



Ngala

REFLECT

Reconciliation Action Plan

2014 – 2015

Ngala
Parenting with Confidence



Acknowledgement of Country

Ngala acknowledges the Traditional Owners of Country throughout Western Australia 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 in the spirit of reconciliation.

Story behind the picture by Peter Farmer

“The artwork that I have created has a Birthing Tree in the centre of it with Noongar design and tracks surrounding the tree. These tracks and paths present the roads and journeys we take throughout our lives from childhood to adulthood and parenthood as well. Included in this piece are circles that are connected to other circles. These represent communities such as our homes and families, as well as schools and towns along with cities, states and countries. The symbolisms used have great significance within our communities, and I have been given permission by my mother and grandmothers to recreate them (not exactly) to use for this particular project”.

Ngala's Commitment to the Reconciliation Process

Ngala recognises and honours Aboriginal and Torres Strait Islander peoples as Australia's First Peoples. Ngala acknowledges the loss of lands, kin, languages and cultural identity experienced by Aboriginal and Torres Strait Islander peoples and the affect this has had on them and their families. We also acknowledge the diversity of Aboriginal and Torres Strait Islander peoples, languages and cultures that have existed across different lands and still exist today.

As a statewide provider of Early Parenting and Early Childhood services, Ngala is committed to the spirit and the process of reconciliation. Our goal is to offer services that are accessible and appropriate for Aboriginal and Torres Strait Islander families with young children who seek support to grow their children in healthy ways. We also acknowledge that true reconciliation is an ongoing journey that cannot be achieved through a single policy or action.

Ngala has identified that our first step in the reconciliation process is to develop a Reflect Reconciliation Action Plan (RAP). The focus will be on building relationships and raising awareness, both internally and externally, to ensure there is shared understanding and ownership of the RAP within our organisation. This Reflect RAP articulates how we plan to strengthen our existing relationships with Aboriginal and Torres Strait Islander people, communities and organisations, as well as identify and develop sustainable opportunities for Aboriginal and Torres Strait Islander people within our organisation.

We acknowledge and support a long term commitment to the development of higher levels of engagement with Aboriginal and Torres Strait Islander people, communities and organisations. Further significant relationships, opportunities and actions will be identified as awareness, understanding and shared ownership grows.

Ngala commits to the following actions over the next 12 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans. Development of our future RAPs will involve consultation with staff across our organisation, particularly Aboriginal and Torres Strait Islander staff, and other stakeholders, including community members and organisations, to achieve our vision for reconciliation.



Our Business

Ngala is a provider of Early Parenting and Early Childhood services, working with and for Western Australian families to enhance their experience of parenting and to promote the healthy development of young children. At over 120 years, Ngala is one of the oldest non-government organisations in Western Australia, and is widely recognised as a leader in early parenting.

At Ngala, we are committed to contributing to a community where children are:

- Healthy, safe, respected and develop to their full potential;
- Parents are knowledgeable, skilled, confident and supported; and
- Parents and children enjoy positive interactions and relationships.

We deliver a range of universal, targeted and specialist services for families living in both metropolitan and some rural and remote regions of Western Australia. Our services are provided by a multidisciplinary and highly skilled professional workforce. Services provided include a free telephone Helpline service (7 days a week, 52 weeks of the year), universally accessible community-based facilitated Parenting and Play Time sessions, Parenting Education workshops, and the more intensive targeted services of Overnight Stay and Day Stay services as well as individual consultation services.

Ngala employs 267 people including 7 Aboriginal and Torres Strait Islander staff, the latter being five staff at our Indigenous Parenting Service (IPS), one as a Parent Education admin, and one at Communities for Children Plus (CfC+). We also currently have a student on placement at IPS.



Our RAP

1. Why Ngala is developing a RAP:

- To be part of the national effort to acknowledge and address past and present injustices against Aboriginal and Torres Strait Islander Peoples;
- To work with Aboriginal and Torres Strait Islander Peoples towards improving the health and wellbeing of Aboriginal and Torres Strait Islander families;
- To create opportunities to build respectful, sustainable relationships with Aboriginal and Torres Strait Islander people that celebrate culture, diversity, strengths, resilience and contribution to society; and
- To demonstrate an organisational culture that embraces an inclusive and equitable approach to all families.

2. Who champions our RAP internally:

The Ngala Executive has endorsed, and is committed to leading, the development and implementation of the Ngala RAP. To this end a working party of people who have specific interest in the development and championing of the RAP was formed. The working group reports to the Services Managers Group (all service managers and service directors) who are the steering group for the RAP. The development of the RAP is supported and guided by our Ngala Aboriginal staff and an external consultant, Simon Forrest, a Nyungar/Yamatji/Wongji man.

3. Who is involved in our RAP Working Group:

Helen Carter (Director Services & Education), Elaine Bennett (Director Services & Research), Kerryn Lewis (Coordinator, Indigenous Programs), Carol Bosman (Director Employee Relations), Cindy Davies (Coordinator, Child & Parent Centre- Neerabup), Claire Smoker (Educator), Kim Wedge (Educator and Community Worker), Charlene Assan (Parent Education Administration Support), Cherilyn McMeekin (Project Support Officer, Director's Office).



Our Partnerships/Current Activities

1. Working relationships*:

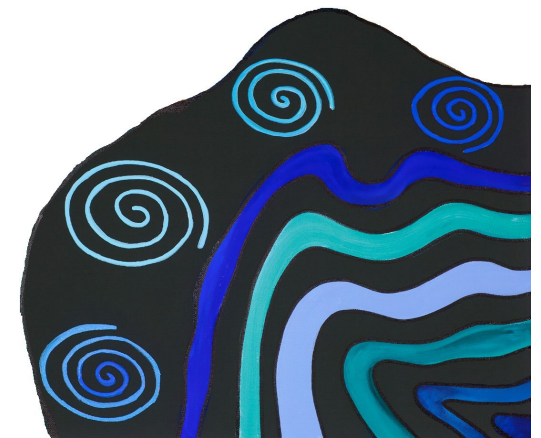
Aboriginal Early Years Support Service (Thornlie), Aboriginal foster carers (DCP), Aboriginal Health Council, Aboriginal Medical Service, Aboriginal Play and Learning Network, Aboriginal Parent Support Service (Meerilinga), Anglicare ARBOR, Balga Detached Youth, Bright Futures FDC (Orelia), Manager of the Cullacabardee Aboriginal community, Derbarl Yerrigan, Derby Aboriginal Medical Service, Kimberley Aboriginal Health Service, Langford Aboriginal Association, Marr Mooditj, Moort Boodjari Mia, Nunga Women's Centre (Derby), Ord Valley Aboriginal Health Service, Rose Nowers Early Learning Centre (South Hedland), Swan Alliance, Wadjak Northside Aboriginal Community Group, Wunan, Yorganop.

**These are mostly informal relationships rather than formal partnership agreements, often built around funding/programs/activities/individuals.*

2. Internal activities/initiatives:

- Acknowledgement of Country or Welcome to Country at most formal events/meetings;
- CEO and Chair will always acknowledge Aboriginal and Torres Strait Islander people in formal settings, mostly when public are invited;
- Currently employ Aboriginal workers in IPS;
- Using SNAICC resources in IPS & R&D;
- Developing a toolbox for early brain development for organisations (including Aboriginal organisations);
- 'Play and Yarn' group sessions for Aboriginal families in Mirrabooka, in partnership with Sudbury House;
- Co-facilitation of two 'Parents Working Away' workshops with an Aboriginal Corporation;
- Participation in the Aboriginal Christmas Parties in Midland and Mirrabooka;
- Organising and/or participating in Reconciliation Week and NAIDOC Week activities and events;


Connection to Aboriginal families through Midland (CfC Plus and Swan Alliance), Bandyup, NCDS, NAPPY (Kwinana), ELDS (Airport), PE in rural and remote areas, and Mirrabooka (CfC).



Relationships, Respect and Opportunity

Ngala respects the valued contribution Aboriginal and Torres Strait Islander Peoples bring to our understanding and learning of growing healthy children and thus building healthier communities in which we all can live. This respect will be further demonstrated by walking and learning together through the development of genuine and equitable relationships with our Aboriginal and Torres Strait Islander staff and communities to ensure Ngala's knowledge, practice, experience and organisation reflects Aboriginal and Torres Strait Islander culture and practice of growing healthy children. Ngala considers that an imperative to developing our understanding and building our relationships requires a commitment to considering all opportunities for working with, and engaging with, Aboriginal and Torres Strait Islander Peoples.

Over the next 12 months, our organisation commits to the following:

	Action	Accountability	Responsibility	Timeline	Deliverables
 Relationships	The RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	Director Services and Education	Director Services and Education	31 Jan 2014	<ol style="list-style-type: none"> 1. RWG oversees the development, endorsement and launch of the RAP. 2. Meet at least twice per year to monitor and report on RAP implementation.
	Develop external relationships	Chief Executive Officer	Chief Executive Officer	30 May 2014	<ol style="list-style-type: none"> 3. A list of Aboriginal and Torres Strait Islander communities, organisations and stakeholders within our local area or sphere of influence with whom we currently have relationships has been mapped. 4. Relevant Aboriginal and Torres Strait Islander organisations and stakeholders we could approach to assist us in our understanding of potential activities for future RAPs have been identified. 5. Potential future relationships have been identified.
	Celebrate National Reconciliation Week (NRW)	Director Services and Education	RAP Reference Group Director Project Support Officer	27 May - 3 June 30 June 2014	<ol style="list-style-type: none"> 6. Working Group members have attended a community event. 7. Ngala has organised an internal event to recognise and celebrate NRW (27th May – 3rd June annually) 8. A statement of commitment has been developed that outlines Ngala's intent in promoting and supporting Reconciliation in Australia. 9. Ngala has launched the Statement of Commitment during Reconciliation Week 2014. A banner has been developed that outlines key commitments in the Statement of Commitment. 10. Staff attendance at Reconciliation Week activities has been mapped.



Respect

	Raise internal awareness of the RAP	Director Services and Education	RAP Implementation Group Director Project Support Officer	30 June 2014	<p>11. A comprehensive plan has been developed and implemented to raise awareness for individuals and the organisation about the RAP commitment.</p> <p>12. A presentation on our RAP commitment has been given to all Ngala staff to ensure they have an understanding of how their attitude, behaviour and commitment contributes to our RAP.</p>
	Action	Accountability	Responsibility	Timeline	Deliverables
	Investigate cultural development	Director Employee Relations	Director Employee Relations	30 August 2014	<p>13. Baseline data on our employee's current level of understanding around Aboriginal and Torres Strait Islander histories, cultures and contributions has been completed.</p> <p>14. Areas for staff and organizational development have been identified</p> <p>15. A business case outlining required resources for increasing cultural awareness and building organizational cultural security has been presented to the Ngala Executive.</p>
	Celebrate NAIDOC Week	Director Services and Education	RAP Reference Group Director Project Support Officer	30 July 2014	<p>16. Our Working Group participated in a community NAIDOC Week event, or held an internal event (1st Sunday – 2nd Sunday in July each year).</p> <p>17. Ngala has organised an internal event to recognise and celebrate NAIDOC week.</p> <p>18. Ngala will display the banner outlining Statement of Commitment at NAIDOC events.</p> <p>19. Staff attendance at NAIDOC activities has been mapped.</p>
	Raise internal understanding of protocols	Director Services and Research	Manager Research & Development Unit, Director Project Support Officer	April 2015	<p>20. Raising understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country, to our employees.</p>



Opportunities

	Action	Accountability	Responsibility	Timeline	Deliverables
	Consider Aboriginal and Torres Strait Islander employment	Director Employee Relations	Director Employee Relations	Nov 2015	<p>21. We have captured baseline data on current Aboriginal and Torres Strait Islander employees to inform future workforce planning.</p> <p>22. A business case for Aboriginal and Torres Strait Islander employment within our organisation is scoped.</p> <p>23. Aboriginal and Torres Strait Islander strategy for recruitment and retention is scoped for inclusion in our next RAP.</p>
	Consider supplier diversity	Chief Financial Officer		Nov 2015	<p>24. Ngala's existing needs for external suppliers have been identified.</p> <p>25. Aboriginal and Torres Strait Islander suppliers have been identified.</p> <p>26. A business case about how our organisation can develop an Aboriginal and Torres Strait Islander supplier diversity program has been developed.</p>
	Development of culturally appropriate resources	Manager Business Systems & Communications	Marketing and Communication Officer	April 2015	<p>27. The RAP Working Group has developed a bank of potential resources as identified throughout our consultation with internal and external stakeholders. This will assist in defining actions for subsequent RAPs for our organisation.</p>
Tracking progress	Build support for the RAP	Director Services and Education	RAP Reference Group Director Project Support officer	April 2015	<p>28. We have defined available resourcing for our RAP.</p> <p>29. Our data collection is able to measure our progress and successes.</p> <p>30. We have submitted our annual report on our achievements to Reconciliation Australia.</p>

Contact details

Helen Carter
Director Services & Education - Ngala
9368 9373
hcarter@ngala.com.au

