



## **DADAA Reconciliation Action Plan**

DADAA's vision is Arts for Social Change; connecting and working across Western Australia including regional, rural and remote communities through a range of community arts and cultural development (CACD) approaches, projects and practice.

Community arts and cultural development (CACD) is a model of arts and health that aims to facilitate the social inclusion of people living with disability or mental illness, or who experience other forms of social, political or economic disadvantage. The practice sees arts and cultural activities occurring in a variety of ways, from broad community-based workshops to individual artist development initiatives.

Most CACD organisations, such as DADAA, work in partnership with local communities in order to target specific community needs and to ensure real outcomes. Partnerships might include local government, peak arts and health bodies, local arts or community centres, or individual professional artists. The most successful CACD projects are those that can stimulate artistic innovation and vibrancy, and use the arts to enhance community wellbeing.

Reconciliation is that the Aboriginal and Torres Strait Islander (ATSI) peoples of this country will be restored to a place of equity, dignity and respect, with ample opportunities for social, economic, environmental and cultural participation.

Through this Reconciliation Action Plan (RAP), DADAA will specifically address key areas for strategic and cultural development through the KRAs: Relationships, Respect and Opportunities.

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### **Relationships**

building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians is important to DADAA and its core business activities. DADAA's work in Relationships includes connecting people, sharing experiences, governance, communication, engagement and partnerships.

### **Respect**

respect for Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories and rights are important to DADAA. DADAA's work around Respect includes: pride in cultures and histories, understanding, appreciation, acknowledgment, learning, success and celebration.

### **Opportunities**

opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to DADAA's core business activities. DADAA's work to increase opportunities includes: employment, procurement, professional development, staff retention, enabling access to systems and processes.

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DADAA's RAP has emerged after a process of consultation including with Aboriginal and Torres Strait Islander colleagues and local services and families, DADAA staff, other stakeholders and local groups.

This RAP is an agreed strategy of how DADAA intends to contribute to reducing the gap in living standards between Aboriginal and Torres Strait Islander and non-Aboriginal Australians, redressing the imbalance of unequal opportunity to seeking increased ways for the traditional owners of Australia to share cultures and celebrate achievements, and to work with individual and groups of aboriginal artists to ensure their voices through arts practice are heard and can form part of the contemporary political dialogue.

# DADAA

## Reconciliation Action Plan 2016-2018

### Our vision for reconciliation

Arts for Social Change

### Our business

- *What is your core business?*
- *How many people does your organisation employ?*
- *How many Aboriginal and Torres Strait Islander staff does your organisation currently employ?*
- *What is your organisation's geographic reach (is your organisation state-focused or national)?*

### Our RAP

- *Why you developed a RAP?*
- *Who champions your RAP internally?*
- *Who internally and externally is involved in your RAP Working Group (Job titles)?*
- *Who from the Aboriginal and Torres Strait Islander community is part of your RAP Working Group?*
- *Optional: Does your organisation have an external Aboriginal and Torres Strait Islander Advisory Group?*

*If your organisation has progressed through the Reflect RAP, also include:*

- *An outline of your RAP journey since developing your first RAP, including a summary of the key learnings or most significant changes.*

*Optional: Provide case studies or staff profiles which reflect the positive progress your organisation has made.*

<b>Relationships</b>	Respectful relationships between Indigenous and non-Indigenous people are important to DADAA and its core business activities.		
<b>Focus areas:</b>	<i>connecting people, sharing experiences, governance, communication, engagement and partnerships.</i>		
<b>Action</b>	<b>Deliverable</b>	<b>Responsibility</b>	<b>Timeline</b>
Celebrate and participate in NAIDOC week	<ul style="list-style-type: none"> <li>- City of Swan grant deliverables</li> <li>- NAIDOC exhibition in Midland + CAN partnership with Bush Babies "Born On Country"</li> <li>- NAIDOC exhibition in Fremantle + Artist Yarn event</li> <li>- NAIDOC exhibition in Lancelin</li> <li>- Register NAIDOC events</li> </ul>	ALL	Ongoing Annually
Support for the Noongar Institute of WA	<ul style="list-style-type: none"> <li>- host board meetings</li> <li>- consider additional funding opportunities where NIWA can extend activity to their families and young people</li> </ul>	MIDLAND Hub	ongoing
RAP working group	Form working group to meet quarterly?		
Develop and maintain mutually beneficial relationships with ATSI peoples, communities and organisations	<ul style="list-style-type: none"> <li>- NIWA</li> <li>- City of Swan</li> <li>- Individual artists engaged</li> <li>- Revealed program</li> </ul>	All	ongoing

<b>Respect</b>	<b>Respect for Indigenous people, culture, land, history etc is important to DADAA and its core business activities.</b>		
<b>Focus area:</b> <i>pride in cultures and histories, understanding, appreciation, acknowledgment, learning, success and celebration.</i>			
<b>Action</b>	<b>Deliverable</b>	<b>Responsibility</b>	<b>Timeline</b>
Launch RAP	Launch RAP as part of NAIDOC 2017	All	2017
Engage ATSI performers for Welcome to Country	- relevant/appropriate DADAA events		
Engage employees in cultural learning opportunities	- staff training: histories and culture; cultural protocols; shared meanings; language - visiting speakers - artist talks including DADAA artists		
Celebrate NAIDOC	- newsletter - social media and DADAA website	All	Ongoing
Matching consumers to staff	- where possible and/or appropriate match ATSI staff to consumers - ensure personal care is culturally appropriate and sensitive	All	Ongoing

<b>Opportunities</b>	<b>Tell us why opportunities for Indigenous people, organisations and communities are important to your organisation and its core business activities.</b>		
<b>Focus areas:</b> <i>employment, procurement, professional development, staff retention, enabling access to systems and processes.</i>			
<b>Action</b>	<b>Deliverable</b>	<b>Responsibility</b>	<b>Timeline</b>
Improve and increase ATSI employment opportunities in programs and projects	<ul style="list-style-type: none"> <li>- site specific work in ATSI communities of interest to actively employ local people</li> <li>- advertise vacancies encouraging ATSI applicants to apply or contact for more information</li> </ul>		
<i>Explore unique opportunities related to reconciliation.</i>			
<i>Support aboriginal supplier businesses</i>	Communicate information about businesses and contacts to EXCOM	ALL	<ul style="list-style-type: none"> <li>- Catering for NAIDOC events</li> <li>- Engage aboriginal artists to run specialised workshops</li> </ul>
Supporting local ATSI groups	<ul style="list-style-type: none"> <li>- NIWA meetings hosted through DADAA building</li> <li>- NIWA is supported with management advice from DADAA Midland</li> </ul>		
Policy Review	<ul style="list-style-type: none"> <li>- Ensure contemporary and relevant documents are available to staff around ATSI</li> </ul>		

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<b>Action</b>	<b>Deliverable</b>	<b>Responsibility</b>	<b>Timeline</b>
	culture and resources - Provide RAP as a line item beside DADAA's DAIP in documents for all staff to be aware of at Orientation		

<b>Tracking progress and reporting</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Responsibility</b>	<b>Timeline</b>
Review RAP annually with Board		ED, Board	Annually
Review RAP annually with CRG		ED, CRG	Annually
RAP on agenda standing items for Board and EXCOM meetings		ED, EXCOM	Monthly
RAP on agenda standing items for Board and EXCOM meetings		ED, EXCOM	Monthly
Report RAP achievements, challenges and learning through Annual Report		ED, All	Annually



**glossary**

ATSI	Aboriginal and Torres Strait Islander				
CRG	Community Reference Group				
ED	Executive Director				
EXCOM	DADAA Managers				
MPAH	Manager Participation Arts & Health				