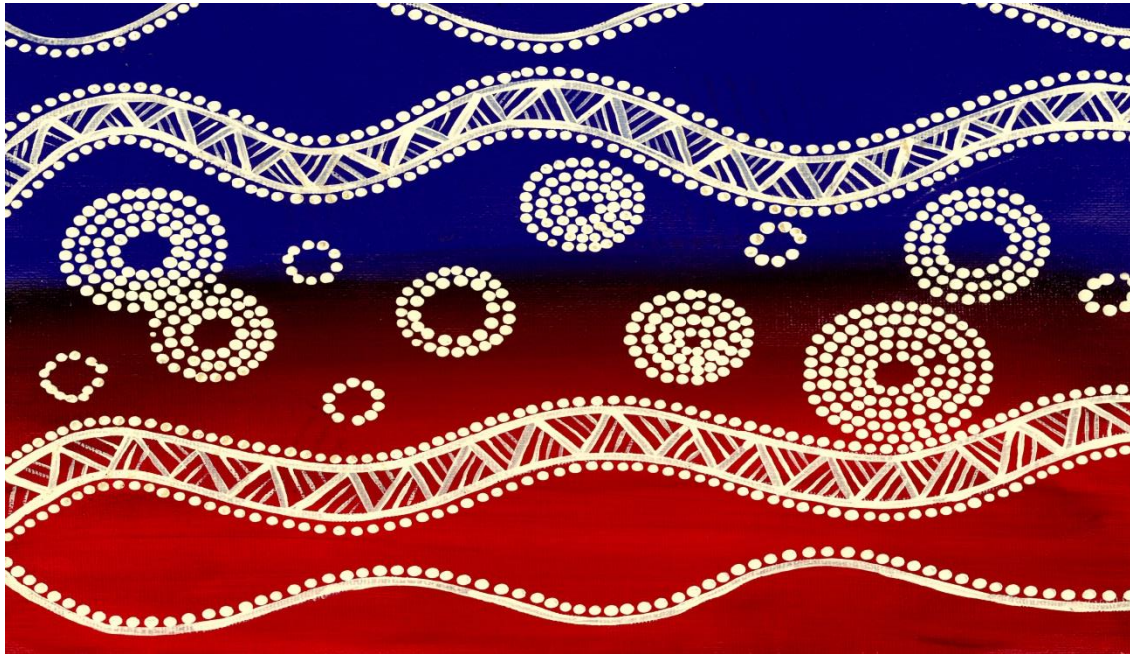


COMMON GROUND ADELAIDE LTD



RECONCILIATION ACTION PLAN
2014 - 2016



Our vision for reconciliation

COMMON GROUND ADELAIDE'S VISION FOR RECONCILIATION IS TO BUILD UPON AND CELEBRATE A CULTURE OF INCLUSIVENESS AND RESPECT FOR ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES.

INNOVATE

Our business

Common Ground Adelaide Ltd is a not-for-profit organisation that provides high quality housing, coupled with a range of resources for the homeless and people on low incomes needing an affordable place to live.

The organisation was established in 2006 as an initiative of members of the Adelaide business community and the South Australian Government.

The idea behind Common Ground is to bring together a mix of people in a managed apartment building - including spaces for community development, living skills and training activities, office areas for support staff and health spaces for dental and other clinical services.

The organisation currently owns and manages 90 apartments in the Adelaide CBD; 5 houses in the inner metropolitan area; and a further 35 units in the regional centre of Port Augusta. There are further projects consisting of 68 units currently under construction within the CBD. Future growth and development is planned.

Currently CGA employs 13 staff and 5 casual workers. The casual employees are current or past CGA residents and their employment includes handyman work; cleaning; and general building maintenance.

Of all the current employees, CGA employs two Aboriginal staff members.

Our RAP

The CGA RAP was developed out of a growing awareness by staff of the successes; challenges and overall life journeys experienced by Aboriginal people, and the desire to contribute positively to a cohesive future both within our work and social environments.

Our Action Plan has been developed to deliver on real and meaningful outcomes that are embraced by our workforce and not viewed as being tokenistic.

In late 2013, Common Ground employees were invited to self-nominate onto the RAP working group. The RAP Working Group consists of both Aboriginal and non-Indigenous staff including Sally Langton, Executive Manager, Operations, Lana Johnson, Governance and Compliance Manager, Mark Kruszynski and Lincoln Ogden Support Case Managers and Liz Syngajewski, Support Team Leader. Through regular staff meetings – all employees have been given the opportunity to contribute to the plan's development and implementation.

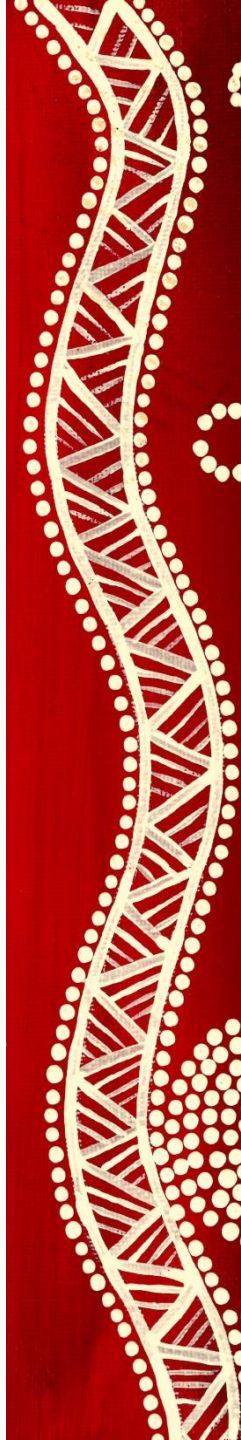
Our RAP is championed by Sally Langton, Executive Manager, Operations.

Common Ground was established to develop and manage affordable housing for people who are homeless and on low incomes. Statistically, Aboriginal people are over-represented in the homelessness community – representing up to 35% of those rough sleeping in the Adelaide CBD. Aboriginal households are more likely to be overcrowded, and it is only in recent years that home ownership for Aboriginal people has started to increase. As with the homeless community, Aboriginal people have a shorter life expectancy - of up to 15 years than their non-Indigenous counterparts; and are more likely to develop infection or die of treatable and manageable diseases.

Homelessness is real and our housing and support service model is based on respect, safety, inclusiveness, and community.

We aim to deliver a Reconciliation Action Plan based on these same embedded values:

- *That Respects Aboriginal cultures and knowledge*
- *That creates an environment of acceptance, free from ignorance*
- *That values and gives emphasis to the contribution by Aboriginal peoples*
- *And is embraced and celebrated by everyone at Common Ground.*



Relationships

Ending Homelessness, creating communities, and building a place of safety is essential to Common Ground's vision. Building on trusting, positive relationships with Aboriginal Australians and other Australians is imperative to our growth, knowledge, strength and sustainability as a community.

| Action | Responsibility | Timeline | Target |
|--|-------------------------------|--|---|
| 1. The RAP Working Group (RWG) actively monitors RAP development, including implementation of actions, tracking progress and reporting. | Executive Manager, Operations | 30 th June 2014 December, annually | <ul style="list-style-type: none"> • RWG oversees the development, endorsement and launch of the RAP. • Meet at least twice per year to monitor and report on RAP implementation. |
| 2. CGA will subscribe to Aboriginal and Torres Strait Islander publications to build awareness amongst their staff of Aboriginal and Torres Strait Islander perspectives, communities and peoples. | Business Admin Manager | July 2014 | <ul style="list-style-type: none"> • Offer at least two publications for staff reading. |
| 3. CGA will encourage their employees to attend/participate in reconciliation events including National Reconciliation Week to allow Aboriginal and Torres Strait Islander employees and other employees to build relationships. | Team Leader | December, annually National Reconciliation Week 27 th May-3 rd June, annually | <ul style="list-style-type: none"> • Attend a minimum of two events annually. • Organise at least one internal event during National Reconciliation Week |

4. CGA will develop a working and respectful relationship with Aboriginal Elders to guide future RAP developments.

Case Manager

December,
annually

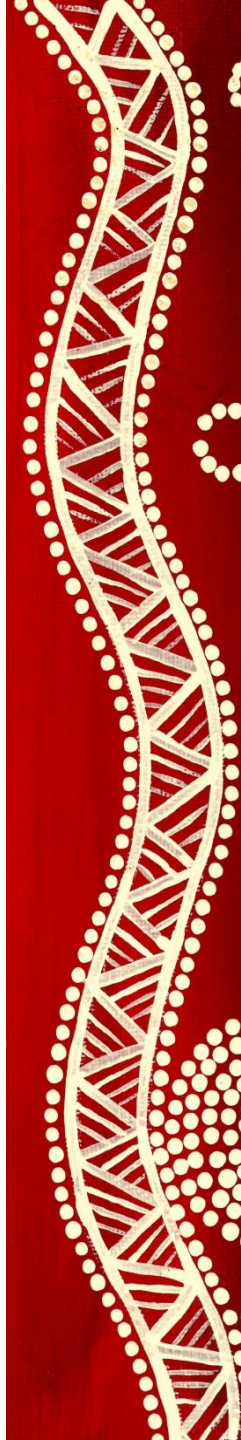
- Organise and arrange at least two informal gatherings with Elders each year

5. Explore partnerships with Aboriginal and Torres Strait Islander service providers so CGA can work collaboratively with Aboriginal and Torres Strait Islander specific services in the future.

Executive
Manager,
Operations

July, 2016

- Develop and implement a strategy to form new partnerships that improve CGA's work with Aboriginal and Torres Strait Islander specific services.

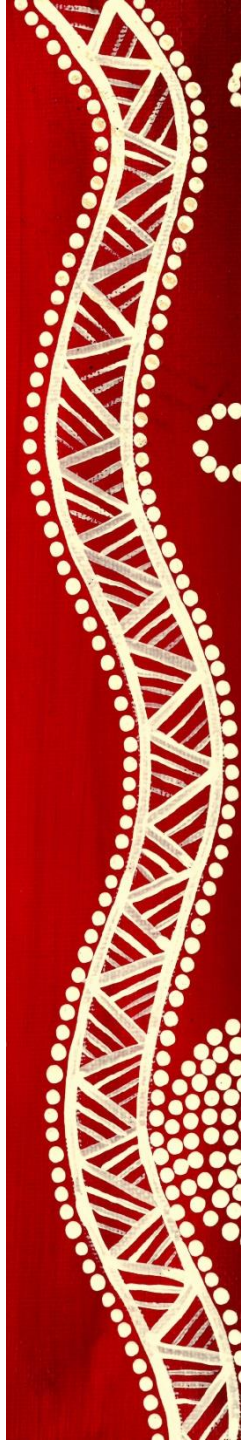


Respect

Common Ground takes people on a journey out of homelessness. We wish to acknowledge, respect and embrace the 40,000 year journey of Aboriginal and Torres Strait Islander peoples, and continuously learn, understand and embrace so we can be part of the journey with them.

| Action | Responsibility | Timeline | Target |
|--|--------------------------------|---|--|
| 1. Engage CGA employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies. | Executive Manager, Operations. | December 2014 December, annually | <ul style="list-style-type: none"> Develop, implement and communicate a protocol document for CGA. Identify at least one significant event for which a Welcome to Country from a Traditional Owner will be included each year. |
| 2. Engage CGA 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. | Team Leader. | May, 2014 | <ul style="list-style-type: none"> Staff will participate in trial cultural awareness sessions. E.g. Info session at Warri Paringa. |
| | | December, 2015 | <ul style="list-style-type: none"> Develop and pilot a cultural awareness training strategy for CGA. In particular, provide opportunities for RWG members, RAP Champions, and others to participate in training. |
| | | July, 2016 | <ul style="list-style-type: none"> Implement mandatory cultural awareness training for all staff. |

| | | | |
|---|---|---|---|
| <p>3. Celebrate NAIDOC Week to provide opportunities for CGA Aboriginal and Torres Strait Islander employees to engage with their culture and community</p> | <p>Case Manager.</p> | <p>NAIDOC Week 1st Sunday to 2nd Sunday of July, annually</p> | <ul style="list-style-type: none"> • Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week, particularly Aboriginal and Torres Strait Islander staff. • Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events. |
| <p>4. CGA staff will be supported to celebrate Aboriginal and Torres Strait Islander achievements.</p> | <p>Governance and Compliance Manager.</p> | <p>December, annually</p> | <ul style="list-style-type: none"> • Communicate to all staff the importance of supporting Aboriginal and Torres Strait Islander achievements through staff meetings and support meetings |
| <p>5. All staff to include in their email signature an 'Acknowledgement' statement to recognise Traditional Owners of lands which CGA work on.</p> | <p>Business Admin Manager.</p> | <p>July 2014</p> | <ul style="list-style-type: none"> • Explore, agree and implement a statement to be used consistently within CGA. |
| <p>6. Management to enforce a culture of zero tolerance towards all forms of racism.</p> | <p>Management</p> | <p>December, 2014 December 2015</p> | <ul style="list-style-type: none"> • Develop and implement a specific policy or statement • CGA will have a Zero tolerance to racism statement, to be communicated to all staff and worked into all Policy descriptions. |



Opportunities

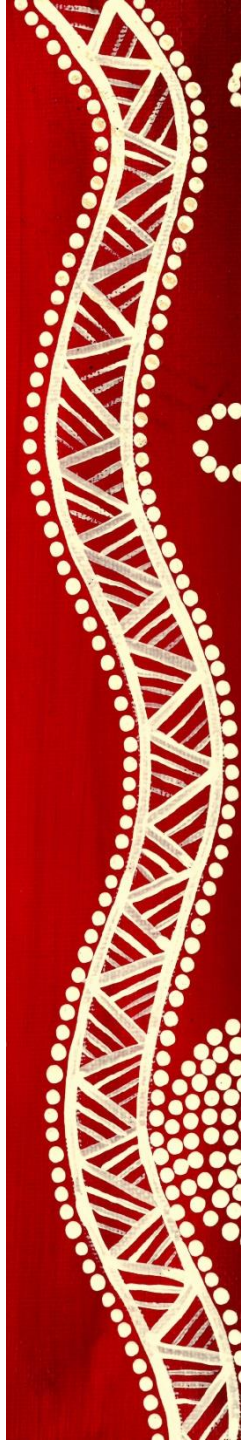
Common Ground is an inclusive community which seeks to provide opportunities and justice.

Common Ground is committed to enhance every possibility to build working relationships with those organisations who champion the skills and capacity of Aboriginal and Torres Strait Islander peoples.

| Action | Responsibility | Timeline | Target |
|---|--|---|--|
| 1. Investigate opportunities within our organisation to increase Aboriginal and Torres Strait Islander employment opportunities. | Executive Manager, Operations | December 2014 | <ul style="list-style-type: none"> CGA will meet with Aboriginal and Torres Strait Islander Human Resource leaders and Elders with an aim to improve Aboriginal and Torres Strait Islander employment opportunities within CGA. |
| | | February 2015 | <ul style="list-style-type: none"> CGA will review Recruitment Policy and guidelines to demonstrate language and processes that promote inclusiveness and participation for Aboriginal and Torres Strait Islander peoples. |
| | | February 2015 | <ul style="list-style-type: none"> CGA will review its Position Description Policy and guidelines to demonstrate language and processes that support increasing employment opportunities for Aboriginal and Torres Strait Islander peoples. |
| 2. Investigate opportunities to increase supplier diversity within our organisation to increase the procurement of goods and services from Aboriginal and Torres Strait Islander owned businesses | Infrastructure and Business Development Manager. | December 2014 December, annually | <ul style="list-style-type: none"> Develop a resource kit outlining businesses who promote Aboriginal and Torres Strait Islander employment. Explore options for CGA to procure goods and services from Aboriginal and Torres Strait owned businesses. |

Tracking progress and reporting

| Action | Responsibility | Timeline | Target |
|---|-------------------------------|------------------------------|---|
| 1. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report. | Executive Manager, Operations | September 30th , Annually | <ul style="list-style-type: none">• Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. |
| 2. CGA employees will be encouraged to report on their involvement or participation in significant events within Aboriginal and Torres Strait Islander communities. | Team Leader | December, annually | <ul style="list-style-type: none">• Collect feedback from staff on their involvement and participation in significant events through inclusion on staff meeting agenda.• Document progress at Bi Monthly RAP meetings. |
| 3. Review and refresh RAP strategy to take into account learnings and developments of CGA RAP 2014 - 2016 | Executive Manager, Operations | July 2016 | <ul style="list-style-type: none">• Review and develop next RAP• Gain endorsement from Reconciliation Australia and register RAP on their website. |





Aboriginal Artwork

‘River-bed in Drought’

The image on the front of the CGA RAP was designed and painted by Elizabeth Close. Here is her bio:

My name is Elizabeth Close and I’m Anangu.

I’m a Pitjantjatjara woman from the Anangu Pitjantjatjara Yunkuntjatjara Lands in Central Australia. My Grandmother lived in Ernabella until she was 5, when she was forcibly removed. As an adult she returned to home to Country, but much culture and language had been lost.

I have an Aboriginal father and a non-Aboriginal mother. My Grandmother taught me to paint as a small child and I’ve been painting ever since. I’ve been painting professionally for the last decade or so and have had several pieces in exhibitions. I have two small children, a 3yo son Isaiah and a 5mo baby girl, Emmeline, and I currently live in Adelaide with my husband and children; with a hope that soon we might return home to country together so that my children can learn language and culture.

To view more of Elizabeth’s work please go to

<https://www.facebook.com/pages/Elizabeth-Close-Aboriginal-Artist/292984567420655>

For more information on the Common Ground Adelaide Reconciliation Action Plan, please contact:

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