



**variety**  
the children's charity

## Reconciliation Action Plan

March 2021 to March 2022



RECONCILIATION  
ACTION PLAN

REFLECT



## Our Business

Variety the children's charity tent 82 Northern Territory (NT) (hereafter referred to as Variety NT) is a branch - which we call a 'tent' of Variety International (VI). Although the geographical reach of Variety NT encompasses the NT, our brand is international and we are committed to the core values of VI to help Kids who are sick, disadvantaged or living with a disability - in the NT - to live, laugh and learn. We do this through fundraising to provide targeted grants that aim to fill an unmet need. We help NT Kids reach their full potential.

Variety NT provides elements of the Variety Kids Support Framework.

The Framework covers:

- **Grants**  
We grant a range of things to provide practical help to kids and organisations in need
- **Scholarships**  
We give scholarships to encourage the talents of kids in need
- **Kids Events**  
We hold events to engage and bring joy to kids in need and their families. Events like Freedom Camp @ Goanna Park and the Special Children's Christmas Party.

Variety NT is also part of the Variety Australia (VA) interstate support network and regularly meets with interstate partners. We work together on national issues through national committees for example the National Finance Committee

Variety NT is the smallest of all the Australian tents and has one office in Darwin with 3 contracted employees. We currently do not employ any Aboriginal and Torres Strait Islander staff.



## Our Reconciliation Action Plan

We are developing a Reconciliation Action Plan (RAP ) to aid us in working in a reconciliation environment. Many of our grant recipients identify as Aboriginal and/or Torres Strait Islander People and we should respect and respond to this.

We intend to establish a RAP advisory committee to support the implementation of the RAP. All staff and volunteers will receive training about the RAP and the principles that guide it. The General Manager will be the RAP champion and act as the conduit between the staff, volunteers and Board.

This is the very start of our reconciliation journey.



## Our Partnerships/Current Activities

As part of our ongoing governance processes Variety NT board is currently reviewing its strategic plan. Our main aim is to ensure our processes are aligned with our aim and identify unmet needs post the introduction of the National Disability Insurance Scheme (NDIS).

A desktop review of the current target population (October 2019, *Identifying unmet need*, Futures Committee Variety NT) and a community engagement strategy (June 2020, *Variety NT Community engagement strategy*, True North strategic communication) have provided the Variety NT board members with a clear understanding that 1/3 of the NT population identify as Aboriginal people - most of them living in socially and economically disadvantaged geographical (remote) areas of the Territory - and that we have a wide variety of community engagement options to consider going forward.

This work provides a well-informed basis for the next stage in our planning cycle and is perfect timing for Variety NT to use the Reflect RAP framework to ensure our organisation is aligned with reconciliation with Aboriginal and Torres Strait Islander communities .

Some introductory reconciliation activities already commenced include:

- Recruitment of a new Board member who identifies as an Aboriginal person - a first for our organisation.
- Addressing equity of distribution of grants to our target group by the Grants sub-committee, for instance they have identified a strong Aboriginal group called the Barnatjarl Strongbala Women's Group and have decided to work with them on an exciting new grant.
- An Acknowledgement of Country is included at Board Meetings.



## Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	March 2021	General Manager (GM)
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	March 2021	GM
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2021	GM
	<ul style="list-style-type: none"> <li>RAP Advisory Committee members to participate in an external NRW event.</li> </ul>	27 May - 3 June, 2021	GM
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May - 3 June, 2021	GM
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	February 2021	Chief Barker (CB)
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	April 2021	GM
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	April 2021	GM
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	June 2021	GM
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	June 2021	GM



## Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	November 2021	GM
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	October 2021	GM
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	May 2021	GM
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	April 2021	GM
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	June 2021	GM
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	June 2021	GM
	<ul style="list-style-type: none"> <li>RAP Advisory Committee to participate in an external NAIDOC Week event.</li> </ul>	First week in July, 2021	Event Manager



## Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	November 2021	GM
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	March 2021	GM
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	April 2021	GM
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	December 2021	GM
10. Improve outcomes for Aboriginal and Torres Strait Islander Children	<ul style="list-style-type: none"> <li>Actively seek partnerships with local Aboriginal and Torres Strait Islander development organisations to to understand Aboriginal and Torres Strait Islander children's health and well being issues and to find avenues to assist.</li> </ul>	July 2021	GM



## Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Advisory Committee to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RAP Advisory Committee to govern RAP implementation.</li> </ul>	March 2021	CB
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	March 2021	CB
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RAP Advisory Committee.</li> </ul>	March 2021	CB
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	March 2021	GM
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	April 2021	GM
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	March 2021	GM
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	September 2021	GM
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	November 2021	GM



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