



**variety**  
the children's charity

## Reconciliation Action Plan

November 2023 - November 2025



RECONCILIATION  
ACTION PLAN

**INNOVATE**



## CEO Statement

Reconciliation Australia commends Variety the Children's Charity NT on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Variety the Children's Charity NT to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Variety the Children's Charity NT will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Variety the Children's Charity NT is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Variety the Children's Charity NT's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Variety the Children's Charity NT on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



## Our Vision For Reconciliation

Our vision for reconciliation is a Northern Territory where all Aboriginal and Torres Strait Islander Kids have the opportunity to reach their full potential utilising our organisation's values of equality, community, action and joy.

## 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 is also part of the Variety Australia (VA) interstate support network and regularly meets with interstate partners.

Variety NT is the smallest of the Australian tents and has one office in Darwin with 2 non-Indigenous contracted employees.

Variety NT's sphere of influence includes internally staff, volunteers and other Variety tents. Our external stakeholders include grant recipients, kids experiences and program participants, scholarship holders, sponsors, funders, event partners and network members.





## Our RAP

Variety NT is progressing from a Reflect RAP to Innovate. We want to continue to develop our reconciliation journey which has so far helped us form impactful relationships with key Aboriginal organisations, Banatjarl Strongbala Wimun Group of the Jawoyn Association and Miriam Rose Foundation. All these organisations have helped us understand how to make impactful grants into their communities to help the kids. We are engaging with an Aboriginal and Torres Strait Islander owned business and hope to expand this network. A RAP Working Group has been established with a Variety NT Board member, Peter Duffy (Working Group Chairperson), a previous Variety NT Board member, Melinda Fleming, and two Aboriginal Elders, Bilawara Lee (Aunty B) and Sarrita King, along with the Variety NT General Manager. Our original RAP Working Group was established by Board member Mark Munnich (previous Chairperson) an Aboriginal Man and included community member Billy-Jo Westley.

Our RAP journey so far has included consultation with Aboriginal and Torres Strait Islander community groups to create meaningful granting. A recognition that cultural awareness was limited within the organisation the Board agreed that with the staff, they will undertake cultural training annually.



## Relationships

Forming strong relationships between Aboriginal and Torres Strait Islander peoples and Variety NT is important as it guides us in forming meaningful partnerships, engages with our community's most vulnerable children and helps us to make more impactful grants.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Feb 2024	GM
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	Mar 2024	GM
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2024, 2025	GM
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024, 2025	Variety NT Board Members & GM
	• 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, 2025	GM
	• Organise at least one NRW event each year.	27 May - 3 June 2024, 2025	GM
	• Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May 2024, 2025	GM
3. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Nov 2023	GM
	• Communicate our commitment to reconciliation publicly.	Nov 2023	GM
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Feb 2024	GM
	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Mar 2024	GM
4. Promote positive race relations through anti-discrimination strategies.	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2024	GM
	• Develop, implement, and communicate an anti-discrimination policy for our organisation.	May 2024	Variety NT Board
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Dec 2024	GM
	• Educate senior leaders on the effects of racism.	May 2024	Board
5. Raise awareness of reconciliation within the Variety NT Membership.	• Provide a report on RAP goals and outcomes to Australian CEO.	Feb 2024	GM
	• Publish and promote our RAP to all Variety NT membership and Variety Australia Tents.	Feb 2024	Board
	• Profile RAP Working Group members in membership e-letter.	Dec 2024	GM



## Respect

We know that when kids have pride in their culture and history they are more likely to grow into high functioning adults. We have to model respect and value for culture to encourage this behaviour.

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	Dec 2023	GM
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Jan 2024	Chair RAP WG
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	Jan 2024	GM
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Mar 2024	GM
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Nov 2023	GM
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Nov 2023	GM
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Nov 2023	GM
	• Maintain an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June - Nov 2023 onwards	GM
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024, 2025	GM
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Nov 2023	GM
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2025	GM
9. Build respect for Aboriginal and Torres Strait Islander cultures by respectfully incorporating cultural elements into key Variety Events.	• Review Variety NT Events and seek opportunities to incorporate cultural elements that honour and celebrate Aboriginal and Torres Strait Islander cultures.	July 2024	GM
	• Consult with Aboriginal and Torres Strait Islander stakeholders in our sector to understand ways to appropriately incorporate cultural elements into our events.		



## Opportunities

Our key strategic direction is to help NT kids in need to reach their full potential. By helping create a community where Aboriginal and Torres Strait Islander peoples, organisations and communities are achieving their goals, we help all kids to see these opportunities. We will do this by utilising the NT Indigenous Business Network which helps us to ensure we are factoring in procurement from Aboriginal and Torres Strait Islander businesses. Appropriately wording grant application forms to ensure more Aboriginal and Torres Strait Islander kids are getting the help they need.

Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Nov 2023	GM
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Dec 2023	GM
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Feb 2024	GM
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Mar 2024	GM
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Dec 2023	GM
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Jan 2024	GM
	• Maintain membership of NT Indigenous Business Network	Nov 2023	
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Feb 2024	GM
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Dec 2023	GM
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July 2024	GM
12. Increase Aboriginal and Torres Strait Islander participation in Variety Grants.	• Maintain a Grant round targeting remote community schools with high Aboriginal and Torres Strait Islander populations.	Oct - Nov 2023	GM



## Governance

Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	Nov 2023 Feb 2024, May 2024, Aug 2024, Nov 2024 Feb 2025	GM
	<ul style="list-style-type: none"> <li>Review and update the Terms of Reference for the RWG.</li> </ul>	Nov 2023	GM
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	Nov 2023 Feb 2024, May 2024, Aug 2024, Nov 2024 Feb 2025	GM
14. Increase Aboriginal and/or Torres Strait Islander representation on the Board	<ul style="list-style-type: none"> <li>Recruit an Aboriginal and/or Torres Strait Islander Board Member</li> </ul>	Feb 2024	Chair RAP WG
15. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	Jan 2024	Chair RAP WG
	<ul style="list-style-type: none"> <li>Continue to engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>	Review Dec 2023	GM
	<ul style="list-style-type: none"> <li>Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>	July 2024, 2025	GM
	<ul style="list-style-type: none"> <li>Maintain an internal RAP Champion from senior management.</li> </ul>	Review July 2024, 2025	GM
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>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.</li> </ul>	June Annually	GM
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	1 August Annually	GM
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September Annually	GM
	<ul style="list-style-type: none"> <li>Report RAP progress to all staff and senior leaders quarterly.</li> </ul>	Monthly	GM
	<ul style="list-style-type: none"> <li>Review RAP progress every Board Meeting</li> </ul>	Monthly	Chair RAP WG
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings, annually.</li> </ul>	Dec 2023, 2024	GM
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	March 2024	GM
	<ul style="list-style-type: none"> <li>Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li> </ul>	June 2025	GM
17. 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>	Sep 2024	GM





**For more information contact**

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