




COUNTRY ARTS SA
**RECONCILIATION
ACTION PLAN**
2014 - 2016



COUNTRY
ARTS
SA



Reconciliation
ACTION PLAN
INNOVATE RAP



Country Arts SA is delighted to have Yvonne Koolmatrie as its Reconciliation Action Plan artist.

Yvonne is a renowned Ngarrindjeri weaver with an artistic practice spanning three decades.

Working with the traditional coil bundle weaving technique and the river rushes of the Murray River, Yvonne has made imaginative and elegant forms that are held in major public and private collections.

The content of her weaving and the unique style particular to Ngarrindjeri reflects the weaving of the organisation and its commitment to Regional SA communities and Reconciliation as a whole of business practice.

Yvonne's Sister Basket represents two sisters joining together for practical purpose. This is indicative of our reconciliation aim of different cultures coming together to achieve a common goal and becoming purposeful in the outcome.

Weapons Basket is a woven piece specific to holding weapons or tools. At Country Arts SA we require resources and tools to effectively produce beneficial arts outcomes for wider regional South Australia. Country Arts SA works to gather the tools, people and resources needed to support the creation of works in regional South Australia. These artworks formed from the land and waters demonstrate the culture of Regional communities' connection to their country. We are all reconciling with the land and waters as well as each other.

OUR VISION FOR RECONCILIATION

Country Arts SA will ensure reconciliation is a priority in all the work we do.

We will keep reconciliation alive by increasing respect, understanding and equality of opportunity for Aboriginal and Torres Strait Islander communities. We will work through partnership, dialogue and action to:

- Be respectful, engaging and responsive to Aboriginal and Torres Strait Islander needs and rights
- Be culturally aware, connected and responsive
- Be accountable and take action and responsibility for change
- Have strong and meaningful relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people that we can take pride in



OUR RECONCILIATION ACTION PLAN

OUR COMMITMENT TO RECONCILIATION

Country Arts SA recognises and respects that we are living and creating on Aboriginal Lands and we are committed to working together to honour their living cultures.

In 2010 the Indigenous Arts and Cultural Engagement program was established at Country Arts SA. It was considered important that our organisation recognises First Nations peoples.

Once the program was established it became evident that we needed to continue our journey of learning through a variety of ways and the Reconciliation Action Plan (RAP) became a priority for the organisation.

Country Arts SA commenced developing a RAP in 2013 after initial discussion with Reconciliation SA. A Reconciliation Action Plan working group (RWG) was established and met three times in that year.

Steve Saffell, Country Arts SA Chief Executive Officer is the RAP Champion and the link between the RWG and the Board as well as the person who communicates with all staff regarding the RAP

In 2014 the RWG grew to include representatives from all divisions in the organisation. The working party consists of 12 staff members one of whom is Aboriginal and 2 external members' one who represents the Board of Country Arts SA and one who represents the Indigenous Reference Group. Members of the reference group are Anthony Peluso (Director Community Engagement), Merilyn De Nys (Manager Arts and Cultural Development and Regional Arts Fund Manager), Mandy Brown (Indigenous Arts and Cultural Engagement Officer), Jayne Holland (Arts and Cultural Development Officer Western Eyre), Louise Davidson (Executive Assistant), Tammy Hall (Coordinator Audience Development), Louisa Norman (Performing Arts and Marketing Coordinator), Sussan Baldwin (Arts Centre Coordinator and Manager Hopgood Theatre), H el ene Sobolewski (Marketing and Publicity Officer), Jo Robinson (Accounting Officer) and Samantha Yates (Manager Arts and Cultural Development, Indigenous) with Lew Owens (Chair of the Board of Country Arts SA) and Klynton Wanganeen (Indigenous Reference Group member).



RELATIONSHIPS

We believe that the relationship between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people can be enhanced and developed through the arts. The arts have a role to play in assisting non-Aboriginal and Torres Strait Islander people to understand and respect culture.

We aim to continue to strengthen and build relationships with Aboriginal and Torres Strait Islander peoples in the arts sector in South Australia and Australia.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
RAP Working Group Actively monitors RAP development, including implementation of actions, tracking progress and reporting.	Chief Executive Officer	June annually	RWG oversees the development, endorsement and launch of the RAP. RWG will meet monthly until June 2014 then every 6 weeks.
	Arts and Cultural Development Manager – Indigenous	June annually	Meet at least 6 times per year to monitor and report on RAP implementation.
Celebrate National Reconciliation Week Provide opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships.	All Managers	May annually	Managers to encourage and support staff to attend a National Reconciliation Week event of their choice.
	Arts and Cultural Development Manager – Indigenous	27 May to 3 June annually	Organise at least one internal event each year.
	Manager Artform Development	May annually	Continue to program <i>Black Screen</i> annually as part of National Reconciliation Week in the Arts Centres and expanding into smaller communities across South Australia.

<p>Acknowledgement of the Traditional Owners and First Nations People</p> <p>To ensure that Country Arts SA recognises and pays respect to the Traditional Owners of the land.</p>	Chief Executive Officer	June annually	Acknowledge traditional owners and other First Nations People of the land at all official gatherings and meetings.
		June 2014	Create a Welcome to Country protocol for use by all Country Arts SA Board and staff. This includes Welcome to Country by traditional owners at all significant events.
<p>Welcoming Aboriginal and Torres Strait Islanders at our facilities</p> <p>All Country Arts SA facilities and offices in Port Adelaide and regional South Australia to be welcoming places for Aboriginal and Torres Strait Islander people.</p>	Visual Arts Coordinator	June 2015	Aboriginal and Torres Strait Islander artwork to be presented throughout Country Arts SA foyers and office spaces.
	Marketing Manager	June 2015	RAP printed and displayed in foyer at Port Adelaide Office and all Arts Centres.
	Chief Executive Officer	June 2016	Develop a plan for all Country Arts SA buildings to have artwork acknowledging Traditional Owners.
	Arts Centre Coordinator	December 2015	Investigate installing Aboriginal and Torres Strait Islander flags along with the Australian flag at all Arts Centres and Port Adelaide office.
	Arts and Cultural Development Manager – Indigenous	January 2016	Investigate the idea of having Welcome to Country signage in language at all Arts Centres and Port Adelaide office.
<p>Aboriginal and Torres Strait Islander representation on the Board of Country Arts SA</p> <p>To ensure an understanding of Aboriginal and Torres Strait Islander culture at the Board and executive level.</p>	Chief Executive Officer	January 2014	Advocate to the Minister to ensure that there is at least one Aboriginal and Torres Strait Islander member on the Country Arts SA Board.
		June annually	Maintain at least one Aboriginal and Torres Strait Islander person on the Board at all times.

<p>Aboriginal and Torres Strait Islander representation on the Grants Assessment Panel</p> <p>To ensure that decisions on all applications with Aboriginal and Torres Strait Islander content are culturally appropriate and approved.</p>	<p>Chief Executive Officer and Regional Arts Fund Manager</p>	<p>January 2014</p>	<p>Ensure that there is at least one Aboriginal and Torres Strait Islander member on the Grant Assessment Panel.</p>
		<p>June annually</p>	<p>Maintain at least one Aboriginal and Torres Strait Islander person on the Board at all times.</p>
<p>Aboriginal and Torres Strait Islander representation on all Arts Centre reference groups</p> <p>To ensure that Aboriginal and Torres Strait Islander people are represented.</p>	<p>Director Community Engagement</p>	<p>June 2015</p>	<p>Ensure that there is at least one Aboriginal and Torres Strait Islander member on each of the Arts Centre reference groups.</p>
<p>Indigenous Reference Group</p> <p>Country Arts SA will have an Indigenous Reference Group (IRG) which is to advise and advocate for Aboriginal and Torres Strait Islander relations and issues.</p>	<p>Indigenous Arts and Cultural Engagement Officer</p>	<p>June 2014</p>	<p>The Indigenous Reference Group (IRG) will continue to play an important role within the organisation to advise and inform Country Arts SA on all aspects of our work relating to Aboriginal and Torres Strait Islander arts and culture.</p>
	<p>Indigenous Arts and Cultural Engagement Officer</p>	<p>June annually</p>	<p>At least three Aboriginal and Torres Strait Islander members are required to be present at IRG meetings.</p>
<p>Promotion of Aboriginal and Torres Strait Islander program and funding opportunities</p> <p>To enhance communities' awareness of how Country Arts SA can support Aboriginal and Torres Strait Islander artists.</p>	<p>Marketing Manager and Arts and Cultural Development Manager – Indigenous</p>	<p>June 2015</p>	<p>Develop Country Arts SA website to enhance communities' awareness of Aboriginal and Torres Strait Islander program and opportunities.</p>
	<p>Chief Executive Officer and Arts and Cultural Development Manager – Indigenous and Regional Arts Fund Manager</p>	<p>June 2015</p>	<p>Investigate and research the possible benefits of an Aboriginal and Torres Strait Islander only grant program.</p>

<p>Engage Ambassadors</p> <p>To promote and communicate the work Country Arts SA does towards Reconciliation.</p>	<p>Chief Executive Officer and Indigenous Arts and Cultural Engagement Officer</p>	<p>February 2015</p>	<p>Engage one Aboriginal and Torres Strait Islander and one non-Aboriginal and Torres Strait Islander as Ambassadors to Country Arts SA and our work for Reconciliation.</p>
	<p>Chief Executive Officer and Indigenous Arts and Cultural Engagement Officer</p>	<p>June annually</p>	<p>Evaluate the Ambassador role and relationship.</p>
<p>Aboriginal and Torres Strait Islander communication plan developed</p> <p>To inform and encourage more Aboriginal and Torres Strait Islander people to access our programs and events.</p>	<p>Marketing Manager and Arts and Cultural Development Manager – Indigenous</p>	<p>June 2015</p>	<p>Develop an Aboriginal and Torres Strait Islander communication plan.</p>
<p>Aboriginal and Torres Strait Islander Grants protocol developed</p> <p>To assist applicants working with Aboriginal and Torres Strait Islander people to understand cultural factors in delivering or working with community.</p>	<p>Indigenous Arts and Cultural Engagement Officer</p>	<p>August 2014</p>	<p>Create a protocol for people applying to our grant programs that are intending to work with Aboriginal and Torres Strait Islander people as part of their funded project.</p>
<p>Aboriginal and Torres Strait Islander programming in Artform Development</p> <p>To ensure we promote and support Aboriginal and Torres Strait Islander artists and development.</p>	<p>Manager Artform Development</p>	<p>June annually</p>	<p>Country Arts SA continues to be a member of Blaklines, a touring consortium which commits to touring Aboriginal and Torres Strait Islander led performing arts work.</p>
	<p>Indigenous Arts Cultural Engagement Officer</p>	<p>June annually</p>	<p>Country Arts SA continues to commit to tour <i>Our Mob</i> as part of the Visual Arts program every two years.</p>

<p>Aboriginal and Torres Strait Islander engagement policy</p> <p>To provide access for Aboriginal and Torres Strait Islander people to our programs.</p>	<p>Manager Artform Development and Indigenous Arts Cultural Engagement Officer</p>	<p>December 2014</p>	<p>Create a policy that demonstrates the importance of engagement with Aboriginal and Torres Strait Islander peoples by offering discounted tickets to Country Arts SA shows.</p>
<p>Cultural Development Team to engage with Aboriginal and Torres Strait Islander community</p> <p>To support artists across South Australia to keep abreast of any opportunities that there might be for Aboriginal and Torres Strait Islander artists.</p>	<p>Arts and Cultural Development staff</p>	<p>June annually</p>	<p>Continue to work collaboratively and value relationships with Aboriginal and Torres Strait Islander people across the state.</p>
	<p>Arts and Cultural Development staff</p>	<p>June annually</p>	<p>Arts and Cultural Development team to seek advice and support from the Indigenous Arts and Cultural Engagement Officer where applicable.</p>
<p>Support the Our Mob annual exhibition</p> <p>To develop Aboriginal and Torres Strait Islander artists across the state as well as provide an opportunity to exhibit their work at a state level.</p>	<p>Arts and Cultural Development staff</p>	<p>October annually</p>	<p>Continue to develop relationship with the Adelaide Festival Centre ArtSpace, Ananguku Arts and Arts SA to develop Our Mob exhibition and ensure communities across the state are aware of the opportunities this creates.</p>
<p>Offer professional development to staff working on the RAP</p> <p>To ensure that RAP members continue to enhance their knowledge regarding the RAP.</p>	<p>Chief Executive Officer</p>	<p>June ongoing</p>	<p>Offer professional development to staff working on the RAP.</p>

RESPECT

Country Arts SA covers the whole of regional South Australia which includes many different First Nation groups. We honour and pay respect to the Traditional Owners of this state and want to ensure that through all the work we do as an organisation they are always acknowledged.

We endeavour to assist with the cultural education of our own staff and support artists and cultural groups to do the same in their own communities.

Through this education and support we hope to develop an awareness of Aboriginal and Torres Strait Islander arts and cultures.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
<p>Cultural awareness training and development for staff</p> <p>Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.</p>	<p>Chief Executive Officer and Arts and Cultural Development Manager – Indigenous</p>	<p>December annually</p>	<p>Develop and pilot a cultural awareness training strategy. Create formal and informal training opportunities for all staff.</p>
	<p>Chief Executive Officer and Arts and Cultural Development Manager – Indigenous</p>	<p>June annually</p>	<p>Deliver informal Cultural Sharing opportunities four times per year.</p>
	<p>Chief Executive Officer</p>	<p>June annually</p>	<p>Deliver a formal training opportunity twice per year.</p>
	<p>Manager Corporate Resources</p>	<p>July 2014</p>	<p>Ensure that Cultural Awareness training is included in all Country Arts SA staff performance management plans.</p>

<p>Aboriginal and Torres Strait Islander cultural protocols</p> <p>Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.</p>	Chief Executive Officer and all Managers	March & August annually	Regularly communicate Country Arts SA's Welcome and Acknowledgment of Country protocol and monitor its implementation.
	Chief Executive Officer and all Managers	June annually	Identify at least one significant event for which a Welcome to Country from a Traditional Owner will be included.
	Indigenous Arts and Cultural Engagement Officer	December 2015	Create Cultural Specifications for all Country Arts SA venues and where Cultural Development staff are located across South Australia.
	Chief Executive Officer and Arts and Cultural Development Manager – Indigenous	December 2015	Create an Acknowledgement of Country film for the Chaffey Theatre in Renmark with the aim to create similar films for all Art Centres.
<p>Celebrate NAIDOC Week</p> <p>Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events.</p>	Chief Executive Officer and all Managers	July annually	Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events.
	Arts and Cultural Development Manager – Indigenous and Manager Corporate Resources	June 2015	Review HR policies and procedures in order to limit barriers to staff participating in NAIDOC.
<p>Celebrate Aboriginal and Torres Strait Islander peoples</p> <p>As a way of informal cultural sharing across our organisation.</p>	Arts and Cultural Development Manager – Indigenous	June annually	Invite Aboriginal and Torres Strait Islander Elders, artists, musicians and storytellers to share their culture through informal learning at the Port Adelaide office and ensure where possible that this takes place when regional staff teams are meeting in Adelaide.

OPPORTUNITIES

We hope to be able to create training and employment opportunities for Aboriginal and Torres Strait Islander people. Through the Indigenous Business Plan we aim to achieve many opportunities to celebrate with the wider South Australian community.

Accessibility is the key to supporting arts and cultural development opportunities within regional South Australia.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
<p>Aboriginal and Torres Strait Islander employment</p> <p>Investigate opportunities within Country Arts SA to increase Aboriginal and Torres Strait Islander employment opportunities.</p>	<p>Manager Corporate Resources and Arts and Cultural Development Manager – Indigenous</p>	<p>June 2015</p>	<p>Review HR procedures and policies to address any barriers and increase Aboriginal and Torres Strait Islander employment opportunities.</p>
		<p>June annually</p>	<p>Ensure existing Government policies and procedures in relation to equal employment opportunity and anti-discrimination are strictly adhered to.</p>
		<p>June annually</p>	<p>Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.</p>
		<p>June annually</p>	<p>Advertise all vacancies in Aboriginal and Torres Strait Islander media.</p>
		<p>December 2015</p>	<p>Create an Aboriginal and Torres Strait Islander employment strategy and policy which includes encouraging Aboriginal and Torres Strait Islander peoples to apply for all positions with our organisation.</p>

<p>Create employment opportunities for Aboriginal and Torres Strait Islander artists in arts business</p> <p>To assist with Aboriginal and Torres Strait Islander artists working in their own arts practice to make a living.</p>	Arts and Cultural Development Manager – Indigenous	December 2015	Explore establishing an arts business industry group for Aboriginal and Torres Strait Islander employment in arts business.
		December 2015	Explore funding avenues to support Aboriginal and Torres Strait Islander artists in arts business.
	Indigenous Arts and Cultural Engagement Officer	June 2015	Increase the number of Aboriginal and Torres Strait Islander funding applications from both organisations and individual artists and regularly report on how many Aboriginal and Torres Strait Islander people were employed through our funding program.
<p>Create an Indigenous Business Plan</p> <p>To help the Indigenous program within Country Arts SA flourish through goals, objectives and outcomes planned and implemented.</p>	Arts and Cultural Development Manager – Indigenous and Indigenous Arts Cultural Engagement Officer	June annually	Keep the Indigenous business plan current and up to date by working with the Indigenous Team and Indigenous Reference Group.
<p>Aboriginal and Torres Strait Islander supplier diversity</p> <p>Investigate opportunities to increase supplier diversity within our organisation.</p>	Manager Corporate Resources and Arts and Cultural Development Manager – Indigenous	December 2015	Review procurement policies so that barriers to Aboriginal and Torres Strait Islander businesses are reduced.
		December 2015	Review and reform procurement strategy, policy and processes so that supplier diversity principles can be incorporated into Country Arts SA's procurement strategy.
<p>Traineeships and training opportunities</p> <p>Investigate Country Arts SA providing traineeships for Aboriginal and Torres Strait Islander people where and when possible.</p>	Manager Corporate Resources and Arts and Cultural Development Manager – Indigenous	June ongoing	<p>Have more contact with training organisations about placement of students at Country Arts SA facilities.</p> <p>Investigate the possibility of taking on one Aboriginal and Torres Strait Islander trainee annually.</p>

TRACKING PROGRESS AND REPORTING

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report	Arts and Cultural Development Manager – Indigenous	July annually	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
Report at each meeting of the Board	Chief Executive Officer and Arts and Cultural Development Manager – Indigenous	June annually	Progress on developing and implementing the plan is reported every two months at the Board meeting.
Review RAP plan	Chief Executive Officer and Arts and Cultural Development Manager – Indigenous	January & July	Once implemented the plan will be reviewed every 6 months.
Monitor and keep our RAP up to date and fresh	Reconciliation Working Group	June annually	Monitor the RAP quarterly to keep current and look for new opportunities to be included in the RAP.





**COUNTRY
ARTS
SA**

COUNTRY ARTS SA

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RAP ENQUIRIES

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THE ART OF INSPIRING COMMUNITIES

Country Arts SA is a South Australian Government Statutory Authority operating under the provisions of the South Australian Country Arts Trust Act (1992). We employ around 60 full time equivalent staff most of whom live and work in regional South Australia.

Country Arts SA enriches the lives of regional South Australians by enabling great art and empowering communities and artists to realise their cultural aspirations. We present, produce, fund and facilitate art in order to champion, create and connect people, places and cultures.

We understand the role the arts play in improving wellbeing, expanding opportunity and fostering creativity and innovation to create a better life for all South Australians.

In 2010, Country Arts SA established an Indigenous Arts and Cultural Engagement program through funding from the Ministry for the Arts. There are currently two staff in that program with one being of Aboriginal descent.

As part of the program an Indigenous Reference Group (IRG), comprising Aboriginal and Torres Strait Islander representatives from arts and cultural organisations and from regional South Australia, was established to oversee, advise and advocate on behalf of Aboriginal and Torres Strait Islander communities.

