

Tailem Bend Community Centre



RECONCILIATION ACTION PLAN

2022-2026





ACKNOWLEDGEMENT OF COUNTRY

Ngarrindjeri and Aboriginal and Torrens Strait Islander (ATSI) people are advised that this publication may contain images or content of deceased persons

Yunti Ngopun Ngami ~ Together We Walk

Tailem Bend Community Centre Incorporated (TBCC) acknowledges that we meet on the traditional country of the

Ngarrindjeri people of the Coorong and pays respect to Elders past, present and emerging.

We recognise and respect their cultural heritage, beliefs and relationship with the land.

We acknowledge that they are of continuing importance to the Ngarrindjeri people living today.

NGARRINDJERI PEOPLE

The Ngarrindjeri (literal translation- the people who belong to this land) are an Australian Aboriginal nation, language group or confederation of 18 lakinyeri (clans or tribes), and 77 family groups, who speak related dialects of the Ngarrindjeri language.

They are the traditional Aboriginal people of the lower Murray River, western Fleurieu Peninsula, and the Coorong of southern, central Australia.

RECONCILIATION BOARD OF MANAGEMENT CHAIRPERSONS' MESSAGE

It gives us great pride to present the Tailem Bend Community Centre Reconciliation Action Plan (RAP) 2022 -2026.

Our RAP was first adopted in 2018, is on-going and reviewed annually. Our task is to build connection, relationships and on our RAP achievements to date. The RAP represents and demonstrates our continued commitment to reconciliation in the future.

The RAP focuses on Ngarrindjeri people and other Aboriginal and Torrens Strait Islander people who live within our region through a range of community actions, activities and involvement in Ngarrindjeri people and other Aboriginal and Torrens Strait Islander cultural awareness training for staff, volunteers and community.

Our plan is based on three core ingredients – respect, relationships and opportunities.

We are confident that together we can make an important contribution with respect to reconciliation and look forward to continuing our journey.

OUR VISION FOR RECONCILIATION

Vision Statement:

TBCC will assist people at risk of social or financial disadvantage, including Aboriginal and Torrens Strait Islander people, those living in rural and remote communities, those living with disability or mental illness, newly arrived migrants, older adults, children and others disadvantaged by various economic, cultural, social or educational factors. 'TBCC values it's culturally diverse community and is committed to extending the process of Aboriginal reconciliation in partnership with Aboriginal and Torrens Strait Islander Peoples.'





Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander People and Organisations.

Build respectful relationships, reconciliation, and practicing cultural protocols through our sphere of influence. Increase understanding, value and recognition for Aboriginal and Torres Strait Islander culture through awareness and training. Build accountability and transparency through reporting RAP knowledge, achievements, and continuous improvement outcomes. To support the achievement of the outcomes within this Reconciliation Action Plan, we have linked outcomes to our four strategic outcome areas. These then directly link to our Reconciliation Action Plan pillars of Relationships, Respect, and Opportunities.

OUTCOME AREA	OUTCOMES	LINKS TO RAP PILLARS
Resilient and thriving	Aboriginal and Torres Strait Islander organisations have increased capacity to be proactive and adaptable and to recover from adversity	Opportunities
Engaged and responsive	Our sector has increased connectedness with Aboriginal and Torres Strait Islander peoples, networks and communities Our sector identifies and responds to needs, opportunities and barriers	Relationships
Inclusive	Aboriginal and Torres Strait Islander people have more opportunities to participate and contribute in communities Communities have increased understanding and respect for Aboriginal and Torres Strait Islander people's histories, customs and traditions	Relationships Respect
Influential	Our sector has the capacity to drive positive change in partnership with Aboriginal and Torres Strait Islander people that supports increased connectedness and participation of Aboriginal and Torres Strait Islander people in communities	Relationships Respect Opportunities





RECONCILIATION ACTION PLAN PILLARS

RELATIONSHIPS

TBCC care that Aboriginal and Torrens Strait Islander organisations thrive and prosper. We are committed to building strong and collaborative relationships with Aboriginal and Torrens Strait Islander community members, organisations and networks. A two way connection is how we strengthen relationships, learn from each other's experiences and support each other professionally and build friendly relationships. Building valued relationships will underpin how we can engage and be responsive to the needs of each other and in unity create further inclusivity within the community sector.

RESPECT

TBCC will increase its knowledge and understanding of Aboriginal and Torrens Strait Islander peoples, cultures and wisdom so that we are prepared to respectfully engage, connect and be responsive to their networks and communities. We desire to build increased mutual understanding and respect for each other's history, customs and traditions, values and beliefs and future aspirations. TBCC celebrates with Aboriginal and Torrens Strait Islander peoples our joint history, their customs and their traditions and achievements, their resilience, and their tenacity to stay ever present and active. We believe it is essential to grow and maintain our knowledge and understanding of Aboriginal and Torrens Strait Islander peoples' cultures to build a resilient, thriving, inclusive and influential community sector. Aboriginal and Torrens Strait Islander peoples bring wide and varied experiences, skills, wisdom and perspectives built on deep cultural and spiritual connection with Country. Let us grasp every opportunity to acknowledge the enrichment of our sector and our society as a result of past, current and future contributions of Aboriginal and Torrens Strait Islander peoples.

OPPORTUNITIES

Our values and philosophy, agreed outcomes and strategic focus areas, underpin and guide our work to build the capacity and good will for an inclusive, resilient and thriving Community Services Sector which supports increased partnerships and connectedness with Aboriginal and Torrens Strait Islander people. We believe the members of TBCC will enthusiastically embrace opportunities to act as a catalyst for positive change through identifying and responding to the needs, opportunities and barriers experienced in achieving these outcomes we seek.



RELATIONSHIPS

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
TBCC Board of Management (BOM) actively monitors RAP development and implementation of actions, tracking progress	<ul style="list-style-type: none"> The BOM oversees the review and update or the RAP 	Oct 2026	BOM
	<ul style="list-style-type: none"> RAP is a standing agenda item for our Board Meetings 	Monthly	CEO/Secretary
Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torrens Strait Islander and other Australians	<ul style="list-style-type: none"> Organise an event for NRW each year, either hosted at TBCC or in partnership with member organisations 	Annually	CEO
	<ul style="list-style-type: none"> Register our NRW event via Reconciliation Australia's NRW website 	Annually	CEO
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's National and State Reconciliation Week resources to our staff, volunteers, members and community 	Ongoing	CEO/BSO
Develop and maintain mutually beneficial relationships with Aboriginal and Torrens Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Continue to implement a plan to actively engage with identified Aboriginal and Torrens Strait Islander peak bodies, organisations and groups 	Ongoing	CEO
	<ul style="list-style-type: none"> Meet with local Aboriginal and Torrens Strait Islander organisations to develop guiding principles for future engagement 	Ongoing	CEO
	<ul style="list-style-type: none"> Identify and regularly promote relevant Aboriginal and Torrens Strait Islander organisations and networks to our Sector 	Ongoing	CEO/BSO
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> Communicate our RAP to all internal and external stakeholders 	Ongoing	All board, staff and volunteers
	<ul style="list-style-type: none"> Promote reconciliation through ongoing active engagement with all stakeholders 	Ongoing	All board, staff and volunteers
	<ul style="list-style-type: none"> Include a reference to our Reconciliation Action Plan in staff and volunteer induction checklist 	Actioned	CEO

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torrens Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Promote and provide quality, relevant, cultural awareness training for our board, staff, volunteers and members which defines cultural learning needs 	Ongoing at least annually	CEO
	<ul style="list-style-type: none"> Work with local Traditional Owners and/or Aboriginal and Torrens Strait Islander consultants to develop cultural awareness training 	Ongoing	All Board, staff and volunteers
Engage employees in understanding the significance of Aboriginal and Torrens Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	<ul style="list-style-type: none"> Review, communicate and promote our cultural protocol document for Welcome to Country and Acknowledgement of Country to our sector 	Ongoing	All Board, staff and volunteers
	<ul style="list-style-type: none"> Maintain list of key contacts for organising a Welcome to Country and maintaining respectful partnerships 	Ongoing	CEO/BSO
	<ul style="list-style-type: none"> Invite a Traditional Owner to provide a Welcome to Country at our Annual General Meeting AGM 	Annual	Board/CEO
	<ul style="list-style-type: none"> Include Acknowledgement of Country at the commencement of external and internal meetings 	Ongoing	All Board, staff and volunteers
	<ul style="list-style-type: none"> Include cultural acknowledgements on our email footers 	Actioned	All Board, staff and volunteers
	<ul style="list-style-type: none"> Display an Acknowledgement of Country plaque in our Reception 	June 2022	CEO/C4C PO
TBCC participates in events and matters of significance to Aboriginal and Torrens Strait Islander peoples	<ul style="list-style-type: none"> Celebrate / recognise Aboriginal and Torrens Strait Islander dates of significance by promoting and participating in events including National Sorry Day 	Ongoing	CEO/BSO
Provide opportunities for Aboriginal and Torrens Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week or creating cultural awareness projects in the community events, art recognition	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week 	Ongoing	CEO/Board
	<ul style="list-style-type: none"> Provide opportunities for Aboriginal and Torrens Strait Islander staff to participate with their cultures and communities during NAIDOC Week 	Ongoing	CEO/Board
	<ul style="list-style-type: none"> In consultation with our Aboriginal and Torrens Strait Islander stakeholders, promote NAIDOC Week events in our region on our social media accounts 	Ongoing	CEO/BSO
	<ul style="list-style-type: none"> Partner with Aboriginal and Torrens Strait Islander organisations to host/create events, art, or recognition activities 	Ongoing	CEO/staff



OPPORTUNITIES

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Investigate opportunities to improve and increase Aboriginal and Torrens Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> Investigate opportunities for Aboriginal and Torrens Strait Islander employment pathways (e.g. traineeships) 	Ongoing	CEO/Board
	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torrens Strait Islander staff (and/or partner organisations) to consult on employment strategies, including professional development 	Ongoing	CEO/Board
	<ul style="list-style-type: none"> Advertise all vacancies through Aboriginal and Torrens Strait Islander Networks 	Ongoing	CEO/Board
	<ul style="list-style-type: none"> Collect information on our current Aboriginal and Torrens Strait Islander staff to inform future employment opportunities 	Ongoing	CEO/Board
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torrens Strait Islander employees and future applicants participating in our workplace 	Ongoing	CEO/Board
Investigate opportunities to incorporate Aboriginal and Torrens Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> Develop and communicate to staff a list of Aboriginal and Torrens Strait Islander businesses that can be used to procure goods and services 	Ongoing	CEO/BSO
	<ul style="list-style-type: none"> Develop one commercial relationship with an Aboriginal and Torrens Strait Islander owned business. 	Ongoing	Board, staff and volunteers
Provide pathways for Aboriginal and Torrens Strait Islander peoples to volunteering, further education, training and employment	<ul style="list-style-type: none"> Raise sector awareness of and facilitate connections with Aboriginal and Torrens Strait Islander community members, organisations, agencies, networks and other centres which can create opportunity for increased pathways for Aboriginal and Torrens Strait Islander peoples 	Ongoing	Board, staff and volunteers
Ensure our programs and services are accessible for Aboriginal and Torrens Strait Islander peoples and organisations	<ul style="list-style-type: none"> Promote the services we offer for member organisations such as webinars and training to Aboriginal and Torrens Strait Islander peoples and organisations 	Ongoing	Board, staff and volunteers
	<ul style="list-style-type: none"> Through consultation with Aboriginal and Torrens Strait Islander stakeholders, regularly assess the cultural appropriateness of our programs and service delivery 	Ongoing	Board, staff and volunteers
	<ul style="list-style-type: none"> Assess whether there are any barriers to Aboriginal and Torrens Strait Islander peoples participating in our programs and service delivery 	Ongoing	Board, staff and volunteers



About us:

Established in 1987, TBCC provides community connections, social support, evidenced based education, and transport for children, families, individuals, and aged care participants across the Murraylands.

Vision Statement:

TBCC will be a self-sustaining enterprise that supports the diverse needs of Murraylands communities.

Core Values:

Embrace an environment of Ethical, Equality, Empathy, Engagement and Encouragement - Practice respectful values at all times. Contribute to Honesty, Integrity, and innovation – Influence a trusted culture and continuous improvement. Support social, cultural and diversity Inclusivity - increase participation, cultural awareness, and improve communication. Provide professional programs and positive partnerships – collaboratively work as a united team with a 'make it happen' attitude. Sustain, Safety and Security – display a commitment to a safe, confidential environment and strategic independence

Our Plan:

TBCC is a respected volunteer driven organisation, we are proud of what has been achieved with the help of our committed workforce, efficient leadership, and shared ambition. Our connection to Murraylands communities is strong, we are aware of ever changing needs, challenges and excited by future opportunities. We will continue to strive for excellence in the next four years, by 2026 we will have reinforced our position as a trusted provider of exemplary, evidence-driven wellbeing and social services. We will be using our best practice influence to drive exceptional, inclusive community services.

Key objectives:

1. Assist people at risk of social or financial or social disadvantage, including Aboriginal and Torres Strait Islander people, those living in rural and remote communities, people living with disability or mental illness, newly arrived migrants, older adults, and others disadvantaged by various economic, cultural, social, or educational factors.
2. Support for the relief of poverty and distress through the provision of material assistance and the delivery of support services; food and financial assistance referrals.
3. Reduce social isolation for people of all ages by fostering an inclusive environment, for people of all cultural orientations. Encouraging participants to freely express who they are, their own opinions and points of view, fully participate in teaching, learning, work, and social activities within the Centre.
4. Identify new initiatives, maintain existing community development programs, to respond to emerging perceived community needs.
5. Promote and encourage social benefits, of volunteering, connections, genuine integration partnerships (with other groups whose objects are like those of the Association), to create stronger communities and regional collaboration.
6. Execute an operational excellence framework focusing on efficiencies, productivity, sustainability, social enterprise, and continuous improvement.

The SEIFA Index of Relative Socio-Economic Disadvantage is derived from Census variables related to disadvantage, such as low income, low educational attainment, unemployment, as well as variables that reflect disadvantage rather than measure specific aspects of disadvantage. In the 2016 Census data (2022 data is not yet available for SEIFA ratings) three LGAs in the Murraylands ranked in the top 10% of disadvantage (Australian and South Australian communities) for socio-economic disadvantage:

1. Murray Bridge 894 (most disadvantage in Murraylands)
2. Coorong 933
3. Mid Murray 923

Population and Age

In the 2021 Census, there were 46,148 people in the six (Local Government Areas serviced by the TBCC. Of these, 52.3% were male and 47.7% were female. Aboriginal and Torres Strait Islander people made up 3.1% of the population. Murray Bridge (5.6%) and Coorong (5.7%) are significantly higher than the State (2.4%) or National (3.2%) average. The median age of people in the Murraylands is 47 years, compared to 41 years for the State average and National average of 38 years. Children aged 0 - 14 years made up 5.4% of the population and people aged 65 years and over made up 24.5% of the population, much higher than the State average of 4%. Young people aged 15-29 years made up 5% of the population, compared to the State average of 6.1%.

OUR RAP CHARTER

TBCC adopted its RAP Charter in 2018 and it is our guiding document for connection and engagement with the Ngarrindjeri people and other Aboriginal and Torres Strait Islander over the next three years.

TBCC has had a long standing, positive working relationship with the Ngarrindjeri community as the Traditional Owners and Custodians of the Coorong and this is significantly important to us at TBCC.

TBCC networks have Aboriginal organisations such as Moorundi Aboriginal Community Controlled Health Service Inc (Moorundi ACCHS Inc), Tumake Yandi and Raukkan Community Council and where appropriate work together to build on the wonderful initiatives with positive outcomes that educate and raise awareness of services for Aboriginal people in the Coorong.

The TBCC's Charter is our commitment to reconciliation.

Mural's painted by Ngarrindjeri students as a part of the Community for Children C4C programs



GOVERNANCE


The TBCC is an Incorporated Body, managed by a dedicated volunteer Board of Management Committee, with the assistance of a dedicated group of volunteer staff. A paid CEO is employed five (5) days per week to undertake administrative duties. Supported by five full time and one part time staff TBCC provides extensive services with a total of only 6.4 FTE paid staff and a dedicated group of volunteers.

The TBCC is supported by a number of strategic partners, including Community Centres South Australia (CCSA), and Volunteering SA/NT the peak bodies for community centres and volunteering in South Australia, and six Local Governments in the Murraylands - Coorong District Council, Karoonda East Murray, Mid Murray, Rural City of Murray Bridge, Southern Mallee and Tatiara.

The financial and structural management of the TBCC is widely recognised by throughout South Australia as an excellent model, and the TBCC CEO is regularly asked to facilitate sessions with the Committees of other centres on how to develop best practice management and financial models.





Date first formulated	November 2017	
Dates endorsed by Board	V1, V2, V3	May 2018, April 2019. Oct 2023
	V4	October 2023
Next Review Date	Annually October 2026	
Related Documents	TBCC Strategic Plan	
	Diversity and Social Inclusion Policy	
	HR Equal Opportunity Strategy	
	<u>Reconciliation SA</u>	
	<u>Centre for Cultural Diversity in Ageing, Inclusive Service Standards 2</u>	
	<u>Aboriginal Health</u>	
	<u>Aboriginal Health Care Framework 2019-2024</u>	
Source	<u>2021 ABS Census Data</u>	
	<u>2016 Census Data for SEIFA Index of Disadvantage</u>	
Legislation	<u>Aboriginal & Torres Strait Islander Act 2005</u>	
	<u>Aboriginal Heritage Act 1988</u>	
	<u>Aboriginal Land Rights Act 1976</u>	
	<u>SA Equal Opportunity Act 1984</u>	
Signed on behalf of TBCC Board of Management by: Name: Judy Bagg		
Position held: Chairperson	Signature: 	October 2022