



RECONCILIATION  
ACTION PLAN  
REFLECT



Vision Australia  
Blindness. Low Vision. Opportunity.

# Vision Australia Reconciliation Action Plan

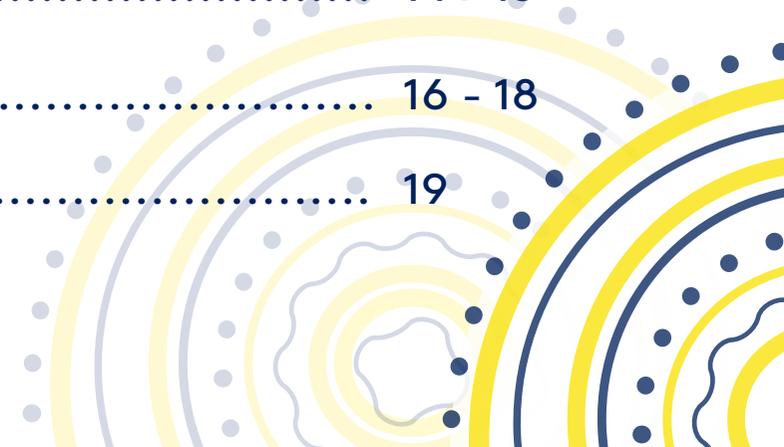
(August 2021 – February 2023)



Vision Australia acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and the Traditional Owners of the Land across our working area. We pay our respects to Elders both past, present and future in maintaining their cultures, countries and their spiritual connection to the lands and waters. Vision Australia acknowledges and respects the genuine diversity and richness of Aboriginal and Torres Strait Islander cultures across Australia.

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## The artist

Holly McLennan-Brown is a proud Yorta Yorta woman and a contemporary Aboriginal artist who hopes to share the beauty of her culture through her art.



## The artwork

The circles in the centre of the art work represents the Vision Australia community and the U shapes represent people/clients coming together with Vision Australia. Leading from the centre of the art work are pathways with paw prints along each pathway. The white lines leading off this are the various pathways and services that Vision Australia offer to people who are blind or have low vision.

Vision Australia's four areas of service focus: employment, education, social inclusion and independence are highlighted within the art work.

The bigger circle surrounded by people highlights the role and importance of leaders and teachers, while the smaller circle is surrounded by people who are students. The image also reflects the importance of partnerships with the community to continue reconciliation through education.



Education / Training



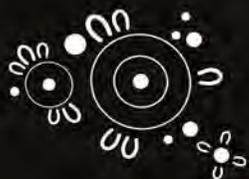
Creating Independence

This gathering shows people working toward the creation of independence. Through working with Vision Australia, and utilising our services including Seeing Eye Dogs, this gathering leaves behind an old pathway and offers a new, positive and independent journey on the other side of the meeting.

Two big circles symbolise employment/jobs, whilst the smaller circles placed around the two larger circles represent future employment opportunities and pathways. The image also illustrates employment opportunities that arise at Vision Australia through personal growth and development.



Employment Opportunities



Social Inclusion

The U shapes around the outside of the circles represent people gathering together. The different sizes of the gatherings and people is intended to reflect diversity and while they are diverse, they are all placed together to represent inclusion and unity.

## Our business

Vision Australia is a leading national provider of blindness and low vision services in Australia. We work in partnership with Australians who are blind or have low vision to help them achieve the possibilities they choose in life. We are a not-for-profit organisation and a major participant and partner in the international blindness community.

Our services, which enable people who are blind or have low vision to learn strategies to make the best use of their remaining vision, are built around four key areas important to our clients; Education, Employment, Independence and Social Inclusion.

- Education - People who are blind or have low vision have access to lifelong learning so they can strive for the same or better educational outcomes as their sighted peers.
- Employment – People who are blind or have low vision independently seek and gain employment and develop their careers, participating equally with their sighted peers in the workplace.
- Independence – People who are blind or have low vision have choices about how they live their lives. They face no barriers to being full and independent participants within their communities.
- Social Inclusion - People who are blind or have low vision have access to and are included in all areas of society so they choose how actively they participate.

Vision Australia's workforce consists of over 820 staff and 2,500 volunteers. Our workforce is highly skilled and dedicated, providing a range of services across metropolitan and rural Australia. Currently, we can confirm that we have three staff who identify as Aboriginal and/or Torres Strait Islander, but cannot accurately know the number of volunteers, who identify as Aboriginal and/or Torres Strait Islander. As part of this RAP, Vision Australia will implement strategies to accurately identify staff and volunteers who are Aboriginal or Torres Strait Islander. These strategies include, better monitoring at recruitment, and ensuring that the data is captured in our staff and volunteer data bases.

We support more than 25,500 people of all ages and life stages, and circumstances. We work directly with clients who are blind or have low vision as well as working with and supporting families, carers, health professionals and organisations. We do this through 35 Vision Australia centres located in Victoria, New South Wales, the Australian Capital Territory, Queensland, South Australia and Western Australia; and through outreach programs in the Northern Territory and Tasmania.



## Our RAP

We are committed to beginning our reconciliation journey with the development and implementation of this Reflect Reconciliation Action Plan (RAP). Vision Australia will ensure that engagement and partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations will be undertaken in a respectful, ethical and transparent manner. We will strive to foster a culture of inclusion and cultural awareness. Our RAP will be championed by the Chief People Officer (CPO).

According to the Australian Institute of Health and Welfare, First Nations people suffer from vision loss at 2.8 times the rate of non-Indigenous Australians. Vision Australia has developed this Reflect RAP to guide our organisation's activities to address the underrepresentation of Aboriginal and Torres Strait Islander peoples accessing vision related services. Our services will materially contribute to better eye health and an increase in the access of vision loss services amongst First Nations peoples.

Vision Australia has developed this Reflect RAP to guide our Organisation's activities to address the underrepresentation of Aboriginal and Torres Strait Islander people accessing vision related services. We will learn from, and work together with, Aboriginal and Torres Strait Islander peoples to have a more inclusive Australia where all Australians are afforded the opportunity to share the same standard of living, good health, and life opportunities.

Our RAP stands as a commitment to supporting and promoting this vision for reconciliation. We believe that reconciliation is critically important to our organisation, our society and our country's future.

Our actions within the RAP will acknowledge and respect the diversity and richness of Aboriginal and Torres Strait Islander cultures across Australia, and the importance of providing culturally safe services that meet community and individual needs.



## Our partnerships/current activities

Over the past few years, several of our Vision Australia metropolitan and regional offices have made connections with local Aboriginal and Torres Strait Islander community groups including in the Sunshine Coast, Northern Territory, Sydney South/South West & New England, Melbourne South West, Melbourne South East, Gippsland, Loddon Mallee and Grampians regions.

Whilst Vision Australia have made some positive connections and partnerships with Aboriginal and Torres Strait Islander community groups, we are committed to continuing to building and expanding on these existing relationships.

Furthermore, in order to provide vision related services to an increased number of our First Nations peoples, Vision Australia is keen to foster new relationships and partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.

The table below identifies the activities that Vision Australia will conduct to deliver the Reflect RAP. The 'responsibilities' section identifies the key roles within the Organisation that is responsible for delivering the related activity. Vision Australia have several people in the same role, and therefore, responsibility is shared amongst those who have the same job title. This is relevant to the roles of CS Operations Managers and Regional CS Managers.





# Relationships

Action

**01.**

**Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.**

## Deliverable

- Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.
- Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.
- Conduct a relationship mapping project to identify and understand existing service delivery relationships with Aboriginal and Torres Strait Islander organisations.
- In at least two of Vision Australia's regions, commence participation in the Aboriginal and Torres Strait Islander eye health regional network and/or connect with two local Aboriginal and Torres Strait Islander organisations to engage with community and develop referral pathways.

## Timeline

August 2022

December 2021

October 2021

December 2022

## Responsibility

CS Operations Managers

Diversity & Inclusion Lead

Diversity & Inclusion Lead

Regional CS Managers

## Action 02.

Build relationships through celebrating National Reconciliation Week (NRW).

### Deliverable

- Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.

### Timeline

May 2022

### Responsibility

Internal Communications Manager

- RAP Working Group members to participate in an external NRW event.

27 May -  
3 June 2022

Diversity & Inclusion Lead

- Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

27 May -  
3 June 2022

Chief People Officer

## Action 03.

Promote reconciliation through our sphere of influence.

### Deliverable

- Communicate our commitment to reconciliation to all staff.

### Timeline

August 2021

### Responsibility

Internal Communications Manager

- Identify external stakeholders that our organisation can engage with on our reconciliation journey.

January 2022

Regional CS Managers

- Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.

August 2022

CS Operations Managers

Action

# 04.

**Promote positive race relations through anti-discrimination strategies.**

| Deliverable   | Timeline      | Responsibility        |
|---|---------------|-----------------------|
| <ul style="list-style-type: none"><li>• Research best practice and policies in areas of race relations and anti-discrimination.</li></ul>                               | February 2022 | P&C Business Partners |
| <ul style="list-style-type: none"><li>• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li></ul> | March 2022    | P&C Business Partners |





# Respect

Action

## 05.

**Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.**

### Deliverable

- Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.

### Timeline

December 2021

### Responsibility

Capability Development Manager

- Conduct a review of cultural learning needs within our organisation.

September 2021

Capability Development Manager



## Action

# 06.

**Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.**

### Deliverable

- Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.

### Timeline

December 2021

### Responsibility

Regional CS Managers

- Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.

November 2021

Leadership Team

## Action

# 07.

**Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.**

### Deliverable

- Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.

### Timeline

June 2022

### Responsibility

Chief Executive Officer

- Introduce our staff to NAIDOC Week by promoting external events in our local area.

June 2022

Regional CS Managers

- RAP Working Group to participate in an external NAIDOC Week event.

First week in July 2022

Chief People Officer



# Opportunities

Action

**08.**

**Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.**

## Deliverable

- Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.
- Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.

## Timeline

July 2022

January 2022

## Responsibility

Capability Development Manager

Diversity & Inclusion Lead



# Action 09.

**Increase  
Aboriginal and  
Torres Strait  
Islander supplier  
diversity  
to support  
improved  
economic  
and social  
outcomes.**

## Deliverable

- Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.

## Timeline

February 2023

## Responsibility

Capability  
Development  
Manager

- Investigate Supply Nation membership.

October 2022

Diversity &  
Inclusion  
Lead





# Governance

Action

## 10.

**Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.**

| Deliverable  | Timeline       | Responsibility             |
|--|----------------|----------------------------|
| <ul style="list-style-type: none"><li>Form a RWG to govern RAP implementation.</li></ul>                                   | September 2021 | Diversity & Inclusion Lead |
| <ul style="list-style-type: none"><li>Draft a Terms of Reference for the RWG.</li></ul>                                    | September 2021 | Diversity & Inclusion Lead |
| <ul style="list-style-type: none"><li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li></ul> | September 2021 | Diversity & Inclusion Lead |



## Action

# 11.

**Provide appropriate support for effective implementation of RAP commitments.**

| <b>Deliverable</b>   | <b>Timeline</b> | <b>Responsibility</b>      |
|--|-----------------|----------------------------|
| <ul style="list-style-type: none"><li>• Define resource needs for RAP implementation.</li></ul>  | September 2021  | Diversity & Inclusion Lead |
| <ul style="list-style-type: none"><li>• Engage senior leaders in the delivery of RAP commitments.</li></ul>                                  | August 2021     | Chief People Officer       |
| <ul style="list-style-type: none"><li>• Define appropriate systems and capability to track, measure and report on RAP commitments.</li></ul> | September 2021  | Diversity & Inclusion Lead |



## Action

# 12.

**Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.**

### Deliverables

- Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia

### Timeline

30 September 2022

### Responsibility

Diversity & Inclusion Lead

## Action

# 13.

**Continue our reconciliation journey by developing our next RAP.**

### Deliverable

- Register via Reconciliation Australia's website to begin developing our next RAP

### Timeline

October 2022

### Responsibility

Diversity & Inclusion Lead



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