

CANCER COUNCIL TASMANIA

REFLECT Reconciliation Action Plan

February 2019 - January 2020



Acknowledgement of Country

On behalf of Cancer Council Tasmania, I would like to acknowledge the Tasmanian Aboriginal people, the Traditional Custodians of the land on which we meet, and pay my respects to their Elders past, present and emerging. We also extend that respect to other First Australians who are present today.



OUR BUSINESS

Cancer Council Tasmania (CCT) is a charity working to reduce the incidence and impact of cancer on all Tasmanians.

CCT provides high quality support services for people with cancer, their families, carers and friends, and is a respected health advocate in the Tasmanian community providing a voice for the needs of people affected by cancer.

CCT aims to decrease the risk of cancer through investment into cancer research projects within Tasmania that also support national research initiatives, and undertaking cancer prevention education programs related to the seven ways to reduce your cancer risk. These programs include:

- SunSmart and in particular accrediting schools and child care centres to be sun smart
- Healthy lifestyles incorporating the benefits of exercise, healthy eating and limited alcohol
- Quit smoking
- Early detection and promotion of participation in national screening programs.

The organisation's geographical reach is state-wide with three regional office locations – Hobart, Launceston and Devonport. CCT currently employs 33.3 FTE (41 staff) with one employee who identifies as an Aboriginal person.

The values of CCT provide a framework for service delivery to the Tasmanian community and inform and guide strategic direction, including the ongoing development of the RAP process. The values of CCT are owned by staff and volunteers and are demonstrated by behaviours related to:

- Generosity – We give generously of ourselves. We value and appreciate the generosity of the community.
- Integrity – We are accountable. We do what we say we will do.
- Collaboration – We actively work together to make a real difference.
- Courage – We recognize courage in others and are inspired to speak out and step up.
- Innovation - We encourage innovation and embrace thought leadership. We strive for excellence.

OUR RAP

Cancer Council Tasmania initiated a preliminary process of developing the organisation's first RAP with approval of the CCT Board in 2017. In December 2017, the organisation instigated a formal process of developing internal mechanisms in anticipation of developing the RAP in 2018.

In January 2018, significant milestones occurred in CCT's reconciliation journey:

- CEO invites Cancer Council Tasmania Board members and staff to join a proposed RAP working group through an expression of interest process
- Formation of a RAP Working Group Terms of Reference
- Formation of RAP Working Group Principles Statement

This process has resulted in the formation of the RAP Working Group comprised of representatives of the Board, management, staff, Aboriginal staff and an external cultural consultant.

The members of the original RAP Working Group are

- Penny Egan, Chief Executive Officer, Chairperson
- Abby Smith, Director Quit Tasmania
- Jill Pierce, Health Promotion Officer
- Brock Kerslake, Community Engagement Officer (North)
- Belinda Webster, Board Director Cancer Council Tasmania
- Clair Anderson, Associate Professor, Aboriginal Higher Education Advisor, Tasmanian Institute of Learning and Teaching, University of Tasmania
- Mark Wild, Director Corporate Services
- Sam Kluk, Aboriginal Quitline Counsellor
- Stacey van Dongen, Aboriginal Liaison Co-ordinator
- Danielle Rodgers, Community Engagement Officer (North West)

The development of the RAP is being undertaken by the RAP Working Group in consultation with other staff and with the support of the CCT Board. The assistance of an external cultural consultant has been extremely beneficial in gaining an understanding of what is required and expected of CCT now and in the future if it is to continue with the RAP program. Internally, the RAP is championed by the CCT Chief Executive Officer. The working group convened on a regular basis and progressed significant outcomes towards developing a Reflect RAP:

- **Developed and administered a whole of organisation audit tool in April 2018 - including a suite of measures (single and baseline):**
 - the number of CCT Board members and staff who have had some type of involvement with Aboriginal community controlled organisations and community engagement (partnerships/activities),
 - the percentage of Board members and staff who are Aboriginal and/or Torres Strait Islander people,
 - the extent to which Board members and staff feel the RAP is important to CCT and the extent to which they support the development of the RAP,
 - range of rationale responses for the development of the RAP
 - level of knowledge of Tasmanian Aboriginal peoples, histories and cultures
 - level of awareness of NAIDOC Week, National Reconciliation Week, Welcome to Country and Acknowledgement of Country
 - degree of participation in activities to celebrate NAIDOC Week & National Reconciliation Week, participation in cultural awareness training, & acknowledgement of the Traditional Custodians of the land, and
 - identification of future cultural awareness training needs



- **Endorsed rationale statement for the development of the first CCT RAP:** The RAP Working Group prioritised the development of a statement of rationale (Why) that will guide the development of the council's first RAP, and the continuum of RAP development in the future. The group formalised a rationale statement which has been supported by staff, to inform the actions within the three pillars of the RAP – relationships, respect, and opportunities. CCT is developing a RAP because:
 - Cancer Council Tasmania represents all cancers, all ages and all communities.
 - We acknowledge the challenges faced by Aboriginal and Torres Strait Islander Peoples as the First Australians and are committed to working respectfully and collaboratively to minimise the incidence and impact of cancer on them.
 - Our Reconciliation Action Plan commits us to strengthen and build trusted and respectful relationships with all communities through the provision of sustainable and culturally safe services and programs.
- **Endorsed Definition of Cultural Safety:** The RAP Working Group endorsed a cultural safety definition as the first outcome in this process. The definition will be included in appropriate CCT Policy, Procedures and other resources.
 - Cancer Council Tasmania aspires to create a culturally safe environment, which is spiritually, socially and emotionally safe for people; where there is no assault, challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience, of learning together with dignity, and listening and responding to their cultural needs.
- **Local Aboriginal community profile:** CCT has been engaging with Tasmanian Aboriginal controlled organisations for some years through:
 - the Commonwealth Government funded Quitline Enhancement Project which has provided the opportunity to engage and build relationships with the Aboriginal and Torres Strait Islander communities in Tasmania, in particular with a focus on smoking cessation issues.
 - the provision of cancer prevention education presentations to some Tasmanian Aboriginal and Torres Strait Islander communities in the State
- The working group identified local community activities to celebrate NAIDOC Week with some CCT staff and working group members attending these activities. The working group has explored the history of local Aboriginal languages as an initial measure to increase understanding of local Aboriginal cultures and communities.

OUR PARTNERSHIPS/CURRENT ACTIVITIES

Cancer Council Tasmania currently provides prevention services to reduce the incidence of cancer in Aboriginal and Torres Strait Islander communities in Tasmania through both opportunistic and formal engagement. The services include education sessions providing general prevention messages on how to reduce your cancer risk.

Quit Tasmania is formally committed to working with Aboriginal controlled organisations to reduce tobacco smoking in Aboriginal and Torres Strait Islander communities in Tasmania. Since 2011, the Commonwealth Government has funded the Quitline Enhancement Project to develop activities that ensure the Quitline counselling service is culturally sensitive to the needs of Tasmanian Aboriginal and Torres Strait Islander people and an Aboriginal Quitline Counsellor was appointed in 2016.

The appointment of an Aboriginal counsellor to the Quitline service marked a significant milestone in Cancer Council's engagement with local Aboriginal and Torres Strait Islander communities. CCT worked with two Tasmanian Aboriginal Community Controlled Organisations to develop a culturally appropriate recruitment process to employ an Aboriginal person to the newly created position. This process included a successful exemption from the *Anti-Discrimination Act 1998* (Tas) granted in June 2016 to encourage applications from suitably qualified people who identify as Aboriginal and/or Torres Strait Islander, the development of a position information package, and selection process.

A successful applicant was employed in October 2016, and a formal capacity building strategy continues with CCT responsible for the financial cost of a Certificate IV of Community Service, and formal process of internal support and knowledge transfer within the Quit Tasmania team – counselling knowledge and skills, community services practice, health promotion, community development and facilitation of cultural competency opportunities.

The process of engagement with local Aboriginal organisations has strengthened CCT's cultural competency at the staff and executive management level, and importantly, continues to inform narratives within the RAP Working Group.





RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establishment and continuance of a RAP Working Group	<ul style="list-style-type: none"> A. Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Working Group who will oversee the development, endorsement and launch of the RAP B. Meet at least twice per year to monitor and report on RAP implementation. C. Review and update Terms of Reference for the RAP Working Group 	<ul style="list-style-type: none"> A. 1 February 2019 B. By June 2019, by December 2019 C. 31 March 2019 	Penny Egan, CEO
2. Build internal and external relationships	<ul style="list-style-type: none"> A. Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. B. Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. C. Build partnerships with Aboriginal and Torres Strait Islander communities and associated organisations within Tasmania related principally to health promotion activities D. Ensure CCT attendance at some community events to strengthen relationships, explore opportunities for future partnerships, facilitate trust with Aboriginal and Torres Strait Islander organisations and communities and build mutually beneficial and supportive relationships with their leaders.” E. Support our state based Reconciliation Council by supporting their reconciliation activities. 	<ul style="list-style-type: none"> A. 31 March 2019 B. 31 May 2019 C. 31 July 2019 D. 30 Sept 2019 E. 31 August 2019 	Penny Egan, CEO
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> A. Encourage our staff to attend a NRW event. B. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. C. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	<ul style="list-style-type: none"> A. 27 May - 3 June 2019 B. 31 May 2019 C. 3 June 2019 	Penny Egan, CEO
4. Raise internal awareness of our RAP	<ul style="list-style-type: none"> A. Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. B. Develop and implement a plan to engage and inform management team and those within the organisation who undertake public speaking on behalf of CCT, of their responsibilities within our RAP and the requirement to undertake Acknowledgement of Country as per the CCT protocol. C. Engage our senior leaders in the delivery of RAP outcomes 	<ul style="list-style-type: none"> A. 28 February 2019 B. 28 February 2019 C. 28 February 2019 	Mark Wild, Director Corporate Services
5. Raise external awareness of our RAP	<ul style="list-style-type: none"> A. Initiate a media launch of acceptance and implementation of the RAP B. Develop and include an appropriate and relevant banner to be used on staff emails with a hyperlink to RAP on the CCT web site C. Incorporate reconciliation information into annual reports, web site, social media to promote the work being undertaken by CCT D. Encourage other Tasmanian organisations to develop a RAP E. Promote the outcomes that CCT has achieved from the implementation of the RAP F. Use social media to broaden the reach to promote the RAP. 	<ul style="list-style-type: none"> A. 31 March 2018 B. 31 March 2019 C. 30 Sept 2019 D. 31 May 2019 E. 30 Nov 2019 F. 31 May 2019 	Penny Egan, CEO



RESPECT

Action	Deliverable	Timeline	Responsibility
6. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> A. Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. B. Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. C. Conduct a further review of cultural awareness training needs within our organisation. D. Investigate cultural immersion programs. E. Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool to all staff. F. Arrange for a joint activity between staff and Aboriginal and Torres Strait Islander communities to gain an understanding of the work of CCT 	<ul style="list-style-type: none"> A. 31 August 2019 B. 31 March 2019 C. 31 August 2019 D. 31 August 2019 E. 31 March 2019 F. 31 May 2019 	Penny Egan, CEO
7. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> A. Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. B. Introduce our staff to NAIDOC Week by promoting community events in our local area. C. Ensure our RAP Working Group participates in an external NAIDOC Week event. 	<ul style="list-style-type: none"> A. 10 July 2019 B. 10 July 2019 C. 10 July 2019 	Penny Egan, CEO
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> A. Explore who the Traditional Owners are of the lands and waters in our local area. B. Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. C. Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	<ul style="list-style-type: none"> A. 31 May 2019 B. 31 May 2019 C. 31 May 2019 	Penny Egan, CEO
9. Develop an understanding of Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> A. Create and communicate a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff B. Share information internally -through the staff intranet, email and other internal newsletters, about each Aboriginal and Torres Strait Islander date of significance C. Host a 'lunchtime learning session' to coincide with Aboriginal and Torres Strait Islander dates of significance 	<ul style="list-style-type: none"> A. 31 July 2019 B. 30 Sept 2019 C. 30 Sept 2019 	Penny Egan, CEO



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> A. Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. B. Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities. C. Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships). 	<ul style="list-style-type: none"> A. 30 June 2019 B. 31 March 2019 C. 30 April 2019 	Penny Egan, CEO
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> A. Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. B. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. C. Investigate opportunities to become a member of Supply Nation. 	<ul style="list-style-type: none"> A. 31 August 2019 B. 31 August 2019 C. 31 August 2019 	Penny Egan, CEO
12. Support Aboriginal and Torres Strait Islander leadership	<ul style="list-style-type: none"> A. Ensure the CEO of CCT and CEOs of Aboriginal and Torres Strait Islander organisations meet face to face at least annually 	<ul style="list-style-type: none"> A. 31 August 2019 	Penny Egan, CEO



GOVERNANCE AND TRACKING PROGRESS

Action	Deliverable	Timeline	Responsibility
13. Build support for the RAP	<ul style="list-style-type: none">A. Build internal engagement to foster genuine progress and support of the RAP.B. Define resource needs for RAP development and implementation.C. Define systems and capability needs to track, measure and report on RAP activities.D. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	<ul style="list-style-type: none">A. 31 May 2019B. 31 March 2019C. 31 March 2019D. 30 Sept 2019	Penny Egan, CEO
14. Review and Refresh RAP	<ul style="list-style-type: none">A. Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.B. Submit draft RAP to Reconciliation Australia for reviewC. Submit draft RAP to Reconciliation Australia for formal endorsement	<ul style="list-style-type: none">A. 30 Sept 2019B. 31 October 2019C. 31 Dec 2019	Penny Egan, CEO



“GOING HOME TO SPIRIT”



ARTIST PROFILE
JAYE (CLAIR)
GANGALIDDA
Aboriginal
Family Name
Koorabubba

Aboriginal cultural group Yanuwa, Garawa, Gangalidda, Salt Water People, Boorooloola N.T. & Doomadgee, Gulf of Carpentaria, QLD.

Art has always been a passion. It is a creative expression that is innately a part of my being. Art with story allows me to explore and share myself with others such as – Who I am, my Aboriginal Identity and my life experiences as an Aboriginal woman. Mostly my art is about my connection with my family, community, culture, country, nature, the earth, our collective stories and my Aboriginal Spirituality.



I have explored and employed various forms of visual arts for most of my life. I identify as a fibre textile artist. I have created numerous functional and decorative fibre and textile pieces employing traditional and contemporary natural fibres, dyes and materials. I have exhibit my work in various community and cultural events.

I have not only been an artist, I have developed and delivered several community creative art, story and healing workshops and programs, for example Aboriginal and Migrant Women’s Groups, Aboriginal Men’s Workshops in prison, Aboriginal Elders Art/ Healing Workshops, Wellbeing and Empowerment Programs and Youth Programs. I have also participated in several Community Art Projects.

Some of my working career has been as an Aboriginal Art, Story and Cultural Educator. This as involved developing and delivering Artist in Residence Programs within schools and colleges. Some of these programs involved large art installations employing various mediums, some working collaboratively with other artists.

I receive great joy and feel extremely fortunate working with others who love to explore and express themselves creatively. It is the healing component of art, hearing participants share their stories, explore and express themselves creatively and confidently that encourages and nourishes me to continue to pursue my love of creativity, art.

Intricate drawings employing ink dyes and pens is my current choice of expressing stories of Aboriginal Creation, connection to country, culture, identity and my spirituality I refer to as ‘meditation, connecting with drawings’.



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