

Reconciliation Action Plan

September 2021 – September 2022



Victims of Crime NT

supporting victims of crime



RECONCILIATION
ACTION PLAN

REFLECT

Reflect RAP CEO statement

Reconciliation Australia welcomes Victims of Crime NT to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Victims of Crime NT joins a network of more than 1,100 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 over 2.3 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 Victims of Crime NT 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 Victims of Crime NT, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer



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Our business

Victims of Crime NT Inc. (VoCNT) is a community-based organisation, established in 1995 to support people and communities across the Northern Territory who have been impacted by crime. Our aim is to assist people to recover and restore their lives through the provision of a range of practical and emotional support services. We advocate for victims through community education and by ensuring public and government awareness of the needs of victims of crime. Crime prevention and community safety activities are included amongst our organisational objectives.

VoCNT has offices in Darwin and Alice Springs, and maintains a regular presence in the communities of Katherine and Tennant Creek. As a non-government organisation we rely on a team of volunteers to complement our staff team in providing services. VoCNT employs 10 staff. We have 1 staff member who identifies as an Aboriginal person.

In partnership with the Northern Territory Government, VoCNT provides:

- 24-hour phone support 1800 672 242
- Crisis support, information and advocacy
- Referral for specialist support
- Help for victims to find their way through the justice process
- Property crime financial assistance – residential and vehicle resecures
- Business resecures and security audits
- Home Security Assessments and improvement funding for vulnerable and/or at-risk groups
- Crime prevention and community safety projects
- Youth Justice Conferencing support for victims



Codes for Life program participants, TI Tree. VoCNT working in partnership with Desert Knowledge Australia. Photo: courtesy Desert Knowledge Australia

Our RAP

Our interest in reconciliation and the development of a Reconciliation Action Plan (RAP) was initiated from VoCNT's reflections on our reach to First Nations people in NT urban and regional areas across our programs and services, and our reach in remote communities. In early 2020 we submitted a business case for funding to the Northern Territory Government which included a clear intention to achieve year on year increases in the number of First Nations people who had received a service in response to being impacted by a crime. That Business case resulted in the signing of a 5 year funding agreement, starting July 2020. Signing this agreement was a springboard for further conversations which made it clear that our current strategies to facilitate access to services were not enough, and that a larger and more holistic approach, and a deeper understanding of what reconciliation means was required.

At the heart of VoCNT's organisational planning framework is our current Strategic Plan, 2019-2022. An annual planning event is part of our framework and involves a review of our strategic goals and activities, and provides a forum to share new ideas for improvement and ideas that respond to emerging needs. Our annual planning process took place in October 2020, where it was determined that the start of our RAP journey would be amongst our 2021 priorities.

In thinking about our readiness and capacity to start this journey, we have connected with a number of organisations:

- Careflight, Maxima Indigenous Employment Services – these organisations are at different stages of their RAP journey. They shared their challenges and successes and offered future peer support to VoCNT.
- Reconciliation South Australia – VoCNT took up membership and have been provided with a number of NT contacts who may be able to assist our reconciliation journey.
- Reconciliation Australia Webinar series to understand the RAP process, the four pillars and the long-term commitment that the development of what a RAP means for our organisation.
- Aboriginal Interpreter Service. AIS is a Northern Territory Government funded service that has 30 interpreters on staff covering the 100 languages of the NT - registration and our first time use of this service.
- Team conversations to educate and gather interest around our strategic commitment to begin our RAP journey. A small group have been convened consisting of two board members, CEO and 2 staff members. It is anticipated that this group will expand to include external stakeholder as we make progress with our Reflect RAP.



The RAP champion for Victims of Crime NT will be the CEO, Melinda Fleming.


As the peak body representing victims of crime across the NT, VoCNT recognises its role and makes an ongoing commitment to influence public perceptions, beliefs and perspectives in regard to the criminalisation of Aboriginal and Torres Strait Islander peoples. In order to make firm our commitment, we will work toward aligning our client practice, our internal culture and our influence to government and community with Trauma Informed Practice principles that demonstrate our awareness of the impacts of colonisation on the First Nations People of Australia.

Our partnerships/current activities

VoCNT's work in remote communities for community safety projects has been in place for a number of years, and has taken us to numerous remote communities in the past 12 months. We have partnered by following the guidelines as outlined by the Northern Territory Government to provide funding for recognised projects that contribute to community safety. We have actively partnered with the following organisations and local authorities to deliver community led community safety initiatives to respond to the unique needs of different communities. Some examples include funding for solar lighting and prevention programs for men that aim to decrease domestic and family violence.

- Thamarrurr Development Corporation Ltd
- Deewin Kirim Aboriginal Corporation
- Ngaliwurru-Wuli Association
- Miwatj Health
- Ironbark Aboriginal Corporation
- Rirratjingu Aboriginal Corporation
- West Daly Regional Council
- MacDonnell Regional Council
- Victoria Daily Regional Council
- East Arnhem Regional Council
- Desert Knowledge Australia

In March 2021, the staff team and some board members attended a Cultural Journeys Workshop designed for VoCNT and delivered by Anthony Lew-Fatt. This experience was beneficial and valuable for participants who indicated they now have greater insight and understanding of the cultures, historical experiences, and the needs and issues endured by the First Nations People of Australia.



Gina from, RapidClean NT, a VoCNT supply partner.



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.	Nov 2021	Lead: CEO Support: RAP working group
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Nov 2021	Lead: CEO Support: RAP working group
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2022	CEO
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2022	Lead: Victim Support Programs Manager Support: RAP working group
	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	Victim Support Programs Manager
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Sept 2021	CEO and Board
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Oct 2021	Lead: CEO Support: RAP working group
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Nov 2021	Lead: CEO Support: RAP working group
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2021	Lead: Administration Officer Support: Policy Sub Committee
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Feb 2022	Lead: Administration Officer Support: Policy Sub Committee



Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	Oct 2021	Lead: CEO Support: RAP working group
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Dec 2021	Lead: CEO Support: RAP working group
	Review VoCNT's office spaces in Darwin and Alice Springs to ensure they are inclusive, welcoming and culturally safe for First Nations people.	Nov 2021	Lead: CEO Support: RAP working group
	Seek out appropriate media and other resources to meet the educational needs of staff and volunteers	Nov 2021	Lead: Victim Support Programs Manager Support: RAP working group
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to foster an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Dec 2021	Lead: CEO Support: RAP working group
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct 2021	Lead: CEO Support: Program Managers
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	Lead: CEO Support: Program Managers
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	CEO
	RAP Working Group and staff team to participate in an external NAIDOC Week event.	July 2022	Lead: CEO Support: RAP working group



Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Mar 2022	Lead: CEO Support: RAP working group
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Mar 2022	Lead: CEO Support: RAP working group
	Maintain Aboriginal and Torres Strait Islander membership at board level, seeking to fill any vacancies during the period of this Reflect RAP with representatives from the Southern region	June 2022	CEO and Board
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2022	CEO
	Investigate Supply Nation membership.	July 2022	CEO



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Oct 2021	Lead: CEO Support: Board
	Draft a Terms of Reference for the RWG.	Oct 2021	CEO
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Nov 2021	CEO
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Oct 2021	Lead: CEO Support: RAP working group
	Engage senior leaders in the delivery of RAP commitments.	Sept 2021	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2021	CEO
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sept 2022	CEO
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2022	CEO



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RAP Champion for Victims of Crime NT

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