

Yourshow Pty Ltd

Reflect Reconciliation Action Plan

About this RAP

Yourshow has implemented a Reflect RAP that sets out the steps we will take to build relationships with Aboriginal and Torres Strait Islander stakeholders.

Our commitment to a Reflect RAP allows our organisation to spend time developing relationships, deciding on our vision for reconciliation and exploring our sphere of influence, before committing to specific actions or initiatives.

This Reconciliation Action Plan aims to help us continue to strengthen our capacity to develop culturally appropriate policies, programs and projects that embed respectful, long-term engagement with Aboriginal and Torres Strait Islander peoples, organisations and communities. Through our vision for reconciliation, we aim to build internal awareness, understanding, and cultural competency that can be incorporated into our approach to our work, and ensure that the voices of Aboriginal and Torres Strait Islander are respectfully heard.

Yourshow has developed a 'Reflect' Reconciliation Action Plan in recognition that our organisation is in the formative stages of a reconciliation journey. This is the first Reconciliation Action Plan developed by the organisation. The 'Reflect' Reconciliation Action Plan provides a platform for us to establish meaningful relationships with Aboriginal and Torres Strait Islander peoples and lay strong foundations for the development of future Reconciliation Action Plans.

Relationships

Action	Deliverable	Responsibility
Reconciliation Action Plan (RAP) working group to monitor progress of RAP	Monitor, track and report the progress of the RAP implementation across all areas of the organisation	Directors
Build internal and external relationships	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our sphere of influence that we could approach to connect with on our reconciliation journey	Directors
	Develop a list of RAP and like-minded organisations that we could approach to connect with on our reconciliation journey	Directors
Participate and celebrate National Reconciliation Week	Introduce our staff to NRW by encouraging staff to attend a NRW event	Directors and staff
Raise internal awareness of our RAP	Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments	Directors
	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP	Directors
	Amend the staff induction checklist to include reference to the RAP	Directors
	Publish the RAP on the organisational intranet for easy access by staff	Directors

Respect

Action	Deliverable	Responsibility
Investigate opportunities	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation	Directors
	Hold organisational workshops/guest speaker series to bolster organisational cultural awareness	Directors
	Explore opportunities for cultural awareness training for all staff	Directors
Explore opportunities to increase cultural competency within the organisation	As a first step to developing our cultural awareness practice to acknowledge the experiences and contributions of Aboriginal and Torres Strait Islander peoples and cultures, place items in our physical work space and include messages on our publications that signify these acknowledgements (e.g. placing plaques, photos, Aboriginal and Torres	Directors

Action	Deliverable	Responsibility
	Strait Islander flags or artwork in the office, adopting an Acknowledgement of Country as standard wording in our publications, newsletters, communications etc.)	
	Communicate opportunities for acknowledgement of Aboriginal and Torres Strait Islander peoples and cultures with staff to increase general understanding of cultural competency	Directors
	Update internal style guide on appropriate terminology to use when communicating about Aboriginal and Torres Strait Islander people/ issues and promote proper usage to staff	Directors
Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Explore who the Traditional Owners are of the lands and waters in our local area	Directors
	Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence	Directors
Ensure Aboriginal and Torres Strait Islander dates of significance are recognized internally/ externally	Recognise Aboriginal and Torres Strait Islander dates of significance internally	Directors
	Ensure culturally appropriate and ethical methodologies are used in research and project design and implementation (e.g. ensuring Aboriginal and Torres Strait Islander stakeholders are valued and acknowledged for their contributions)	Directors

Opportunities

Action	Deliverable	Responsibility
Investigate Aboriginal and Torres Strait Islander employment	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	Directors
	Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities	Directors
Investigate opportunities for procurement of goods/ services from Aboriginal and Torres Strait Islander suppliers	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	Directors
	Reflect on existing work practice and identify gaps and opportunities to support the future inclusion of cultural considerations into our work	Directors
Review existing relationships with Aboriginal and	Consider organisations and communities with whom we need to build relationships to support the reconciliation efforts	Directors

Action	Deliverable	Responsibility
Torres Strait Islander organisations and communities and consider ways to ensure these relationships are valued and strengthened		

Tracking Progress

Action	Deliverable	Responsibility
Build support for the RAP	Define resource needs for RAP development and implementation	Directors
	Define systems and capability needs to track, measure and report on RAP activities	Directors
Review and refresh RAP	Review RAP based on lessons learned, and identify and record both achievements and ongoing challenges	Directors