

# Reconciliation Action Plan 2018 2020

I N N O V A T E



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*Throughout this Reconciliation Action Plan (RAP), variations of the term 'Aboriginal and Torres Strait Islander peoples' are used.*

*In this RAP, these terms refer to Aboriginal and Torres Strait Islander peoples of Australia.*

*These terms, however, do not reflect the diversity of Aboriginal and Torres Strait Islander peoples and Phunktional acknowledges that many people prefer to be known by other cultural names.*

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# Acknowledgments

Phunktional Arts proudly recognises and acknowledges Aboriginal and Torres Strait Islander Peoples as the First Peoples of this country.

We acknowledge the Kulin Nations as the Traditional Custodians on whose country we walk, work and live and pay our respects to Elders past, present and emerging. We also pay our respects to the Traditional Custodians on whose country we do business across Australia.

If it wasn't for the footprints  
we wouldn't know about 'before'  
Australia's history we have today  
would not make sense anymore.

If it wasn't for the footsteps  
which created the path we share  
our survival in this landscape  
would lead us to nowhere.

If it wasn't for the footpaths  
still here from long ago  
our heritage in writing  
would still reflect our woes.

If it wasn't for the footprints  
which were made into the sand  
the footprints of first Australians;  
our Aboriginal clans.

If it wasn't for their footsteps  
which carved the land and lore  
Australians could not know a history  
from this land that was 'before'.

*Poem by:  
Zelda Quakawoot / Bailai Woman*



Gerard Veltre  
Artistic Director  
Phunktional Arts

## Message From Artistic Director

*It has been an honour to learn from Aboriginal and Torres Strait Islander Elders, artists, mentors, young people and families while working in their communities over the years.*

As the Artistic Director of Phunktional Arts it gives me great joy to introduce our Reconciliation Action Plan (RAP). As Phunktional's RAP Champion I look forward to leading our arts company on our Reconciliation journey, guided and supported by our board members, who are equally committed to the actions and targets listed in our RAP.

Our company's focus, from the beginning, has been on producing performance art based on cross-cultural creative collaboration.

We have learnt much and still have much to learn. We are committed to developing ongoing trust and respect in our relationships with Aboriginal and Torres Strait Islander peoples.

We have so much to learn from the oldest continuing culture in the world. With their permission, we have access to a living, colourful and vibrant tapestry of knowledge spanning over 60,000 years. It is humbling, and we are privileged to learn from their histories and knowledge, which in turn enriches all aspects of our own lives.

We are excited by what the future holds as we build on our already established partnerships and further pursue new collaborations with Aboriginal and Torres Strait Islander peoples.

# Our Vision

Our vision for reconciliation is to build and maintain positive two-way relationships built on trust and respect with Aboriginal and Torres Strait Islander people and their communities.

We will be intentional in the creation of performance art, ensuring that it facilitates cross-cultural collaboration, community engagement and inter-cultural understanding.



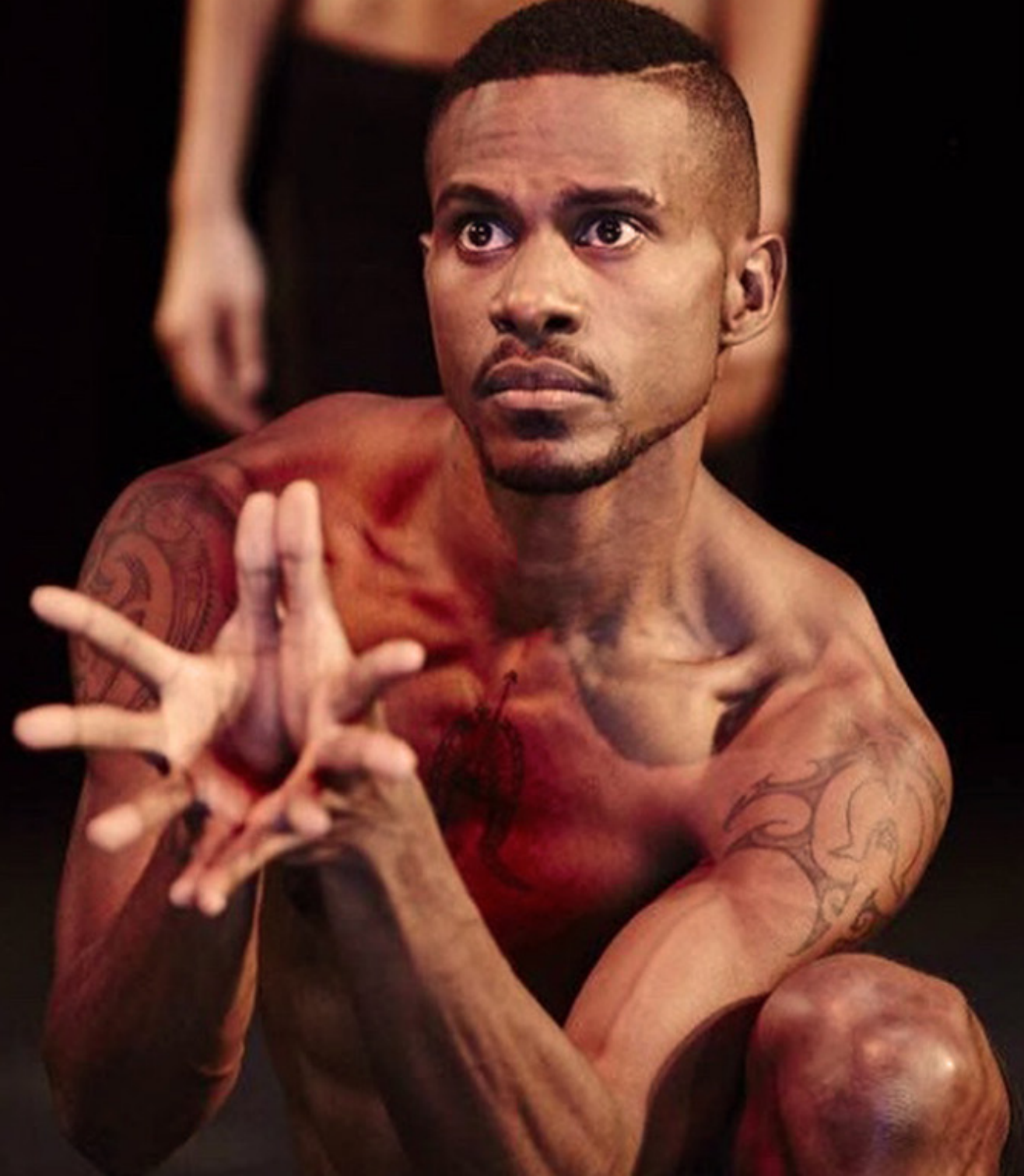
I am a Torres Strait Islander from Moa Island. I like working with Indigenous and non-indigenous performers and young people. It is something I have always wanted to do. Working with Phunktional provides opportunities for me to do this.

The projects I have been involved in have allowed people from different backgrounds and experiences to come together to support and celebrate one another in their performances.

**Phunktional's Reconciliation Action Plan will help create more opportunities for Aboriginal and Torres Strait Islander people be exposed to or involved in performing arts. I am happy to be part of this journey.**

**Hans Ah Wang**

*Lead Artist, Phunktional*



# Our Business

We are intentional in what we do and our aim, in our arts practice, is to effect positive social change.

Our work with Aboriginal and Torres Strait Islander Elders, artists, families and communities has been integral to our success in engaging at-risk Aboriginal and Torres Strait Islander youth throughout metropolitan, regional, rural and remote Australia.

Phunktional Arts is a Melbourne-based not-for-profit theatre company, founded in 2007 by artistic director Gerard Veltre.

Our vision is to create world-class art that enables a greater diversity of human perspectives and experiences to be heard in Australian and international conversations.

We use dance, theatre and film to create performances that address contemporary social issues faced by at-risk youth and minority groups. Our performances have been viewed by 350,000 people and delivered throughout metropolitan, regional and rural Australia.

We collaborate with local, national and international artists and are committed to supporting emerging Australian and international artists from diverse backgrounds.

We have a team of 5 who are enthusiastic and dedicated to impacting the lives of others through performing arts.

Between 2015 and 2017 we have contracted over 50 artists and arts workers that have been engaged across Phunktional's creative suite. We are proud that 25% of these contracts are with Aboriginal and Torres Strait Islander artists who represent various Nations across Australia.



## EDUCATION

Phunktional provides opportunities for youth at risk to connect with each other, and their wider community, through educational theatre and educational programs.

## YOUTH & COMMUNITY ARTS PROJECTS

Phunktional delivers multi-year, place-based, Community Arts and Cultural Development projects that are tailored to the needs of the communities we work with.

## PRODUCTIONS

Phunktional produces world-class performances, developed with professional and emerging artists, in dance, theatre, film and music.

# Phunktional's Creative Suite

## ARTS WORKSHOPS

Phunktional delivers world-class workshops and masterclasses in contemporary & traditional dance, theatre, film and music.

## PROFESSIONAL DEVELOPMENT WORKSHOPS

Professional Development workshops are designed for teachers and youth workers, and are delivered in partnership with leading social, health, legal and education organisations.

# EDUCATION

Who Stole the Sole? and Love Drunk are educational theatre performances that have been seen by over 300,000 young people in schools and communities across the nation.

These shows are now at the core of our new Education Program, 'Exploring Patterns', that is being delivered in Dandenong and Wyndham over the next two years.

These shows address cyber bullying, risk-taking behaviour, sexual assault and race-based tension experienced by young people in Australia.



# Who Stole the Sole?

Who Stole the Sole? is a highly successful theatre performance which explores issues of cyber-bullying, e-security, sexting and physical violence. The show is for young people between 14-17 years of age.

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*"The performance was totally engaging for the audience and was executed skilfully by the actors with the messages being very well delivered and received."*

*Inspector Dixon, Victoria Police*

*"Young people are engaged in more help-seeking behaviour following 'Who Stole the Sole?' which is a credit to the research and effort Phunktional put into their performances."*

*Melanie Hayward, Student Wellbeing, Sunbury College*



# Love Drunk

Love Drunk is high impact theatre performance for young people and the wider community around issues of safe partying, sexual consent and family violence. It is a fun and entertaining way for the community to support their young people to learn about the issues raised, and where to go for help.

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*"The students were spellbound – the performers were able to give messages that were far more effective than any teacher could deliver in class."*  
Thomas Moore College

*"Love Drunk is a powerful tool for educating young people about consent in teenage relationships. The audience are involved, entertained, and almost without noticing it, educated"*  
Bevan Warner, Managing Director, Victoria Legal Aid





In my time as an Aboriginal board member at Phunktional I have witnessed the commitment the company has towards Reconciliation.

The company is serious about building and maintaining respectful relationships based on trust and mutual understanding with Indigenous people and their communities across Australia.

It is also committed to creating opportunities for Aboriginal and Torres Strait Islander people wanting to participate in performing arts.

Through performance and dance Phunktional has successfully engaged our youth and supported them in creating artistic works that are meaningful and important to them.

I applaud their work and success in this space and am confident they will be able to achieve all the Reconciliation actions set out in this plan.

**Alison Craigie-Parsons**

*Phunktional Board member*

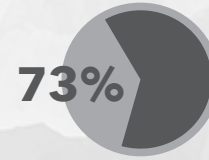
# YOUTH & COMMUNITY ARTS PROJECTS

Phunktional's Community Arts projects are long-term, place-based partnership projects that provide creative arts opportunities for young people from some of Australia's most isolated and marginalised communities.

Post-project feedback has shown:



said they loved being involved



said they would participate again

Performance feedback has shown:

Young people found the shows to be educational

83%



Felt the shows made them more confident in their ability to handle the issues raised

62%



Our current projects include:

## YUMPLA PROGRAM

Phunktional has worked for three years in Far North Queensland (FNQ), delivering a long-term community arts and cultural development program called the Yumpla Project<sup>1</sup>.

Since 2015, Phunktional has worked closely with FNQ communities in Cairns, Cooktown, Atherton Tablelands and the Torres Straits. We deliver performance art, wellbeing workshops, educational theatre performances and support young people create their own performances to share with their communities.

From 2015-2017 3150 young people have watched our performances and 978 young people participated in arts workshops.

<sup>1</sup>'Yumpla' in Torres Strait Island Creole means, 'You, Me and the Group'. Use of the word 'Yumpla' has been approved by local community leaders and the local project reference groups.

## TWO HOUSEHOLDS

As part of the Yumpla program we also developed Two Households.

Two Households is an unprecedented health and wellbeing performance-making project for young people on Horn Island & Thursday Island. It gives young people the opportunity to develop their creative talents and explore issues such as safe partying and racial tolerance.

Two Households is a cross-sectoral partnership project delivered in collaboration with local community organisations, local area coordinators, Elders & local emerging and professional artists.

These workshops will end with the creation of a performance piece loosely based on the story of Romeo and Juliet that will be performed on Horn Island and Thursday Island.

## CALLING THE SHOTS

Between 2010 & 2015 Phunktional connected young people in the Mildura region with film-making professionals to create three broadcast-quality short films. Project participants included youth from Indigenous, culturally and linguistically diverse (CALD), and non-indigenous backgrounds.

The social issues explored during Calling the Shots included racism, bullying, depression, drug use, risk-taking behaviour and relationships in marginalised rural settings.

The project supported the development of positive relationships between the young participants from varying backgrounds and their wider community.

Calling the Shots included:

- Skill development workshops in dance, music, script writing and drama
- Live performances
- The creation of three short films:
  - Ankle Breakers
  - For Stacey, and
  - Picking the Musical

In 2015 the films were showcased at The Australian Centre for the Moving Image (ACMI). The films have also featured in numerous international film festivals and have won international awards.

## THE SECOND STORY

Building on the success of Calling the Shots, and in response to requests from the Robinvale community, Phunktional has committed to delivering another culturally significant, place-based community arts and cultural development project: The Second Story.

Over a period of three years, Phunktional will deliver a rich and multi-faceted program of arts activities, with the support of Indigenous Elders, local partner organisations, local area coordinators and professional and emerging CALD artists. This cross-sectoral, whole-of-community approach is at the very heart of The Second Story.





Aunty Luisa O'Connor – Thursday Island Representative for the Commonwealth Government:  
"It's a privilege to be part of it. I think it's really great, for these are the leaders of tomorrow"



# OUR RAP

Our company has a multicultural focus and predominantly works with socially and ethnically marginalized minorities.

We recognise the unique status of Aboriginal and Torres Strait Islander Peoples as the First Australians. We acknowledge the special relationship that Aboriginal and Torres Strait Islander people have with their traditional lands and waters, as well as their unique history and diverse culture, customs and circumstances.

Reconciliation has been an ongoing focus for Phunktional since its inception and our reconciliation journey to date has been rewarding. The development of a Reconciliation Action Plan is a natural progression for us, as we are passionate about, and dedicated to, developing ongoing respectful relationships and continuing to create opportunities for engagement and collaboration with

Aboriginal and Torres Strait Islander Elders, artists, youth, families and communities.

Phunktional has had the honour of working with communities in Mildura, Robinvale, Cairns and Far North Queensland (FNQ) for over 7 years. During this time, we have come to learn that these geographically disparate communities are deeply connected by family ties.

For several generations, Aboriginal and Torres Strait Islander families from Cairns and FNQ would harvest sugar cane and then drive down in convoys to Robinvale, in Victoria, to pick fruit. Each year they would follow the same picking seasons. Phunktional is proud to be a part of that legacy with our community projects spanning these geographic locations and working with artists, mentors and community members who are descendants of those who have lived this history.

From 2009 to 2016 we presented the Noel Tovey Emerging Artist Achievement Award. This annual award was presented to a young emerging artist involved in one of Phunktional's Community Arts and Cultural Development projects, in recognition of their artistic achievements. We were honored and felt privileged that we could present an award named after the esteemed Noel Tovey, the Aboriginal actor, dancer, singer, director, choreographer, designer, writer and teacher whose successful arts careers has spanned 54 years in Europe and Australia.

The development of our RAP has been endorsed by our board and fully supported by all staff.

Our board members have committed to supporting Gerard in his role as Phunktional's RAP champion and will continue to provide support, advice and guidance throughout its implementation. We are committed to completing the actions we have developed that are specific to our organisation and our sphere of influence.

## PHUNKTIONAL'S BOARD MEMBERS

- Rick Noble – Chair of Board
- Gerard Veltre – Board member and Secretary
- Alison Craigie Parsons – Board member
- Philippa Schapper – Board member
- Dana Moran – Board member

## **RAP GROUP MEMBERS**

Phunktional's RAP working group consists of a membership made up of board members, staff members and external Aboriginal and Torres Strait Islander community members. We are honoured to work with external Aboriginal and Torres Strait Islander community members who have both industry and lived experience in performing arts. We are grateful for their insights, guidance and participation throughout the development and implementation of our RAP.

### **GERARD VELTRE**

#### **BOARD MEMBER AND SECRETARY**

Gerard is an artist, dancer and an equal opportunities and Human Rights advocate for the most underprivileged and marginalised members of society. He uses the arts to create opportunities for Australia's underdogs to explore their creativity, learn, reconnect with their communities, and shine.

### **LOUISA COX**

#### **GENERAL MANAGER**

Louisa has lived and worked in Canberra, London, Tokyo and most recently in Auckland as the Programme Coordinator for the Public Art Department of Auckland Council. She received a Security Analysis degree from the Australian National University and is assisting Phunktional with project management, grant writing and administration.

### **ALISON CRAIGIE-PARSONS**

#### **PHUNKTIONAL BOARD MEMBER**

Alison is a proud Aboriginal woman of the Gomeroi people of Central New South Wales/ Southern Queensland with over 20 years of experience in Indigenous health and higher education. Alison has a policy and visual and performing arts background. She has previously been a dancer with the National Aboriginal and Islander Skills Development Association (NAISDA) and later Assistant Manager of Walkabout Gallery at World Vision Australia.

### **JOHN WAYNE PARSONS**

#### **ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY MEMBER**

John Wayne Parsons is a Yugerra and Meriam Le man who has always loved singing. He enjoys all types of music. He is a noted singer in his own right and has provided backing vocals for various artists and cultural groups.

John is currently the Schools and Community Liaison Officer at the Wilin Centre for Indigenous Arts and Cultural Development, Faculty of VCA & MCM, University of Melbourne.

### **LUKE CAPTAIN**

#### **TORRES STRAIT ISLANDER COMMUNITY MEMBER**

Luke Captain is a Melbourne based Meriam Le from Murray Island in the Eastern Group of the Torres Strait Islands. He is a cultural advisor, singer, song writer, filmmaker and actor. A thirst for education led him to TAFE where he studied music and learnt the power of performance arts.

Luke is a strong advocate for Torres Strait Inclusion and a passionate Indigenous arts and theatre practitioner who endeavors to be inclusive, current and global-thinking in his practice.

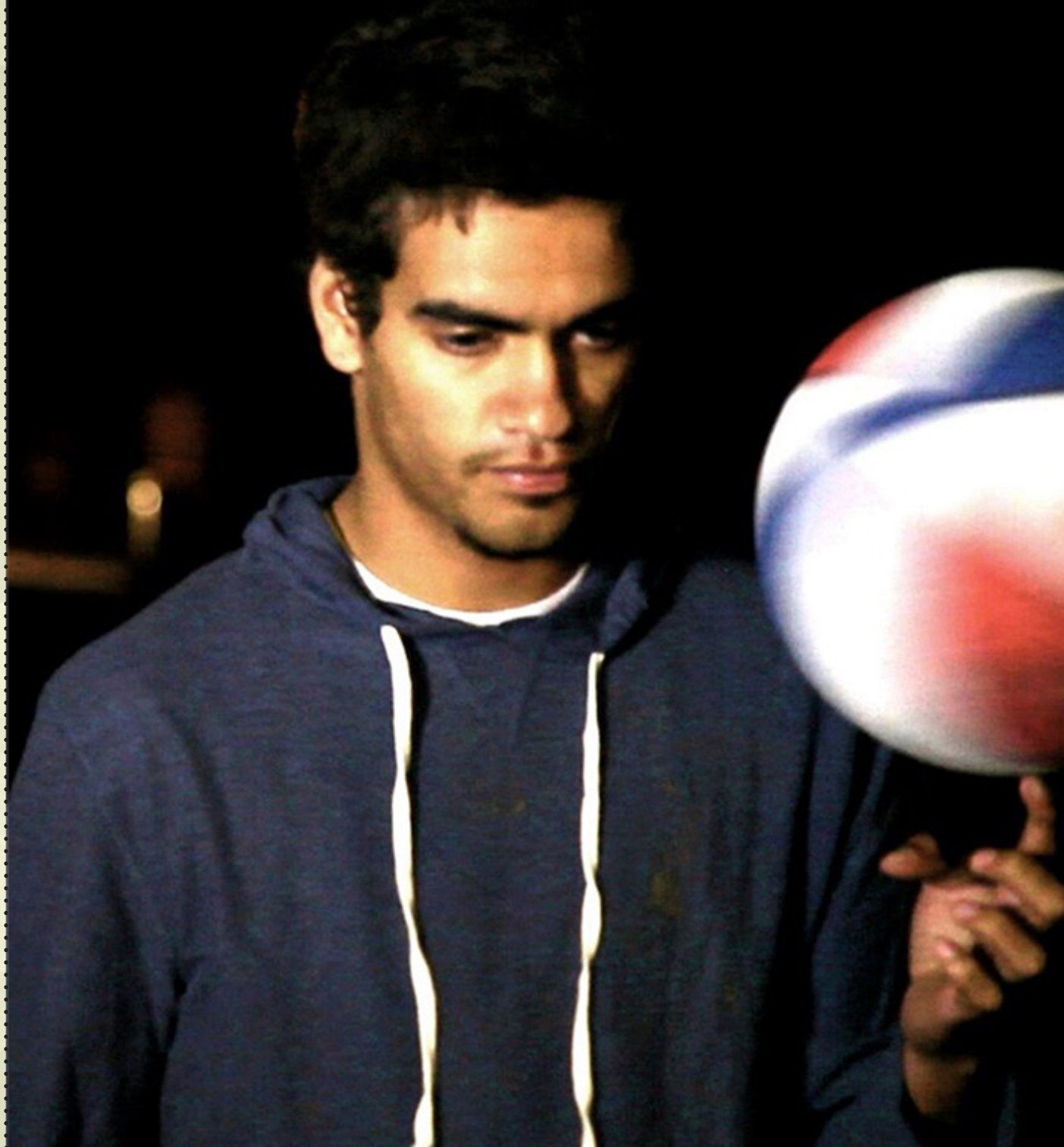
In 2010 I was awarded the Noel Tovey emerging artist achievement award. Phunktional created this award to encourage and support emerging artists showing leadership qualities. Like Phunktional, my desire is to inspire youth and inspire change.

My music gives me the opportunity to uplift, empower and celebrate Aboriginal and Torres a Strait Islander people. Aboriginal and Torres Strait Islander culture needs to be acknowledged and celebrated more.

**We have the oldest living culture in the world. This is something all Australians should be proud of.**

**Phil Murray aka Philly**

*2010 Noel Tovey Award recipient*



# RAP ACTIONS



## RELATIONSHIPS

The theatre symbol has been used to represent Reconciliation's "Relationships" value, and the value of relationships in the creation of theatre. Phunktional creates theatre performances that engage young people from various cultural backgrounds, and supports learning around the issues of racism, bullying, and physical and sexual assault. Through theatre, young people have the opportunity to witness the effects of unhealthy behaviours, and learn about respectful relationships with the support of their peers and other members of their communities.



## RESPECT

The dance symbol has been used to represent Reconciliation's 'Respect' value. Dance is a language, a lifestyle, a discipline and art. Through dance we speak even when no words are spoken. Respect is the same. Actions speak louder than words.

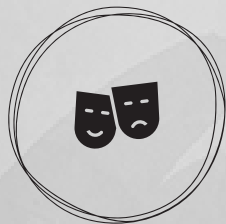


## OPPORTUNITIES

The film symbol has been used to represent Reconciliation's "Opportunities" value. Phunktional has used film making projects to explore the untold stories of marginalised people in society, creating an opportunity for their voices to be heard, often for the first time. The projects also created opportunities for participants to learn and develop skills in script writing, storytelling and film production.

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The following practical actions will drive our organisations contribution to reconciliation both internally and in the communities where we work. The actions are presented under the three pillars of reconciliation. These are Relationships, Respect and Opportunities.

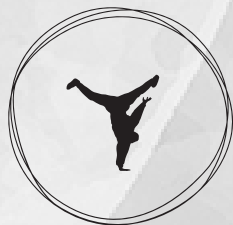


## RELATIONSHIPS

We are committed to nurturing our existing relationships with Aboriginal and Torres Strait Islander peoples and establishing further positive two-way relationships, built on trust and respect that will foster further opportunities for collaboration.

We recognise the importance of collaboration with Aboriginal and Torres Strait Islander people to ensure our work in communities has long-term success.

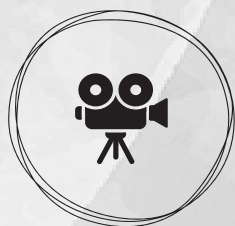
Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	<ul style="list-style-type: none"> <li>• RWG oversees the development, endorsement and launch of the RAP.</li> <li>• Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.</li> <li>• Board members to meet at least twice per year to monitor and report on RAP implementation.</li> <li>• Establish Terms of Reference for the RWG.</li> </ul>	March 2018 March 2018 Ongoing June, December 2018 & 2019 June 2018	Artistic Director, Board Members
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	<ul style="list-style-type: none"> <li>• Organise at least one internal event for NRW each year.</li> <li>• Register all NRW events via Reconciliation Australia's NRW website.</li> <li>• Support an external NRW event.</li> <li>• Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.</li> <li>• Encourage staff to participate in external events to recognise and celebrate NRW.</li> <li>• Download Reconciliation Australia's NRW resources and circulate to staff.</li> </ul>	27 May- 3 June 2018 – 2019	Artistic Director General Manager
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	<ul style="list-style-type: none"> <li>• Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.</li> <li>• Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.</li> <li>• Use a community development approach to working with and engaging Aboriginal and Torres Strait Islander children, young people and families, as guided by our internal Aboriginal and Torres Strait Islander staff.</li> <li>• Explore opportunities to support Reconciliation Australia's Narragunnawali: Reconciliation in Schools and Early Learning program through engagement with local schools within Phunktional's sphere of influence.</li> </ul>	December 2018  March 2018 ongoing  March 2018 ongoing  March 2018 ongoing	Artistic Director  Artistic Director  Artistic Director  Artistic Director
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	<ul style="list-style-type: none"> <li>• Implement a strategy to communicate our RAP to all internal and external stakeholders.</li> <li>• Promote reconciliation through ongoing active engagement with all stakeholders.</li> <li>• Ensure copy of the RAP is included in new staff inductions.</li> <li>• House RAP on Phunktional's website.</li> </ul>	June 2018 March 2018 ongoing March 2018 ongoing June 2018	Artistic Director General Manager



## RESPECT

We acknowledge and respect Aboriginal and Torres Strait Islander peoples' traditions, histories, knowledge and continuous connection to Country. We want to better understand Aboriginal and Torres Strait Islander peoples histories and cultures so we can work towards building an even more culturally aware, respectful and accepting work environment.

Action	Deliverable	Timeline	Responsibility
5. Engage Phunktional employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	<ul style="list-style-type: none"> <li>•Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).</li> <li>•Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.</li> <li>•Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training.</li> <li>•Identify cultural learning requirements specific to our staff's training needs.</li> <li>•Promote the Reconciliation Australia's Share Our Pride online tool to all staff.</li> <li>•Investigate local cultural experiences and immersion opportunities.</li> </ul>	<p>December 2018</p> <p>March 2018 ongoing</p> <p>March 2018 ongoing</p> <p>March 2018 ongoing June 2018 March 2018 ongoing</p>	<p>Artistic Director Board Members</p> <p>Artistic Director</p> <p>Artistic Director Board Members RWG</p> <p>Artistic Director General Manager Artistic Director</p>
6. Engage Phunktional employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	<ul style="list-style-type: none"> <li>•Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.</li> <li>•Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.</li> <li>•Invite a Traditional Owner to provide a Welcome to Country at significant events, including Award Ceremonies.</li> <li>•Include an Acknowledgement of Country at the commencement of all important internal and external meetings.</li> <li>•Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.</li> <li>•Organise and display an Acknowledgment of Country plaque in our office.</li> </ul>	<p>December 2018</p> <p>June 2018</p> <p>March 2018 ongoing</p> <p>March 2018 ongoing</p> <p>March 2018 ongoing</p> <p>June 2018</p>	<p>Artistic Director General Manager General Manager</p> <p>Artistic Director General Manager All staff</p> <p>Artistic Director All staff Artistic Director</p>
7. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>•Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.</li> <li>•Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.</li> <li>•Provide opportunities for all staff to participate in NAIDOC Week activities.</li> <li>•Organise and display the annual NAIDOC poster at our office.</li> <li>•Contact our local NAIDOC Week Committee to discover events in our community.</li> </ul>	<p>First week in July 2018</p> <p>March 2018 ongoing</p> <p>March 2018 ongoing July 2018, 2019 July 2018, 2019</p>	<p>Artistic Director</p> <p>Artistic Director</p> <p>Artistic Director General Manager General Manager</p>
8. Create a welcoming environment for Aboriginal and Torres Strait Islander clients, families and staff.	<ul style="list-style-type: none"> <li>•Encourage and respond to Aboriginal and Torres Strait Islander consumer and stakeholder feedback about Phunktional services.</li> <li>•Develop a list of culturally significant dates and events.</li> <li>•Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.</li> <li>•Display Aboriginal and Torres Strait Islander cultural artefacts, artwork and resources in Phunktional's office and workspaces.</li> </ul>	<p>March 2018 ongoing</p> <p>June 2018</p> <p>March 2018 ongoing March 2018 ongoing</p>	<p>Artistic Director</p> <p>General Manager Artistic Director Artistic Director, General Manager</p>



## OPPORTUNITIES

We are committed to nurturing our existing relationships with Aboriginal and Torres Strait Islander peoples and establishing further positive two-way relationships, built on trust and respect that will foster further opportunities for collaboration.

We recognise the importance of collaboration with Aboriginal and Torres Strait Islander people to ensure our work in communities has long-term success.

Action	Deliverable	Timeline	Responsibility
9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> <li>•Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.</li> <li>•Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.</li> <li>•Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.</li> <li>•Advertise all vacancies in Aboriginal and Torres Strait Islander media.</li> <li>•Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.</li> <li>•Include Aboriginal and/or Torres Strait Islander representation on recruitment and selection panels.</li> <li>•Consider developing and implement Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships, internships, student placements).</li> </ul>	<p>June 2018 ongoing</p> <p>December 2018</p> <p>March 2018 ongoing</p> <p>March 2018 ongoing</p> <p>June 2018</p> <p>March 2018 ongoing</p> <p>March 2018 ongoing</p>	<p>Artistic Director General Manager Artistic Director Artistic Director</p> <p>Artistic Director General Manager Artistic Director</p> <p>Artistic Director General Manager Artistic Director</p>
10. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> <li>•Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> <li>•Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.</li> <li>•Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.</li> <li>•Investigate Supply Nation membership.</li> <li>•Support Aboriginal and Torres Strait Islander leadership.</li> </ul>	<p>June 2018</p> <p>June 2018</p> <p>December 2018</p> <p>December 2018</p> <p>March 2018 ongoing</p>	<p>Artistic Director General Manager General Manager</p> <p>Artistic Director</p> <p>Artistic Director Artistic Director Board members</p>



My desire is to empower my people by being a positive role model that helps break down stereotypes that are projected in society about Aboriginal and Torres Strait Islander people.

I do this through storytelling expressed through performance, dance and singing. I enjoy being a part of the cross-cultural collaborative work Phunktional engages in. To see Indigenous and non-Indigenous youth engage with serious topics like racism, bullying and substance abuse through creative expressions is encouraging and inspiring.

**Maurial Spearim**

*Lead Artist, Phunktional*



## TRACKING PROGRESS AND REPORTING

Action	Deliverable	Timeline	Responsibility
11. Report RAP achievements, challenges and learnings to Reconciliation Australia.	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings.</li> <li>Provide a written RAP report to Board Members on the progress and implementation of the RAP.</li> </ul>	December 2018 Annually December 2018 Annually	Artistic Director, General Manager
12. Report RAP achievements, challenges and learnings internally and externally.	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings.</li> <li>Provide a written RAP report to Board Members on the progress and implementation of the RAP.</li> </ul>	December 2018 Annually December 2018 Annually	Artistic Director, General Manager
13. Review, refresh and update RAP.	<ul style="list-style-type: none"> <li>Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.</li> <li>Send draft RAP to Reconciliation Australia for review and feedback.</li> <li>Submit draft RAP to Reconciliation Australia for formal endorsement.</li> </ul>	September 2019  December 2019 March 2020	Artistic Director, General Manager





Louisa Cox  
Phunktional Arts,  
General Manager

I am very happy to work in a multi-cultural organisation that prioritises inclusion, respect and inter-cultural collaboration and understanding.

We have worked with Aboriginal and Torres Strait Island artists and arts workers for a very long time, and I am excited about how a Reconciliation Action Plan can improve our business practices and our understanding of indigenous culture, protocol and history.

My hope is that as a result of a RAP our working and personal relationships with indigenous Australians will become even more respectful, inclusive and empowering.

# Contact details



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