



Reconciliation Action Plan

July 2012

**Lord Somers Camp and Power House (LSC & PH)
Reconciliation Action Plan for the Year 2012/2013**

Our vision for reconciliation

To use our influence as the premier youth leadership organisation to educate and raise awareness of Aboriginal and Torres Strait Islander Culture; and to leverage our own culture of innovation and progression to become a community leader in Closing the Gap.

Our organisation

LSC&PH is a not for profit organisation lead by a Board of Directors who are members elected by their peers to guide our organisation.

It is a diverse volunteer-led community organisation with a focus on young people, leadership and active participation. We partner with others to develop and deliver challenging, experienced based programmes which engage with people of all ages.

LSC&PH offers a range of camps catering to varying parts of the community. All camps are staffed and run by volunteers who freely donate their time and talents to provide a once in a lifetime experience for all participants.

LSC&PH offers the following Programmes and Activities:

Big Camps - bring together youth from varying backgrounds and challenging them to overcome barriers generated by society and stereotypes.

Camp Diversity - a community service program for young people living with physical and intellectual challenges.

Very Special Kids - a camp for children with life threatening illness and their families.

SailAway - a camp for young people from a refugee background that aims to create a sense of belonging and identity by supporting the development of strong social skills and access meaningful and supportive community participation.

Mirabel Foundation - a camp for children and families affected by illicit drug use.

emPOWERme - a one day youth development congress designed for year 10 students.

MAX - a camp run by young people for young people aimed at building self confidence, self respect, leadership and purpose.

Power2Lead - a professional and personal development programme for members aged 35-55.

LSC&PH also has several sporting clubs including Rugby; AFL; Hockey; Cricket; Under Water; and Rowing.

Our vision is of a stronger, more inclusive society created through service to others and our values are "Fun, Friendship, Trust, Care and Acceptance".

We have a membership base of 1500 and we employ 10 staff members. We do not currently employ any Aboriginal and/or Torres Strait Islander people.

Our head office is located at 34 Lakeside Drive, Albert Park, VIC and our Campsite is located at Cnr Parklands Avenue & Lord Somers Road, Somers

Our RAP

The Lord Somers Camp and Power House RAP was developed by a RAP working group of LSC & PH members, in consultation with Russell Smith (Western desert Pitinjarra Lands) and Benson Saulo (Gunditjmara/Wemba Wemba).

Stephanie Craze (working group co-Chair) has had experience in developing several RAPs for ANZ and was able to bring this experience to LSC&PH.

The initial idea to develop a RAP was discussed between Stephanie Craze, Jonathan Chapman (Chief Executive) and Glenn Bowes (President and Camp Chief). A proposal was submitted to the Board which was endorsed. The newly appointed Camp Chief and President Mal Cater will continue to drive the RAP program throughout the organisation.

Relationships	Respectful relationships between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples are important to LSC&PH as we are a people based organisation based on the fundamental principles of friendship, care, trust and acceptance for people of all cultures, gender and age. We believe in building a stronger society built on inclusiveness and valuing and celebrating diversity. The success of our RAP depends on the strength of our relationships with Aboriginal and Torres Strait Islander communities.		
Focus area: Acknowledgement of Traditional Owners			
Action	Responsibility	Timeline	Measurable Target
Identify Boon Wurrung elders	RAP Working Group Head Office	July 2012	Boon Wurrung elders and their roles identified Local Boon Wurrung community groups identified Ongoing communication with Boon Wurrung elders and community groups
Focus area: Partnerships with Aboriginal and Torres Strait Islander organisations			
Action	Responsibility	Timeline	Measurable Target
Identify relevant organisations that we can partner with	RAP Working Group	December 2012	Relevant Aboriginal and Torres Strait Islander organisations identified Meetings held with relevant organisations
Celebration of and participation in significant Aboriginal and Torres Strait Islander cultural events (Long Walk, Sorry Day, National Reconciliation Week, NAIDOC Week, Long Walk Women's Luncheon etc)	RAP Working Group Head Office	December 2012	Aboriginal and Torres Strait Islander Events calendar created Aboriginal and Torres Strait Islander Culture day organised At least one internal event held each year
Scope Aboriginal and Torres Strait Islander peoples Community Camp	RAP Working Group Deputy Camp Chief Community Camps	July 2013	Mission and aim of Aboriginal and Torres Strait Islander peoples Community Camp scoped Source of potential Camp participants researched Proposal for Aboriginal and Torres Strait Islander peoples Community Camp submitted to Camp Chief and Board Aboriginal and Torres Strait Islander peoples Community Camp scheduled into Community Camps calendar
Focus area: Aboriginal and Torres Strait Islander Grouper Big Camp Participation			
Action	Responsibility	Timeline	Measurable Target
Increase number of local Aboriginal and Torres Strait Islander students attending Big Camps	RAP Working Group Camp Leaders Lord and Lady Somers Camps Members	July 2013	Aspirational number of Aboriginal and Torres Strait Islander camp attendees confirmed 20 Aboriginal and Torres Strait Islander peoples trainees attending Big Camps achieved (10 at boys camp and 10 at girls camp) Improved retention of Aboriginal and Torres Strait Islander Groupers into leadership roles

Research schools with Aboriginal and Torres Strait Islander Students enrolled	RAP Working Group Program Development Manager	December 2012	Target schools identified for Aboriginal and Torres Strait Islander groupers for Big Camps 2013
Put together targeted comms package for Wannik, Koori Education Officers, schools to attract Aboriginal and Torres Strait Islander groupers	Program Development Manager	December 2012	Aboriginal and Torres Strait Islander grouper Comms package developed Presentations to target schools delivered

Respect	LSC&PH is committed to attracting and retaining a diverse member base and is focused on providing an inclusive culture where all are able to fully contribute to the best of their ability. The Action Plan contains goals to build greater understanding within the organisation of Aboriginal and Torres Strait Islander peoples' issues, history and culture.		
Focus area: Welcome to Country			
Action	Responsibility	Timeline	Measurable Target
Invite members from the Boon Wurrung Foundation to perform Welcome to Country	RAP Working Group	July 2013	Boon Wurrung elder's consulted and asked to perform Welcome to Country at Lord Somers Camp and Power House events where appropriate.
Camp Leaders to formally contact elders and ask permission to use their land	Camp Leaders	End of Dec 2011	Boon Wurrung elders contacted and permission obtained to be on their country for our camps
Focus area: Acknowledgement of Country			
Action	Responsibility	Timeline	Measurable Target
Acknowledgement of Country wording to be finalised	RAP Working Group	December 2012	Acknowledgement of Country wording drafted and approved by Reconciliation Australia and LSC&PH Board
Lord Somers Camp and Power House will acknowledge Traditional owners and Aboriginal and Torres Strait Islander people at significant events	Camp Chief Camp Leaders	July 2013	Traditional owners and Aboriginal and Torres Strait Islander people are acknowledged at all significant events.
Plaques erected in prominent positions at Camp and at Power House office to acknowledge the Boon Wurrung people as the traditional owners of the land	RAP Working Group Camp Manager	December 2012	Location of placement agreed Plaques made and erected
Research the traditional names of Camp places and what they mean	RAP Working Group	December 2012	RAP Working Group met with Boon Wurrung Foundation Conducted tour of camp Visited local areas Confirmed significant areas in and around Camp/Somers Developed script to be included in Camp Tour
Focus area: Aboriginal and Torres Strait Islander Flags			
Action	Responsibility	Timeline	Measurable Target
Aboriginal and Torres Strait Islander Flags to be flown at LSC&PH Head Office and Camp	Rap Working Group Chief Executive Camp Manager	December 2012	Approval sought by Board Approval sought by local council for Head Office flag poles Suitable location for flags agreed Flags purchased Flag poles erected Flags flown at all LSC&PH camps

Focus area: Cultural Recognition and Awareness			
Action	Responsibility	Timeline	Measurable Target
Survey active members to address cultural training requirements (anonymous)	RAP Working Group Head Office	December 2012	Identified education and awareness gaps
Cultural Recognition provider selected and briefed	RAP Working Group	December 2012	Engaged with Cultural Recognition provider. Workshop content agreed
Cultural Recognition workshops for all leaders	RAP Working Group	December 2012	Group Leaders, AGLUs, Camp Leaders, EOs, Camp Chief, Board, office staff, HODs, MOs to participate in Cultural Recognition Workshops
Cultural Capability Officer	Camp Leaders	December 2012	Scoped Cultural Capability Officer role Identified individuals trained for cultural role at Big Camps
Issue/Incident management process in place	Camp Leaders	December 2012	Issue management (where cultural factors have come into play) process formalised Follow up and improvements made

Opportunities	The Closing the Gap commitments are a shared responsibility between not for profit organisations like LSC&PH, Aboriginal and Torres Strait Islander peoples and the wider community. Providing opportunities helps to improve the social wellbeing of the First Australians and to overcome disadvantage. LSC&PH through our programs can help Aboriginal and Torres Strait Islander peoples to achieve their full potential and promote leadership in the community particularly amongst the youth.		
Focus area: Aboriginal and Torres Strait Islander peoples Employment			
Action	Responsibility	Timeline	Measurable Target
Investigate opportunities to increase Aboriginal and Torres Strait Islander employment opportunities.	RAP Working Group Head Office	July 203	Establish baseline data for Aboriginal and Torres Strait Islander employees and develop an Aboriginal and Torres Strait Islander Employment Strategy.
Identify member businesses/employers for Aboriginal and Torres Strait Islander peoples employment	RAP Working Group	End of Dec 2012	Aboriginal and Torres Strait Islander employees working for member businesses/employers
Focus area: Skilled Volunteering			
Action	Responsibility	Timeline	Measurable Target
Research skilled volunteering opportunities for members, in Aboriginal and Torres Strait Islander organisations	RAP Working Group	December 2012	Skilled volunteering opportunities register created
Meet with Community Outreach to discuss involvement	RAP Working Group	July 2012	Met with Community Outreached Scoped possible involvement
Focus area: Supplier Diversity			
Action	Responsibility	Timeline	Measurable Target
Identify LSC&PH service requirements	RAP Working Group	December 2012	Confirmed with office what services are generally used
Investigate the mutually beneficial opportunities that supplier diversity will provide to your organisation.	RAP Working Group Head Office	July 2013	Investigate becoming a member of the Australian Australian Indigenous Minority Supplier Council.
Identify Aboriginal and Torres Strait Islander service providers for office and camp	RAP Working Group	July 2013	List of Aboriginal and Torres Strait Islander Service Providers created

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
Report achievements, challenges and learning's to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Rap Working Group	July 2013	RAP progress is reported each year. Completion of Impact Measurement Questionnaire for RA Report on RAP progress in LSC&PH annual report

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