

# What we will do in our Reconciliation Action Plan

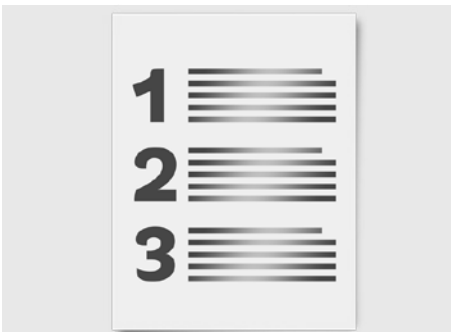


# What we will do in our Reconciliation Action Plan



**People with Disability Australia** made this information.

We will say **PWDA** for short.

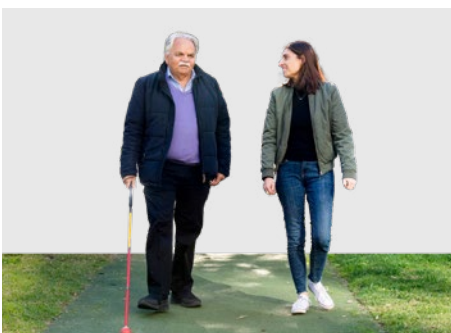


This information is about what we will do in our **Reconciliation Action Plan**.

We will say **RAP** for short.



A RAP says what PWDA will do to support **reconciliation** in Australia.



**Reconciliation** means we come together with First Nations people to make things better.



# Relationships



This part of the RAP is about having good **relationships** with First Nations people.



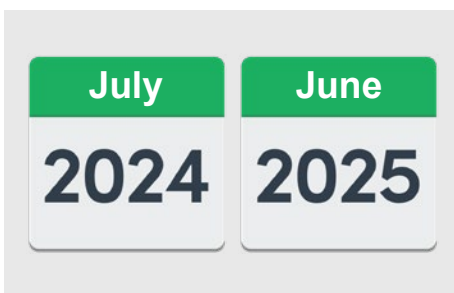
**Relationships** means how we feel about each other.



1. We will make strong relationships with First Nations people and services.



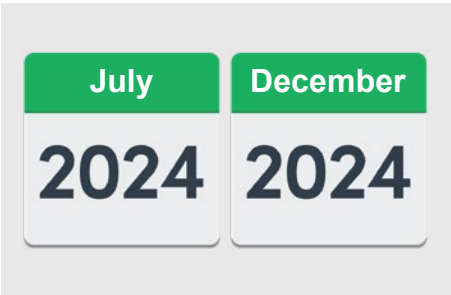
To do this we will find First Nations people and services in our area.



We will do this from July 2024 to June 2025.



We will find out the best ways to support relationships with First Nations people and services.



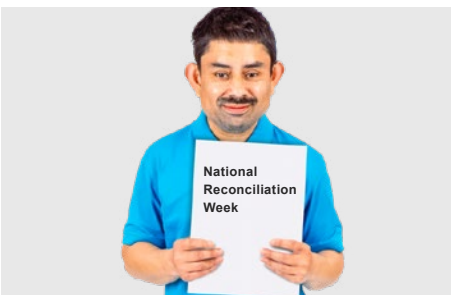
Will do this from July 2024 to December 2024.



2. We will join in and do things for **National Reconciliation Week**.



**National Reconciliation Week** is a week where Australia comes together to support reconciliation.



To do this we will send information about National Reconciliation Week to all our staff.



We will do this in National Reconciliation Week in May 2025.



Our **RAP Working Group** will go to a National Reconciliation Week event in 2025.



A **RAP Working Group** is a group of staff who worked together to make the RAP.



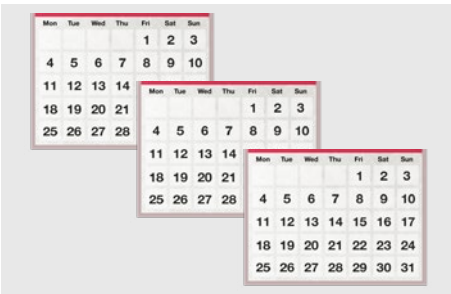
We will also support our staff to go to at least 1 National Reconciliation Week event in 2025.



3. We will tell others why reconciliation is important.



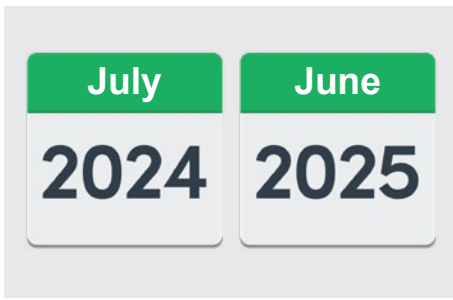
To do this will tell all our staff what we are doing to support reconciliation.



We will do this in July 2024 and every 3 months after.



We will look at other people and services we can work with to make reconciliation happen.



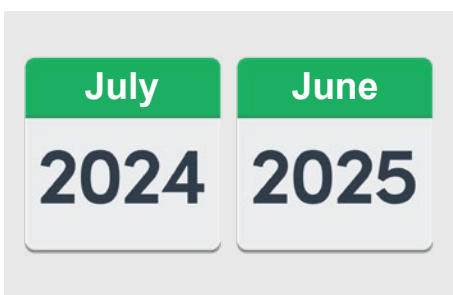
We will do this from July 2024 to June 2025.



4. We will use **anti-discrimination** to show people can work together.



**Anti-discrimination** means people do not get treated badly because of who they are.



We will look into the best ways we can do this from July 2024 to June 2025.



We will look into how we do things to find out

- What things we already have that support anti discrimination at PWDA
  
- What other things we need in the future.



5. We will support our staff to learn more about First Nations people and history.



We will make a plan that says why it is important we do this at PWDA.

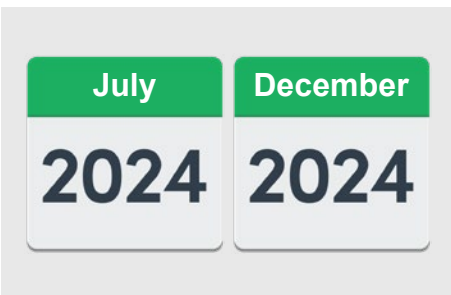




We will check what things our staff need to learn about First Nations **culture**.



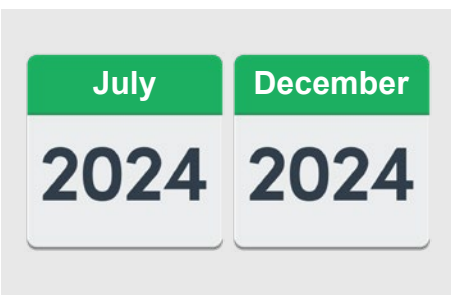
**Culture** means the way you do things because of where you or your family are from.



We will do these things from July 2024 to December 2024.



All our staff will do training about how to work with different cultures.



The training will happen in July 2024 to December 2024.

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

We will make a calendar of all the First Nations events PWDA will support.



We will do this in July 2024.



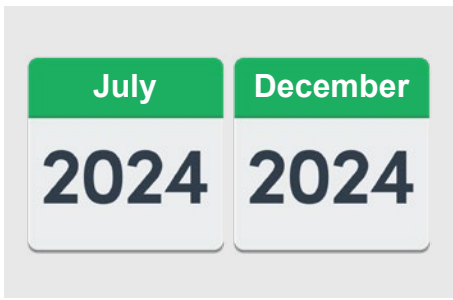
6. We will show respect to First Nations people by doing things for their culture.



We will find out who the **traditional owners or custodians** are for the land we work on.



**Traditional owners or custodians** are the First Nations people who were on this land first.



We will do this from July 2024 to December 2024.



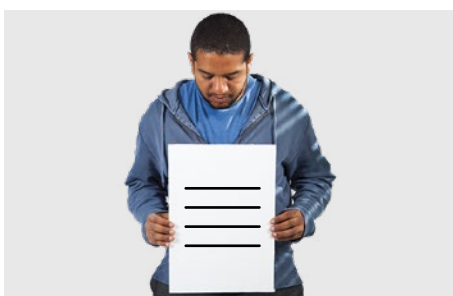
We will support our staff to learn why we do things like **Acknowledgement of Country** and **Welcome to Country**.



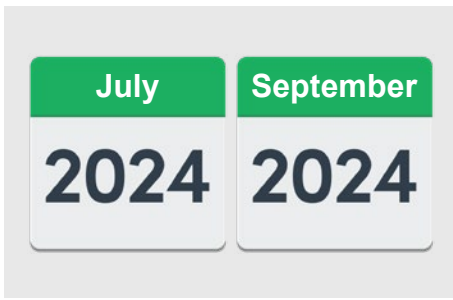
An **Acknowledgement of Country** is how we can show respect to First Nations people.



A **Welcome to Country** is when a First Nations person welcomes people to the land.



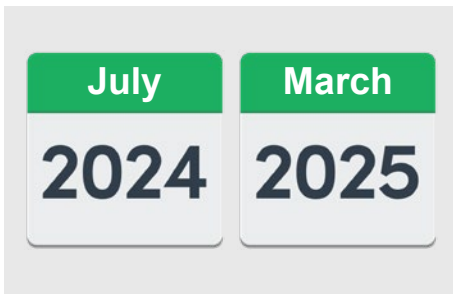
We will make information about Acknowledgement of Country and Welcome to Country.



We will do these things from July 2024 to September 2024.



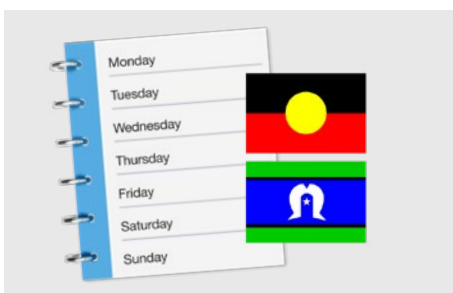
We will make a guide for staff about how to support First Nations people.



We will do this from July 2024 to March 2025.



7. We will show respect for First Nations people by taking part in **NAIDOC Week**.

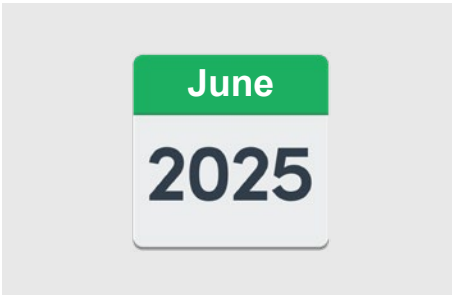


**NAIDOC Week** is a week where Australia shows respect for First Nations people.

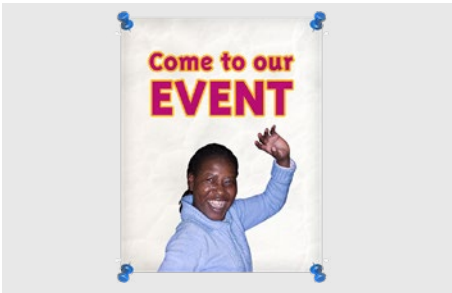




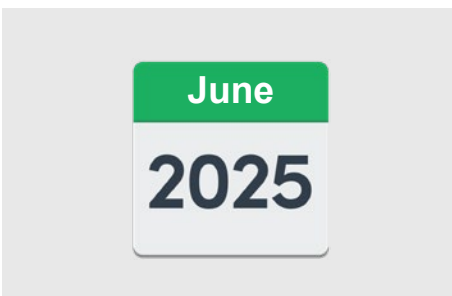
To do this we will share information with staff about NAIDOC week and what it means.



We will do this in June 2025.



We will tell our staff about NAIDOC Week events happening near us.



We will do this in June 2025.



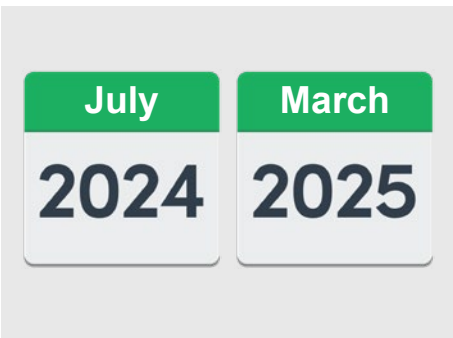
Our RAP Working Group will go to a NAIDOC Week event in July 2025.



8. We will work with First Nations people in a way that is safe for them.



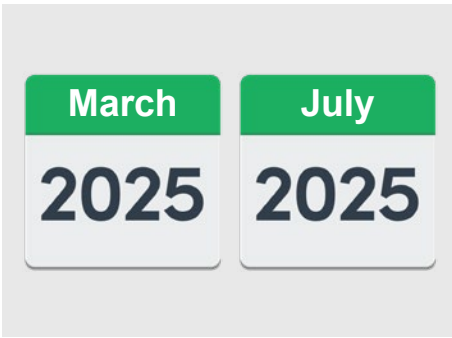
To do this we will make good relationships with First Nations services.



We will do this from July 2024 to March 2025.



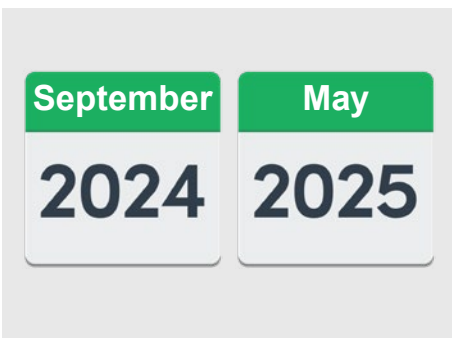
We will get in touch with other services to show how we support First Nations culture.



We will do this from March 2025 to July 2025.



We will make sure it is easy for First Nations people to get support from us.



We will do this from September 2024 to May 2025.

# Opportunities



This part of the RAP is about **opportunities** for First Nations people.



**Opportunities** means you get a chance to do something.

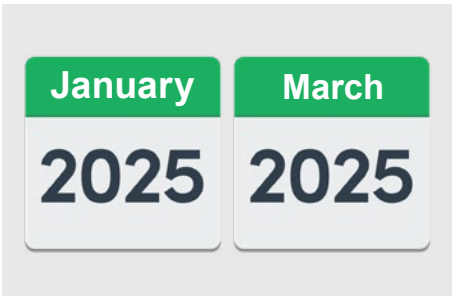


9. We will do things so we have more First Nations staff.



To do this we will say why it is good to have First Nations staff at PWDA.





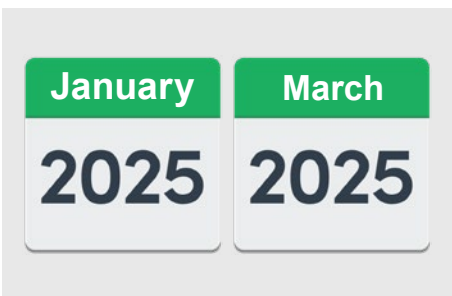
We will do this from January 2025 to March 2025.



We will look at how many First Nations staff we have now.



This will help us know how many jobs there could be for First Nations people.



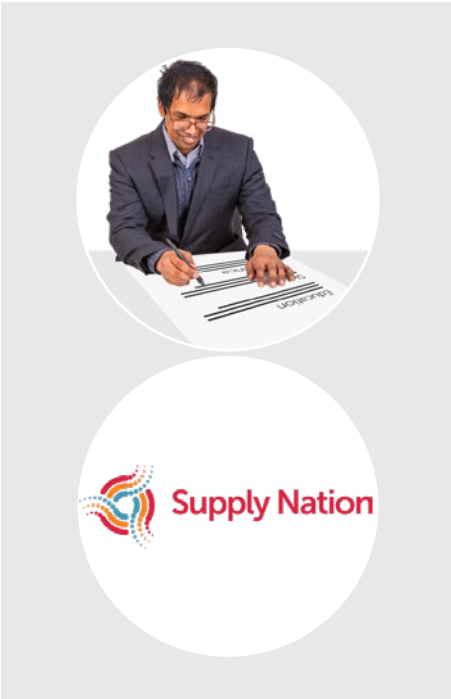
We will do this from January 2025 to March 2025.



10. We will work with more First Nations **suppliers** to support them.



**Suppliers** are businesses that give you something you need like a service.

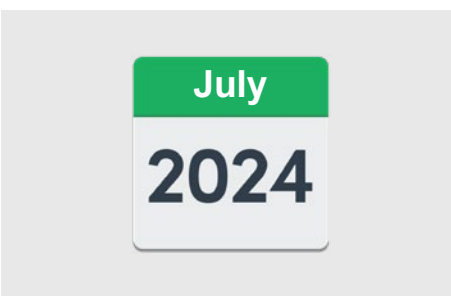


To do this we will

- Make a plan that says why it is good to use First Nations suppliers
- Look into signing up to **Supply Nation**.



**Supply Nation** supports services to use First Nations businesses.



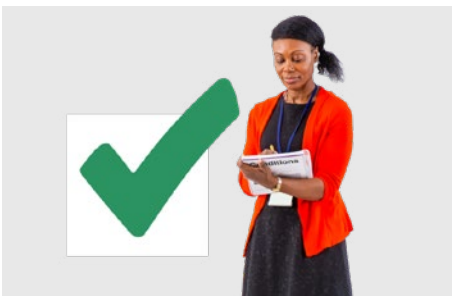
We will do these things in July 2024.



11. We will make sure our services are better for First Nations people.



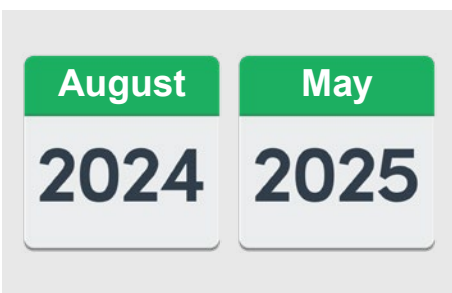
To do this we will do an **audit** of our services and how we support First Nations people.



An **audit** is a check of how we do things at PWDA.



We will also fix any things that stop First Nations people using our services.



We will do these things from August 2024 to May 2025.

# Governance



This part of the RAP is about having good **governance**.



**Governance** means how we look after PWDA.



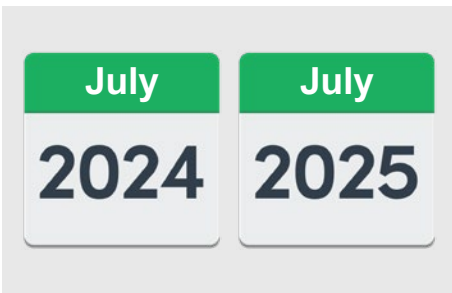
12. We will have a RAP Working Group that supports the RAP to happen.





To do this we will

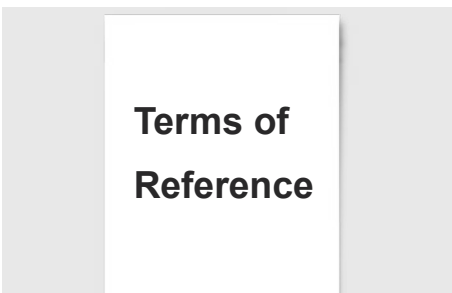
- Support the RAP Working Group to keep going
- Make sure there are always First Nations people in the RAP Working Group.



We will do this from July 2024 to July 2025.



We will also check the RAP Working Group **Terms of Reference** and make changes if we need.



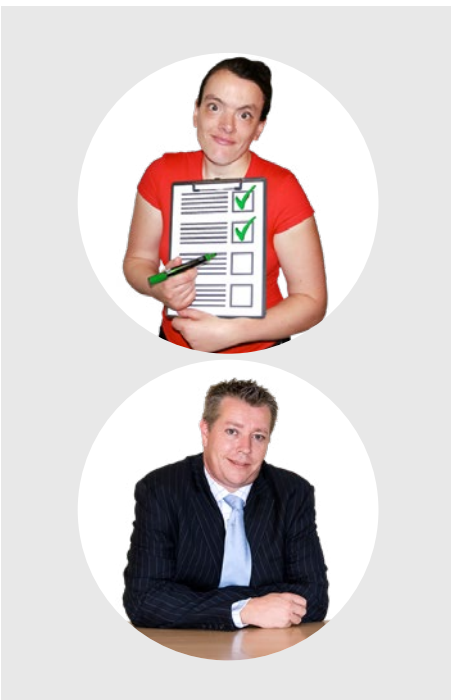
A **Terms of Reference** says how the RAP Working Group works.



We will do this in January 2025.



13. We will support staff to make sure the things in the RAP happen.



To do this we will

- Find out what we need for the things in the RAP
- Ask PWDA bosses to support the things in the RAP to happen.



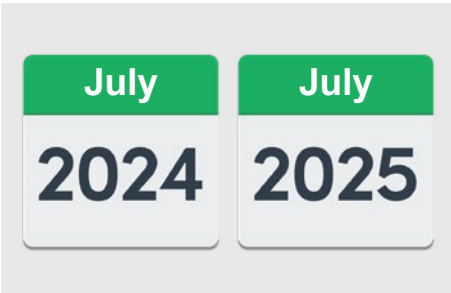
We will do this in July 2024.



We will keep working with our **RAP Champion**.



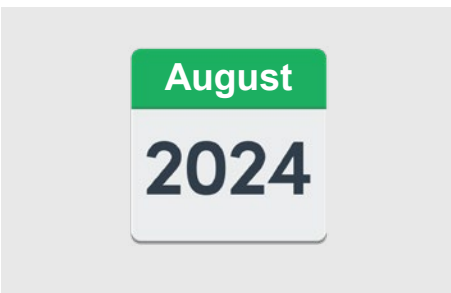
Our **RAP Champion** is someone who will speak up about the RAP and support it.



We will do this from July 2024 to July 2025.



We will find out how to keep track of what we do in the RAP.



We will do this in August 2024.



14. We will tell people inside and outside PWDA about what we learn from our RAP.



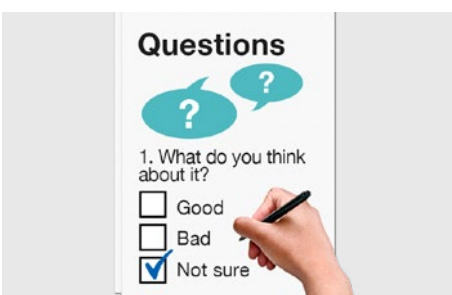
To do this we will contact **Reconciliation Australia** to check they have our right information.



**Reconciliation Australia** is a service that works to support reconciliation.



We will do this in November 2024 and then every year after.

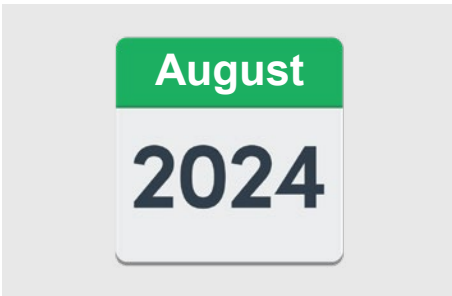


We will also contact Reconciliation Australia to get the link for the **RAP Impact Survey**.

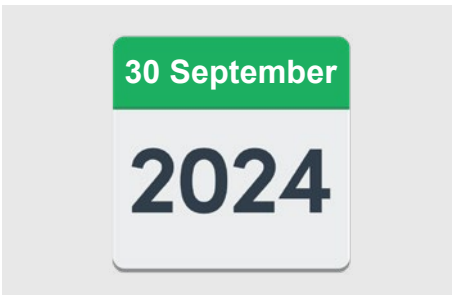




The **RAP Impact Survey** is when we answer questions about how the RAP is going.



We will do this on 1 August 2024.



We will do the RAP Impact Survey and send to Reconciliation Australia by 30 September 2024.



In July 2024 we will put the RAP on our

- Website
- Social media like Facebook
- Office.

In January 2025 the RAP Working Group will



- Check how the RAP is going



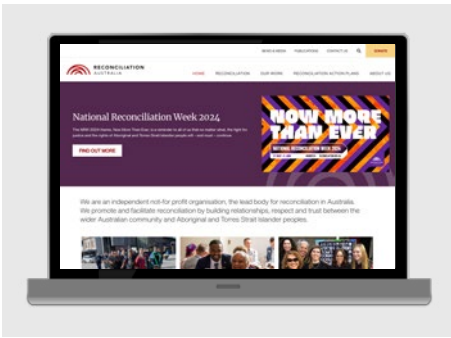
- Tell our staff and **Board**.



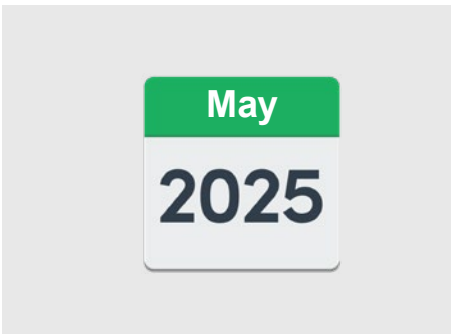
A **Board** is a group of people who meet to make sure PWDA runs well.



15. We will make a new RAP and keep supporting reconciliation to happen.



We will use the Reconciliation Australia website to make the next RAP.



We will do this in May 2025.

Council for Intellectual Disability made this document Easy Read. **CID** for short. You need to ask CID if you want to use any pictures in this document. You can contact CID at [business@cid.org.au](mailto:business@cid.org.au).