



Reconciliation Action Plan

2019 - 2021



ARTWORK ACKNOWLEDGEMENT

Indigo Junction acknowledges the cover artwork 'We Walk As One To Unite Our Land' by emerging artist Cassandra Martin.

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Warning: Aboriginal and Torres Strait Islander readers are warned that this document may contain images of deceased persons.

Indigo Junction Incorporated | ABN 32 879 844 973

Designed by Kellie Wigg, February 2019

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CHAIR'S FOREWORD

INDIGO JUNCTION'S INNOVATE RECONCILIATION ACTION PLAN

It is with pleasure and pride that as Chair of the Indigo Junction Board, we reveal our inaugural Reconciliation Action Plan – Innovate.

Indigo Junction has a long-standing relationship with our community with almost 40 years of service delivery in the Midland and surrounding areas. Over 87% of Indigo Junction clients and over 30% of Indigo Junction staff identify as being of Aboriginal descent. For us at Indigo Junction, the move to reconciliation is an important and necessary step forward in honouring Aboriginal and Torres Strait Islander people.

It is important to honour the beautiful and vast histories and value of the Aboriginal and Torres Strait Islander people – thanking them for the lands and seas that have been within their stewardship; thanking them for their culture, lore and song. Equally as important in honouring the history of Aboriginal and Torres Strait Islander people is remaining just as committed to honouring the truth about the impact of colonisation and the intergenerational effects that colonisation has had on our Aboriginal and Torres Strait Islander communities, families and individuals.

Having a ratified and public Reconciliation Action Plan means that we are embedding reconciliation into our practice intrinsically and extrinsically – we are not only practicing and sharing reconciliation, but we are thinking of ways to be greater than before; to be informed, reflective, accepting and kind. We need to be engaged meaningfully and respectfully and a commitment to reconciliation, learning and knowledge will strengthen our ties to Aboriginal and Torres Strait Islander people.

Our aim is to overcome structural disadvantage, reduce poverty and homelessness and bring about parity in health and social determinants of health by ease of access to services and continue relationship-based services within the community in which we have had a long standing relationship with.

Lynne Evans, Chair



Indigo Junction acknowledges the Whadjuk people of the Noongar nation, the traditional custodians of the land on which we stand, and we pay our respect to the elders past, present and future. We value the oldest continuing culture in the world and recognise Aboriginal and Torres Strait people's special and unique spiritual connection to lands, water and country.

OUR VISION FOR RECONCILIATION

Indigo Junction's vision for reconciliation is for all people to stand unified in an equal and inclusive future. We commit to enhancing opportunities for Aboriginal and Torres Strait Islander people by demonstrating inclusiveness and integrity; and by proactively engaging with Aboriginal and Torres Strait Islander people to improve the delivery of culturally respectful services. It is our intent to empower Aboriginal and Torres Strait Islander peoples and continue being a sought after place of opportunities and outcomes.

Indigo Junction recognises the need to demonstrate leadership, innovation and collaboration as a service provider to the Aboriginal and Torres Strait Islander community. Through our commitment to reconciliation and a continued focus towards strengthening relationships, building respect and providing opportunities, we will progress our journey.

Through transparency and accountability we envision:

- Increasing opportunities for strengthened Partnerships and enriched mutual outcomes with the Aboriginal and Torres Strait Islander community;
- Building our ability to respond more efficiently to the needs of Aboriginal and Torres Strait Islander people.
- Ongoing development of a culturally competent workforce.

OUR ORGANISATION

Indigo Junction is a not-for-profit organisation that provides homelessness services and accommodation to young people, families and individuals in the Midland and surrounding areas whilst creating long-term positive change through trauma informed practice and continually seeking the provision of opportunities for education and up skilling.

We employ over 30 staff and on average 30% are from Aboriginal descent. We have a vision to increase this ratio and endeavour to be an employer of preference for Aboriginal and Torres Strait Islander people by being culturally appropriate and inclusive. The high ratio of Aboriginal staff supports a

culturally safe and welcoming environment for our clients in which 87% identify as Aboriginal or Torres Strait Islander. Indigo Junction acknowledge cultural values, beliefs and perceptions and endeavours to provide an environment that is spiritually, socially and emotionally safe.

Indigo Junction delivers a range of services that are accessible and responsive in times of crisis and connect with local communities through our place based service, Karnany Resource Centre. Karnany is an open door integrated service hub for street present people and those directly affected by crises, and offers a safe place for clients to tell their story.

OUR RAP

Indigo Junction has actively been involved in supporting Aboriginal and Torres Strait Islander peoples through our work with young people, families and individuals since it was established. As our organisation has grown, we have identified opportunities for both learning about and from Aboriginal and Torres Strait Islander peoples and organisations in our community in order to improve our service provision.

Developing an innovative Reconciliation Action Plan (RAP) is the next step in Indigo Junction's commitment to ensure Aboriginal and Torres Strait Islander peoples are involved in all aspects of our organisational decision-making and service delivery, and that we are contributing to the empowerment of Aboriginal and Torres Strait Islander peoples across the nation.

Our RAP has been developed by the Indigo Junction RAP Working Group under the leadership and guidance of Aboriginal Elder Di Ryder and advisor Anne Hawke. The RAP Working Group consists of 8 members including:

- Aboriginal Elder, Di Rider
- Aboriginal Advisor from Kinship Connection, Anne Hawke
- Aboriginal Advisor from City of Swan, John Mogridge
- Indigo Junction staff members inclusive of Aboriginal and non-Aboriginal people
 - Chief Executive Officer, Adele Stewart
 - Program Manager, Sharon Gough
 - Project Manager, Kellie Wigg
 - Strong Fathers Worker, Jon Blurton
 - Financial Capability Worker, Cassandra Martin

Indigo Junction will play an active role in reconciliation by demonstrating **empathy, respect, inclusiveness, integrity** and **commitment**. We are committed to proactively engaging with Aboriginal and Torres Strait Islander people and communities to improve policies and develop cultural protocols for the organisation. We are dedicated to achieving a more equitable representation of Aboriginal employees to create a workforce reflective of the community it serves.

WORKING GROUPS | COMMITTEES

- **Reconciliation Action Plan (RAP) Working Group** : an external group consisting of 8 member under the leadership and guidance of Aboriginal Elders and advisors.
- **Reconciliation Implementation Committee (RIC)** : an internal group which will oversee the implementation of Indigo Junction's RAP.



RELATIONSHIPS

Indigo Junction is committed to building relationships with all stakeholders that are inclusive, respectful and create shared value in the community.

FOCUS AREA

Building trusting relationships with Aboriginal and Torres Strait Islander community, organisations and individuals that contribute to healing and well-being whilst delivering positive outcomes.

ACTION	TARGET (DELIVERABLES)	TIMELINE	RESPONSIBILITY
1. Establish and maintain a Reconciliation Implementation Committee (RIC)	1. Create a Reconciliation Implementation Committee (RIC) to oversee the development, endorsement, launch and implementation of the RAP. 2. RIC to meet at least 4 times per year to monitor the implementation of actions, track progress and report on RAP implementation.	September 2019 Quarterly	CEO CEO
2. Raise internal and external awareness of Indigo Junction RAP	1. RAP to be distributed to all Indigo Junction employees and Board Members. 2. All new staff to be provided with a copy of Indigo Junction's RAP during the induction process. 3. Staff to go through the RAP as part of Indigo Junction's induction process. 4. RIC to implement a strategy to communicate our RAP to all external stakeholders. 5. RAP to be uploaded to our website and internet. 6. Provide quarterly updates to staff and Board members on the progress of Indigo Junction's RAP. 7. Develop a strategy to engage all staff in RAP initiatives and make a standard item on all team meetings.	September 2019 September 2019 September 2019 February 2020 September 2019 Quarterly October 2019	CEO Project Manager HR Managers RIC Project Manager CEO Managers
3. Celebrate National Reconciliation Week to promote stronger relationships	1. Organise at least one internal event each year for National Reconciliation Week (Beginning 27 May 2019 & 1 June 2020). 2. All NRW events to be registered on the Reconciliation Australia website. 3. Collaborate with local organisation to support the development of local NRW events. 4. Encourage staff to participate in local National Reconciliation Week events.	May 2020 May 2020 March 2020 May 2020	Project Manager Project Manager Leadership Team Leadership Team Managers
4. Develop new relationships and strengthen our existing relationships with Aboriginal and Torres Strait Islander peoples and organisations.	1. Identify and map our existing relationships and contacts with Aboriginal and Torres Strait Islanders, Elders, organisations and individuals in the City of Swan area. 2. Develop and define strategies to strengthen existing relationships with Aboriginal and Torres Strait Islander communities and organisations. 3. Work towards the Guiding Principles for future engagement document created by Communities for Children. 4. Establish a directory of key Aboriginal and Torres Strait Islander contacts (Kinship Connection) and Aboriginal Elders who are accessible to mentor Indigo Junction employees. Create a procedure on how to contact mentors. 5. Invite Aboriginal and Torres Strait Islander Leaders to speak at key Indigo Junction events for staff to gain an understanding of local cultural values to inform their work with Aboriginal and Torres Strait Islander young people, families and individuals. 6. Representative(s) from Indigo Junction join and attend Reconciliation WA Yokai Aboriginal Employment forum & attend at least one meeting per year to enhance the outcomes across Aboriginal workforce recruitment and retention.	December 2019 December 2019 Ongoing April 2020 Ongoing Annually	CEO Program Manager CEO Program Manager Leadership Team Managers Program Manager CEO Leadership Team Strong Father Coordinator



RESPECT

Indigo Junction embraces practices that demonstrate an organisational culture of respect for Aboriginal and Torres Strait Islander people, culture, land and history. We endeavour to learn more about the richness of the cultures as we develop a deeper appreciation and understanding of Aboriginal and Torres Strait Islander people. We understand each individual's healing journey needs to be understood in the context of culture, land, history and personal experience.

FOCUS AREA

Indigo Junction would like to be seen and heard as an organisation that respectfully engages with Aboriginal and Torres Strait Islander people by creating an organisational culture that is welcoming and respectful as employees, partners and participants in our activities.

ACTION	TARGET (DELIVERABLES)	TIMELINE	RESPONSIBILITY
1. Engage staff in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	1. Develop and implement a cultural awareness training strategy and learning circle for our staff which defines cultural learning needs and considers various ways cultural learning can be provided, including online, face to face workshops and/or cultural immersion.	August 2020	Manager, Service Design & Impact
	2. Identify cultural learning requirements specific to our staff's training needs and incorporate in our Quality Assurance Learning framework.	December 2019	HR CEO
	3. Source and implement Aboriginal and Torres Strait Islander cultural training programs and appropriate induction material.	August 2020	Manager, Service Design & Impact
	4. Reconciliation Implementation Committee (RIC), Board members, Leadership, managers, staff and volunteers to participate in cultural awareness training.	August 2020	Manager, Service Design & Impact
	5. Implement culturally inclusive recruitment advertising strategies. Ensure interview questions express some cultural awareness.	September 2019	HR
	6. Include cultural learning modules during induction for all new staff and volunteers.	August 2020	Manager, Service Design & Impact
2. Engage staff in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	1. Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	August 2019	Project Officer
	2. Include an Acknowledgement of Country at the commencement of significant internal meetings.	Ongoing	Leadership Team Managers
	3. Identify significant internal and external events and meetings for which a Welcome to Country from a Traditional Owner will be included.	Ongoing	Leadership Team
	4. Identify and develop key contacts for organising a Welcome to Country in the Midland and surrounds area.	September 2019	Project Manager
	5. Include Acknowledgement of Country to significant corporate documents and include on the organisations website and social media pages where appropriate.	Ongoing	Project Manager
3. Recognise and celebrate NAIDOC Week and other significant Aboriginal and Torres Strait Islander events.	1. Review HR policies to ensure there are no barriers for staff to participate in NAIDOC Week activities.	September 2019	Project Officer
	2. Provide opportunities for all staff to support and participate in local cultural events including: <ul style="list-style-type: none"> Local NAIDOC Week events Sorry Day events Local Close the Gap events Survival Day Harmony Day 	Ongoing	Leadership Team Managers
	3. Promote events via our communication channels (social media) to our clients and community.	Ongoing	Project Manager
	4. Create personal awareness by sharing, with permission, the stories of Aboriginal and Torres Strait Islander people.	Ongoing	Leadership Team Managers



OPPORTUNITIES

Indigo Junction recognise that for a range of historical, cultural and economic reasons Aboriginal and Torres Strait Islander people are often faced with additional challenges in achieving education and employment. We share a vision of an inclusive, just and equitable society where Aboriginal and Torres Strait Islander peoples and all others are afforded the same opportunities.

FOCUS AREA

Indigo Junction seeks genuine opportunities to undertake practical activities and work with Aboriginal and Torres Strait Islander people through collaboration and meaningful engagement.

ACTION	TARGET (DELIVERABLES)	TIMELINE	RESPONSIBILITY
1. Develop effective recruitment and retention strategies to increase Aboriginal and Torres Strait Islander employment opportunities with Indigo Junction.	1. Review and update HR policies and procedures to ensure there are no barriers for Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	September 2019	Project Officer
	2. Develop and implement an Aboriginal and Torres Strait Islander employment attraction and retention strategy. Aim to be an employer of preference for Aboriginal and Torres Strait Islander people.	December 2019	HR CEO Program Manager
	3. Consult with existing Aboriginal and Torres Strait Islander staff on employment strategies, including professional development.	December 2019	HR CEO Program Manager
	4. Ensure all job advertisements include the phrase "Aboriginal and Torres Strait Islander peoples are encouraged to apply".	Ongoing	Leadership Team Managers
	5. Recruit an Aboriginal or Torres Strait Islander Board Member with appropriate skills to Indigo Junction's Board of Directors.	September 2020	Board
	6. Develop networks with local high schools and develop and implement work experience opportunities for Aboriginal and Torres Strait Islander peoples.	February 2021	Leadership Team
	7. Develop networks with universities and other educational institutions to source Aboriginal and Torres Strait Islander students for internship placements	February 2021	Leadership Team
	8. Develop traineeship / internship opportunities through partnership or funding support.	December 2021	Leadership Team
2. Investigate opportunities to increase supplier diversity within Indigo Junction.	1. Review procurement strategy to ensure there are no barriers for Indigo Junction to procure goods and services from Aboriginal and Torres Strait Islander businesses.	Ongoing	Leadership Team
	2. Develop a list of Aboriginal and Torres Strait Islander owned businesses that are operating in our area.	April 2020	Leadership Team
3. Engage with Aboriginal and Torres Strait Islander people to co-develop a purpose built building for Indigo Junction's offices, services and crisis accommodation.	1. Identify and engage with local Aboriginal service users, Elders and agencies who can provide direction and cultural advice to ultimately co-design Indigo Junction's future developments.	Ongoing	Leadership Team Managers
	2. Develop focus groups with the Aboriginal and Torres Strait Islander community to understand cultural needs.	Ongoing	Manager, Service Design & Impact
	3. Inclusion of an Aboriginal or Torres Strait Islander staff member to be on the New Build committee.	April 2020	CEO
	4. Develop framework that is culturally safe and details how we work with the community.	June 2020	Program Manager Manager, Service Design & Impact
4. Engage with Aboriginal artists to develop artwork for new building.	1. Identify through expression of interest and engage with local Aboriginal and Torres Strait Islander artists to develop artwork for the new purpose-built building.	Ongoing	Leadership Team
5. Enhance accessibility and cultural responsiveness and respectfulness of our programs and services.	1. Consult quarterly with RAP Committee regarding continuous improvements in the engagement of Aboriginal and Torres Strait Islander peoples in the design and delivery of services and to ensure services are accessible for Aboriginal and Torres Strait Islander peoples.	Quarterly	CEO
	2. Develop and implement a plan for Aboriginal and Torres Strait Islander peoples to participate in program design and delivery.	Ongoing	Manager, Service Design & Impact
	3. Maintain a minimum of one Aboriginal and/or Torres Strait Islander Board member.	August 2020	Board
	4. Support the continuity of the RAP committee by reviewing the functions of the group 6-monthly.	Ongoing	CEO

TRACKING PROGRESS AND REPORTING

Tracking progress and reporting on the Reconciliation Action Plan will ensure we monitor our achievements, recognise any challenges and identify key learnings.

ACTION	TARGET (DELIVERABLES)	TIMELINE	RESPONSIBILITY
1. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	1. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	June 2020 2021	Project Manager
2. Update internal and external stakeholders on RAP progress	1. Quarterly progress reports to be tabled at Leadership meeting. 2. Provide a summary of RAP progress to all staff and the Board quarterly. 3. Include RAP achievements, challenges and learnings in Indigo Junction's Annual Review. 4. Survey staff on how they feel progress has been made on the implementation of the RAP.	Quarterly Quarterly September 2019 October 2020 2021	Leadership Team CEO Project Manager Project Manager
3. Refresh the RAP	1. Develop a new RAP based on key learnings, challenges and achievements from this RAP. 2. Submit RAP to Reconciliation Australia for formal endorsement.	November 2021 December 2021	RIC CEO Project Manager



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