Department for Child Protection

# Reconciliation Action Plan

JUNE 2019 – JUNE 2021

RECONCILIATION ACTION PLAN

INNOVATE

Government of South Australia

Department for Child Protection

*Aboriginal and Torres Strait Islander Child Placement Principle* by Elizabeth Close

## ARTIST

Elizabeth Close is an Anangu woman from the Pitjantjatjara and Yankunytjatjara language groups in the APY Lands in outback South Australia. She was born in Adelaide but spent much of her upbringing in remote communities, re-learning her language and receiving cultural education.

The evolution of her artwork reflects this. Elizabeth's work is a vibrant fusion of contemporary and traditional Aboriginal art styles; using vivid warmth to express her deep connection to the Central Australian landscape that she calls home, and bold designs that bring about awareness of issues affecting Aboriginal and Torres Strait Islander people.

## ARTWORK

The Department for Child Protection has partnered with Pitjantjatjara and Yankunytjatjara artist Elizabeth Close and Ochre Dawn Creative Industries – led by Peramangk and Ngarrindjeri woman Rebecca Wessels – to create an art piece that represents our journey to improve outcomes for Aboriginal children and young people through holistic implementation of the Aboriginal and Torres Strait Islander Placement Principle.

Each image represents a different element of the Principle and symbolises our commitment to ensuring that Aboriginal children are front and centre in everything we do.

A single thread ties all of these elements together, representing the journey of the child and young person in care, and highlighting the importance of all of these elements collectively to enhance our practice and drive system change.

## **IDENTIFICATION** (precursor)

Identification is a precursor and prerequisite to the application of the Principle where we ask – is the child or young person of Aboriginal descent? If so, we must apply the Principle. Self-identification by a child or their family is the only requirement for practitioners to begin applying the Principle in their casework with children and families.

Here the artist has placed Aboriginal children front and centre, which is how we approach our work. The circles in the middle represent the importance of maintaining a strong identity for each child and young person as they grow.

## PREVENTION

The prevention element of the Principle seeks to protect each child's right to grow up in family, community and culture.

The artist has used five circles, nested one within another to illustrate this element. What's important is the symbolism that these circles hold. The solid dot in the middle represents the Aboriginal child, reflecting the foundation of the Principle to keep the child at the centre of everything we do. The second circle represents their family and the third circle is their community, signifying the importance of keeping Aboriginal children close to their family and community. The fourth circle represents the services that support them, both Aboriginal and non-Aboriginal, while the last circle represents the department.

## PARTNERSHIP

Partnership is an important element of the Principle, ensuring that community representatives actively participate in decision-making. The element is illustrated using two boomerangs, each containing circles that represent children and young people at the centre of every decision.

When you throw a boomerang, it comes back to you and you catch it. This symbolises the way we need to communicate with community representatives. When we go out and deliver information, we need to give them time to digest the information, and come back to us with questions, insights or for more conversation. This is a sign of respectful engagement that will help us to continue to strengthen our partnerships.

## PLACEMENT

The element of placement ensures that Aboriginal children in care are placed in line with the placement hierarchy, with family and community coming first wherever it is safe and possible.

Children of all ages are represented in the image – babies, children, young people, and young people transitioning into adulthood. As with other elements children are at the centre and the department is around the outside. In this way, the artwork shows the range of factors we must consider when looking at placing Aboriginal children and young people in care, including their age and who they are as individuals.

## PARTICIPATION

The fourth element is participation, which ensures children, parents and family members can participate in, and have the opportunity to lead, decision-making to keep children safe.

The artwork for participation depicts meeting places as half circles. These half circles represent the various meetings that we conduct with family, with the community, with the non-government sector and with government. All these meetings are based around the child, represented by the centre circle. The three lines intersecting with the circle signify us in the department, coordinating or attending meetings which are critical in this partnership.

## CONNECTION

Connection seeks to support Aboriginal children in care to maintain strong links to family, community, culture and country. Like every other element of the Principle, this component of the artwork contains significant symbolism.

It illustrates a small hand and a big hand. This represents the child holding onto family, or us as workers, and our responsibility to make sure that the Aboriginal child is safe and connected. It also symbolises our role in guiding and helping children and young people to strengthen their sense of identity.

# Acknowledgment of Country

Aboriginal and Torres Strait Islander peoples have made and continue to make a unique and irreplaceable contribution to the state of South Australia.

We acknowledge and respect Aboriginal people as the state's First Peoples and nations, and recognise Aboriginal people as Traditional Owners and occupants of South Australian land and waters.

We acknowledge that the spiritual, social, cultural and economic practices of Aboriginal and Torres Strait Islander peoples come from their traditional lands and waters, and that Aboriginal and Torres Strait Islander peoples maintain cultural and heritage beliefs, languages and laws which are of ongoing importance today.

The Department of Child Protection (DCP) acknowledges the impact of laws and policies of past governments that led to the removal of Aboriginal and Torres Strait Islander children and young people from their families and communities, and that the effects of these are still strongly felt today. DCP pays respect to the survivors and descendants of the Stolen Generations and recognises their strength, dignity and courage. This is why reconciliation must be at the heart of what we do; working in accordance with the Aboriginal and Torres Strait Islander Placement Principle, and alongside Aboriginal and Torres Strait Islander families and communities.

# Our vision for reconciliation

Our vision for reconciliation is for Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples to be empowered to work together to ensure that Aboriginal and Torres Strait Islander children and young people in care are safe, cared for, and connected to family, culture, community and Country.

This goal can only be achieved with the involvement of both Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander children and young people, carers, families, communities and organisations. Relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples must be built on an understanding of our shared histories, and underpinned by respect.

*Michael O'Brien, senior Kaurna man*

# Our vision 2017-2020

Government of South Australia
Department for Child Protection

RESPECT TRUST COURAGE

**Our vision is for all** children and young people to grow up well cared for, connected and empowered to reach their full potential.

**Our purpose is to care for and protect** at risk children and young people by working together to address abuse and neglect and to keep them safe from further harm.

## Our priorities

### Supporting families and carers

Build strong, sustainable relationships with families and carers through engagement, respect and trust.

### Working together

Increase support to families and children by collaborating with service partners to strengthen service delivery.

### Reducing Aboriginal children in care

Address the disproportionate number of Aboriginal children in care by supporting strength and safety in Aboriginal families, communities and culture.

### Building leadership and learning

Build a workforce culture that promotes leadership, learning and cultural competency.

### Improving care experiences

Improve experiences and outcomes for children and young people in care by providing high quality and supportive care environments.

### Delivering a better system

Design and deliver a service system that is easy to understand and use and that improves service delivery regionally and locally.

## Our principles

- child-focused decision making
- ensure children and young people have a voice in decisions about them
- partner with children, families, carers, services providers and communities
- consider cultural impact in every decision we make
- empower and support staff to use their professional expertise
- evidence and experience informs practice, professional judgment and decision making

# Our business

DCP commenced operations as a standalone agency on 1 November 2016, to undertake functions related to the care and protection of children and young people at risk of harm.

DCP works in partnership with families, other government and non-government organisations, carers and the community to keep children and young people safe and give them the same opportunities as other young South Australians.

Where children and young people cannot safely stay in the family home, DCP finds a place for them to live, preferably with kin or foster families.

DCP aims to give young South Australians in our long-term care every opportunity to reach their full potential.

Service delivery is provided through four regional directorates and an out of home care directorate. These directorates are supported by a number of corporate directorates located centrally which have a focus on driving strategy, quality and performance across the department.

As at 6 May 2019, 4.8% of DCP's workforce identifies as Aboriginal and/or Torres Strait Islander people (110 employees). DCP has ultimately committed to 10% Aboriginal and Torres Strait Islander employment and this RAP will be used as a driver of this activity.

**DCP has offices across South Australia**

## DCP organisational structure

# Our reconciliation journey so far

This RAP builds on the initial steps DCP has taken in its reconciliation journey.

Since inception, DCP has been working to build a diverse and inclusive workforce. Current foci include increasing representation of Aboriginal and Torres Strait Islander employees across all levels and occupational groups, and creating a culture which supports the retention of Aboriginal and Torres Strait Islander employees.

Key activity undertaken to date includes:

- Public commitment to achieving 10% Aboriginal and Torres Strait Islander employment across the DCP workforce
- Introduction of cultural protocol documents including Fact Sheets on Acknowledgment of Country and Welcome to Country; and policies that allow for cultural leave and encourage staff to participate in National Reconciliation Week and NAIDOC Week activities
- Participation of the Senior Executive Group (SEG) in an Aboriginal Learning Circle
- Launch and implementation of the Aboriginal Cultural Footprint – DCP's Aboriginal cultural capability development program

Building a diverse and inclusive workforce is not only important to fostering a culturally safe and responsive workplace – it is essential to DCP's capacity to provide culturally safe and responsive services for Aboriginal and Torres Strait Islander children and young people, families and communities.

Key activity undertaken to date to strengthen service delivery includes:

- Establishment of the Aboriginal Practice Directorate to ensure that policy and practice is culturally safe and responsive
- Establishment of an Aboriginal Family Scoping and Engagement Team to assist in finding kinship placements and to identify family decision makers
- The Kanggarendi programs to provide culturally specific case management and service delivery
- Ten Principal Aboriginal Consultants recruited across service delivery directorates
- Appointment of an Aboriginal Lead Practitioner
- Implementation of Aboriginal practice tools including the Winangay kinship carer assessment tool and the Aboriginal Cultural Identity Support Tool

While these activities provide a solid foundation, DCP recognises that reconciliation is an ongoing journey – and there is still a long way to go. Developing DCP's first RAP since becoming a standalone agency is an exciting opportunity to formalise our commitment to reconciliation and take the next steps in this journey.

**wakwaku**
child
Kaurna language

## The Aboriginal Cultural Footprint

After a review of cultural learning needs, and in consultation with Aboriginal advisors, DCP has developed a new cultural learning program – the Aboriginal Cultural Footprint.

This was officially launched in National Reconciliation Week 2019.

This program aims to foster a workplace culture that respects and values the skills, experience and perspectives of Aboriginal and Torres Strait Islander people. It also provides non-Aboriginal and Torres Strait Islander staff with knowledge, skills and understanding to apply when working with Aboriginal and Torres Strait Islander children and young people. The program recognises that cultural capability is an ongoing process and has been designed as a four-step journey, involving both face-to-face and online learning.

# Our RAP

Our RAP sets out the key actions we will take to advance reconciliation in the areas of Relationships, Respect and Opportunities. We recognise that implementation of this RAP requires commitment across all areas of DCP. Each member of DCP's SEG is actively involved in contributing to, and promoting activities within the RAP.

Our RAP is championed by the Deputy Chief Executive and the Director, Aboriginal Practice who also co-Chair the DCP RAP Working Group (RWG). Guided by its Terms of Reference, the RWG has led the development of our RAP and will monitor implementation of actions and deliverables, supported by the Executive Officer, RWG.

The RWG consists of both Aboriginal and non-Aboriginal representation from across DCP including:

- Aboriginal Practice
- Commissioning Performance and Disability
- Communications & Engagement
- Finance
- Human Resources
- ICT & Information Management
- Out of Home Care
- Quality & Practice
- A Principal Aboriginal Consultant
- A Regional Director

The RWG seeks input from external stakeholders and ways to incorporate the voices of children and young people. These mechanisms will be strengthened throughout the implementation of this RAP, and in the development of subsequent RAPs.

DCP also participates in the South Australian Government Reconciliation Network to share information and build relationships to advance reconciliation across the South Australian public sector, and to promote reconciliation in the wider South Australian community.

tjitji
child
Pitjantjatjara language

# Innovate RAP Summary

| PRINCIPLES | ACTION |
|---|---|
| Relationships | 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. |
| | 2. Build relationships through celebrating National Reconciliation Week (NRW). |
| | 3. Promote reconciliation through our sphere of influence. |
| | 4. Promote reconciliation locally in DCP's four operational regions. |
| | 5. Promote positive race relations through anti-discrimination strategies. |
| Respect | 6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. |
| | 7. Visibly acknowledge and promote Aboriginal and Torres Strait Islander histories, cultures and languages within DCP. |
| | 8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. |
| | 9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. |
| Opportunities | 10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. |
| | 11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. |
| | 12. Investigate opportunities to improve service delivery to Aboriginal and Torres Strait Islander children and young people with a disability. |
| Governance | 13. Establish and maintain an effective RWG to drive governance and monitor implementation of the RAP. |
| | 14. Provide appropriate support for effective implementation of RAP commitments. |
| | 15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. |
| | 16. Continue our reconciliation journey by developing our next RAP. |

# Relationships

Child protection is a challenging business and we recognise that we cannot undertake our work without the participation of Aboriginal and Torres Strait Islander stakeholders; this is why building strong relationships and partnerships with Aboriginal and Torres Strait Islander stakeholders (including Aboriginal and Torres Strait Islander children and young people, families, organisations and communities) is of vital importance.

# Relationships

| Action | Deliverable | Timeline | Responsibility |
|---|---|---|---|
| 1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | • Meet with local Aboriginal stakeholders to develop guiding principles for engagement. | October 2019 | Director, Aboriginal Practice |
| | • Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. | June 2020 | Director, Aboriginal Practice |
| | • Establish an expert Aboriginal advisory committee. | June 2020 | Director, Aboriginal Practice |
| | • Have initial meeting with the expert Aboriginal advisory committee to set priorities. | August 2020 | All Directors |
| | • Actively engage with Aboriginal Community Controlled Health Organisations in each region. | July 2020 | Regional Directors |
| 2 Build relationships through celebrating National Reconciliation Week (NRW). | • Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. | May 2020, 2021 | Manager, Communications & Engagement |
| | • RWG members to participate in an external NRW event. | May 2020, 2021 | RWG co-Chairs |
| | • Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | May 2020, 2021 | All SEG members and Regional Directors |
| | • Organise at least one NRW event each year. | May 2020, 2021 | Manager, Communications & Engagement and Regional Directors |
| | • Contribute to the South Australian Government's NRW calendar of events coordinated by Aboriginal Affairs and Reconciliation, Department of the Premier and Cabinet (DPC-AAR). | May 2020, 2021 | Manager, Communications & Engagement |
| | • Register all DCP corporate NRW events on Reconciliation Australia's NRW website. | May 2020, 2021 | Manager, Communications & Engagement |

## Relationships

| Action | Deliverable | Timeline | Responsibility |
|---|---|---|---|
| 3 Promote reconciliation through our sphere of influence. | • Implement strategies to engage our staff in reconciliation and to highlight examples of culturally safe and responsive practice. | August 2019, 2020 | All SEG members and Regional Directors |
| | • Develop a DCP intranet page to engage our staff in reconciliation and to highlight examples of culturally safe and responsive practice. | August 2019 | Manager, Communications & Engagement |
| | • Communicate our commitment to reconciliation publically. | May 2020, 2021 | Chief Executive/ Deputy Chief Executive and Manager, Communications & Engagement |
| | • Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. | July 2020 | Manager, Contracts and Licencing, Finance |
| | • Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. | July 2019<br>November 2019, 2020<br>March 2020, 2021 | RWG Executive Officer |
| 4 Promote reconciliation locally in DCP's four operational regions. | • Build on establishment of a local Reconciliation Committee in the North Region and apply across other regions. | June 2021 | Director, South Region<br>Director, Central Region<br>Director, Far North<br>Far West |
| 5 Promote positive race relations through anti-discrimination strategies. | • Conduct a review of HR policies and procedures to ensure that they are culturally inclusive, responsive and appropriate. | September 2019 | Director, HR Performance & Operations |
| | • Conduct a review of DCP's Equal Opportunity Directive to ensure that it adequately reflects a commitment to supporting Aboriginal and Torres Strait Islander employees and addresses anti-discrimination. | November 2019 | Director, HR Performance & Operations |
| | • Engage with Aboriginal and Torres Strait Islander staff to consult on HR policies and procedures that address anti-discrimination. | November 2019 | Director, HR Performance & Operations |
| | • Educate senior leaders on the effects of racism. | July 2020 | Manager, Learning and Development, HR |

# Respect

Fostering respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights is important to DCP. We must increase understanding about our shared histories, and promote ways that Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples can come together to celebrate Aboriginal and Torres Strait Islander cultures.

Importantly, through demonstrating and promoting pride in Aboriginal and Torres Strait Islander cultures we can further strengthen the identity and self-esteem of Aboriginal and Torres Strait Islander children and young people in care. We are also committed to celebrating Aboriginal and Torres Strait Islander cultures and promoting reconciliation and understanding of our shared histories amongst non-Aboriginal and Torres Strait Islander stakeholders both internally and externally.

## Respect

| Action | Deliverable | Timeline | Responsibility |
|---|---|---|---|
| 6 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | • Implement DCP Aboriginal Cultural Footprint program. | July 2019 | Manager, Learning and Development, HR |
| | • RWG to participate in DCP Aboriginal Cultural Footprint program. | December 2019 | Manager, Learning and Development, HR and RWG members |
| | • SEG members and Regional Directors to participate in the Aboriginal Cultural Footprint program. | June 2020 | Manager, Learning and Development, HR and All SEG members and Regional Directors |
| | • Monitor and evaluate the DCP Aboriginal Cultural Footprint program. | July 2020 | Manager, Learning and Development, HR |
| | • Develop, implement and communicate a cultural learning strategy for our staff. | June 2021 | Manager, Learning and Development, HR |
| 7 Visibly acknowledge and promote Aboriginal and Torres Strait Islander histories, cultures and languages within DCP. | • Display an Acknowledgement of Country statement in key meeting rooms at all office locations. | June 2021 | Regional Directors and Office Managers |
| | • Display maps of Australian Aboriginal language groups in all regional offices. | June 2021 | Regional Directors and Office Managers |
| 8 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. | • Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | December 2019 | Director, Aboriginal Practice and Director, HR Performance & Operations and Manager, Communications & Engagement |

## Respect

| Action | Deliverable | Timeline | Responsibility |
|---|---|---|---|
| | • Review current cultural protocol documents including protocols for Welcome to Country and Acknowledgement of Country (and communicate updates). | December 2019 | Director, Aboriginal Practice and Director, HR Performance & Operations and Manager, Communications & Engagement |
| | • Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. | July 2019, 2020 | Manager, Communications & Engagement and all Directors/Regional Directors |
| | • Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. | July 2019, 2020 | Chair, SEG and all Directors/ Regional Directors |
| 9 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. | July 2019, 2020 | RWG co-Chairs |
| | • Communicate and promote HR policies and guidelines that support staff participating in NAIDOC Week and other culturally significant events. | June 2019, 2020 | Director, HR Performance & Operations |
| | • Promote and encourage participation in external NAIDOC events to all staff. | July 2019, 2020 | Chief Executive and Manager, Communications & Engagement |

# Opportunities

DCP is committed to providing employment opportunities for Aboriginal and Torres Strait Islander peoples, with the long term goal of reaching 10% Aboriginal and Torres Strait Islander employment. This recruitment activity will be supported by a focusing on cultural change, supporting our Aboriginal and Torres Strait Islander workforce to undertake professional development, and training our non-Aboriginal and Torres Strait Islander workforce to increase cultural safety and responsiveness. DCP is also committed to partnering with, and increasing procurement from, Aboriginal community controlled organisations.

## Opportunities

| 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 profiles to inform future employment strategies and career and professional development opportunities. | July 2019, 2020 | Director, HR Performance & Operations |
| | | • Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. | July 2019, 2020 | Director, HR Performance & Operations |
| | | • Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. | July 2019 | Director, HR Performance & Operations |
| | | • Where appropriate, advertise employment opportunities in Aboriginal media in order to effectively reach Aboriginal and Torres Strait Islander job-seekers. | July 2019, 2020 | Director, HR Performance & Operations |
| | | • Review HR and recruitment procedures and policies to promote and increase Aboriginal and Torres Strait Islander participation in our workplace. | September 2019 | Director, HR Performance & Operations |
| | | • Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. | Target of 6% by June 2020 | All SEG members and Regional Directors |
| 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. | June 2020 | Manager, Procurement and Contracting, Finance |
| | | • Promote use of Aboriginal Business Connect; South Australian's online listing of Aboriginal-owned businesses (links with Supply Nation and the South Australian Government's Industry Participation Policy). | December 2019 | Manager, Procurement and Contracting, Finance |

## Opportunities

| Action | Deliverable | Timeline | Responsibility |
|---|---|---|---|
| 11 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. | • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses. | July 2020 | Manager, Contracts and Licencing, Finance and Manager, Procurement and Contracting, Finance |
| | • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander Businesses. | July 2020 | Manager, Procurement and Contracting, Finance |
| | • Develop commercial relationships with Aboriginal and Torres Strait Islander businesses. | July 2020 | Chief Finance Officer and All SEG members and Regional Directors |
| 12 Investigate opportunities to improve service delivery to Aboriginal and Torres Strait Islander children and young people with a disability. | • Prioritise identification of Aboriginal and Torres Strait Islander children and young people in care with a disability to receive a National Disability Insurance Scheme (NDIS) Plan, including a targeted focus on children and young people in remote areas services. | December 2019 | Manager, Disability Support and Intervention Program, Commissioning, Performance and Disability |
| | • Work with the National Disability Insurance Agency to ensure that NDIS planning for Aboriginal and Torres Strait Islander children and young people is undertaken in a culturally sensitive manner. | December 2019 | Manager, Disability Support and Intervention Program, Commissioning, Performance and Disability |
| | • Guide case managers in plan implementation to ensure Aboriginal and Torres Strait Islander children with a disability receive culturally appropriate disability services. | December 2019 | Manager Disability Support and Intervention Program, Commissioning, Performance and Disability |

# Governance

## Governance

| Action | Deliverable | Timeline | Responsibility |
|---|---|---|---|
| 13 Establish and maintain an effective RWG to drive governance and monitor implementation of the RAP. | • Maintain Aboriginal and/ or Torres Strait Islander representation on the RWG. | June 2019, 2020 | RWG co-Chairs |
| | • Annually review and update Terms of Reference for the RWG. | June 2019, 2020 | RWG co-Chairs |
| | • Meet at least four times per year to drive and monitor RAP implementation. | June 2019, 2020<br>August 2019, 2020<br>November 2019, 2020<br>March 2020, 2021 | RWG co-Chairs |
| 14 Provide appropriate support for effective implementation of RAP commitments. | • Define resource needs for RAP implementation. | June 2019, 2020 | Chair, SEG |
| | • Engage our senior leaders and other staff in the delivery of RAP commitments. | June 2019, 2020 | Chair, SEG and RWG co-Chairs |
| | • Define and maintain appropriate systems to track, measure and report on RAP commitments. | June 2019, 2020 | RWG co-Chairs |
| | • Maintain an internal RAP Champion from senior management. | June 2019, 2020 | Chair, SEG |
| 15 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. | September 2019, 2020 | RWG co-Chairs |
| | • Report RAP progress to all staff and senior leaders quarterly. | September 2019, 2020<br>January 2020, 2021<br>June 2020, 2021 | RWG co-Chairs |
| | • Publically report our RAP achievements, challenges and learnings, annually. | May 2020, 2021 | Chief Executive/ Deputy Chief Executive |
| | • Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. | May 2020 | RWG Executive Officer |
| 16 Continue our reconciliation journey by developing our next RAP. | • Register via Reconciliation Australia's website to begin developing our next RAP. | December 2020 | RWG Executive Officer |

**For enquiries about this RAP please contact:**

Executive Officer, RAP Working Group
Email: DCPReconciliationActionPlan@sa.gov.au
Phone: (08) 8124 4185

RECONCILIATION ACTION PLAN
INNOVATE

Government of South Australia
Department for Child Protection