



Reconciliation Action Plan

Reflect March 2024 – March 2025

cancersa.org.au



RECONCILIATION
ACTION PLAN

REFLECT



Cancer
Council
SA

Acknowledgement of country

Cancer Council SA acknowledges and pays respect to the Kaurna people who are the Traditional Owners of the land on which our building stands and to all First Nations peoples who use our services from across Australia.

We believe the cultures and histories of First Nations peoples are significant to the past, present and future of South Australia and they should be acknowledged and celebrated. We thank the First Nations peoples for their custodianship of the land and pay respect to their continuous spiritual relationship and connection to the land. We are committed to our role in reconciliation and warmly welcome all First Nations peoples to our building and services.

Message from Chair of Board and Chief Executive

Welcome to Cancer Council SA's Reflect Reconciliation Action Plan (RAP). We are proud to present our Reflect Plan which demonstrates our dedication to inclusion, improving equity and building on the rights and well-being of Aboriginal and Torres Strait Islander peoples. Our RAP will provide a framework setting out our strategic plan for prevention, early detection, support services and improving cancer outcomes of Aboriginal and Torres Strait Islander peoples.

We will focus on the importance of building and solidifying relationships with First Nations peoples by building cultural awareness and sensitivity into the fabric of our organisation. We will understand, respect and recognise cultural, social and health issues of First Nations peoples. We will advocate for the improvement of Aboriginal and Torres Strait Islander peoples' health outcomes at every level. This RAP is an embodiment of our organisation's principles, responsibilities and aspirations as we work towards achieving reconciliation.

We acknowledge that First Nations peoples face the reality of being disproportionately affected by cancer in relation to rates of diagnoses and mortality outcomes. We are actively advocating for prevention, early diagnosis, improved access and equity for Aboriginal and Torres Strait Islander peoples. These actions are core to our prevention, research and support teams' mission to close the health gap and improve cancer outcomes within Aboriginal and Torres Strait Islander communities.

To achieve these outcomes, CCSA will formalise partnerships with key stakeholders and community Elders to work together to reduce the impact of cancer. We will also create future employment and volunteering pathways to ensure that First Nations peoples are represented in our organisation. We invite you all to join us on this journey, working together to improve the health and well-being of Aboriginal and Torres Strait Islander peoples.

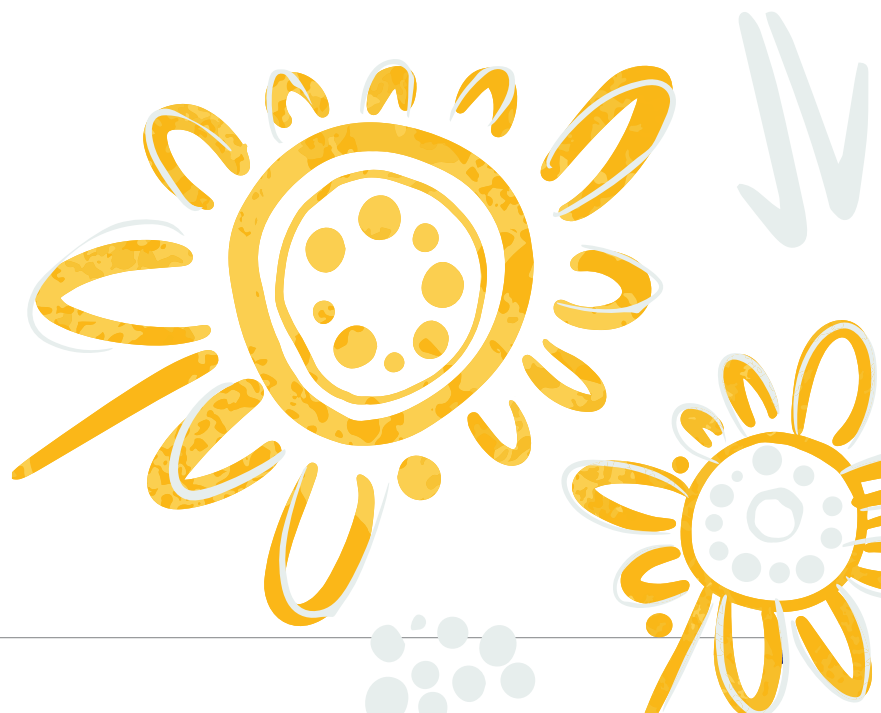
Thank you for your continued support.



The Hon. Karlene Maywald
Chair of Board,
Cancer Council SA



Kerry Rowlands
Chief Executive,
Cancer Council SA



Message from Reconciliation Australia

Reconciliation Australia congratulates Cancer Council SA on continuing its reconciliation journey by formally endorsing Cancer Council SA's second Reflect Reconciliation Action Plan (RAP).

Through this plan, Cancer Council SA continues to play an important role in a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP continues the journey and primes the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Cancer Council SA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Cancer Council SA on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.



Karen Mundine
Chief Executive Officer,
Reconciliation Australia



Co-Chairs' message

As co-chairs of CCSA RAP committee it is our privilege to set the scene for our organisation's commitment to reconciliation as outlined in this document.

It is well known that Aboriginal and Torres Strait Island peoples do not enjoy the same health outcomes as other Australians, and this is particularly evident in cancer diagnoses and survival rates. This must change.

We look forward to continuing to harness the positive momentum within our organisation and external partnerships to make our services and workplace inclusive and improve cancer outcomes for First Nations peoples.

We are privileged to Chair a committed group of passionate Cancer Council SA employees who walk alongside us on our critical pathway to reconciliation.



Sally Warner,
General Manager, Strategy,
Engagement & Communication



Matt Kemsley,
Aboriginal Prevention
Project Officer



Senior Kaurna man, Mickey Kumatpi O'Brien with Cancer Council SA Board Chair the Hon Karlene Maywald during a smoking ceremony at the opening of the new Cancer Council SA building

About The Artist

Elizabeth Yanyi Close is an Anangu woman from the Pitjantjatjara and Yankunytjatjara language groups, whose family links are to the communities of Pukatja and Amata in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands. Elizabeth was born in Adelaide but grew up in outback South Australia, returning to Adelaide to complete her secondary schooling, and attend University to complete a Bachelor of Nursing and a Graduate Certificate in Emergency Nursing. Elizabeth worked as a Registered Nurse in the Emergency Department of a busy Adelaide Metropolitan Hospital for a decade, while using art as a means of processing intergenerational trauma and its impact on her family. In 2007, Elizabeth began to paint professionally and exhibit her work throughout Adelaide and her practice organically grew as she balanced nursing, art and motherhood.

By 2014 she had built up a full-time arts practice, and after the birth of their second child, Elizabeth and her husband decided to move home to the APY so that they could immerse their children in their culture and language. Elizabeth reconnected with much of her Grandmothers family and learned much more about her family, her Tjukurpa and her Country from her Tjamu. This growth as an Aboriginal woman was profoundly reflected in the evolution of her artwork. Elizabeth is based in Adelaide and has three Purungu Skin Anangu children; Isaiah Yungana, Emmeline Tjikatu and Bentji Nganantju; and a dingo with no tail.



The Artwork Story

This Artwork is informed by Cancer Council SA's values of Excellence, Care and Integrity; as well as speaking to the services that the Cancer Council provide. The artwork displays the concept of home, hope, journey, acknowledging Country, connection to community and deep listening are reflected in its design. It uses meeting places to speak to the 'home away from home' that has been created at the Cancer Council. The kangaroo tracks speak to journey - both as an organisation on the Reconciliation journey but also the client journey. The clusters of dots are informed by work in the community and the line work is an acknowledgement that the Cancer Council work on Aboriginal Land. Always was, always will be.

Reflect RAP March 2024 -March 2025

Our organisation

Cancer Council SA (CCSA) is a charitable organisation with a proud history of working across every aspect of every cancer for more than 90 years. While based in Adelaide CCSA has a statewide function as it serves all South Australians with the purpose of reducing the rate and impact of cancer through best practice prevention, research and support. Our purpose is brought to life by our pillars—prevention, research and support—with clear outcomes identified to help us measure success.

Our incredible people and our organisational values of care, integrity and excellence are at the heart of everything we do. We value building meaningful partnerships to enable greater reach and better outcomes for the community we serve, and recognise and celebrate the wonderful role our donors, volunteers and partners play in delivering on our purpose. We have approximately 100 staff, 1 who identifies as an Aboriginal and Torres Strait Islander person and 125 volunteers and 100 ambassadors. We are committed to employing more First Nations staff and volunteers.

Cancer prevention

We aim to prevent cancer through evidence based primary, secondary, and tertiary prevention programs and services.

CCSA is committed to advocating for policy and law changes, at both the state and federal level, where evidence indicates these changes can prevent cancer at both a population and individual level. Risk factors such as smoking, excessive exposure to UV radiation, alcohol use, poor diet, insufficient exercise, and being overweight can all significantly increase cancer risk. However environmental, occupational and population risk factors also require consideration and action. We will encourage and facilitate access to screening for all South Australians, particularly partnering with Aboriginal organisations to detect cancers and precancerous conditions, and support people to take action.

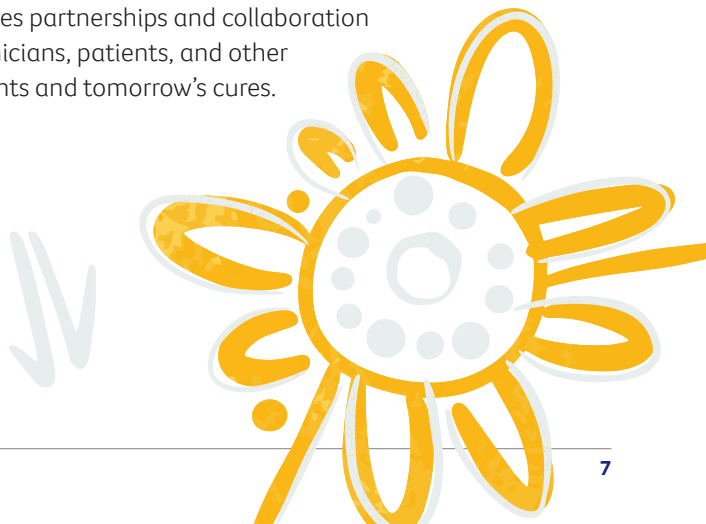
Our organisation is dedicated to expanding access to prevention programs and services over the next five years through placing a greater emphasis on inclusivity and accessibility for all South Australians, including Aboriginal and Torres Strait Islander, culturally and linguistically diverse and remote communities.

Cancer research

We value and nurture partnerships that help to maximise South Australia's best and brightest researchers working to minimise the rate and impact of cancer. The outcomes of cancer research have, and will continue to make a significant contribution to reductions in the rate and the impact of cancer on South Australians, and the broader community.

CCSA is committed to expanding research to cover cancer prevention, early detection, treatments, survivorship and the wellbeing of people affected by cancer. We aim to increase our focus on translational research to ensure research findings are implemented into clinical policy and practice. We will also focus on ensuring community perspectives inform our research priorities.

CCSA recognises that innovation and success in cancer research requires partnerships and collaboration involving a broad range of public health practitioners, researchers, clinicians, patients, and other organisations to translate yesterday's discoveries into today's treatments and tomorrow's cures.



Cancer support

We provide dedicated support services to reduce the logistical and emotional impact of cancer. Services include our 13 11 20 information and support telephone service, free counselling services, supported accommodation services and other practical support. At our head office at 202 Greenhill Road, we offer accommodation services for people needing to come to Adelaide from regional, remote, and interstate locations for cancer treatment, including First Nations guests.

We offer best practice support and information for all South Australians impacted by cancer. It is estimated that for every person diagnosed with cancer, at least another three people are seriously impacted as a result. As the diversity of the South Australian community continues to grow alongside the increase in access to technology, CCSA intends to meet our clients where, when and how they need us. This requires a commitment to expanding the way we deliver our support services to ensure they are easily accessible to everyone, including our Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse and remote communities, as well as people impacted by disabilities.

Our RAP

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

CCSA will work to reduce the incidence, mortality and overall burden of cancer for First Nations 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. CCSA will also provide access to effective, high quality and appropriate services for Aboriginal and Torres Strait Islander peoples affected by cancer.

By committing to a RAP which is meaningful, culturally appropriate, innovative and accountable, CCSA will continue to build respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities.

- To achieve our vision, CCSA will: formalise partnerships with key stakeholders to prevent cancer and improve cancer outcomes for First Nations peoples;
- Ensure cultural appropriateness of our programs;
- Provide guests with the opportunity to identify themselves as First Nations peoples so that we may identify and meet their specific needs;
- Work with Community to raise awareness of programs and prevention; and
- Develop an employment plan to provide longer term employment, training and professional development opportunities for Aboriginal and Torres Strait Islander peoples within the organisation. This will increase our Aboriginal and Torres Strait Islander workforce.



Our RAP working group

RAP Sponsor

Kerry Rowlands, Chief Executive

Co-Chairs

Sally Warner, General Manager, Strategy, Engagement & Communication

Matt Kemsley, Aboriginal Prevention Project Officer (Matt is a Yamatji Malgana man)

RAP Champion

Christine Morris, Manager Prevention and Advocacy

Committee

Lucy Ayre, General Manager, Finance

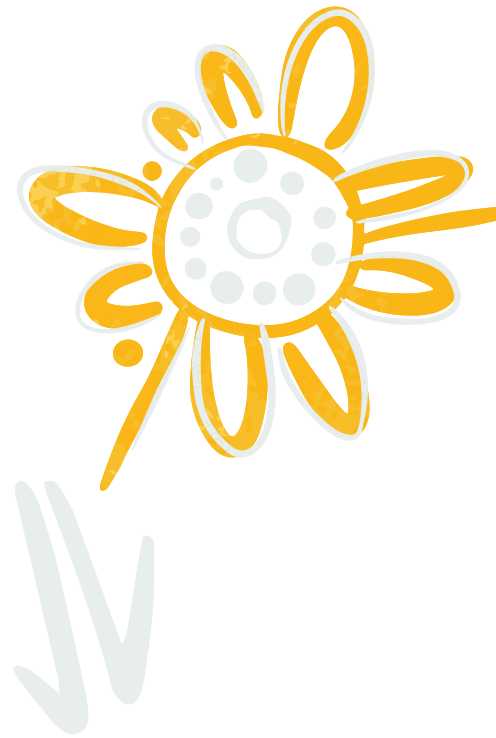
Peter Diamond, General Manager, Support and Research

Claire Morris, Fundraising Campaigns Manager

Emma Read, Executive Assistant to the Chief Executive

Sophie Cocks, Senior WHS and Wellbeing Business Partner

Amanda Robertson, Information and Support Manager



Senior Elder of the Kurna and Ngarrindjeri people, Uncle Major Moogy Sumner with Cancer Council SA staff member, Holly Inglis.

Our partnerships/reconciliation journey so far

Cancer is the second most common cause of death for First Nations peoples, who are 43% more likely to die from the disease than other Australians. First Nations peoples have significantly lower survival rates than for other Australians, despite similar overall cancer incidence.

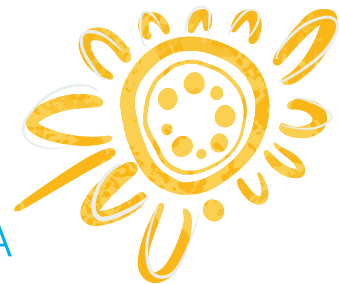
There has been recognition of the poor cancer outcomes for Aboriginal and Torres Strait Islander peoples. As a consequence, there are increasing efforts in SA to develop specific strategies to address health disparities.

CCSA has a strong commitment to community consultation and leveraging state and national initiatives to address the burden of cancer. Over many years CCSA has been actively engaged in programs and activities with Aboriginal and Torres Strait Islander peoples, both within South Australia and nationally, for many years.

These programs and activities include:

- Achieving a Reflect Rap in 2019
- Being a member of the SA Aboriginal Chronic Disease Consortium via the Cancer Leadership Group to develop and implement the new SA Aboriginal Cancer Control Plan.
- Partnering with external agencies to conduct Cultural Awareness Training for all CCSA staff.
- Reviewing Cancer Council Australia’s National Aboriginal and Torres Strait Islander Cancer Framework and the Australian Cancer Plan
- Conducting Reconciliation/NAIDOC events within the organisation and participating in Aboriginal events/celebrations throughout the year
- Until June 2022, delivered National Quitskills Smoking Cessation courses nationally to Aboriginal health workers/professionals and community for 10 years.
- Partnering with South Australian Aboriginal Community Controlled Health Organisations to increase awareness of cancer screening.
- Being a founding member of the Bragg Comprehensive Cancer Centre Aboriginal Planning Group.

We will work to develop and implement Aboriginal and Torres Strait Islander cancer control initiatives that will complement other activities across the state. The aim of these will be to relieve the burden of cancer for First Nations peoples in a sustainable way.



Cancer Council SA will provide prevention programs, access to effective, high quality, inclusive and appropriate services for Aboriginal and Torres Strait Islander peoples.



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"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	Feb 2024	RAP Exec Co-Chair
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Mar 2024	RAP Exec Co-Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2024	RAP Project Director
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event 	May 2024	Chief Executive
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	May 2024	Chief Executive
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	Jan-Dec2024	RAP Champion
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March 2024	RAP Exec Co-Chair
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	Feb 2024	Aboriginal Prevention Project Officer
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	April 2024	General Manager Support & Research
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	May 2024	General Manager People Safety Culture



Cancer Council SA staff celebrating NAIDOC Week



Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none">Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April 2024	RAP Exec Co-Chair
	<ul style="list-style-type: none">Conduct a review of cultural learning needs within our organisation.	March 2024	Chief Executive
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none">Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Mar, June, Oct, Nov 2024	RAP Exec Co-Chair
	<ul style="list-style-type: none">Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Mar, June, Oct, Nov 2024	RAP Exec Co-Chair
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none">Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	May 2024	General Manager Strategy Engagement Communication
	<ul style="list-style-type: none">Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	RAP Project Champion
	<ul style="list-style-type: none">RAP Working Group (and CCSA staff) to participate in an external NAIDOC Week event.	July 2024	RAP Project Director



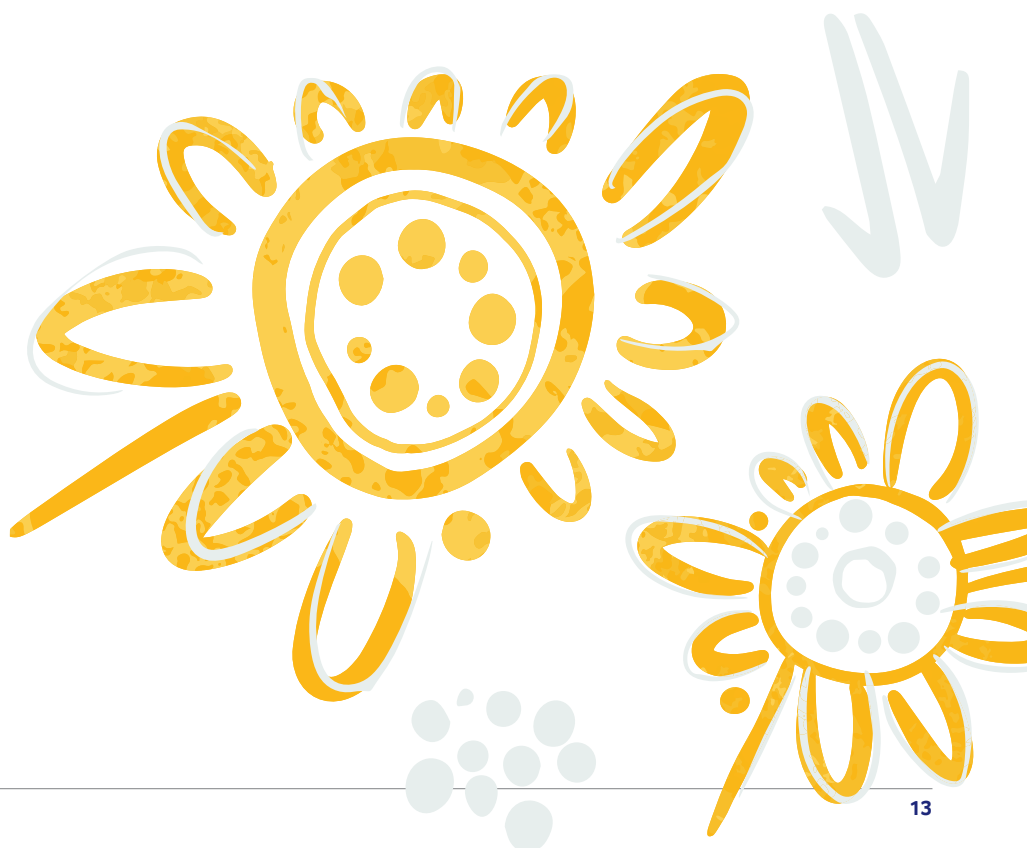
Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2024	General Manager People Safety Culture
	<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April 2024	General Manager People Safety Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Nov 2024	General Manager Finance
	<ul style="list-style-type: none">Investigate Supply Nation membership.	Nov 2024	General Manager Finance



Governance

Action	Targets	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain a RWG to govern RAP implementation.	Feb 2024	RAP Exec Co-Chair
	• Review Terms of Reference for the RWG.	Feb 2024	RAP Exec Co-Chair
	• Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG.	Feb 2024	RAP Exec Co-Chair
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Feb 2024	RAP Exec Co-Chair
	• Review the engagement of senior leaders in the delivery of RAP commitments.	May 2024	RAP Exec Co-Chair
	• Maintain a senior leader to champion our RAP internally.	May 2024	RAP Exec Co-Chair
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2024	RAP Exec Co-Chair
12. Build accountability and transparency through reporting RAP.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RAP Exec Co-Chair
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	RAP Exec Co-Chair
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Exec Co-Chair
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia’s website to begin developing our next RAP.	September 2024	RAP Exec Co-Chair



We're working to reduce the rate and impact of cancer for all South Australians.

We are here for all South Australians impacted by cancer and provide the following services.

People with cancer

We provide practical and professional support services for people with cancer. Our Cancer Council 13 11 20 telephone service is there for all South Australians, providing information, support and a listening ear.

Carers and families

We have a wide range of information and support programs, including our Cancer Council 13 11 20 telephone service, providing information and support for all South Australians impacted by cancer.

Regional South Australians

We have accommodation services for regional people who need to come to Adelaide for their cancer treatment.

Cancer research

We are researching new ways to reduce the rate and impact of cancer, and funding the best and brightest researchers in the state.

Health professionals

We support health professionals to deliver care to those impacted by cancer with trustworthy cancer information and a range of support services.

Government

We advocate for changes to policy and legislation by being a source of expert information and the voice of the community.

Future generations

We work to create a future where cancer is no longer feared but seen as a preventable and manageable disease.

cancersa.org.au

Do you have feedback for us?
Email feedback@cancersa.org.au
- we value hearing from you.



**Cancer
Council**
SA

All of us
against cancer