

ENDEAVOUR FOUNDATION

Reconciliation Action Plan – Reflect

March 2021 – March 2022



A message from the CEO

Endeavour Foundation has long understood the importance of inclusion for all peoples, making possibilities a reality for the people we support.

It is now more important than ever that we actively support inclusion for our First Australians through a Reconciliation Action Plan (RAP), firming our commitment to creating opportunities for Aboriginal and Torres Strait Islander peoples and fostering understanding and respect.

Endeavour Foundation first started its RAP journey in 2015. Unfortunately, this coincided with other events that monopolised our resources. We could not do justice to the important work of a RAP at that time, and reluctantly activities were put on hold. As a member of the leadership team at the time, I remember how disappointing this was for the organisation.

Now as CEO, I am very pleased to present our 2021 Reflect RAP, developed by our employee-led RAP Working Group, championed by our organisation's leaders and endorsed by Reconciliation Australia.

A Reflect RAP is setting out the steps to prepare us for reconciliation in successive RAPs. In this stage, we scope and develop relationships with Aboriginal and Torres Strait Islander stakeholders, decide a vision and review our ability to influence before committing to specific actions. This will make future RAPs more meaningful, mutually beneficial, and sustainable.

Our 2021 Reflect RAP renews and strengthens our resolve to honour Custodians of the land and waters and supports the advancement of social, economic, and political inclusion for Aboriginal and Torres Strait Islander peoples.

We have recommitted to actions that will remove cultural barriers from our support services, employment, and vocational training. We will build a culturally safe organisation that respects and values the contributions of our Aboriginal and Torres Strait Islander employees, customers, partners, and suppliers.

Endeavour Foundation stands with all Aboriginal and Torres Strait Islander peoples on the journey towards reconciliation.

A handwritten signature in black ink that reads "Andrew".

Andrew Donne
CEO, Endeavour Foundation

Our business

As an independent, not-for-profit organisation Endeavour Foundation is dedicated to providing specialist disability supports to individuals, families and communities with a mission to make possibilities a reality for the people we support.

We partner with people to live, learn, work and flourish according to their interests and priorities. We are at the heart of local communities – offering choice, opportunities and personalised support in Queensland, New South Wales, Victoria, and South Australia.

In 2014, Community Solutions Group, including Community Solutions, SkillsPlus, BRACE and Torgas, joined forces with Endeavour Foundation Group to pool resources, experiences, and skills to achieve more together.

Endeavour Foundation enjoys a high level of patronage from generous supporters for our prize home lotteries, and other fundraising activities focused on generating additional funding for activities that benefit the people we support. We are also honoured to have a committed group of volunteers who contribute their time and skills through fundraising and other support activities.

Endeavour Foundation is governed by a volunteer Board of Directors, both elected and appointed, who provide a balance of corporate expertise and lived experience of disability. Our Executive Team and employees embrace our core values

- **One** - We are one, valuing individual strengths and experience so we can achieve more together.
- **Care** - We care and treat everyone with respect and kindness.
- **Imaginative** - We never stop imagining a better future for our customers.
- **Passionate** - We are passionate, our customers are at the heart of everything that we do.

Together, Endeavour Foundation and Community Solutions Group provides support to over 21,000 people and employs over 4,800 people. We have two corporate offices, and approximately 35 Business Solution worksite, 35 Community Learning & Lifestyle Hubs and 140 residential homes. Additionally, Community Solutions Group has 35 locations from which we provide services.

The current number of our Aboriginal and Torres Strait Islander employees is unknown. However, we are committed to understanding this in a culturally appropriate way.

Our commitment to reconciliation

We are committed to reconciliation and to ensuring that our services are inclusive and respectful of the cultures and perspectives of our First Australians.

We advocate for working together towards a better future where individuals, families and communities have the disability supports they need to make their possibilities a reality. Through our sphere of influence and leadership, we will work to promote and demonstrate our commitment to reconciliation truly.

We acknowledge that each Aboriginal and Torres Strait Islander community is diverse with unique characteristics and cultures, which provide a rich context for support of people with disability.

We recognise that the principles of equity and inclusion underpin the success of disability supports for individuals, families and communities.

Our RAP

Endeavour Foundation began its RAP journey in 2015 - 2016, building on the desire to recognise our Aboriginal and Torres Strait Islander employees and to be more responsive to the needs of Aboriginal and Torres Strait Islander peoples in the communities in which we do business. Our first Reflect RAP was achieved over 12 months; however, due to organisational change, and the impacts of COVID 19 on our workforce, Endeavour Foundation did not continue our RAP journey as desired.

We are now committed to reinvigorating our commitment to our RAP journey and establishing a second Reflect RAP to achieve over 12 months. Our 2021-2022 Reflect RAP aims to re-establish key relationships, provide cultural awareness among our employees, and recognise our Aboriginal and Torres Strait Islander employees. We firmly believe in diversity and inclusiveness in our workforce and look to our Reflect RAP to support us provide respectful, effective and positive leadership to our Board of Directors, Executive Team and employees.

We will continue our work through the RAP Working Group and our internal RAP champion, the General Manager - Community Solutions Group, to guide our focus on deeper, long-term actions to ensure contributing to the reconciliation movement is part of who we are.

Through consultation and collaboration, we will look to engage Aboriginal and Torres Strait Islander organisations and stakeholders to support us with our RAP now and into the future.



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our sphere of influence being specialist disability supports to individuals, families and communities across Queensland, Victoria, New South Wales and South Australia. 	June 2021	Project Coordinator - Health & Wellbeing
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September 2021	Project Coordinator - Health & Wellbeing
2. 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. 	May 2021	Corporate Communications Specialist
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June 2021	People Experience Partner
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June, 2021	People Experience Partner
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	July 2021	Corporate Communications Specialist
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	June 2021	Employment Consultant & Business Leader
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	June 2021	Employment Consultant & Business Leader
4. 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. 	October 2021	People Experience Partner
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	November 2021	People Experience Partner

Action	Deliverable	Timeline	Responsibility
5. 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. 	September 2021	Practice Education Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	November 2021	Practice Education Manager
6. 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. 	June 2021	Aboriginal and Torres Strait Islander Project 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. 	July 2021	Corporate Communications Specialist
	<ul style="list-style-type: none"> Research and develop a guidance document on the appropriate use of Aboriginal and Torres Strait Islander flags in internal communications and documents 	December 2021	Aboriginal and Torres Strait Islander Project Officer
7. 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. 	July 2021	Corporate Communications Specialist
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2021	Corporate Communications Specialist
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2021	People Experience Partner



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	February 2022	Talent Acquisition Partner
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing through PeopleSoft to inform future employment and professional development opportunities. 	February 2022	People Experience Partner
9. 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. 	November 2021	Category Lead - Procurement
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	June 2021	Category Lead - Procurement



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	June 2021	People Experience Partner
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	June 2021	People Experience Partner
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	June 2021	Business Leader
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June 2021	People Experience Partner
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	July 2021	General Manager - Community Solutions Group
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	June 2021	People Experience Partner
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2021	People Experience Partner
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	December 2021	People Experience Partner

CONTACT DETAILS

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