



NADA

network of alcohol and
other drugs agencies



RECONCILIATION
ACTION PLAN

INNOVATE

RECONCILIATION ACTION PLAN

INNOVATE PLAN
JULY 2017 - JULY 2019



Network of Alcohol and other Drugs Agencies (NADA)

PO Box 1226 Potts Point NSW 1335

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www.nada.org.au

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Requests for further authorisation should be directed to: CEO, NADA, PO Box 1226, Potts Point NSW 1335.

NADA is supported by funding from the NSW Ministry of Health.



Health



ACKNOWLEDGEMENTS

Acknowledgement of Traditional Custodians

NADA proudly acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the lands and waters throughout Australia. Our office stands on the land of the Gadigal people of the Eora Nation.

We recognise, respect and value the deep and continuing connection of Aboriginal and Torres Strait Islander people to land, water, community and culture.

We look to and celebrate Aboriginal and Torres Strait Islander people for their cultural guidance, leadership and expertise.

We pay our respects to Elders past, present and future.

RAP Working Group

Dian Edwards, Manager, Namatjira Haven Drug & Alcohol Healing Centre

Felicity (Flic) Ryan, Facilitator and Consultant

Sianne Hodge, Program Manager and RAP Lead, NADA

Victoria Lomis, Project Officer, NADA

Artwork and Design

Jessica Johnson is a designer and artist whose practice is bold, modern and recognisably different. Born in Darwin to a Warumungu / Wombaya father and mother of Irish / English decent, Jessica honed her skills in Canberra where she studied and attained her Bachelor of Graphic Design. Jessica has since established herself as a truly multidisciplinary practitioner with highly distinctive and considered design aesthetic, the narrative of which is informed and complimented by her experimental and mixed-media art practice.

The cover and design of NADA's Innovate RAP reflects the placement of NADA in contributing to the improved understanding and reduction of drugs and alcohol in our community.

For enquiries, contact Jessica at wosanaym@live.com.au.



MESSAGE FROM THE CEO

It is my privilege to present the Network of Alcohol and other Drugs Agencies' (NADA) first Reconciliation Action Plan (RAP), the NADA Innovate RAP 2017–2019.

RAPs provide a framework for organisations to realise their vision for reconciliation. They are practical plans of action built on relationships, respect and opportunities.

An Innovate RAP, one of four types of RAPs, is for organisations that have developed relationships with their Aboriginal and Torres Strait Islander stakeholders and who are ready to develop or implement programs for cultural learning, and Aboriginal and Torres Strait Islander employment and supplier diversity.

NADA's Innovate RAP will guide our operations, programs and engagement with Aboriginal and Torres Strait Islander people, organisations and communities over the next two years.

It has been developed to strengthen our relationships and partnerships, and to help foster shared cultural understanding and respect across our sector. It is also intended to strengthen opportunities for Aboriginal and Torres Strait Islander people within the context of NADA as a peak body and as an organisation committed to strengthening its employment and supplier diversity.

Thank you to our RAP Working Group for driving the development of this RAP and to our members and stakeholders for their support and contributions.

We look forward to working with you to implement this RAP to achieve better outcomes for Aboriginal and Torres Strait Islander people and communities.

Larry Pierce
NADA CEO



OUR VISION FOR RECONCILIATION

NADA is committed to leading and supporting reconciliation across the NSW non government alcohol and other drugs (AOD) sector.

Our vision for reconciliation is a society that is inclusive and equitable, where the health and wellbeing of Aboriginal and Torres Strait Islander people is equal to that of non-Aboriginal and Torres Strait Islander people; a society that has eliminated racism and other social determinants known to cause health inequality and where all Australians can access the help they need, when and where they need it, including AOD treatment.

We recognise that, as the peak body for NSW non government AOD organisations, we have an important role in contributing to national efforts to achieve health equality for Australia's Aboriginal and Torres Strait Islander people. As a peak body, we are well placed to facilitate positive change through our members to make a real difference to the lives of people affected by AOD-related harm.

This Innovate RAP will guide our operations, programs and engagement with Aboriginal and Torres Strait Islander people, organisations and communities over the next two years. It will enable our organisation to strengthen our relationships and partnerships, to help foster shared cultural understanding and respect across our sector, and to provide opportunities for Aboriginal and Torres Strait Islander people within the context of NADA as a peak body and as an organisation committed to strengthening its employment and supplier diversity. We want to lead by example, to be a role model for the NSW non government AOD sector.

Building strong relationships and partnerships; deepening our sector's understanding of, and respect for Aboriginal and Torres Strait Islander people, community and culture; and improving opportunities for Aboriginal and Torres Strait Islander people are all key to ensuring the work we do is culturally sound and achieves the best outcomes for Aboriginal and Torres Strait Islander people.



OUR BUSINESS

ABOUT NADA

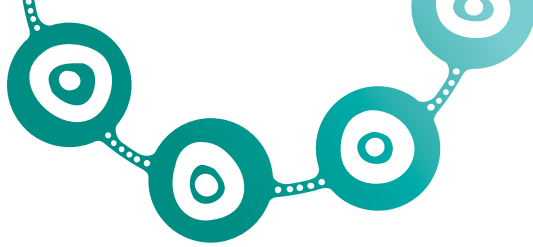
The Network of Alcohol and other Drugs Agencies (NADA) is the peak organisation for the non government AOD sector in NSW. Our vision is a connected and sustainable sector providing quality evidence based programs to reduce alcohol and drug related harms to NSW communities.

NADA represents approximately 100 organisational members in NSW and the ACT that provide a broad range of services including health promotion and harm reduction, early intervention, treatment and aftercare programs. Our members comprise of services that are diverse in their structure, philosophy and approach to alcohol and other drugs service delivery.

NADA provides a range of programs and services that focus on sector and workforce development, information management, governance and management support, sector representation and advocacy, as well as actively contributing to public health policy.

NADA is governed by a board of directors elected from the NADA membership. We are accredited under the Australian Service Excellence Standards.

Further information about NADA and our programs and services is available on the NADA website at www.nada.org.au.



OUR STAFF AND BOARD

NADA is a small organisation that employs around 10 people. There were no staff that identified as Aboriginal and Torres Strait Islander at the time of publication.

NADA is governed by a Board of Directors elected from the NADA membership. There were no board members that identified as Aboriginal and Torres Strait Islander at the time of publication.

OUR MEMBERSHIP

NADA represents around 100 organisational members that are diverse in structure, philosophy and service delivery approach. A broad range of services are provided by our members, from health promotion and harm reduction, to early intervention, through to treatment and aftercare programs.

Around 10% of NADA's membership are Aboriginal Community Controlled Organisations (ACCO).

According to a 2013 survey, approximately 7 per cent of the NSW non government AOD workforce (which is estimated to be of around 1,000 people in size) identify as being of Aboriginal and/or Torres Strait Islander background and around 35 per cent of NADA's membership employ staff that identify as being of Aboriginal and/or Torres Strait Islander background¹.

OUR RAP

NADA is committed to, and has a well established history of, working with Aboriginal and Torres Strait Islander stakeholders to improve opportunities and outcomes for Aboriginal and Torres Strait Islander people.

NADA's Innovate RAP has been developed to strengthen our relationships and partnerships, and to help foster shared cultural understanding and respect across the sector. It is also intended to strengthen opportunities for Aboriginal and Torres Strait Islander people within the context of NADA as a peak body, and as an organisation committed to strengthening its employment and supplier diversity.

OUR RAP WORKING GROUP

A RAP Working Group (RWG) was established to oversee the development of NADA's Innovate RAP. The RWG includes two members who identify as Aboriginal people from Wiradjuri and Waddi Waddi Nations.

The RWG members are:

Dian Edwards, Manager, Namatjira Haven Drug & Alcohol Healing Centre

Felicity (Flic) Ryan, Facilitator and Consultant

Sianne Hodge, Program Manager and RAP Lead, NADA

Victoria Lopis, Project Officer, NADA

¹ Network of Alcohol and other Drugs Agencies 2014, Responding to alcohol and drug related harms in NSW: Mapping the NSW non government alcohol and other drugs sector.

Representatives from AH&MRC and Reconciliation Australia were also consulted and contributed to the development process. The RAP Program is a Reconciliation Australia program. This RAP has been endorsed by Reconciliation Australia.

The NADA Innovate RAP will be championed by the NADA CEO, Board, RAP Lead and staff across the organisation.

The RWG has responsibility for monitoring implementation and will report on progress annually.

OUR PROGRESS AND ACHIEVEMENTS TO DATE

The following initiatives reflect NADA's ongoing commitment to improving opportunities and outcomes for Aboriginal and Torres Strait Islander people within the context of NADA as the peak body for NSW non government AOD organisations.

Aboriginal Inclusion Tool: A tool to improve inclusion in AOD services

In 2017, NADA launched a tool to enable services to assess the inclusiveness of their organisational practice in working with Aboriginal people and communities. The tool is intended to be used by services as a quality improvement initiative to promote ongoing reflection and review, and to monitor their Aboriginal inclusion practices on a regular basis. The tool has four domains: system inclusion; data and service improvement; employment and economic involvement; and, communication, engagement and partnerships.

Aboriginal Cultural Awareness Training

NADA works with Felicity (Flic) Ryan to provide non government AOD organisations with access to training on Aboriginal Cultural Awareness. Around 150 workers have completed the training since the workshops began (in 2011). The workshops were such a success that NADA engaged Flic to develop a second workshop on Aboriginal People and Strengths Based Practices in an AOD Setting—around 100 workers have since completed this training. According to feedback evaluations, workers regard these workshops as insightful, informative and engaging:

- 'Excellent training. Moving, informative. I learnt so much, can't wait for the next one.' Aboriginal Cultural Awareness Training workshop participant, 2015.
- 'A very informative and practical training that delivered great strategies and tips for working with Aboriginal clients. This training helped me identify how my organisation can make changes to acknowledge and include Aboriginal culture and heritage.' Aboriginal People and Strength Based Practices within a Drug and Alcohol Setting Workshop participant, 2012.

Workforce Development Grants

NADA's Workforce Development Training Grants program provides NADA members with the opportunity to access financial support to participate in individual and group training. The program is highly competitive. Priority applicants include Aboriginal Community Controlled Organisations and members that work in rural or remote areas. Since 2011, around six Aboriginal Community Controlled Organisations have received support to enhance staff capacity on a range of topics including self care for workers, conflict management, and counselling skills, among others.

Planning framework for Aboriginal Drug and Alcohol Residential Rehabilitation Services

NADA's (2010) 'Outcome based planning and reporting framework for Aboriginal Drug and Alcohol Residential Rehabilitation Services' was developed with input from managers of NSW Aboriginal residential AOD treatment services. It provides guidance on organisational management and governance, quality improvement, funding and performance management, risk management and employee development.

NGO Aboriginal Drug and Alcohol Traineeship Program

In 2009, NADA received one-off funding from the NSW Ministry of Health to establish and pilot a three-year Aboriginal Drug and Alcohol Traineeship Program in the NSW non government AOD sector.

The program aimed to:

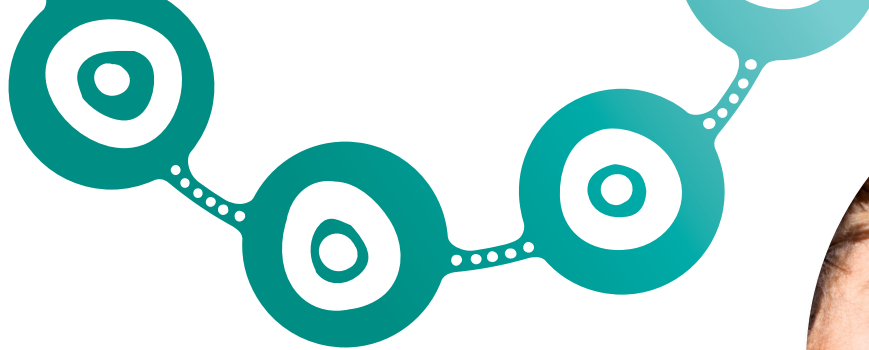
- increase the numbers of tertiary-qualified Aboriginal AOD workers across the NSW non government AOD sector
- increase opportunities for Aboriginal AOD workers to undertake supported practical and theoretical training in the area of AOD and related issues
- raise awareness of Aboriginal health issues and implement a holistic approach in relation to AOD issues in NSW non government AOD organisations.

Commencing in 2010, three trainees were supported to complete tertiary study while gaining work experience within an AOD host organisation. Host organisations included Namatjira Haven Drug & Alcohol Healing Centre, Durri Aboriginal Corporation Medical Service and The Lyndon Community. Other key partners included the Aboriginal Health College (AHC) and the University of Wollongong (UOW).

Program outcomes and successes included:

- the three trainees successfully completed each phase of the traineeship and graduated with formal tertiary qualifications (Certificate IV in AOD from the AHC/Advanced Diploma in AOD from the AHC/ Bachelor degree from the School of Nursing, Midwifery and Indigenous Health at the UOW)
- a further 12* Aboriginal students participated in the academic pathway developed by the program, and completed Certificate and Advanced Diploma level qualifications and transitioned onto UOW, with six graduating at the same time as the trainees (*at the time of writing the evaluation report (2013))
- the establishment of a condensed AOD specific course stream and a clear and supported educational pathway for Aboriginal students in terms of gaining AOD qualifications
- the establishment of an effective and documented traineeship program model, suitable to the non government AOD sector in NSW.





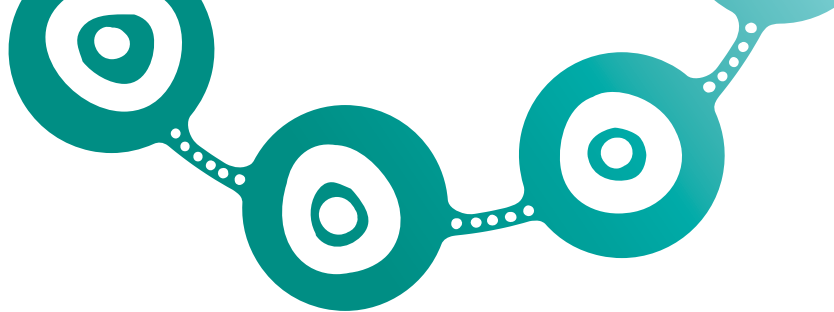
RELATIONSHIPS

NADA is committed to strengthening its relationships and partnerships with Aboriginal and Torres Strait Islander people, organisations and communities to:

- ensure high quality and culturally appropriate services are being delivered to clients accessing community based AOD treatment
- ensure the NSW non government AOD workforce has access to high quality and culturally appropriate training, resources and information
- build the Aboriginal worker profile and encourage unity and respect across the non government AOD sector.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
RAP Working Group (RWG) continues to actively monitor RAP development and implementation of actions, tracking of progress and reporting	• RWG oversees the development, endorsement and launch of the RAP and are committed to providing long-term cultural advice and guidance.	July 2017	CEO, Board, RAP Lead and RWG
	• Distribute an expression of interest to join the RWG to key Aboriginal and Torres Strait Islander peoples within our sphere of influence.	July 2017, annually	RAP Lead
	• Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.	July 2017, review annually	RAP Lead
	• Meet at least twice per year to provide cultural guidance and to monitor and report on RAP implementation and progress.	March and September, annually	RAP Lead
	• Establish Terms of Reference for the RWG and review annually.	September, review annually	RAP Lead

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Celebrate and participate in National Reconciliation Week (NRW) by providing staff and the broader membership with opportunities to build relationships with Aboriginal and Torres Strait Islander peoples and cultures	<ul style="list-style-type: none"> Maintain and disseminate a list of Aboriginal and Torres Strait Islander dates of significance which includes NRW and which is linked to NADA's annual events calendar. 	September 2017, annually	RAP Lead and RWG
	<ul style="list-style-type: none"> Organise at least one internal event for NRW each year whereby all staff and relevant stakeholders are invited to attend to share their reconciliation experiences and stories. 	27 May–3 June, annually	CEO, RAP Lead and RWG
	<ul style="list-style-type: none"> Disseminate Reconciliation Australia's NRW resources and review RAP progress. 	June 2017, review annually	RAP Lead
	<ul style="list-style-type: none"> Register our NRW event via Reconciliation Australia's NRW website. 	May, annually	RAP Lead
	<ul style="list-style-type: none"> Support an external NRW event by using NADA's communications to raise awareness. 	May, annually	Communications Officer and RAP Lead
	<ul style="list-style-type: none"> Internal RWG members to participate in an external event to promote and celebrate NRW. 	May, annually	CEO and RAP Lead
	<ul style="list-style-type: none"> Encourage and support all staff to participate in external events to promote and celebrate NRW as part of NADA's employment strategy. 	May, annually	Executive
Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes and enhance our reconciliation journey	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders, including the Aboriginal Health and Medical Research Council (AH&MRC), to improve outcomes for Aboriginal and Torres Strait Islander people accessing NSW non government AOD treatment. 	September 2017	Executive, RAP Lead and RWG
	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders to discuss guiding principles for future engagement opportunities. 	September 2017	Executive, Board representative and RAP Lead
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> Implement and review a strategy to communicate our RAP to all internal and external stakeholders. 	July 2017, review annually	Executive, Communications Officer and RAP Lead
	<ul style="list-style-type: none"> Include our RAP in staff and board induction packages. 	July 2017, review annually	Executive, Business Services and Managers
	<ul style="list-style-type: none"> Promote reconciliation through ongoing active engagement with all stakeholders. 	July 2017, review annually	Executive, Business and Program Services




RESPECT

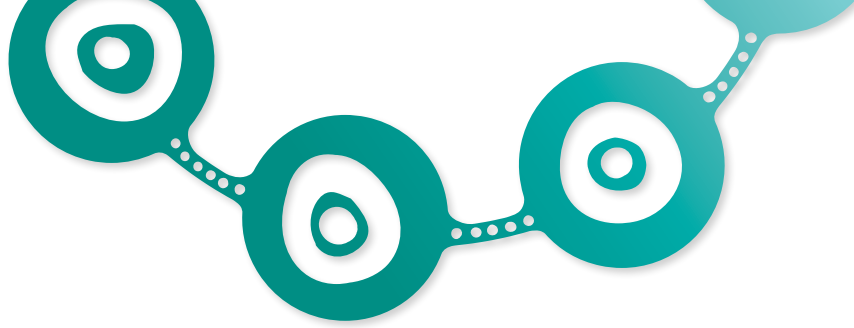
NADA has a deep respect for the strength and resilience of Australia's Aboriginal and Torres Strait Islander peoples. We are committed to deepening our, and our sector's, shared understanding and respect for Aboriginal and Torres Strait Islander history, communities and cultures to:

- ensure the services we provide work, are inclusive, respectful and culturally appropriate
- ensure the services we deliver are welcoming and respectful and enable Aboriginal and Torres Strait Islander people to participate, engage and benefit.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Engage employees and members in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	• Develop and implement a cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	December 2017	Executive, RAP and QI Leads
	• Investigate opportunities to work with local Traditional Custodians and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	December 2017	Executive, RAP and QI Leads
	• All staff to complete Aboriginal Cultural Awareness Training on induction, then once every four years.	December 2017, review annually	CEO and all staff
	• Identify ongoing cultural training needs through HR processes.	December 2017, review annually	CEO
	• Investigate and promote local cultural experiences and immersion opportunities.	December 2017	RAP Lead
Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared understanding	• Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	July 2017	RAP Lead
	• Develop and maintain a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	July 2017	RAP Lead
	• Invite a Traditional Custodian to provide a Welcome to Country at significant events including NADA's Annual General Meeting and Conference as a minimum.	November, annually and June 2018	Executive, Business and Program Services
	• Encourage staff to include an Acknowledgement of Country at the commencement of all meetings and events.	July 2017, review annually	Executive, Business and Program Services
	• Continue to display an Acknowledgement of Country upon entry to our office and as part of our communications.	July 2017	CEO, Business Services and Communications Officer



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Provide opportunities for all staff to engage with Aboriginal and Torres Strait Islander culture and communities by celebrating NAIDOC Week	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. 	July 2017	Executive, QI and RAP Leads
	<ul style="list-style-type: none"> Provide opportunities for all staff to participate in NAIDOC week activities and to connect with Aboriginal and Torres Strait Islander culture and communities. 	First week of July, annually	Executive and Management
	<ul style="list-style-type: none"> In consultation with Aboriginal and Torres Strait Islander stakeholders, hold an internal or external NAIDOC Week event. 	First week of July, annually	CEO and RAP Lead
	<ul style="list-style-type: none"> Support an external NAIDOC Week community event by using NADA communications to raise awareness and by hosting an information stall with other service providers. 	First week of July, annually	CEO, Communications Officer and RAP Lead
	<ul style="list-style-type: none"> Contact our local NAIDOC Week Committee to discover events in our community. 	July 2017	RAP Lead
Raise awareness of Aboriginal Community Controlled Organisations in the NSW non government AOD sector	<ul style="list-style-type: none"> Profile the work and achievements of Aboriginal Community Controlled Organisations in the NSW non government AOD sector through NADA's sector e-magazine, the <i>Advocate</i>. 	June, annually	Communications Officer and RAP Lead
	<ul style="list-style-type: none"> Encourage members to promote their services on <i>AODconnect</i>, a national directory of AOD treatment services for Aboriginal and Torres Strait Islander people. 	June, annually	Communications Officer and RAP Lead
Raise awareness of non Aboriginal Community Controlled Organisations working with Aboriginal and Torres Strait people and communities in the NSW non AOD sector	<ul style="list-style-type: none"> Profile the work and achievements of non Aboriginal Community Controlled Organisations working with Aboriginal and Torres Strait Islander people in the NSW non government AOD sector through NADA's sector e-magazine, the <i>Advocate</i>. 	June, annually	Communications Officer and RAP Lead
	<ul style="list-style-type: none"> Encourage members to promote their services on <i>AODconnect</i>, a national directory of AOD treatment services for Aboriginal and Torres Strait Islander people. 	June, annually	Communications Officer and RAP Lead
Profile Aboriginal and Torres Strait Islander resources that are relevant to the non government AOD sector	<ul style="list-style-type: none"> Support and encourage the uptake of NADA's <i>Aboriginal Inclusion Tool: A tool to support Aboriginal inclusion in AOD services</i>. 	June, annually	Program Services Lead
	<ul style="list-style-type: none"> Promote relevant resources to staff and the membership including the Australian Indigenous Health Info Net and Australian Indigenous Alcohol and other Drugs Knowledge Centre websites and include links to key resources on NADA's website. 	June, annually	Communications Officer and RAP Lead



OPPORTUNITIES

NADA is committed to providing opportunities for Aboriginal and Torres Strait Islander peoples within the context of NADA as a peak body, and as an organisation committed to strengthening its employment and supplier diversity. NADA is committed to providing opportunities for Aboriginal and Torres Strait Islander people to:

- create a diverse, equal and fair workforce that is culturally competent
- ensure that programs and resources designed for Aboriginal and Torres Strait Islander people are devised, created and led by Aboriginal and Torres Strait Islander people
- encourage and support self-determination and recognise that Aboriginal and Torres Strait Islander people are the experts.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate opportunities to strengthen Aboriginal and Torres Strait Islander employment and engagement outcomes within our workplace	• Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy.	September 2017	Executive, RAP and QI Leads
	• Engage with existing Aboriginal and Torres Strait Islander staff, board and RWG members to consult on employment and engagement strategies and to inform future employment and engagement opportunities.	September 2017	CEO
	• Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	July 2017, review annually	CEO
	• Advertise all vacancies in Aboriginal and Torres Strait Islander media.	July 2017, review annually	Executive and Management
	• Review HR and Board recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees / board members and future applicants participating in our workplace.	September 2017	Executive, RAP Lead and RWG
	• Include Aboriginal and Torres Strait Islander representation on recruitment and selection panels where possible.	July 2017, review annually	Executive and Management
	• Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged and supported to apply.'	July 2017, review annually	Executive and Management
	• Audit and seek advice on improving NADA's recruitment, employment and engagement strategies.	September 2018	Executive, RAP and QI Leads


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses supplying our organisation with goods and services. 	December 2017	Executive, RAP and QI Leads
	<ul style="list-style-type: none"> Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. 	December 2017	Executive, RAP and QI Leads
	<ul style="list-style-type: none"> Develop and maintain commercial relationships with Aboriginal and/or Torres Strait Islander owned businesses or consultants. 	December, review annually	CEO
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	December 2017	CEO
	<ul style="list-style-type: none"> Continue to subscribe to Aboriginal media. 	July 2017, review annually	CEO
	<ul style="list-style-type: none"> Develop and pilot an Aboriginal and Torres Strait Islander procurement strategy. 	December 2017	CEO
	<ul style="list-style-type: none"> Investigate opportunities to partner with our local Indigenous Chamber of Commerce. 	December 2017	CEO
Continue to build the capacity of the sector to engage and support Aboriginal and Torres Strait Islander people accessing NSW non government AOD services	<ul style="list-style-type: none"> Continue to participate in AH&MRC's combined Aboriginal Drug and Alcohol Network (ADAN) and the NSW Aboriginal Residential Health and Drug and Alcohol Network (NARHDAN) meetings. 	July 2017, review annually	Executive and Program Services Lead
	<ul style="list-style-type: none"> Feature an Aboriginal and Torres Strait Islander focused stream at NADA's conference highlighting achievements and promotion of Aboriginal people in the workforce. 	June 2018	Program Services Lead
	<ul style="list-style-type: none"> Continue to provide NADA's membership with access to Aboriginal cultural awareness and strengths based practice training. 	July 2017, review annually	CEO
	<ul style="list-style-type: none"> Ensure professional development opportunities are accessible to Aboriginal and Torres Strait Islander staff. 	July 2017, review annually	Executive and Managers
	<ul style="list-style-type: none"> Continue to prioritise Aboriginal Community Controlled Organisations for Workforce Development Grants. 	July 2017, review annually	Executive and Program Services
	<ul style="list-style-type: none"> Continue to provide professional development opportunities focused on enhancing workforce capacity to engage and support Aboriginal and Torres Strait Islander clients. 	July 2017, review annually	Communications Officer and RAP Lead



TRACKING PROGRESS AND REPORTING

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Report RAP achievements, challenges and learnings to Reconciliation Australia	• Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	30 September, annually	Executive, Board and RAP Lead
	• Investigate participating in the RAP Barometer.	May 2018	Executive and RAP Lead
Report RAP achievements, challenges and learnings internally and externally	• Publicly report our RAP achievements, challenges and learnings.	September, annually	Executive, Board and RAP Lead
Review, refresh and update RAP	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	November 2018	Executive and RAP Lead
	• Send draft RAP to Reconciliation Australia for formal feedback and endorsement.	January 2019	Executive and RAP Lead





Network of Alcohol and other Drugs Agencies

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