

REFLECT RECONCILIATION ACTION PLAN (RAP)

National Institute of
Organisation Dynamics Australia
(NIODA)



February 2023 - February 2024



STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

“

Reconciliation Australia welcomes the National Institute of Organisation Dynamics Australia (NIODA) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

NIODA joins a network of more than 2,200 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 will lay the foundations, priming 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 increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables NIODA 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 first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations NIODA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



”

STATEMENT FROM CEO OF NIODA

“

I am pleased to share NIODA's first Reconciliation Action Plan. This RAP comes from our understanding that reconciliation is essential to healing the nation from the trauma and continuing suffering of Aboriginal and Torres Strait Islander peoples' caused by colonisation. We are all connected through country and no one is free to live and prosper unless we all are, together. As an organisation we want to play an active part in the process of coming together to be a unified society.



NIODA's RAP is a foundation for creating opportunities where we inform ourselves about the country's history, where we listen deeply and come to understand more about the knowledge and culture of Aboriginal and Torres Strait Islander peoples' and how it has been impacted by the wrongs of the past - and how we can learn from that knowledge and culture and support its promulgation in ways that promote healing, growth and more respectful race relations.

We look forward to making opportunities to explore together with a systems psychodynamic lens about how we can link with First Nation's peoples to learn together and be part of upholding rights to equal participation and recognition of Aboriginal and Torres Strait Islander peoples' unique and rich contribution to what should be our shared national identity.

”

Sally Mussared
Chief Executive Officer
National Institute of Organisation Dynamics Australia (NIODA)

OUR BUSINESS

NIODA is the centre of excellence in Australia in systems psychodynamics through the delivery of academic programs, research, learning activities and governance. Opening the space for groups and organisations to think differently and to go on thinking in the face of turbulence; exploring and creating possibilities for individuals, groups, communities and organisations.

NIODA currently employs ten staff (mostly part-time with 5 EFT) in Australia, one overseas, and has 27 volunteers. None of the currently employed staff identify as Aboriginal and/or Torres Strait Islander people. These staff work remotely online across Australia and internationally. There is one teaching facility for onsite classes on Wurundjeri Country (Naarm Melbourne).

NIODA's teaching and events are open to participation globally.

OUR RAP

NIODA understands that reconciliation is essential to healing the nation from the trauma and continuing suffering of Aboriginal and Torres Strait Islander peoples' caused by colonisation. We are all connected through Country and no one is free to live and prosper unless we all are, together. As an organisation we want to play an active part in the process of coming together to be a unified society. We are developing a RAP as a foundation for creating opportunities where we inform ourselves about the country's histories, where we listen deeply and come to understand more about the knowledge and cultures of Aboriginal and Torres Strait Islander peoples' and how it has been impacted by the wrongs of the past - and how we can learn from that knowledge and cultures and support its promulgation in ways that promote healing, growth and more respectful race relations.

At NIODA we teach, undertake research and provide services to consulting and coaching clients. We want to develop links between what we do and how we do it and the knowledge and cultures of Aboriginal and Torres Strait Islander peoples. We would like to use this linking to grow relationships and understand how we can work with First Nation's organisations to learn from and support them and be part of upholding their rights to equal participation and recognition of their unique and rich contribution to what should be our shared national identity.

OUR PARTNERSHIPS & CURRENT ACTIVITIES

NIODA has incorporated sessions about First Nation's issues, inviting participation from Elders, in the opening to the last three years of our annual international symposium as part of our initial steps towards making meaningful connections and coming to an understanding of First Nations' issues. We were honoured to have a Welcome to Country from Uncle Ray Minniecon at these online symposia (organised by staff living and working on Wurundjeri and Wadawurrung Country with participation from across many traditional lands and internationally). Uncle Ray and Paulette Whitton were symposium panellists and involved in rich conversations and small group discussions that were organised to follow their presentations.

Staff have attended First Nation's business development events with the Coolamon Business Network which has grown out of the work Annecto, a not-for-profit community service organisation, with which NIODA has had a long involvement. Our intent has been to listen and understand how our ways of working may be useful to First Nations' businesses so we can partner with them.

Staff have undertaken cultural awareness training sessions with First Nation's Elders, Uncle Roger Jarrett and Paulette Whitton, to ensure our staff are able to engage appropriately and respectfully with Aboriginal and Torres Strait Islander people going forward. This training was organised through the Coolamon network and we appreciated this learning as essential to our engagement with First Nation's peoples.

We have presented a submission on the Uluru Statement of the Heart interim report, and a group of staff, board and committee members are actively listening and reflecting on the proceedings of the Yoorrook Justice Commission.

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 2023 - July 2023	Executive, Learning Activities Lead
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	June 2023 - August 2023	Executive, Learning Activities Lead
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 2023	Executive Administration Lead
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June 2023	RWG Chair
	<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. 	27 May - 3 June 2023	Executive Administration Lead
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	March 2023	CEO
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March 2023	Executive, Learning Activities Lead
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	March 2023	Executive, Learning Activities Lead
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. 	June 2023	Executive, Learning Activities Lead
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	Dec 2023	Executive, Learning Activities Lead

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"> Complete cultural awareness training for select staff group and expand to all staff to increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	December 2023	RWG Chair
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	September 2023	RWG Chair
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 which each of the 10 staff all work from home. 	July 2023	CEO
	<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. 	March 2023	CEO
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. 	June 2023	RWG Chair
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local areas. 	June 2023	Executive Administration Lead
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2023	RWG Chair

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 contracting/engagement within our organisation. Examples may include, but are not limited to, cultural awareness workshops, participation as guests for specific subjects in the PhD and master's courses. 	April 2023	RWG Chair
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities 	June 2023	RWG Chair
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	April 2023	RWG Chair
	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	August 2023	RWG Chair

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. <ul style="list-style-type: none"> Board membership Staff membership Candidate/Student membership Alumni membership 	February 2023	CEO
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	February 2023	Executive Administration Lead
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	June 2023	RWG Chair
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	February 2023	CEO
	<ul style="list-style-type: none"> Engage all staff in the delivery of RAP commitments. 	April 2023	RWG Chair
	<ul style="list-style-type: none"> Maintain a RAP Champion for our RAP internally. 	February 2023	CEO
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	July 2023	Education Quality Assurance and Enhancement Lead
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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 2023	Executive Administration Lead
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	August 2023	Education Quality Assurance and Enhancement Lead
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2024	Education Quality Assurance and Enhancement Lead
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	April 2024	Executive Administration Lead

CONTACT DETAILS:

Name: Sally Mussared

Position: CEO

Phone: 0414 529 867

Email: info@nioda.org.au



RECONCILIATION
ACTION PLAN

REFLECT

