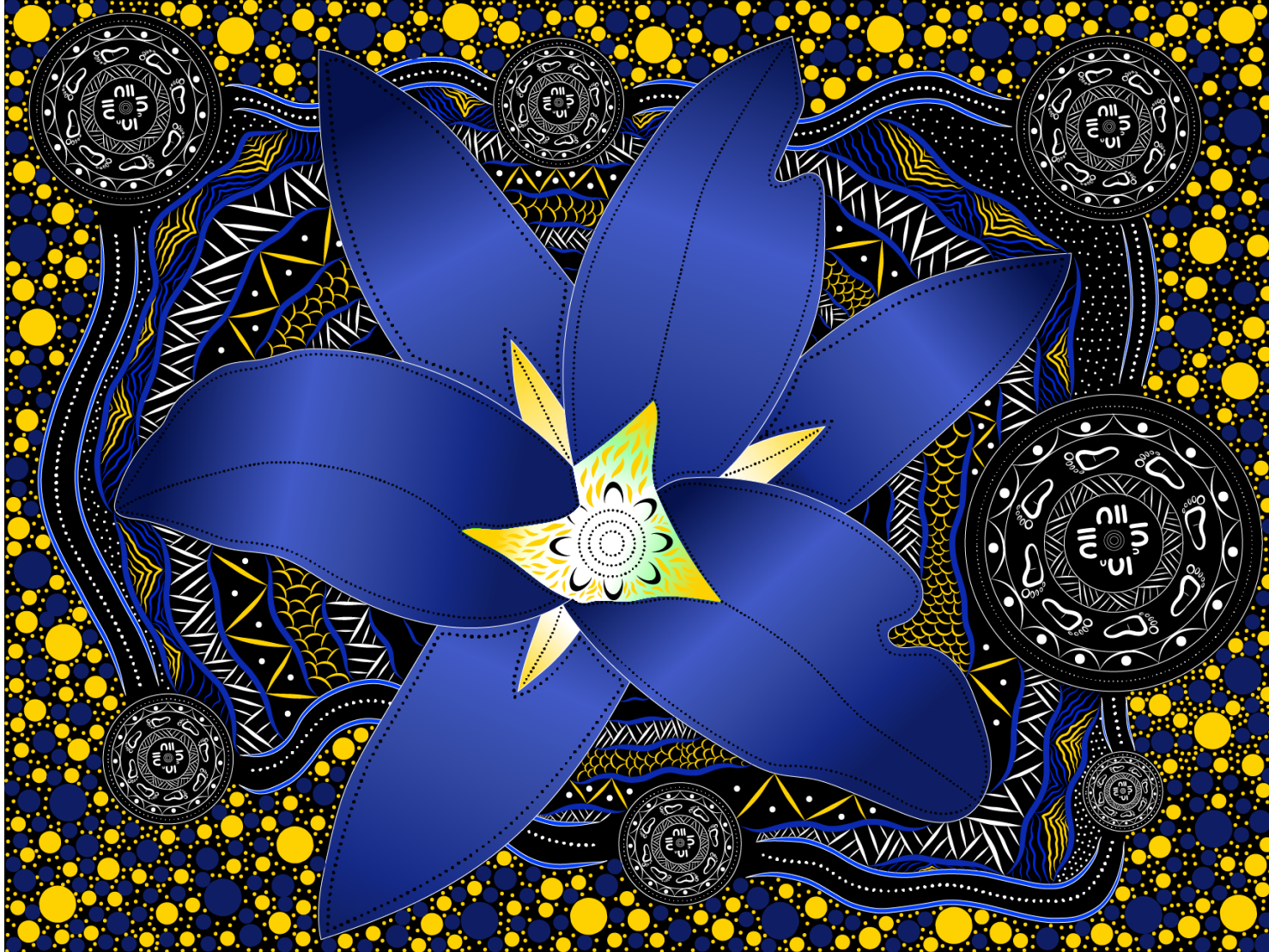


REFLECT Reconciliation Action Plan

August 2024 - August 2025



Acknowledgement of Country



We would like to acknowledge the Ngunnawal people as Traditional Custodians of the land on which we live and work, and pay our respects to their Elders, past and present. We also wish to acknowledge any other people or families with connection to the lands of the ACT.

Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Cancer Council ACT to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Cancer Council ACT joins a network of more than 3,000 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 Cancer Council ACT 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 Cancer Council ACT, 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 Cancer Council ACT

Cancer Council ACT is proud to be joining the Reconciliation Action Plan program. Our inaugural Reflect RAP highlights our commitment to serve all members of our community and demonstrates our team values of Diversity, Collaboration and Connection.

It is the hope of our whole organisation, including staff, volunteers and directors, that through this framework of relationships, respect and opportunities, CCACT can and will turn our good intentions into action and support the national reconciliation movement.

Our vision of a cancer free future will only be achieved when there is equity in health care for all Aboriginal and Torres Strait Islanders and other Australians. We know that cancer disproportionately affects First Nations peoples, and this plan seeks to inform the development of local services and resources to better support Aboriginal and Torres Strait Islander people living with cancer and help empower their engagement in lifestyle choices that prevent cancer.

We are grateful for the tremendous support and encouragement we continue to receive from local Ngunnawal Elder, Aunty Violet Sheridan, and to Ngunnawal artist, Richard Allan, for his incredible artwork which so perfectly symbolises the connection between our vision, our community and the beautiful land upon which we live and work.

Together, it's all of us against cancer.

Verity Hawkins
Chief Executive Officer
Cancer Council ACT

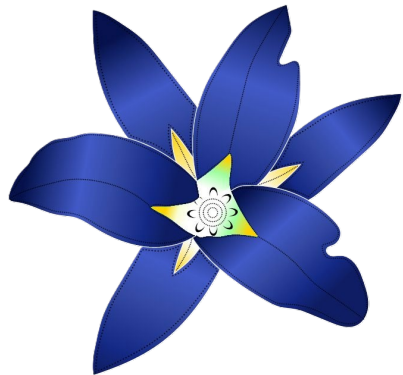


Our Business

The Cancer Council ACT (CFACT) is a non-government, not-for-profit community organisation with a strong commitment to promote a healthier community by reducing the incidence and impact of cancer in the ACT region, through community engagement, promotion of prevention and general support information, and cancer research.

CFACT's vision is for a cancer free future, and our mission to minimise the incidence and impact of cancer on people within the ACT and region is underpinned by our values; accountability, honesty, empathy and good intent.

Our office, located in Canberra ACT, currently employs 15 staff. Currently CFACT do not have any staff who identify as Aboriginal or Torres Strait Islander people, however CFACT is committed to providing a healthy, supported, safe and welcoming environment, free from harassment and discrimination.



Our RAP

Cancer Council ACT is committed to reconciliation with Aboriginal and Torres Strait Islander peoples and to creating an inclusive working environment that embraces Aboriginal and Torres Strait Islander cultures. This Plan will inform the development of services and resources to better support more First Nations people living with cancer and help empower First Nations people to engage in lifestyle choices that prevent cancer.

Cancer disproportionately affects Aboriginal and Torres Strait Islander peoples in Australia and by developing strong relationships with local First Nations people we can take the first steps together to help close the gap in health outcomes.

Cancer Council ACT's *Reflect* RAP will drive activities to increase organisational awareness of historical injustices and inequities experienced by Aboriginal and Torres Strait Islander peoples. This acknowledgement and learning will help to enhance our understanding of ongoing intergenerational trauma and of ensuing health challenges faced by First Peoples, such as higher smoking rates and higher rates of lung cancer. It will also support the formalisation of a culturally safe environment.

Practically, we will support local Indigenous-owned businesses and organisations. We will be present at local community events for Aboriginal and Torres Strait Islander peoples. We will seek opportunities to improve our services, information and education delivery and refine the language we use around cancer prevention, to be more culturally aware. And we will seek out opportunities to partner with and to provide services and prevention education for First Nations peoples.

Our reconciliation journey to date

Cancer Council ACT has just commenced its reconciliation journey. We will seek out opportunities to engage with First Nations communities based on genuine needs and gaps in services. We encourage our RAP Working Group and all staff to participate in existing community events such as NAIDOC Week and National Reconciliation Week activities and we have already begun fostering relationships with Aboriginal and Torres Strait Islander community organisations. CCACT is grateful for the ongoing support of Ngunnawal Elder, Aunty Violet Sheridan, and for her encouragement and mentoring as we develop our first RAP.

- CCACT staff members attended cultural awareness training day with local Traditional Owners.
- All CCACT staff have undertaken the CORE Cultural Awareness Training (AIATSIS).
- Procurement of bespoke artwork by Richard Allan, a Ngunnawal artist. The work is a depiction of the native bluebell flower at its centre – **a symbolic flower found on Ngunnawal land**. The beauty of the flower symbolises the hope we bring, and the care that we give to each other in challenging times, and to people who are suffering due to cancer.
- An Acknowledgement of Country is now delivered at the beginning of every meeting, and our locally-commissioned Ngunnawal artwork will be used across our branding.



Our vision

Our vision for reconciliation is an Australia where all Aboriginal and Torres Strait Islander peoples and their cultures are welcomed, respected and celebrated, and where there is a harmonious relationship between all the diverse peoples of the country. Further, that our Australian history acknowledges the sovereignty of this land and its Traditional Owners, and that Aboriginal and Torres Strait Islander peoples are constitutionally recognised and have power over their own destiny.

Cancer Council ACT's goal of a Cancer Free Future will only be achieved through achieving equity in health care for all Aboriginal and Torres Strait Islander people and other Australians in the Canberra region. Our organisation will always deliver our services and programs in a fair and inclusive way for all our stakeholders; all people that are affected by cancer. We will welcome and listen to our community and our staff to provide services that address the needs of our community and will provide a culturally safe workplace of which we are proud.



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. 	August 2024	Cancer Support Coordinator
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2024	Office Manager
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 2025	Chief Operating Officer
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 June 2025	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 2025	Chief Operating Officer
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff, volunteers, including directors. 	August 2024	Chief Executive Officer
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	September 2024	Cancer Support Coordinator: Prevention
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	August 2024	Cancer Support Coordinator: Prevention
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. 	September 2024	Office Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2024	Office Manager



RESPECT

Action	Deliverable	Timeline	Responsibility
1. 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. 	August 2024	Chief Operating Officer & Office Manager
	<ul style="list-style-type: none"> Conduct annual review of cultural learning needs within our organisation. 	October 2024	Office Manager
	<ul style="list-style-type: none"> Explore new avenues for additional cultural learning for all staff. 	June, annually	Office Manager
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Further our understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	August 2024	Cancer Support Coordinator: Prevention
	<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. 	August 2024	Office Manager
3. 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. 	July 2025	Receptionist
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2025	Receptionist
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2025	RWG Chair



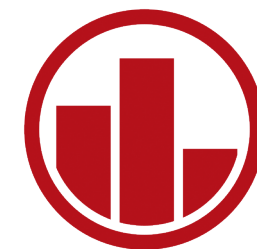
OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
1. 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. 	September 2024	Chief Operating Officer & Office Manager
	<ul style="list-style-type: none"> Reassess our understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	October 2024	Office Manager
2. 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. 	November 2024	Chief Operating Officer
	<ul style="list-style-type: none"> Review our list of Aboriginal and Torres Strait Islander suppliers and businesses. 	October 2024	Cancer Support Coordinator: Prevention

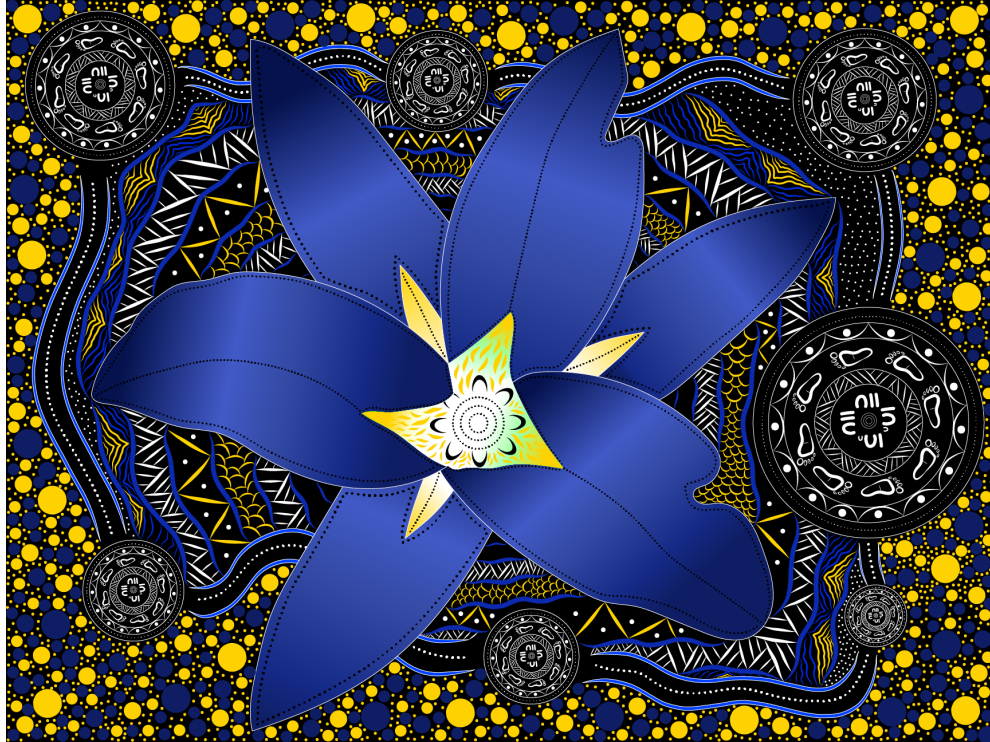


GOVERNANCE

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	August 2024	Chief Operating Officer
	<ul style="list-style-type: none"> Review Terms of Reference for the RWG. 	August 2024	Chief Operating Officer
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	September 2024	Chief Executive Officer
2. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	August 2024	Chief Operating Officer
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	August 2024	Chief Operating Officer
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	1 August, annually	Chief Executive Officer
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	August 2024	Chief Operating Officer
3. 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, annually	Chief Operating Officer
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August, annually	Chief Operating Officer
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September, annually	Chief Operating Officer
4. 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. 	May 2025	Chief Operating Officer



The Ngunnawal Bluebell – *by Richard Allan*



About the artist

Richard (Richie) Allan is a well-known Ngunnawal Kamilaroi artist who has been painting for over 25 years. His paintings are about his Aboriginal Spirituality and the connection he has with the land, water, trees, and with his totems. Richie is a highly respected Ngunnawal expert, and Cultural Director of TOAC (*Traditional Owners Aboriginal Corporation*), managing cultural awareness, education and relationships.

The painting features a depiction of the native bluebell flower at its centre – a symbolic flower found on Ngunnawal land. The beauty of the flower symbolises the hope we bring, and the care that we give to each other in challenging times, and to people who are suffering due to cancer.

Surrounding the flower are seven circles representing the seven clans within Ngunnawal Country. The clans are joined as they connect with each other and with the beautiful land, creating a journey and forming the circle of life, which is vital in Ngunnawal culture.

The yellow and blue dots gathered around the circle of life signify people and families that always have been and always will be on Ngunnawal Country, the Ngunnawal people, and everyone from the Elders to those who live among the Ngunnawal people today, the Canberrans. The dots also represent the diverse and inclusive Cancer Council ACT community. All of us are going to be affected by cancer in our lifetime, as a supporter, a loved one, or going through our own cancer journey.

Cancer is personal but it's ***all of us against cancer.***

The patterns that lead into the flower represent the life of the Ngunnawal people and their livelihoods over the centuries. The wavy blue and yellow patterns symbolise the two important elements the Ngunnawal people needed to survive: the land and the water.

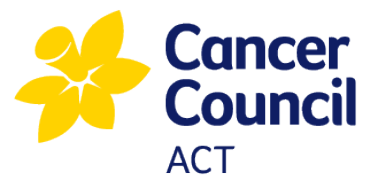
The white crossing patterns depict the fish nets that were woven by women using lomandra mat rushes to provide food, while the yellow lines and white dots illustrate the Ngunnawal tracking system, and the fish scales illustrate the fishing technique combined with the yellow wattle. These methods and practices allowed the traditional owners to take only what they need from the land and the water.

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For information and support call
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