure RAP Working Group members, HR managers and other key staff participate in on-going and customised cultural learning.	December 2020	Manager, HR
	5.5 Work in partnership with LGBTQ+ Aboriginal and Torres Strait Islander peoples to develop and deliver an intersectional training module on inclusion (of people who are LGBTQ+ and Aboriginal and Torres Strait Islander)	December 2021	Pride Training Manager
	5.6 Investigate local cultural immersion opportunities for staff in each of our offices	May 2022	Manager, HR



<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	6.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2020 & September 2021 (progress report)	RAP Working Group Chair
	6.2 Implement, review and update ACON's cultural protocol policy, including protocols for Welcome to Country and Acknowledgement of Country.	September 2020 & September 2021 (progress report)	Manager, HR
	6.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year as per ACON's cultural protocol policy.	September 2020 & September 2021 (progress report)	CEO
	6.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings as per ACON's cultural protocol policy.	September 2020 & September 2021 (progress report)	CEO
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	7.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2020 First week in July 2021	RAP Working Group Chair
	7.2 Identify barriers to staff participating in NAIDOC Week and review and implement HR policies and procedures as required.	By June 2020	Manager, HR
	7.3 Promote and encourage participation in external NAIDOC events to all staff through innovative communication methods.	July 2020 July 2021	Program Manager Safety, Inclusion and Historical Justice
<b>8. Celebrate the stories and cultures of LGBTQ+ Aboriginal and Torres Strait Islander peoples</b>	8.1 Celebrate the stories and contributions of Aboriginal and Torres Strait-Islander members of our communities on LGBTQ+ Diversity days	May 2020, 2021 (IDAHOBIT) August 2020, 2021 (International Day of the World's Indigenous Peoples) December 2020, 2021 (World Aids Day) March 2021, 2022 (Mardi Gras) March 2021, 2022 (Day for Elimination of Racial Discrimination)	Program Manager Safety, Inclusion and Historical Justice & Director HIV & Sexual Health Division
	8.2 Invite Aboriginal and Torres Strait Islander organisations, groups, networks and community leaders to participate in Mardi Gras and other Pride festivals organised or sponsored by ACON across NSW.	January 2021 January 2022	Manager, Regional Services



# Opportunities

We are determined to make ACON an environment where Aboriginal and/or Torres Strait Islander staff, volunteers and clients feel welcomed, included and supported.

We are committed to making sure Aboriginal and/or Torres Strait Islander people in our communities have access to opportunities to live their healthiest lives. This includes reducing sexually-transmissible infections and ending HIV transmissions for all in our communities (SP, focus area 1), and delivering better care and programs (Strategic Plan Focus Area 2) that appropriately address their needs (SP, 2.2), leaving no one behind (SP, 2.4).

## Focus area

**Opportunities** align to all five focus areas of ACON Strategic Plan 2019-2022:

- Focus Area 1: Ending HIV transmission for all in our communities
- Focus Area 2: Delivering excellent, client-centred care and innovative community health programming
- Focus Area 3: Giving voice to our communities and strengthening inclusion
- Focus Area 4: Developing financial diversity, strength and growth
- Focus Area 5: Building a workplace that attracts and develops the best people

Action	Deliverable	Timeline	Responsibility
<b>9. Improve <u>employment outcomes</u> by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	9.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2020	HR Manager
	9.2 Engage with Aboriginal and Torres Strait Islander community leaders' and staff to consult on our recruitment, retention and professional development strategy.	September 2020 & September 2021 (progress report)	HR Manager
	9.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy, with a view to maximising Aboriginal and Torres Strait Islander representation across ACON units.	June 2021	HR Manager
	9.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders, including by improving the way ads and position descriptions are written and by using targeted channels (Facebook, Koori radio, Koori mail, interagency meetings, etc.)	September 2020 & September 2021 (progress report)	HR Manager
	9.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	June 2020	HR Manager
	9.6 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2021	CEO HR Manager for monitoring
	9.7 Develop partnerships with higher education institutions, Aboriginal and Torres Strait Islander student support units and other University-based associations to identify talent.	December 2020	HR Manager



<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	10.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	June 2021	Director, Corporate Services
	10.2 Investigate Supply Nation membership.	June 2021	Director, Corporate Services
	10.3 Continue to communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	May 2021 (review progress)	Director, Corporate Services
	10.4 Review and update the ACON procurement policy to state a preference for procuring goods and services from Aboriginal and Torres Strait Islander businesses, as long as the quotation is within 10% of lowest/or reasonable quotes received.	January 2021	Director, Corporate Services
	10.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	May 2021 (review progress) May 2022	Director, Corporate Services
	10.6 Ensure 3% of all ACON supplier purchases are registered with Supply Nation, ORIC or equivalent Aboriginal and/or Torres Strait Islander businesses databases.	December 2021	Director, Corporate Services
<b>11. Improve access to HIV and STI testing and prevention for Aboriginal and Torres Strait Islander peoples</b>	11.1 Develop targeted HIV and STI testing initiatives for Aboriginal and Torres Strait Islander peoples.	June 2021	Director HIV & Sexual Health Division
	11.2 Collaborate with Aboriginal and Torres Strait Islander community organisations and consult with Aboriginal and Torres Strait Islander community members to develop, adapt and promote HIV and STI prevention resources targeting these communities.	December 2020	Director HIV & Sexual Health Division
	11.3 Increase awareness of the Needle Syringe Program (NSP) in Aboriginal and Torres Strait Islander communities by: <ul style="list-style-type: none"> <li>• Promoting NSP to Aboriginal Community Controlled Health Services</li> <li>• Contributing to updating listing of NSP in NSW NSP directory</li> <li>• Updating NSP health promotion resources in partnership with relevant community health organisations</li> <li>• Supporting NSP staff through learning and development opportunities</li> </ul>	December 2021	Director, Community Health and Regional Services
	11.4 In partnership, support the organisation of activities during Aboriginal and Torres Strait Islander HIV Awareness Week (ATISHAW) and ensure staff participation (5.2)	December 2020 December 2021	Director HIV & Sexual Health Division

<b>12.</b> <b>Ensure the meaningful involvement of Aboriginal and Torres Strait Islander LGBTQ+ people and PLHIV in the development and implementation of ACON programs.</b>	12.1 In accordance with the MIPA/GIPA principle enshrined in the 8 <sup>th</sup> National HIV Strategy, ensure Aboriginal and Torres Strait Islander peoples living with HIV are meaningfully involved in the development and delivery of ACON HIV prevention and support programs by forming partnerships.	May 2021 (review progress) May 2022	Director HIV & Sexual Health Division
	12.2. Meaningfully involve LGBTQ+ Aboriginal and Torres Strait Islander peoples in the development and delivery of community health programs, including by forming partnerships.	May 2021 (review progress) May 2022	Director, Community Health and Regional Services
	12.3 Support and promote health resources and initiatives already developed by Aboriginal and Torres Strait Islander health services or other relevant organisations where aligned with ACON's work.	May 2021 (review progress) May 2022	Director HIV & Sexual Health Division & Director, Community Health and Regional Services
<b>13.</b> <b>Ensure Aboriginal and Torres Strait Islander representation in ACON policy, research and grants development.</b>	13.1 Ensure at least one member of the ACON Research Ethics Committee identifies as Aboriginal and/or Torres Strait Islander.	December 2020	Associate Director, Policy, Strategy and Research
	13.2 Ensure Aboriginal and Torres Strait Islander community statistics are included in all ACON policy papers, and advocate for the collection of specific data for this population.	May 2021 (review progress) May 2022	Associate Director, Policy, Strategy and Research
	13.3 In line with deliverable 1.6, support advocacy initiatives led by LGBTQ+ Aboriginal and Torres Strait Islander peoples and PLHIV.	May 2021 (review progress) May 2022	Associate Director, Policy, Strategy and Research
	13.4 Identify funding opportunities for Aboriginal and Torres Strait Islander-targeted programs and provide support for Aboriginal and Torres Strait Islander organisations to apply in consortium with ACON.	May 2021 (review progress) May 2022	Associate Director, Policy, Strategy and Research

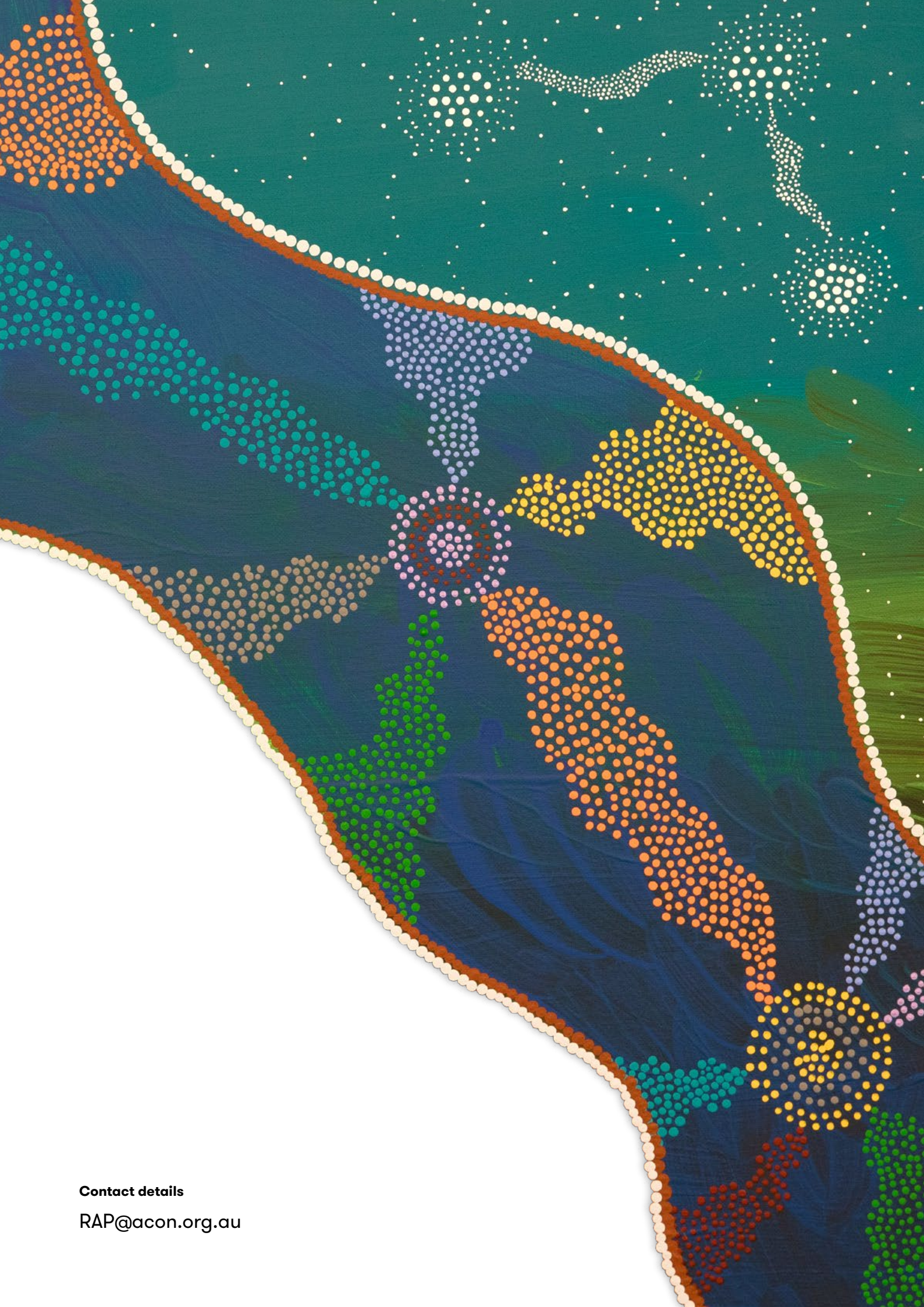




# Governance

Action	Deliverable	Timeline	Responsibility
<b>14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	14.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2020 & September 2021 (progress report)	RAP Working Group Chair
	14.2 Implement, review and update Terms of Reference for the RWG.	September 2020	RAP Working Group Chair
	14.3 Meet at least four times per year to drive and monitor RAP implementation.	February, April, July, October 2020 & 2021	RAP Working Group Chair
<b>15. Provide appropriate support for effective implementation of RAP commitments.</b>	15.1 Define resource needs for RAP implementation.	November 2020 November 2021	RAP Working Group Chair and HR Manager
	15.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	September 2020 & September 2021 (progress report)	RAP Working Group Chair
	15.3 Review and improve systems to track, measure and report on RAP commitments more efficiently, with greater alignment with other internal reporting system (e.g. reporting to the Ministry of Health).	June 2020	Senior Data Planning and Reporting Officer
	15.4 Appoint and maintain an internal RAP Champion from senior management.	September 2020 & September 2021 (progress report)	RAP Working Group Chair
	15.5 Ensure RAP progress is a standing agenda at Senior Leadership Team meetings.	September 2020 & September 2021 (progress report)	CEO
<b>16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	16.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2020 30 September, 2021	RAP Working Group Chair
	16.2 Report RAP progress to all staff and senior leaders at ACON General Staff meetings.	Monthly 2020, 2021, 2022	RAP Working Group Chair
	16.3 Publicly report our RAP achievements, challenges and learnings annually through innovative, culturally appropriate and engaging communication methods, including digital platforms.	October 2020 October 2021	Associate Director, Marketing, Communications and Fundraising
	16.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	HR Manager
	16.5 Report RAP progress annually to the ACON Board	November 2020 November 2021	Executive RAP champion
<b>17. Continue our reconciliation journey by developing our next RAP.</b>	17.1 Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	November 2021	RAP Working Group Chair





**Contact details**

**RAP@acon.org.au**