



Reconciliation Action Plan 2011





our vision for reconciliation

The Alcohol Education and Rehabilitation Foundation's (AER Foundation) vision for reconciliation is a nation where all Australians have the opportunity to live in healthy and safe communities.

We are committed to working with Aboriginal and Torres Strait Islander peoples to drive solutions to improve health, wellbeing and life opportunities for all.

We will work side-by-side with Aboriginal and Torres Strait Islander communities to:

- Bring about alcohol policy reform in Australia at a local, state and national level;
- Foster community-driven solutions to alcohol misuse and advocacy initiatives; and
- Support projects that aim to prevent or minimise the impact of alcohol misuse.

our business

The AER Foundation works with the community to address alcohol and inhalant misuse for a healthier and safer Australia.

The AER Foundation is an independent, not-for-profit organisation with an unwavering commitment to change the way we drink in Australia. We collaborate with grass-roots community organisations, government, police, researchers and the private sector to turn evidence-based research on alcohol and inhalant misuse into practical, real-life solutions.

Young people and Aboriginal and Torres Strait Islander people are our priority, and all the work that we do is guided by the needs and concerns of these two groups. As of 2010, our key focus areas of work are:

- Child and maternal health
- Community safety and violence
- Alcohol pricing and taxation
- Alcohol promotion and marketing

Since our inception in 2001, we have worked with over 700 organisations around the country, and invested more than \$115 million in alcohol and licit substance misuse prevention, public education, workforce development, and treatment and rehabilitation projects. One third of this funding has contributed to grass-roots programs and research addressing health and wellbeing issues faced by Aboriginal and Torres Strait Islander peoples, including:

- Providing professional development opportunities for drug and alcohol workers around Australia;
- Working with community organisations to run arts-based youth diversion and mentoring programs;
- Commissioning research; and
- Working with communities to develop culturally appropriate, tailored public education programs.

Whilst the work we do is national, our office is located in Canberra. We have 13 staff and 9 board directors, one of which is Aboriginal, our Deputy Chairman, Scott Wilson.

The AER Foundation does not call for prohibition, but rather responsible consumption of alcohol, and education around the harms of licit substance misuse – for example petrol, paint and glue-sniffing.

our reconciliation action plan

The AER Foundation has been working with Aboriginal and Torres Strait Islander peoples and community groups for nine years, and over that time we have developed unique insights into a range of substance misuse issues. We aim to strategically build on this knowledge to enhance our effectiveness in reducing the impact of alcohol and inhalant harms on Aboriginal and Torres Strait Islander peoples. Our formal commitment to reconciliation begins with this RAP, our mission is to utilise our learnings and resources to support improved health, wellbeing and life opportunities for Aboriginal and Torres Strait Islander peoples.

Our first RAP is an achievable one year plan that primarily aims to embed the RAP process and reconciliation into our work culture and practices. From this firm base we will develop long term strategic contributions to reconciliation through our work with the wider Australian community.

Our RAP journey began by exploring what reconciliation meant to staff as individuals, as well as for the organisation as a whole. All staff brainstormed ideas, and undertook an initial cultural awareness question and answer session with George Wilson and Julie Butler from ACT Council of Social Services. The main aim of this session was to clarify any initial questions staff had about reconciliation in general, as well as specific questions relating to cultural protocols. From here, staff ideas were collated, and discussed again as a group in the context of the AER Foundation's contribution and commitment to reconciliation.

In early 2010 a RAP Working Group was established, and includes representation from both staff and management. A Statement of Commitment was drafted and endorsed by Reconciliation Australia in June, 2010. The Working Group then consulted an Aboriginal and Torres Strait Islander advisory group, made up of our Deputy Chairman and other key external stakeholders.



Photos: Aboriginal and Torres Strait Islander Youth Expo, 2010 - AER Foundation



The AER Foundation is committed to building strong and lasting relationships with Aboriginal and Torres Strait Islander peoples, families, communities and leaders. Through these relationships we hope to form partnerships that support Aboriginal and Torres Strait Islander community-driven initiatives, advocacy strategies and solutions that address alcohol and inbalant misuse challenges. We believe these relationships are essential in allowing us to connect as Australians.

Focus area: Strengthening our organisational relationships with Aboriginal and Torres Strait Islander peoples.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
1. A RAP Working Group continues to oversee our RAP journey and includes staff and management representation.	CEO and RAP Working Group	April 2011 March 2012	Terms of reference established. Monthly meetings.
2. An Aboriginal and Torres Strait Islander Advisory Group works with the RAP Working Group on our strategic contributions to reconciliation.	CEO and RAP Working Group	March 2011 March 2012 March 2012	Advisory Group membership is equal to the number of RAP Working Group members. Biannual collaboration on RAP development including one face-to-face meeting. AER Foundation to provide updates quarterly on our RAP progress.
3. Consult with Aboriginal and Torres Strait Islander people in the development of AER Foundation alcohol harm-minimisation policy positions and advocacy activities.	Senior Policy Officer	March 2012 March 2012	Work with two or more Aboriginal and Torres Strait Islander organisations and healthcare centres to raise community awareness of Foetal Alcohol Spectrum Disorders. Formalising policy partnerships with one or more Aboriginal and Torres Strait Islander organisations through Memorandums of Understanding to further existing relationships.



ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
4. Strengthen the voice of Aboriginal and Torres Strait Islander young people in addressing alcohol and inhalant misuse challenges through the development and implementation of the AER Foundation Youth Advocacy Network.	Youth Policy Officer	December 2011 December 2011	Youth Advocacy Network includes two Aboriginal and Torres Strait Islander organisations Aboriginal and Torres Strait Islander young people are consulted in the development of the AER Foundation Youth Advocacy Network.
5. Map our existing and potential relationships with Aboriginal and Torres Strait Islander individuals, communities and organisations to inform AER Foundation's policy, advocacy and project work.	Communications Manager	June 2011 October 2011 March 2012	Research project to identify key national and state based Aboriginal and Torres Strait Islander health and wellbeing organisations. Database developed. Opportunities to facilitate external collaboration between different groups identified.
6. Proactively promote reconciliation to AER stakeholders.	Communications Manager	May 2011 March 2012	Include an Acknowledgement to Country and link to Reconciliation Australia website in email signatures and on AER Foundation website homepage. Include hard copy of AER Foundation's RAP in all promotional packs.
7. Progress AER Foundation relationship with the Congress of First Peoples and the National Healing Foundation.	Communications Manager	June 2011 October 2011 March 2012	Develop contacts and meet with these organisations. Identify opportunities to revamp and share the AER Foundation's alcohol and other drugs resources. Identify ways in which AER can promote the work of these organisations.



The AER Foundation acknowledges Aboriginal and Torres Strait Islander peoples as the first Australians and respects the diverse cultures, lands and histories of all nations. We recognise that the impact alcohol has on Aboriginal and Torres Strait Islander communities is unacceptable, and we aim to work in partnership with communities to address these issues. We understand that our effectiveness in achieving this goal and contributing to the reconciliation process is dependent upon our ability to listen to, understand and respect the stories, history and cultures of Aboriginal and Torres Strait Islander peoples.

Focus area: Celebrating, listening to, understanding and respecting the stories, history and cultures of Aboriginal and Torres Strait Islander peoples.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
1. Ensuring that an Acknowledgement of Country or Welcome to Country is an integral part of all AER Foundation meetings and events.	AER Chairman and CEO	March 2011 March 2012	Terms of reference established Monthly meetings.
2. Empower all staff and Board members to learn about Aboriginal and Torres Strait Islander cultures, history and perspectives.	Communications Manager and Office Manager	March 2012 March 2012	ACTCOSS to run a one day workshop entitled Appreciation of Aboriginal and Torres Strait Culture Awareness with AER Foundation staff. One AER Foundation Board meeting includes an Aboriginal or Torres Strait Islander guest speaker with expertise in substance issues annually.
3. Celebrate and promote Aboriginal and Torres Strait Islander dates of cultural significance.	Communications Manager and IT Manager	March 2012 March 2012	Significant dates promoted to external stakeholders in the AER Foundation monthly news bulletin. All staff and board members attend one or more event annually with the local Aboriginal and Torres Strait Islander community.



ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
<p>4. Aboriginal and Torres Strait Islander cultures are visible and celebrated in our workplaces.</p>	<p>CEO and Office Manager</p>	<p>May 2012 October 2012</p>	<p>Aboriginal and Torres Strait Islander artworks are displayed in our offices along with a full acknowledgement of the artist and meaning of the artwork. All meeting rooms to be given names of cultural significance, in consultation with Aboriginal and Torres Strait Islander people.</p>
<p>5. Celebrate, advocate for and recognise successful, community-driven Aboriginal and Torres Strait Islander initiatives addressing alcohol or inhalant misuse.</p>	<p>Communications Manager</p>	<p>March 2012</p>	<p>Showcase successful Aboriginal and Torres Strait Islander initiatives on a quarterly basis.</p>



Photos: Aboriginal and Torres Strait Islander Youth Expo, 2010 - AER Foundation



The AER Foundation is committed to ensuring that Aboriginal and Torres Strait Islander peoples have the opportunity to reclaim their rightful place in Australian society by contributing to and sharing equally in the benefits of our nation's social, cultural and economic development. Our work is enriched and is much more likely to be successful when we work with Aboriginal and Torres Strait Islander communities.

Focus area: Ensuring Aboriginal and Torres Strait Islander peoples are actively involved in every aspect of our business.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
1. Ensure that a career with the AER Foundation is equally accessible and appealing to Aboriginal and Torres Strait Islander applicants.	CEO and Chief Finance Officer	July 2011	Aboriginal and Torres Strait Islander employment and retention strategy developed. Strategy includes long-term recruitment targets.
		October 2011	Revise internal procedures and processes to ensure they are equally relevant to Aboriginal and Torres Strait Islander people.
		October 2011	Embed a statement of commitment to reconciliation in all AER Foundation job descriptions.
		March 2012	All job vacancies advertised in the Koori Mail and National Indigenous Times and include an 'encouragement to apply' statement.
2. Create a position for an Aboriginal or Torres Strait Islander person to develop our relationships with other Aboriginal and Torres Strait Islander stakeholders.	CEO and Chief Finance Officer	March 2012	Position filled.



ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
3. Development of an AER Foundation internship program for Aboriginal and Torres Strait Islander people, with a focus on mutual learning opportunities.	CEO and Chief Finance Officer	March 2012 October 2012	Program developed with a minimum of one intern opportunity per year. First intern placed.
4. Partner with Aboriginal and Torres Strait Islander organisations on projects that support community capacity to drive solutions to alcohol misuse.	Policy Team, CEO and Communications Manager	July 2011 March 2012	Collaborate with an Aboriginal and Torres Strait Islander organisation to develop a specific advocacy strategy to empowering communities to address alcohol misuse. Celebrate and promote the successes of the advocacy strategy via a launch event, publication or media activity.



Photos: National Youth Week Launch, 2010 - AER Foundation

tracking progress & reporting

The AER Foundation will maintain accountability to our RAP through regular meetings and reporting activities. Information regarding our progress will be shared with our staff team, Directors and external stakeholders.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
1. Track progress on implementing our RAP.	CEO and RAP Working Group	April 2011	Use calendar of activity to monitor progress of AER Foundation RAP measurable targets.
		March 2012	Information reports submitted to Board as part of standard quarterly board reporting.
2. Ensure that our RAP progress is celebrated and shared internally and externally.	RAP Working Group	October 2011	Share RAP progress at the AER Foundation AGM.
		March 2012	Share RAP progress at first staff meeting of every month.
		March 2012	Share RAP progress through the AER Foundation monthly news bulletin biannually.
3. Publicly report on our RAP to document and share our successes and challenges in the first year of our RAP journey.	Communications Manager	April 2012	RAP Report available on AER Foundation and Reconciliation Australia websites.
4. Refresh RAP after one year and incorporate learning's and amendments.	RAP Working Group	April 2012	RAP Working Group to consult with all staff to reflect on progress to date and areas for improvement and further implementation.
		May 2012	RAP Refresh available on AER Foundation and Reconciliation Australia websites.

Artwork: *Gathering*
Year: 2011
Artist: Inawantji Scales



Artist Biography - Inawantji Scales

Inawantji Scales (Ina) was born in Alice Springs in 1982 to Josephine Mick and Ushma Scales. Her father is of English descent, and her mother is an Aboriginal woman from Pipalyatjara, a community on the Anangu Pitjantjatjara Yankuntjatjara Lands in far north-west South Australia.

Ina's passion for art began at a young age when she would sit and watch her mother paint dreamtime stories. Ina loved listening to her mother sing the songlines of her parent's traditional homeland as she transferred them onto canvas. One of the first stories Ina learnt was about a waterhole and a serpent from her maternal grandfather's country called, *Tjurkurpa*.

Ina often remembers her mother's paintings, and retells the stories in her own artwork today.

Now living in Adelaide, Ina works for TAFE South Australia, co-teaching a Diploma of Interpreting.



Alcohol Education & Rehabilitation Foundation

**Street address:
Level 1, Suite 8
8 Phipps Close
DEAKIN ACT 2600**

**Postal address:
PO Box 19
Deakin West
ACT 2600**

Telephone: (02) 6122 8600

Facsimile: (02) 6232 4400

Email: aerf@aerf.com.au

Website: www.aerf.com.au

RAP Enquires:

Joanna Allebone, Communications Manager

Ph: (02) 6122 8600

Email: Joanna.allebone@aerf.com.au



Changing the way we drink