



# Reflect Reconciliation Action Plan.

October 2019 - Current.



**Healthy People. Healthy Cities.**

# Our RAP Artwork.



## Cultural Connection to Healthy Cities | Artist: Lani Balzan

"With the sun shining down on to our community and our country; the Mountains, the Earth and the Sea it provides positive energy to all things that live. This painting represents this connection, the Sun as the centrepiece with the Mountains in green, the Earth in red and the Sea in blue and the communities located on them all forming into one connection; a gathering symbol. The colours also represent the multiple areas of the Healthy Cities Organisation. The white dotted symbols represent these areas promoting healthy living for all on that are connected.

The white lines above the gathering symbol represent the journey one must take across the Land and Sea to visit Healthy Cities." - Lani Balzan

Painted on Canvas by Lani Balzan.



Healthy  
Cities  
Australia



# Our Business.

**We are Healthy Cities Illawarra Inc, the 'glocal' organisation working to create healthy environments and enabling healthy choices for the people of the Illawarra and Shoalhaven, NSW.**

We are dedicated to addressing underlying social, economic and environmental causes of health inequality and working in partnership with local government, health care providers and other community organisations to deliver meaningful health and wellbeing outcomes for our community.

We do this by designing, implementing and evaluating evidence-based and cost-effective programs for a range of issues and audiences. From fair food, healthy eating and cooking skills to walking programmes, after-school youth programs and age friendly initiatives - we are here to help design the infrastructure of a healthy community and sustain positive behaviour change.

Originally established by the World Health Organisation in 1987, we now have a strong regional presence and in 2003, with the support of the WHO Western Pacific Region, the AHC (Alliance for Healthy Cities) was formed. This Alliance has over 130 city members.

We are inclusive, we believe in increasing individual and community control over the interactions in our communities which impact on our health and quality of life. We have 15 employees, none are Aboriginal or Torres Strait Islander. Our regional reach are the local government areas of Wollongong, Shellharbour, Kiama and Shoalhaven. We are also members of the Alliance of Healthy Cities which is coordinated by the Western Pacific Region of the World Health Organisation. We



**World Health  
Organization**





## Our RAP.

We are excited to formally contribute to the Reconciliation process in our country. Healthy Cities Illawarra was established in 1987 and has always enjoyed good working relationships with local Aboriginal organisations. We strive to set a good example and we look forward to publicly and credibly promote our achievements, intentions and historical relationships with Aboriginal and Torres Strait Islander communities.

The CEO intends to lead the team, and the Board of Directors, through the steps recommended in Reconciliation Action Plan Framework for the “Reflect” RAP. This will include:

- Developing a timeline of strategies and activities for the next 12 months
- Conducting Cultural Awareness Training
- Facilitating the procurement or acquirement of Aboriginal art and/or Aboriginal stories for our building
- Identifying and formally collaborating with key local Aboriginal stakeholders
- Participating in events such as NAIDOC, NRW and other local events
- Documenting our past collaborations, partnerships and projects with Aboriginal and Torres Strait Islander people/organisations
- Scoping the potential for Aboriginal and Torres Strait Islander representation on the Board
- Scoping the potential for Aboriginal and Torres Strait Islander trainees/qualified workers

We have met with an external consultant from Curijo Pty Ltd (June 2019) based in Canberra, an Aboriginal owned and controlled consultancy company in the area of Aboriginal affairs and mainstream services. This consultant has provided information and advice and will support our organisation’s efforts in our RAP journey.

# Our Partnerships and Current Activities.

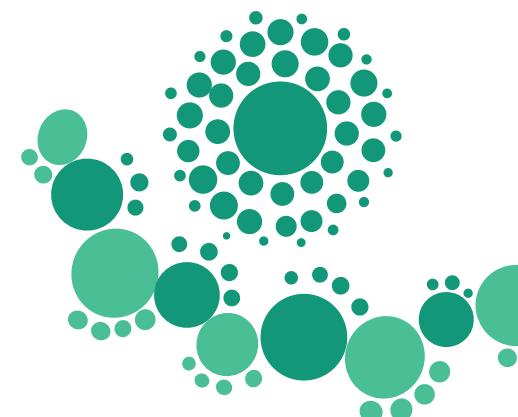
## Community Partnerships

Healthy Cities Illawarra's programs engage community Elders to support the delivery of cultural learning and activity. This is arranged to best needs the participants of the program and reflect the geographical area they are delivered in. Our programs have a long-established relationships in Elders in the Shellharbour area, specifically though the Kurri Mens Shed. We often consult and engage these Elders in our program.

**Cook Chill Chat:** Partnerships were developed with 2 Local Health District staff working in Nowra to deliver Cook Chill Chat next year for Aboriginal and Torres Strait Islander people. Working closely with Mission Australia's Community Development Facilitator for Illawarra/Shoalhaven to promote Cook Chill Chat to Aboriginal and Torres Strait Islander people and services.

## Internal Activities & Initiatives

Healthy Cities Illawarra celebrates NAIDOC with external partners and the community through value adding to collaborative events. Some programs support access to the celebrations for families who would not be able to attend.



# 1. Relationships



Action	Deliverable	Timeline	Responsibility
<b>1.1</b> Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<p>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</p> <p>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	Dec 2019 Dec 2019	CEO TALK Program Manager CEO
<b>1.2</b> Build relationships through celebrating National Reconciliation Week (NRW).	<p>Circulate Reconciliation Australia's NRW resources+ and reconciliation materials to our staff.</p> <p>RAP Working Group members to participate in an external NRW event.</p> <p>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</p>	May 2020 27 May – 3 June 2020 27 May – 3 June 2020	CEO Office Manager CEO + one CEO
<b>1.3</b> Promote reconciliation through our sphere of influence.	<p>Communicate our commitment to reconciliation to all staff.</p> <p>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</p> <p>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</p>	Review and monitor progress and outputs in Jan, Apr, Jul, Oct 2020, Jan & Apr 2021 Review and monitor progress and outputs in Jan, Apr, Jul, Oct 2020, Jan & Apr 2021 Review and monitor progress and outputs in Jan, Apr, Jul, Oct 2020, Jan & Apr 2021	CEO CEO CEO TALK Program Manager Health Promotion Officer (Food Sustainability and Nutrition)
<b>1.4</b> Promote positive race relations through anti-discrimination strategies.	<p>Research best practice and policies in areas of race relations and anti-discrimination.</p> <p>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</p>	Dec 2020	CEO



# 2. Respect

Action	Deliverable	Timeline	Responsibility
2.1 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.	Dec 2020	CEO, Office Manager
	Conduct a review of cultural learning needs within our organisation.	Mar 2020	CEO, Office Manager in consultation with all staff
	Deliver training in response to learning needs.	By June 2020	CEO
2.2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	By June 2020	CEO Office Manager
	In consultation with Aboriginal consultants, develop an understanding of the Local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2020	CEO Office Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2020	CEO Office Manager
2.3 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 2020	CEO TALK Program Manager Health Promotion Officer (Food Sustainability and Nutrition)
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2020	CEO TALK Program Manager Health Promotion Officer (Food Sustainability and Nutrition)
	Support participation in NAIDOC Week activities to support staff emersion in understanding and networking opportunities	First week in July, 2020	CEO TALK Program Manager Health Promotion Officer (Food Sustainability and Nutrition)
2.4 Create a work environment that reflects cultural diversity and welcomes Aboriginal People to our premises.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2020	CEO TALK Program Manager Health Promotion Officer (Food Sustainability and Nutrition)
	Ensure the procurement of Aboriginal art for our premises.	Dec 2020	CEO Office Manager
	Provide an opportunity for promoting Aboriginal health through an arts project or event.	Dec 2020	CEO Office Manager
	Reflect our commitment to Reconciliation in our communication e.g: website, social media and email.	Dec 2020	CEO Office Manager

# 3. Opportunities



Action	Deliverable	Timeline	Responsibility
<b>3.1</b> 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.  ..... Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Apr 2021  ..... Apr 2021	CEO  ..... CEO
<b>3.2</b> 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.  ..... Investigate Supply Nation membership.	Dec 2020  ..... Dec 2020	Office Manager  ..... Office Manager



# 4. Governance



Action	Deliverable	Timeline	Responsibility
<b>4.1</b> Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.  Draft a Terms of Reference for the RWG.  Establish Aboriginal and Torres Strait Islander representation on the RWG.	Oct 2019  Nov 2019  Dec 2019	CEO  CEO  CEO
<b>4.2</b> Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.  Engage senior leaders in the delivery of RAP commitments.  Define appropriate systems and capability to track, measure and report on RAP commitments.	Jun 2020  Jun 2020  Jun 2020	CEO Members of RWG  CEO Members of RWG  CEO Members of RWG
<b>4.3</b> Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sep 2020	CEO
<b>4.4</b> Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Apr 2021	CEO

For further information please contact  
Kelly Andrews, CEO  
**t.** 02 4283 8111  
**e.** [kelly@healthycities.org.au](mailto:kelly@healthycities.org.au)  
**[www.healthycities.org.au](http://www.healthycities.org.au)**



**Healthy Cities. Healthy People.**