



RECONCILIATION
ACTION PLAN

REFLECT



Community Housing Council
of South Australia Inc.

Reconciliation Action Plan

January 2020 – January, 2021



Artwork by Sam Gollan - Ngarrindjeri and Kurna Nation

"Learning and understanding one another knowledge and embracing the knowledge of others and walking away with Power of knowledge."

Acknowledgement of Country

The Community Housing Council of South Australia acknowledge and respect the Kurna people as the Traditional Custodians of the ancestral lands we live and work on and their deep feelings of attachment and relationship to country.

Community Housing Council of South Australia

Reflect Reconciliation Action Plan January 2020 – January, 2021

Our business

The Community Housing Council of South Australia (CHCSA) is the peak industry body that represents community housing providers and other not-for-profit housing providers in South Australia.

Community housing provides safe, secure and affordable rental housing for people on low to moderate incomes with a housing need. It provides housing for those most in need of accommodation – including people with an intellectual disability, physical disability, the aged, struggling families, young people, migrants, women escaping domestic violence and low-income earners.

As an organisation, our objectives are to:

- Support and promote the development and provision of social and affordable housing.
- Represent the community housing industry in dealing with government, public and private bodies.
- Deliver a range of high quality services to members in response to identified needs, including:
 - support and professional development activities;
 - information, advice and referral; and
 - advocacy on behalf of the community housing industry.
- Facilitate communication, information transfer, support and co-ordination across the community housing industry.

- Contribute to social and affordable housing policy development to support the growth and development of the community housing industry.
- Provide information, analysis and advice on housing and other relevant government policy.
- Promote the role and value of community housing in delivering social and affordable housing.

CHCSA comprises a small team of three staff members, none of whom identify as Aboriginal and/or Torres Strait Islander peoples. The organisation operates from a single office located in metropolitan Adelaide. As the peak body for the South Australian community housing sector, our membership extends across metropolitan, regional and rural South Australia.

Our RAP

CHCSA is seeking to formalise its commitment to reconciliation by developing a Reconciliation Action Plan (RAP). While some of our member organisations have RAPs in place, as the peak body representing the community housing sector, CHCSA does not currently have a RAP. Developing a RAP will demonstrate the organisation's commitment towards reconciliation, provide inspiration for member organisations to develop their own RAPs and ensure CHCSA is consistent with other peak bodies operating in the community services sector.

CHCSA intends to implement its RAP in collaboration with the RAP Working Group, CHCSA Board, all CHCSA staff and other stakeholders. The CHCSA Executive Officer will act as RAP Champion to drive internal engagement and awareness of the RAP.

Our Partnerships / Current Activities

CHCSA has commenced its journey towards reconciliation with Aboriginal and Torres Strait Islander peoples.

In recent years CHCSA staff has participated in professional development training, delivered in partnership with Aboriginal and Torres Strait Islander peoples, to identify best practice, generate ideas towards resolving existing housing issues and acting on future housing needs.

As an organisation, CHCSA has facilitated workshops and forums to further equip community housing provider (CHP) staff with the necessary knowledge and skills of appropriate cultural responses in managing and sustaining tenancies with Aboriginal and Torres Strait Islander peoples.

CHCSA regularly shares best practice case studies and any associated resources with CHPs to enhance their capability in delivering services and enabling better outcomes to be realised by Aboriginal and Torres Strait Islander peoples within the community.



Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2020	Executive Officer Policy/Project Officer
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2020	Policy/Project Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2020	Policy/Project Officer
	• RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2020	Executive Officer
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2020	Executive Officer
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	March 2020	Executive Officer
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2020	Executive Officer Policy/Project Officer
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2020	Executive Officer Policy/Project Officer
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	April 2020	Policy/Project Officer
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2020	Policy/Project Officer
5. Raise internal and external awareness of our RAP to promote reconciliation across the community housing sector.	• Develop and implement a strategy to communicate our RAP to all internal and external stakeholders	May 2020	Executive Officer Policy/Project Officer
	• Raise awareness of Reconciliation Australia and the RAP process to encourage community housing providers (CHPs) to develop their own RAP.	May 2020	Policy/Project Officer



Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2020	Policy/Project Officer
	• Conduct a review of cultural learning needs within our organisation.	June 2020	Policy/Project Officer
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2020	Executive Officer Policy/Project Officer Office Manager
	• Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2020	Executive Officer Policy/Project Officer Office Manager
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2020	Policy/Project Officer
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2020	Policy/Project Officer
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2020	Policy/Project Officer



Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2020	Policy/Project Officer
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2020	Executive Officer Policy/Project Officer
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2020	Policy/Project Officer
	• Investigate Supply Nation membership.	October 2020	Policy/Project Officer
	• Develop and communicate to staff a list of Aboriginal and Torres Strait Islander owned businesses that can be used to procure goods and services.	October 2020	Policy/Project Officer
11. Disseminate information to stakeholders about housing issues facing Aboriginal and Torres Strait Islander peoples	• Make no less than four social media posts educating followers on housing/social issues faced by Aboriginal and Torres Strait Islander peoples.	January 2021	Policy/Project Officer



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	May 2020	Policy/Project Officer
	• Draft Terms of Reference for the RWG.	May 2020	Policy/Project Officer
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2020	Policy/Project Officer
13. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	February 2020	Executive Officer Policy/Project Officer
	• Engage senior leaders in the delivery of RAP commitments.	February 2020	Executive Officer
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2020	Executive Officer Policy/Project Officer
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2020	Policy/Project Officer
15. Provide appropriate support for effective implementation of RAP commitments.	• Register via Reconciliation Australia's website to begin developing our next RAP.	October 2020	Policy/Project Officer



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Policy/Project Officer

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