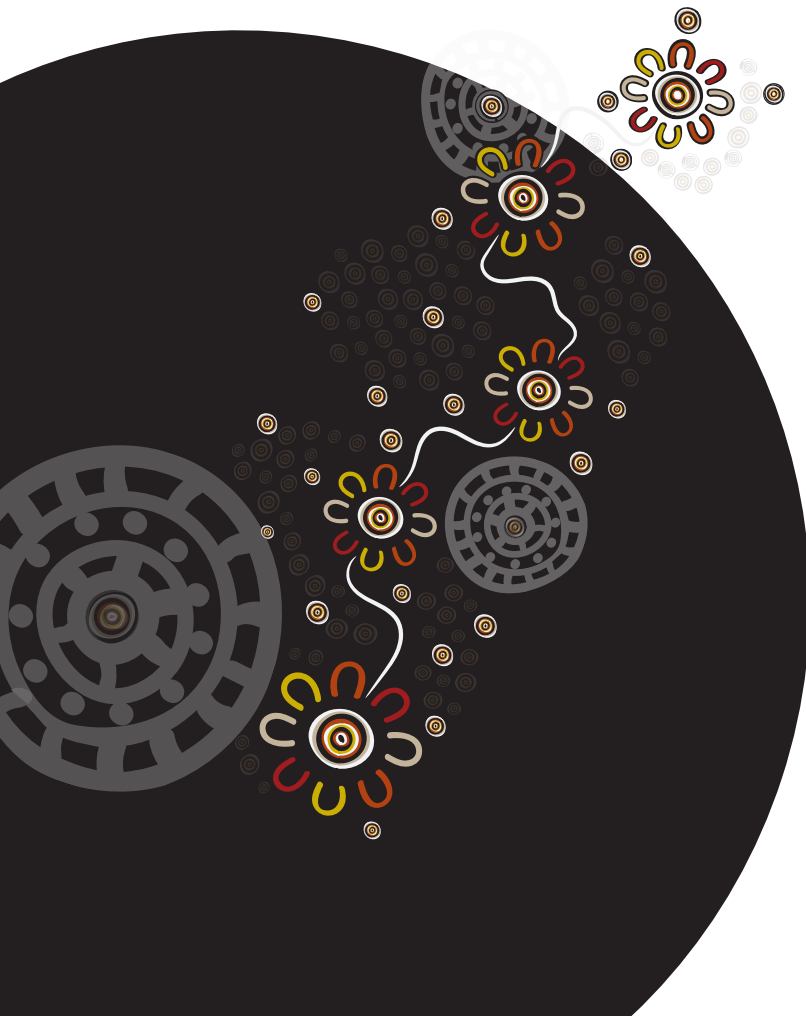


# **Reflect**

# **Reconciliation Action Plan**

# **December 2018 – December 2019**



## Our business

Cancer Council SA is a charitable organisation. Since 1928 Cancer Council SA has provided services to the South Australian public. Work is largely funded by public donations and bequests.

Cancer Council SA connects people and organisations to the cancer cause focusing on four key target areas; cancer research, cancer prevention, cancer support and cancer advocacy. Every minute, every hour, every day we are working towards a cancer free future.

Cancer Council SA's core values are represented by sixteen value statements that encapsulate sixteen behaviours – they are grouped into four headline attitudes being Can-do, Stakeholder Driven, High Performing and Openness and Integrity.

### Cancer research

Investing in cancer research in SA, including Cancer Council's Beat Cancer Project- a major cancer research partnership (with the South Australian Health and Medical Research Institute and the SA Government) that aims to find more cancer breakthroughs.

### Cancer prevention

A third of all cancers can be prevented through healthy lifestyle behaviours. We raise awareness and encourage South Australians to avoid tobacco smoke, be SunSmart, limit alcohol consumption, maintain a healthy weight, eat a healthy diet, and participate in relevant cancer screening programs.

### Cancer support

Providing dedicated support services to reduce the logistical and emotional impact of cancer. Current services include Cancer Council 13 11 20 Information and Support, free counselling services, supported accommodation services and other practical support.

### Organisational capacity

To deliver outcomes in cancer research, prevention and support, Cancer Council SA relies heavily on:

- the goodwill and assistance of donors, supporters and volunteers;
- the skill and expertise of its staff;
- its strong relationships with partners and stakeholders; and
- the responsible use of its revenue.

We will continue to focus our efforts on increasing fundraising revenue as well as ensuring our use of resources, systems and people are sustainable, efficient and effective.

Cancer Council SA currently employs 99 people including 8 full time Aboriginal staff across three locations and relies on a large volunteer contingent from the South Australian community.

## Our vision for reconciliation

Cancer Council SA will provide access to effective, high quality and appropriate services for Aboriginal and Torres Strait Islander peoples affected by cancer.

Cancer Council SA will work to reduce the incidence, mortality and overall burden of cancer for Aboriginal and Torres Strait Islander peoples. Currently, there is a clear disparity in cancer mortality due to higher exposure to risk factors, late diagnosis and differing access to treatment and services.

By committing to a Reconciliation Action Plan (RAP) which is meaningful, culturally appropriate, innovative and accountable, Cancer Council SA will continue to build respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities.

The South Australian Aboriginal Cancer Control Plan 2016-2021 is supported by Aboriginal and Torres Strait Islander peoples who have a sense of ownership of the plan, providing a platform on which to build the work of Cancer Council SA into the future.

To achieve our vision, Cancer Council SA will:

- Formalise partnerships with key stakeholders to improve outcomes for Aboriginal and Torres Strait Islander peoples around cancer;
- Ensure cultural appropriateness of current programs;
- Work with community to raise awareness around programs and prevention; and
- Provide longer term employment, training and professional development opportunities for Aboriginal and Torres Strait Islander people within the organisation.

The need for a RAP was raised by staff within the organisation. Consultations with the Aboriginal Community within South Australia highlighted the importance of developing relationships, making commitments to and meeting the needs for all Aboriginal and Torres Strait Islander peoples impacted by cancer.

Cancer Council SA has endorsed funding for two dedicated Aboriginal positions to drive its focus on the RAP and adhering to its commitment to change for positive outcomes for South Australian Aboriginal and Torres Strait Islander Peoples.

## Our partnerships/ reconciliation journey so far

Increasingly there has been recognition of the poor cancer outcomes for Aboriginal and Torres Strait Islander peoples. As a consequence there are increasing efforts to develop specific strategies to address health disparities.

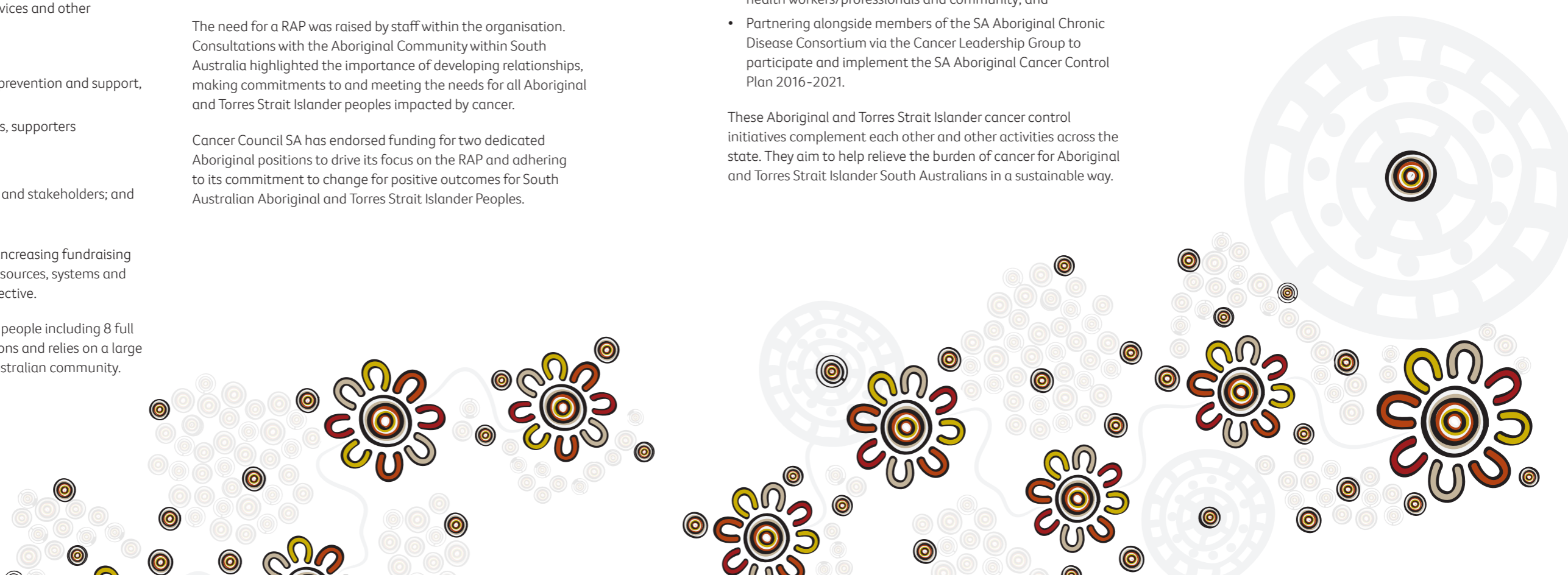
Cancer Council SA has a strong commitment to community consultation and leveraging state and national initiatives to address the burden of cancer.

Cancer Council SA has been actively engaged in programs and activities within the Aboriginal and Torres Strait Islander community, both within South Australia and nationally, for many years. These programs and activities include:

- Supporting the Aboriginal and Torres Strait Islander Committee of the SA Cancer Clinical Network to implement the outcomes of the Aboriginal Companion document to the SCCP 2011-2015 (2015);
- The development of a cancer education course for Aboriginal health professionals working in South Australia, in partnership with the Aboriginal Health Council of SA and SA Health (2015);
- Conducting Reconciliation/NAIDOC events within the organisation and showcasing Cancer Council SA across Aboriginal events/celebrations throughout the year;
- Promoting yarning circles within local Aboriginal South Australian communities around smoking cessation/prevention utilising a Narrative Therapy approach;
- Delivering National Quitskills Smoking Cessation courses across South Australia to Aboriginal and Torres Strait Islander health workers/professionals and community; and
- Partnering alongside members of the SA Aboriginal Chronic Disease Consortium via the Cancer Leadership Group to participate and implement the SA Aboriginal Cancer Control Plan 2016-2021.

These Aboriginal and Torres Strait Islander cancer control initiatives complement each other and other activities across the state. They aim to help relieve the burden of cancer for Aboriginal and Torres Strait Islander South Australians in a sustainable way.

Cancer Council SA will provide access to effective, high quality and appropriate services for Aboriginal and Torres Strait Islander peoples affected by cancer.



## Our RAP Working Group

Lincoln Size, Chief Executive and RAP Champion

Nathan Rigney, Aboriginal Programs Coordinator (RWG Chair)

Natasha Baugh, Public Relations Advisor

Brett Coonan, Warehouse Supervisor

Dr Tony Daly, Research Manager

Tamara Thorpe, Community Education Senior Project Officer

Peter Thomas, Aboriginal and Torres Strait Islander Cancer Prevention and Programs Manager

Melanie Schmidtke, Services Manager

Eugene Warrior, Quitline Liaison Officer – SA



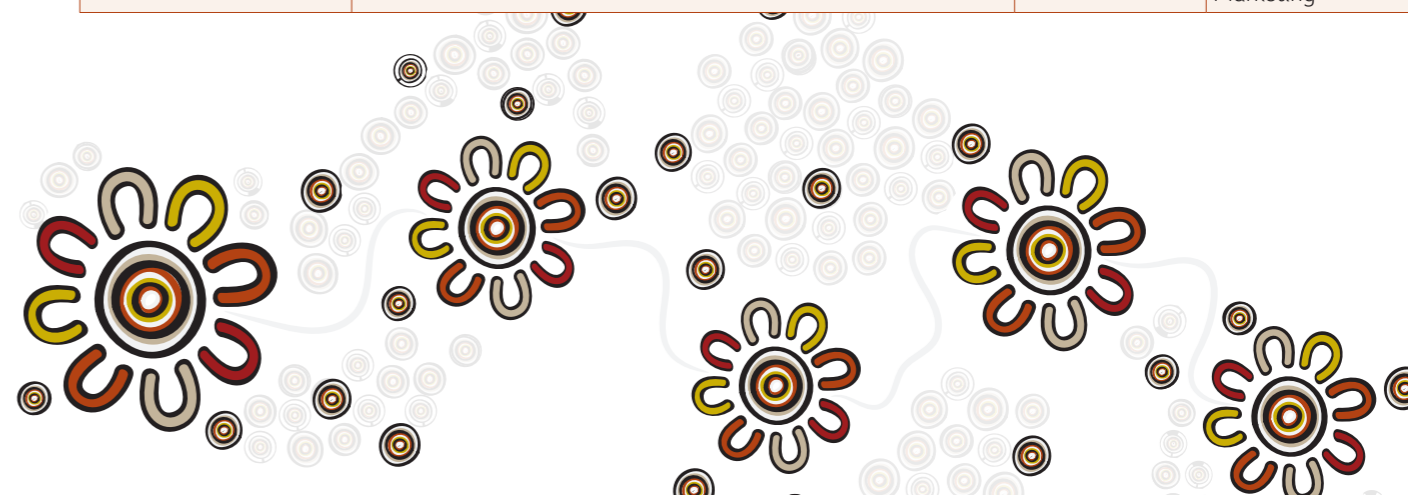
## Relationships

Building respectful relationships between Cancer Council SA and the South Australian Aboriginal and Torres Strait Islander community is required when working side by side.

Our relationship must be built on trust and mutual respect. Building collaborative relationships will take time and perseverance.

Our aim is to be trusted and valued by the broader Aboriginal and Torres Strait Islander community and organisations as a place to build relationships on all levels to access information, research and support.

Action	Deliverable	Timeline	Responsibility
Maintain RAP Working Group (RWG)	<ul style="list-style-type: none"> <li>Maintain the RWG to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision making staff from across our organisation.</li> <li>Meet quarterly to monitor and report on RAP implementation and progress to Cancer Council SA Executive</li> </ul>	December 2018 – December 2019	Aboriginal Programs Coordinator
		Mar/Jun/Sep/Dec 2019	RWG Chair
Build internal and external relationships	<ul style="list-style-type: none"> <li>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.</li> <li>Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.</li> <li>Build trust and rapport with Aboriginal and Torres Strait Islander peoples.</li> </ul>	December 2018	RWG Chair
		December 2018	RWG Chair
		December 2018 – December 2019	Research Manager
Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> <li>Encourage our staff to attend a NRW event.</li> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>Ensure our Working Group participates in an external event to recognise and celebrate NRW.</li> <li>Organise and celebrate NRW each year internally.</li> </ul>	27 May – 3 June 2019	Chief Executive & RAP Working Group
		April 2019	RWG Chair
		27 May – 3 June 2019	RWG Chair
		May 2019	RWG Chair
Raise internal awareness of our RAP	<ul style="list-style-type: none"> <li>Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.</li> <li>Develop and implement a plan to engage and inform key staff of their responsibilities within our RAP.</li> </ul>	December 2018	RWG Chair & Marketing
		January 2019	RWG Chair & Marketing
Raise external awareness of our RAP	<ul style="list-style-type: none"> <li>Ensure marketing and communication materials include images of South Australian Aboriginal and Torres Strait Islander peoples.</li> <li>Consult with community and organisations in developing communication strategies.</li> <li>Establish marketing and promotional materials in South Australian Aboriginal Languages.</li> <li>Launch Cancer Council SA's first RAP.</li> </ul>	December 2018	RWG Chair & Marketing
		December 2018	RWG Chair & Marketing
		December 2018	RWG Chair & Marketing
		December 2018	RWG Chair & Marketing



# Respect



Respect is one of the key principles in developing relationships and engaging with community. Cancer Council SA will recognise and respect Aboriginal and Torres Strait Islander peoples, their cultures, land and history. We want to be seen by Aboriginal and Torres Strait Islander peoples as welcoming and friendly, and for Cancer Council SA staff and volunteers to be culturally aware and confident in engaging with Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
Investigate Aboriginal and Torres Strait Islander cultural learning and development	• Conduct cultural awareness training within our organisation.	December 2018	Aboriginal and Torres Strait Islander Cancer Prevention and Programs Manager Research Manager
	• Evaluate impact of cultural awareness training within our organisation	January 2019	
	• Communicate and encourage all staff to use Reconciliation Australia's Share Our Pride online tool.	December 2019	HR Manager
Participate in and celebrate NAIDOC Week	• 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.	June 2019	Chief Executive
	• Introduce our staff to NAIDOC Week by promoting community events in our local area.	June 2019	RWG Chair
	• Ensure our RWG and Cancer Council SA staff participate in an external NAIDOC Week event.	July 7 – 14 2019	Chief Executive & RWG Chair
Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	• Explore who the Traditional Owners are of the lands and waters in our local area.	December 2018	RWG Chair
	• Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.	December 2018	RWG Chair
	• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country and local cultural protocols.	December 2018	RWG Chair
	• Develop a resource/reference page on the intranet for all staff.	January 2019	HR Manager
	• Include Acknowledgement of Country in all staff/volunteers email signature blocks.	January 2019	IT & Security Manager
Promote Aboriginal and Torres Strait Islander cultures	• Display an Acknowledgement to the Traditional Custodians of the land including artwork and images in reception area/meeting rooms.	December 2018	RWG Chair
	• Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance.	December 2019	RWG Chair

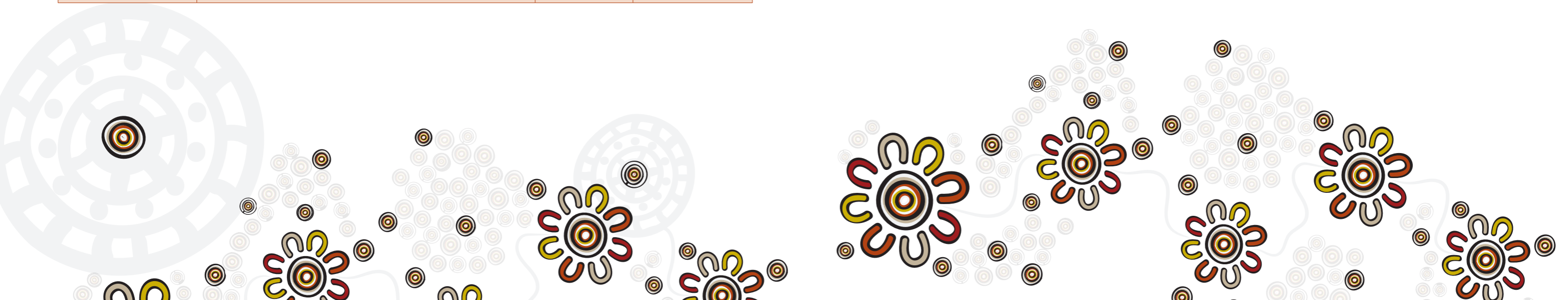
# Opportunities



Cancer Council SA will explore opportunities to work with the South Australian Aboriginal community by promoting and tailoring our current services to those who are impacted by cancer.

Our commitment is providing a foundation to attract greater numbers and retaining Aboriginal and Torres Strait Islander staff and volunteers by developing relationships and valuing the contributions Aboriginal people make in their day to day lives.

Action	Deliverable	Timeline	Responsibility
Investigate Aboriginal and Torres Strait Islander employment and ongoing professional development	• Review current employment strategy for recruiting Aboriginal and Torres Strait Islander staff to Cancer Council SA.	December 2018	Chief Executive
	• Investigate an Aboriginal and Torres Strait Islander professional mentoring network	June 2019	Chief Executive
Investigate ways to attract and support Aboriginal and Torres Strait Islander volunteers	• Promote recruitment of Aboriginal and Torres Strait Islander volunteers as per volunteer engagement strategy	June 2019	HR Manager
	• Recognise volunteers by hosting/acknowledging them with invites to volunteer recognition days/lunches.	June 2019	HR Manager
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within Cancer Council SA	• Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses	December 2018	Aboriginal and Torres Strait Islander Cancer Prevention & Programs Manager
	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	February 2019	





# Tracking Progress and Reporting

Action	Targets	Timeline	Responsibility
Build support for the RAP	<ul style="list-style-type: none"><li>Define resource needs for RAP development and implementation.</li><li>Define systems and capability needs to track, measure and report on RAP activities.</li><li>Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.</li></ul>	December 2018	RWG Chair
		February 2019	Research Manager
		September 2019	RWG Chair
Review and Refresh RAP	<ul style="list-style-type: none"><li>Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.</li><li>Submit draft RAP to Reconciliation Australia for review.</li><li>Submit draft RAP to Reconciliation Australia for formal endorsement.</li></ul>	June 2019	RWG Chair
		July 2019	RWG Chair
		October 2019	RWG Chair
Communicate achievements to all stakeholders including all Cancer Council SA staff and volunteers	<ul style="list-style-type: none"><li>Publish RAP achievements in website articles, e-newsletters, on Cancer Council SA intranet and the Impact Report.</li></ul>	Mar/Jun/Sep/Dec 2019	RWG Chair & Marketing

## Contact details

**Name:** Nathan Rigney - Aboriginal Programs Coordinator

**Phone:** 08 8291 4289

**Email:** nrigney@cancersa.org.au



***About the artist:** Allan Sumner is a recognised and accomplished artist in South Australia. Allan's heritage includes Ngarrindjeri, Kurna and Yankunytjatjara bloodlines, in which his artwork reflects this unique blend of cultures.*

*An important part of his life and artwork focuses around his love for his country, culture and close connection with his land. Allan draws his inspiration from family times around the campfire and fishing the lower Murray River and the Coorong.*

***About the artwork:** The artwork used reflects Cancer Council SA's collaborative approach to engaging with the Aboriginal community and key stakeholders to provide holistic, multidisciplinary care and support. The little circles represent support groups, while the big circles represent Quitline and 13 11 20. The cogs in the background represent the stakeholders and elements for both tobacco and cancer control, which must continue turning for progress to be made in reducing smoking and cancer mortality rates.*

