

Bowen Community Council Inc.

Reflect

RECONCILIATION ACTION PLAN

August 2023 – August 2024



Our Business

Bowen Community Council Inc has grown into an organisation that operates direct-services delivery and community capacity-building programs, provides for volunteerism, and acts as an outreach service for several organisations.

The Bowen Community Council Inc has become a place where people can come together and tap into their community, creating a strong neighbourhood and hub of community activity as well as a source of information and resources.

The Bowen community can access opportunities to enhance their health, and social educational and economic well-being.

The Bowen Community Council Inc supports local people to become more active, confident and resilient and forms an integral part of the social fabric of the Bowen community.

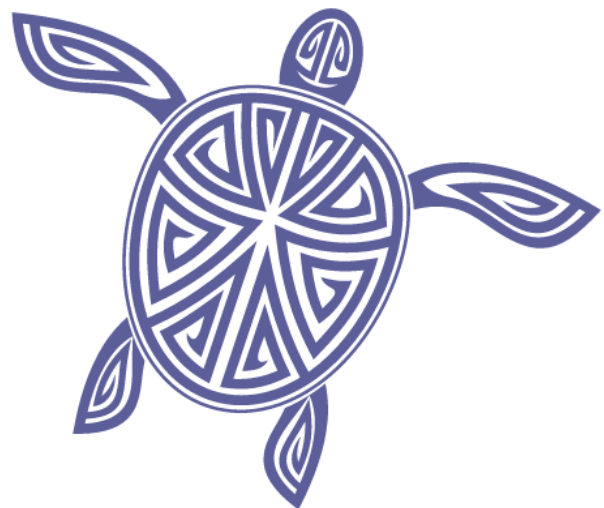
Our programs and services include Community Connect program, Nil's, Tuckerbox Kitchen, Tuckerbox Food Shop, Emergency Relief assistance, Cooina Family Centre (Early Years Place), Information and referral, DV court support, housing support, laundry and shower facilities for the homeless and those in need, referrals to services and Bowen Community Op Shop.

The Centre provides outreach services such as Lives Lived Well, Social Mind Health, NDIS/Feros Care, MADEC, Chayim Community Care, Whitsunday Housing Services, Centacare NQ, QIFVLS, Mackay and Community Legal Centre Inc.

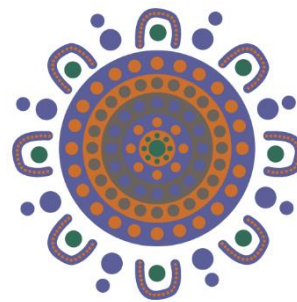
Our organisation currently employs 11 people in Australia, 5 of whom identify as Aboriginal or Torres Strait Islander.

Our organisation geographic reach is regional, and we have 2 office locations at:

- 1. Bowen Community Centre**
34-38 Gregory Street, Bowen 4805
- 2. Cooina Family Centre, and the Bowen Community Op Shop**
20 Williams Street, Bowen 4805



Our RAP



The Bowen Community Council Inc. (BCC) RAP will enable our contribution towards a more equitable, just, and reconciled Australia. Our RAP supports BCC's vision to build a strong, resilient, just and fair community in a holistic way. At BCC we foster an inclusive workplace, celebrating our differences, which ultimately enhances the service delivery provided to our clients.

We rely on strong relationships with stakeholders to operate our organisation successfully. We maintain, and reflect on our vision whilst achieving our mission, to provide a range of support services to clients that will enhance their quality of life and their participation within the community. We continuously look for creative and engaging ways to connect with our communities to deliver enriching experiences. These connections can happen through the countless daily encounters at our centres, our business relationships, digital platforms, and community development. These ventures help us provide multiple avenues for ongoing conversations and opportunities to foster a spirit of reconciliation.

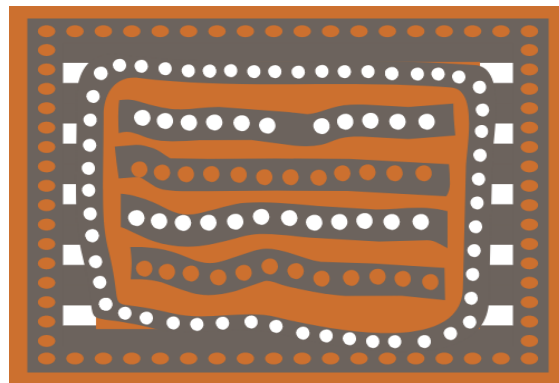
We will seek collaboration with Traditional Owners of the Bowen region, the Juru people, as we appreciate their unique position as Australia's First Peoples and the richness their culture brings to our community. We will explore learning and development opportunities to help our staff gain knowledge of Australia's cultural heritage and promote a shared understanding of the historic significance of its First Peoples, their cultures, and their stories.

Within our organisation, we will empower, encourage, and excite our employees to participate in reconciliation events and activities, including National Reconciliation Week, NAIDOC Week, National Aboriginal and Torres Strait Islander Children's Day, and internally curated events. This will help to foster an environment of diversity and respect. Our RAP will help discover new and innovative opportunities that can benefit both the Bowen Community Council Inc. (and their subsidiary organisations), and the Aboriginal and Torres Strait Islander community. We work closely with Girudala Community Cooperative Society Inc. as well as the traditional owner group, Juru Enterprise Ltd, when delivering programs and new ventures, which includes community consultation.

We aim to be mindful in our delivery of our programs with a particular focus on providing a culturally safe space for all people that utilise our service. We aim to make sure that Aboriginal and Torres Strait Islander peoples in particular feel welcome and valued when entering any of our offices or attending any of our programs. We strongly believe in human rights as a core value of our daily operations which is the main reason for developing this RAP.

We hope to codify and clarify our strategies going forward, as well as making sure we have a document to reflect on when considering our future direction.

Every journey begins with a single step; Our reconciliation journey begins with this RAP.



Given this is Bowen Community Council's first reconciliation initiative, we intend on approaching the implementation of the RAP in a culturally safe and respectful manner.

This Reflect RAP sets out the steps we will take to build relationships with Aboriginal and Torres Strait Islander stakeholders and implement a RAP for our organisation.

Committing to a Reflect RAP allows our organisation to spend time developing relationships, deciding on our vision for reconciliation and exploring our sphere of influence, before committing to specific actions or initiatives.

Our RAP champion, the Community Connect Worker will drive the plan and will be responsible for engagement and awareness of our plan.



The Bowen Community Council has:

- Developed a strong, ongoing relationship with Juru Enterprises Ltd.
- Developed a strong, ongoing relationship with Girudala Community Cooperative Society Inc.
- Provided and promoted opportunities for Aboriginal and Torres Strait Islander people to participate in their community.
- Fostered a workplace culture that actively seeks reconciliation with Aboriginal and Torres Strait Islander people.
- Constructed a yarning circle at our Bowen Community Centre location.
- Drawn on knowledge and history of the community from Elders of the Juru traditional owners.
- Respected and supported opportunities for Aboriginal and Torres Strait Islander people to improve their health and well-being.

Our Partnerships & Current Activities

As an advocate of social justice, BCC recognises the role the organisation has in shaping the community and advancing equity in society. The service endeavours to lead the way to a reconciled Australia and wider community.



We understand that in a reconciled Australia it is vital that we learn more about Aboriginal and Torres Strait Islander rights, histories, and cultures, so that they are valued and recognised as part of a shared national identity.

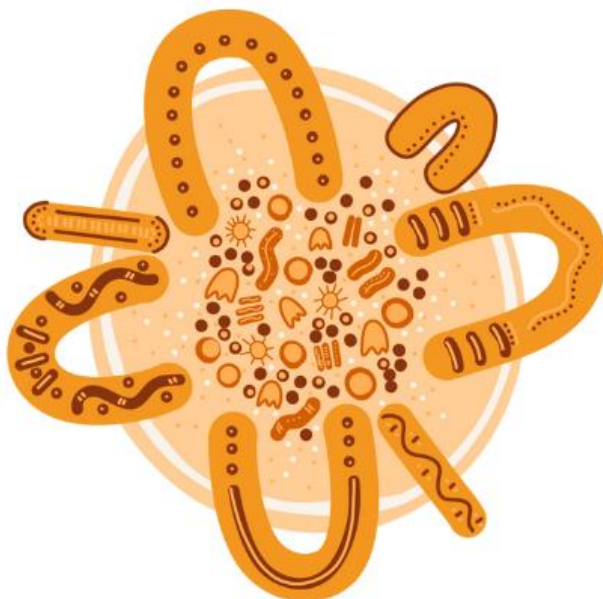
- BCC has community partnerships with Juru Enterprises Ltd, Girudala Community Cooperative Society Ltd, ATSIL, QIFVILS, TIAHS, Bur-Del Cooperative Advancement Society Ltd and Jangga Operations Pty Ltd.
- We have an acknowledgement of country statement in the footer of our organisation emails.
- BCC shares information about Aboriginal and Torres Strait Islander services on social media and our website.
- BCC always has acknowledgement to country in meetings and gatherings like Biggest Morning Tea, Family Fun Day, AGM & have a traditional owner perform a Welcome to Country when appropriate.

- We always address Elders in the community in culturally respectful ways.
- BCC participates in cultural days and events like NAIDOC Week or Aboriginal and Torres Strait Islander Children’s Day etc.
- BCC to continue to recruit employees with equal opportunity.
- RWP Staff : Executive Officer and Administration Worker who both identify as First Nations people and a Coinda Family Centre Support Worker.



Relationships

Action	Deliverable	Timeline	Responsibility
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	December 2023	Executive Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. Request for Juru Enterprise Ltd. to carry out Indigenous awareness training for all staff.	August 2023	Executive Officer
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> • Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff and Board. 	December 2023	Executive Officer
	<ul style="list-style-type: none"> • Promote NRW resources and reconciliation material on our Bowen Neighbourhood Centre Facebook Page as well as circulate throughout our sphere of influence (BCCA and other community networking initiatives). 	July 2024	Administration
	<ul style="list-style-type: none"> • RAP Working Group members to participate in an external NRW event. 	July 2024	Executive Officer
	<ul style="list-style-type: none"> • Encourage and support Board members, staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	July 2024	Executive Officer

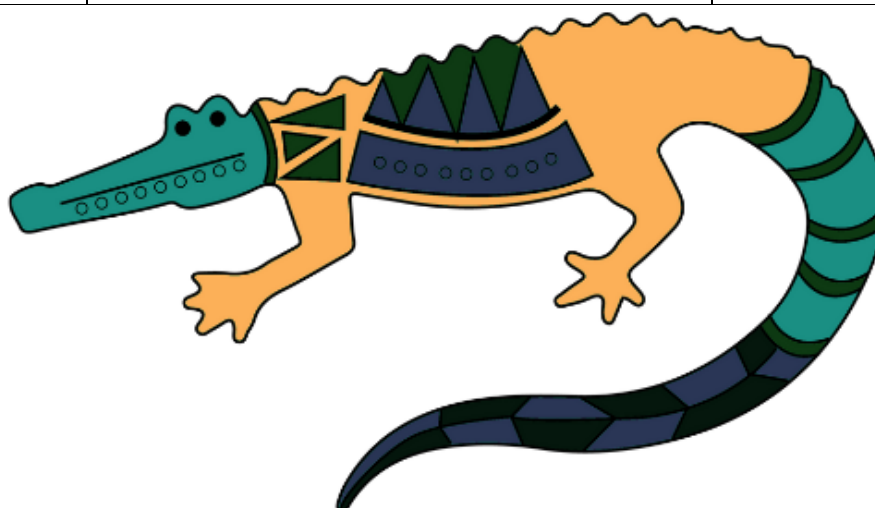


Action	Deliverable	Timeline	Responsibility
Build relationships with Aboriginal and Torres Strait Islander peoples through our daily work – not specifically NRW	<ul style="list-style-type: none"> Attend Aboriginal/Torres Strait Islander events such as NAIDOC – Host a stall promoting BNC but also to connect and collaborate with Indigenous people of the Bowen Community. 	July 2024	Executive Officer
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	August 2023	Executive Officer
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	December 2023	Executive Officer
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	December 2023	Executive Officer
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	August 2024	Executive Officer



Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	March 2024	Executive Officer
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. (Indigenous awareness training) 	July 2024	Executive Officer
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	February 2024	Executive Officer
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	February 2024	Executive Officer
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2024	Executive Officer
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2024	Executive Officer
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2024	Executive Officer



Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> We have one of the highest rates of ATSI population in Queensland which means we have a large pool of appropriate people to maintain this goal. 	July 2024	Executive Officer
	<ul style="list-style-type: none"> Maintain current or similar, staffing levels of indigenous people, as we are a highly diverse staff at the moment. 	July 2024	Executive Officer
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	July 2024	Executive Officer
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	July 2024	Executive Officer



Governance

Action	Deliverable	Timeline	Responsibility
3. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	September 2023	Executive Officer
	• Draft a Terms of Reference for the RWG.	December 2023	Executive Officer
4. Provide appropriate support for effective implementation of RAP commitments.	• Ensure Aboriginal and Torres Strait Islander person and Board representation on the RWG.	September 2023	Executive Officer
	• Define resource needs for RAP implementation.	December 2023	Executive Officer
	• Appoint a senior leader to champion our RAP internally.	August 2023	Executive Officer
	• Define appropriate systems and capability to track, measure and report on RAP commitments	February 2024	Executive Officer
5. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	September 2023	Executive Officer
	• Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	September 2023	Executive Officer
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	July 2024	Executive Officer
6. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia’s website to begin developing our next RAP.	July 2024	Executive Officer



CEO Statement

Reconciliation Australia welcomes Bowen Community Council to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Bowen Community Council joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Bowen Community Council to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Bowen Community Council, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer

Reconciliation Australia



ENQUIRIES ABOUT OUR RAP

Please contact :

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Executive Officer

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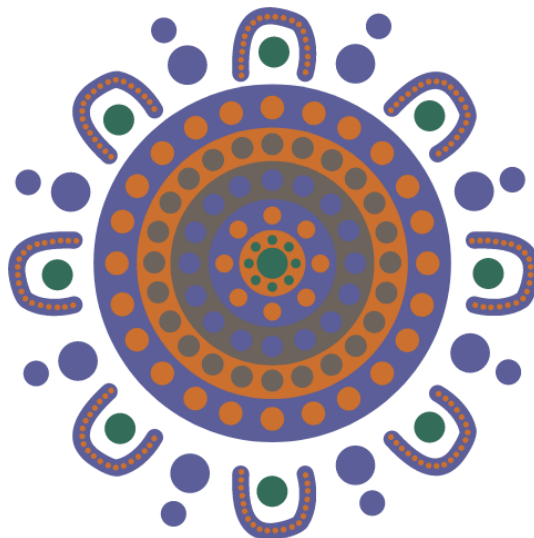
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