

# Strategic Plan 2007 – 2012



for a **reconciled Australia**

NSW Reconciliation Council

Advancing the reconciliation process in NSW through the promotion of equitable & just communities that acknowledge & respect Aboriginal & Torres Strait Islander peoples, cultures & values.



## Message from NSW Reconciliation Council Chairperson

I am pleased to present this five-year Strategic Plan for the NSW Reconciliation Council. The Plan sets out the key priorities for the NSW Reconciliation Council for 2007 to 2012. It has been developed collaboratively by Reconciliation Group members, the NSW Reconciliation Council Board and staff over a six-month period and is the result of close reflection on our past achievements, and careful consideration of future aspirations.

The NSW Reconciliation Council is the peak representative body for reconciliation in NSW. The Council was established by dedicated members of the Peoples Movement for Reconciliation who continued the process of reconciliation after the Council for Aboriginal Reconciliation ceased its work at the end of 2000. The vision of the Council for Aboriginal Reconciliation was *"A united Australia which respects this land of ours, values the Aboriginal and Torres Strait Islander culture and heritage, and provides justice and equity for all."* The NSW Reconciliation Council aims to continue working towards this vision for *"A reconciled Australia"*.

The NSW Reconciliation Council today continues to provide support and representation for the People's Movement in NSW through a large network of groups working at a local or regional level to advance reconciliation. This Strategic Plan reinforces our commitment to strengthening the People's Movement in NSW. In addition to supporting and growing the People's Movement on the ground, the NSW Reconciliation Council will continue to provide the NSW Government with valuable advice, and to work in partnership with Aboriginal organisations, non-government organisations and other groups on joint initiatives to continue the process of reconciliation.

For the Council, this Plan is essential in monitoring our progress in working towards reconciliation. It will serve as guide for moving the reconciliation process forward and to track our progress in working towards our goals. The Plan also provides Reconciliation Groups with a model that they can adapt to their own needs for monitoring their achievements in working towards reconciliation. We hope that Reconciliation Groups across NSW find this Plan to be a useful resource.

Greg Davison  
NSW Reconciliation Council Chairperson  
August 2007

## Who we are

The NSW Reconciliation Council is the peak representative body for reconciliation in NSW. We are an independent not-for-profit and non-partisan organisation. Our membership is currently made up of 60 reconciliation groups across NSW – Indigenous and non-Indigenous people working together to advance reconciliation in their communities. The majority of these groups are based in rural or regional NSW.

We recognise that reconciliation is, and must continue to be, a People's Movement that can inspire and effect changes in the way that Indigenous and non-Indigenous people live together in this country.

## Why reconciliation?

The final recommendation of the 1991 Royal Commission into Aboriginal Deaths in Custody report stated that immediate support for the reconciliation process was needed for the prevention of further injustice for Aboriginal and Torres Strait Islander people. The Royal Commission recommended:

**"That all political leaders and their parties recognise that reconciliation between the Aboriginal and non-Aboriginal communities in Australia must be achieved if community division, discord and injustice to Aboriginal people are to be avoided. To this end the Commission recommends that political leaders use their best endeavours to ensure bi-partisan support for the process of Reconciliation and that the urgency and necessity of the process be acknowledged."**

In response to this recommendation, the Federal Government established the Council for Aboriginal Reconciliation in 1991 for a ten-year period to operate until 31<sup>st</sup> December 2000. The Council's Vision was:



**"A united Australia which respects this land of ours, values the Aboriginal and Torres Strait Islander heritage, and provides justice and equity for all."**

The NSW State Reconciliation Committee was formally launched in 1997 as the representative body for reconciliation in NSW. At the State Reconciliation Committee's AGM in 2001, members formally constituted a new body to carry on the work of the Committee - and the NSW Reconciliation Council was formed.



The NSW Reconciliation Council is committed to continuing and sustaining the process of reconciliation as recommended by the Royal Commission into Aboriginal Deaths in Custody.

Our vision

## A reconciled Australia

Our purpose

To advance the reconciliation process in NSW through the promotion of equitable and just communities that acknowledge and respect Aboriginal and Torres Strait Islander peoples, cultures and values

Our guiding principles

Respecting & acknowledging the original Australians as custodians of the land  
Recognising and respecting the diversity of Aboriginal Australia  
Recognising the right to self determination  
Reinforcing the importance of social justice and rights  
Respecting Elders and their role as community leaders  
Acknowledging the importance of youth participation  
Working together for a better future for all Australians

Our values



Honesty

Social justice & equity

Respect

Community

Self determination



# Reconciliation goals – advancing the process

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## Reconciliation Goal 1: people's movement

More individuals and communities will be actively involved in reconciliation events & activities.

**We will grow and strengthen the People's Movement for Reconciliation in NSW by:**

- ð Supporting the development of new Reconciliation Groups across NSW
- ð Stimulating & supporting communication across the network of established Reconciliation Groups in NSW
- ð Coordinating state-wide networking events
- ð Providing resources to Reconciliation Groups including small grants for events & activities
- ð Building the capacity of Reconciliation Groups to achieve their objectives
- ð Encouraging & supporting Indigenous leadership in Reconciliation Groups
- ð Increasing level of membership, including affiliate membership
- ð Encouraging youth involvement & leadership in reconciliation
- ð Providing secretariat support to members

## Reconciliation Goal 2: awareness & understanding

There will be a greater understanding of history and appreciation of Aboriginal and Torres Strait Islander cultures, and a heightened awareness of the importance of reconciliation for the future.

**We will raise community awareness & understanding by:**

- ð Reinforcing the role of NSWRC as the peak body for reconciliation in NSW
- ð Showcasing the work of Reconciliation Groups in public forums, including the media
- ð Enhancing the role of supporters of the NSW Reconciliation Council
- ð Producing innovative resources for National Reconciliation Week
- ð Coordinating events for National Reconciliation Week
- ð Maintaining the Council's website as a valuable resource for Reconciliation Groups & the public

## Reconciliation Goal 3: social justice, equity, rights

Aboriginal & Torres Strait Islander people will be recognised as the original Australians and custodians of the land. The diverse Aboriginal Australian cultures will be respected and valued. Aboriginal & Torres Strait Islander people will enjoy the same opportunities available to other Australians.

**We will advocate for social justice, equity and rights for Aboriginal & Torres Strait Islander people by:**

- ð Promoting self determination and Indigenous participation in decision making and in the implementation of government policies
- ð Supporting & promoting Aboriginal arts & culture
- ð Influencing & monitoring government & industry policy & practice
- ð Communicating regularly with members of NSW Parliament

# Organisational goals – strengthening our organisation

## Organisational Goal 1: effective, accountable, sustainable

The Council will work with best practice principles and processes across all aspects of administration and will be supported by a sustainable funding base.

### We will operate an effective, accountable and sustainable organisation by:

- ð Adopting robust & cohesive systems and strategies across all operations
- ð Operating with a continuous improvement approach, regularly reviewing & updating policies & procedures
- ð Implementing staff and board development plans & succession plans
- ð Maintaining strong partnership with NSW government
- ð Conducting public fundraising appeals
- ð Establishing NSW Reconciliation Council supporters scheme
- ð Sourcing corporate and philanthropic sponsorship

## Organisational Goal 2: strong leadership, good governance

The Council will be supported by a governance structure that ensures strong leadership and enables the achievement of the organisation's goals.

### We will ensure the organisation has strong leadership and direction by:

- ð Adopting and maintaining a governance structure that enables the achievement of the Council's strategic objectives
- ð Maintaining a board that is inclusive & representative of the reconciliation movement in NSW
- ð Ensuring our governance structure allows for efficient and effective decision making
- ð Maintaining sound governance practices in accordance with the Constitution
- ð Ensuring all board members operate with clear understanding of their roles and responsibilities
- ð Providing strong leadership & strategic direction to management & staff
- ð Regularly reviewing and updating governance processes and the Constitution.

## Organisational Goal 3: partnerships

The Council will foster strategic partnerships and engage in joint initiatives to achieve shared reconciliation objectives.

### We will work in partnership with other organisations by:

- ð Establishing & fostering partnerships with peak Aboriginal organisations
- ð Strengthening & maintaining strong relationships with other organisations (government, private or community sector) working to advance reconciliation
- ð Continuing to work effectively in partnership with the NSW Government





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