

ALL TOGETHER NOW



# REFLECT RECONCILIATION ACTION PLAN

May 2020 – May 2021



All Together Now is an Australian, independent, secular, non-partisan not-for-profit organisation that was established in 2010. Our vision is for a racially equitable Australia. Our mission is to educate Australians about racism. We seek to achieve this by imagining and delivering innovative and evidence-based projects that promote racial equity. We are community-driven, we utilise partnered approaches, and our work is intersectional.

All Together Now is recognised by the Australian federal government as a Harm Prevention Charity and is listed on the Harm Prevention register by the Department of Social Services. The organisation is registered with the Australian Charities and Not-for-profits Commission (ACNC).

All Together Now's office is located on the land of the Gadigal people of the Eora nation. Our organisation currently employs 9 part-time employees, corresponding to 5.5 full-time equivalent. We have the support of 6 volunteers and 6 Board/Committee members who are also volunteers, one of whom is Aboriginal.

# MESSAGE FROM RECONCILIATION AUSTRALIA



Reconciliation Australia is delighted to welcome All Together Now to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, All Together Now joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides All Together Now a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, All Together Now will lay the foundations for future RAPs and reconciliation initiatives.

We wish All Together Now well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend All Together Now on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia

# Our Projects Include:

**GIVE RACISM  
THE FINGER**

**ONE  
PARRAMATTA**

**KIDS TOGETHER  
NOW APP**

**COMMUNITY  
ACTION FOR  
PREVENTING  
EXTREMISM  
(CAPE)**

**EVERYDAY  
RACISM APP**

**MEDIA  
MONITORING**

**REPORTING  
RACISM**



## GIVE RACISM THE FINGER

The organisation's first public awareness campaign "Give Racism The Finger" in collaboration with The Body Shop Australia and Shift Communications. Over four weeks, customers entering any Body Shop store in Australia were asked to Give Racism The Finger by leaving their fingerprints on a board as a commitment to speak up against racism, 50,706 fingerprints were collected in 83 stores across Australia.

## ONE PARRAMATTA

Launched in April 2012, It sought to address interpersonal racism in the Parramatta area among 18-34-year-olds, by interviewing passers-by about values, racism and the benefits of cultural diversity. Self-reflection was key to the project as it is in that moment where there is potential for behaviour change to develop depending on the individual's prior experiences of racism and capacity for honest self-reflection.

All Together Now edited seven one-minute voxpop episodes created from the interviews and screened them at Parramatta's Events cinema. Nearly 46,500 locals watched a One Parramatta film at the cinema.



## COMMUNITY ACTION FOR PREVENTING EXTREMISM (CAPE)

The project currently focuses on far-right extremist activity across the eastern states of Australia and its aim is to train New South Wales-based frontline workers on how to identify and prevent young people from joining violent far-right groups.

## EVERYDAY RACISM APP

Everyday Racism is an education app which challenges players to live a week in the life of an Aboriginal man, a Muslim woman, or an Indian student. It is an immersive experience where over the course of seven days, users receive texts, tweets, images and videos that will challenge them and their assumptions and help them understand the importance of speaking up as a witness to racism.

## KIDS TOGETHER NOW APP

The Kids Together Now app is designed to educate primary school students about positive peer relationships. It also provides primary school teachers with a stronger understanding of racism and other forms of exclusion from a child's perspective, which helps teachers to more confidently identify and address racism in the classroom.

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## REPORTING RACISM CLEARINGHOUSE

The Reporting Racism Clearing House is a collection of information about how to report racial discrimination in Australia. Its purpose is to provide an overview of the existing legal and policy frameworks across many areas of life so that everyone can easily find out about their rights and avenues for lodging a complaint should they wish to do so.

## MEDIA MONITORING

In 2016, All Together Now worked with the University of Technology Sydney (UTS) to create a framework for collecting data about race-related opinion pieces. Over six months, the research team used the framework to monitor and collect data published by Australia's four-most read online newspapers and the four-most watched TV current affairs programs. Since mid-2018, the project has expanded to use a three-pronged approach that consists of media monitoring and analysis, analysing user comments, and working with communities targeted by racism in the media to generate possible solutions. The project now monitors the six most read Australian newspapers, and four most watched current affairs television programs.





**RECONCILIATION  
ACTION PLAN**

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**REFLECT**

## **Our RAP**

Clear and concrete actions.



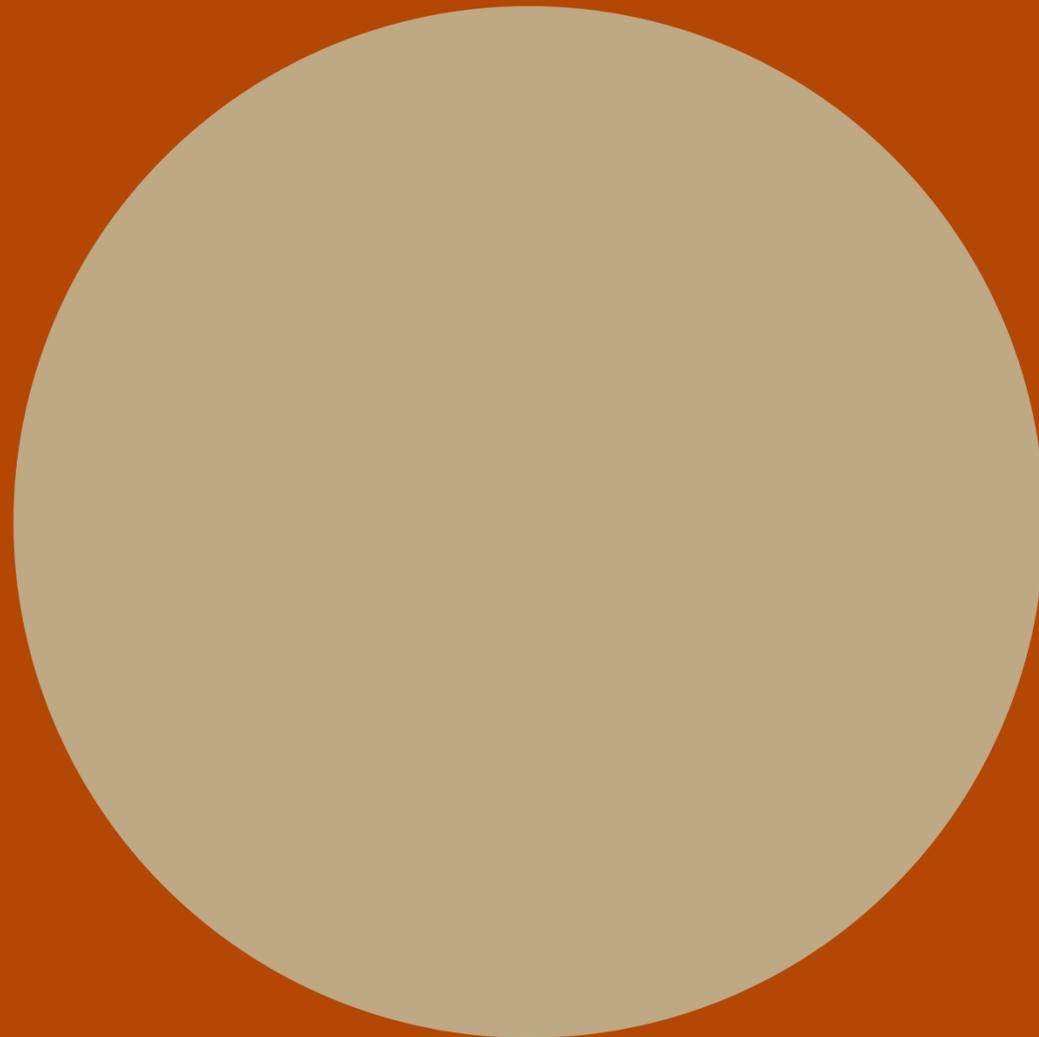
## OUR RAP

Our organisation is developing a RAP to ensure that our intentions to advance reconciliation in Australia are supported by clear and concrete actions.

We intend to approach the implementation of this RAP via the establishment of a RAP working group. This will be supported by actions and engagement by all staff, who will be regularly consulted and asked to consider how reconciliation can be advanced through our work. As a small organisation, we have limited resources but plan to manage the additional workload by staggering reporting dates throughout the year.

Our reconciliation journey to date has been a conscious yet informal one. As an anti-racism organisation, we strive to be inclusive and to celebrate First Nations voices, perspectives and protocols. For example, all staff are required to include an Acknowledgement of Country in our email signature, and we ensure that an acknowledgement is given at all significant events. Where possible, we endeavour to share content from Aboriginal and Torres Strait Islander-led organisations and groups via our social media channels. However, the aim of this RAP is to formalise the ways in which we, as an organisation, recognise Aboriginal and Torres Strait Islander peoples and advance reconciliation in Australia.





- Community partnerships

We currently have community partnerships with a diverse array of organisations. This includes the Redfern community centre, where we have held training for our CAPE project in the past. However, we hope this RAP will support us to increase and formalise partnerships with Aboriginal and Torres Strait Islander-led organisations.

- Internal activities/initiatives

Internally, staff are often encouraged to consider Aboriginal and Torres Strait Islander perspectives when planning and executing our work. This includes the provision of information about Aboriginal and Torres Islander communities to newly arrived communications volunteers. However, this is a process that we are hoping to expand upon and formalise via the creation of this RAP.



# Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence</li> </ul>	May 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Research best practices and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations</li> </ul>	July 2020	Chair of RAP Working Group
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in one external event to recognise and celebrate NRW</li> </ul>	May-June 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff</li> </ul>	May 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	May - June 2020	Chair of RAP Working Group

# Relationships



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"><li>Communicate our commitment to reconciliation to all staff</li></ul>	May 2020	Managing Director
	<ul style="list-style-type: none"><li>Identify external stakeholders that our organisation can engage with on our reconciliation journey</li></ul>	September 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey</li></ul>	December 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Raising internal and external awareness of our RAP through our Volunteer Induction Pack, Website, Social Media, and Newsletter</li></ul>	July 2020	Chair of RAP Working Group

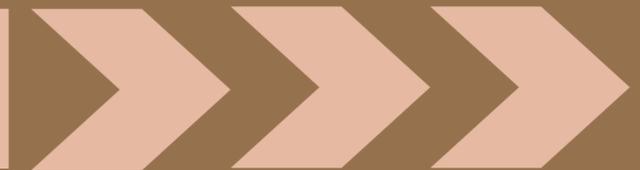
# Relationships



Action	Deliverable	Timeline	Responsibility
4.Promote positive race relations through antidiscrimination strategies.	<ul style="list-style-type: none"><li>Research best practice and policies in areas of race relations and anti-discrimination</li></ul>	September 2020	Managing Director
	<ul style="list-style-type: none"><li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs</li></ul>	May 2021	Managing Director



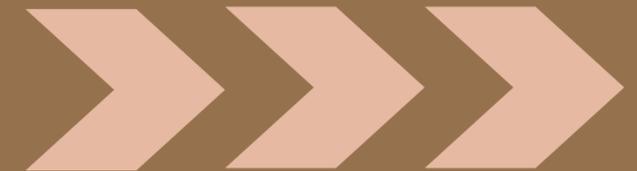
# Respect



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights.	<ul style="list-style-type: none"><li>Conduct a review of cultural learning needs within our organisation with particular consideration of providing EVOLVE cultural competence training for all paid staff and volunteers</li></ul>	August 2020	Managing Director
	<ul style="list-style-type: none"><li>Consider staff enrolling in the Massive Open Online Course (MOOC), Aboriginal Sydney, available through the University of Sydney.</li></ul>	January 2021	Managing Director
	<ul style="list-style-type: none"><li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation</li></ul>	September 2020	Managing Director



# Respect



Action	Deliverable	Timeline	Responsibility
6. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"><li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week</li></ul>	5-12 July 2020	Managing Director
	<ul style="list-style-type: none"><li>Organise for our staff to participate in an external NAIDOC week event together</li></ul>	5-12 July 2020	Office Manager
	<ul style="list-style-type: none"><li>Introduce our staff to NAIDOC Week by promoting external events in our local area</li></ul>	5-12 July 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>RAP Working Group to participate in an external NAIDOC Week event</li></ul>	5-12 July 2020	Chair of RAP Working Group

# Respect



Action	Deliverable	Timeline	Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<ul style="list-style-type: none"><li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area</li></ul>	March 2021	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols</li></ul>	March 2021	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Encourage staff to undertake Acknowledgment of Country at meetings and in communications (e.g. emails signatures)</li></ul>	September 2020	Managing Director



# Opportunities



Action	Deliverable	Timeline	Responsibility
8. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"><li>Develop one or more commercial relationships with an Aboriginal and Torres Strait Islander-owned business</li></ul>	May 2021	Office Manager
	<ul style="list-style-type: none"><li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li></ul>	May 2021	Office Manager
	<ul style="list-style-type: none"><li>Investigate Supply Nation membership</li></ul>	September 2020	Office Manager

# Opportunities



Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"><li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li></ul>	March 2021	Managing Director
	<ul style="list-style-type: none"><li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li></ul>	March 2021	Office Manager

# Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"><li>Form a RWG to govern RAP implementation</li></ul>	January 2020	Office Manager
	<ul style="list-style-type: none"><li>Draft a Terms of Reference for the RWG</li></ul>	June 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li></ul>	June 2020	Chair of RAP Working Group

# Governance



Action	Deliverable	Timeline	Responsibility
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"><li>Allocate budget to pay for RAP commitments</li></ul>	January 2020	Managing Director
	<ul style="list-style-type: none"><li>Engage senior leaders in the delivery of RAP commitments</li></ul>	May 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Define resource needs for RAP implementation</li></ul>	July 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Define appropriate systems and capability to track, measure and report on RAP commitments</li></ul>	July 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Inform board of RAP commitments</li></ul>	July 2020	Managing Director

# Governance



Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges, and learning both internally and externally.	<ul style="list-style-type: none"><li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li></ul>	30 September 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"><li>Record and share internally with the staff the organisation's RAP achievements.</li></ul>	April 2021	
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"><li>Register via Reconciliation Australia's website to begin developing our next RAP.</li></ul>	March 2021	Chair of RAP Working Group



# Contact Us

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