

WYATT



Reconciliation Action Plan
February 2020 to February 2021



RECONCILIATION
ACTION PLAN

REFLECT



ACKNOWLEDGEMENT OF COUNTRY

Welcome to The Wyatt Trust. As we come together today we pause to acknowledge the Traditional Owners of the land on which we meet, the Kurna people, and to pay our respects to Elders past, present and emerging.

This is the land of their dreaming. It is a land to which they have been connected for tens of thousands of years. The earth echoes with their stories of hope, loss, sorrow, resistance and daily life.

We acknowledge this deep connection to the land and that the dispossession and treatment that occurred, still impacts on the lives of Aboriginal and Torres Strait Islander People today.

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FOREWORD

Inspired by the life and work of our founder, Dr William Wyatt, it is the vision and aspiration of The Wyatt Trust that all South Australians will have opportunities to participate in the community and live with dignity and hope. The evidence of Dr Wyatt's life speaks of a life of compassionate service to others, particularly through the avenues of education, health and natural science. It also speaks to the deep regard Dr Wyatt had for individuals, his concern for Aboriginal people and his considered personal interactions.

Dr Wyatt, who from 1837-1839 was interim Protector of Aborigines, also records the injustices of the time and the terrible treatment of Aboriginal people by early settlers. We acknowledge that the impact of those injustices continue to detrimentally impact Aboriginal and Torres Strait Islander peoples today.

This Reconciliation Action Plan provides an avenue for The Wyatt Trust to acknowledge the past, to commit to action for the future, and to give practical effect to our aspiration that Aboriginal and Torres Strait Islander peoples in South Australia will, in the words of our vision statement, have opportunities to participate in the community and live with dignity and hope.

DAVID MINNS
CHAIRMAN





OUR WORK

Established in 1886 through the Will of Dr William Wyatt, The Wyatt Trust (Wyatt) is a leading philanthropic foundation providing opportunities to South Australians experiencing financial hardship.

Wyatt aims to improve the quality of life for South Australians in poor or reduced circumstances through our four priority areas of employment, education, financial wellbeing and housing. Our grant making framework includes the provision of resources responding to immediate need through to grants developing individual skills and personal capacity, with a focus on measurable outcomes.

Wyatt is a small team comprising nine staff members. In addition, Wyatt hosts Social Work students each year and supports multi-year paid internships for Aboriginal and Torres Strait Islander students in their undergraduate degrees through CareerTrackers. While local career pathways into philanthropy can be limited, this opportunity introduces interns to a broad and extensive network within the community, education and health sectors. The graduate interns with whom Wyatt has had the privilege of working are emerging as young community leaders.

Wyatt is local to South Australia. The central office is based in Adelaide and we work with referrers and partner organisations throughout regional and remote South Australia to provide carefully timed grants to assist individuals in need throughout the State.

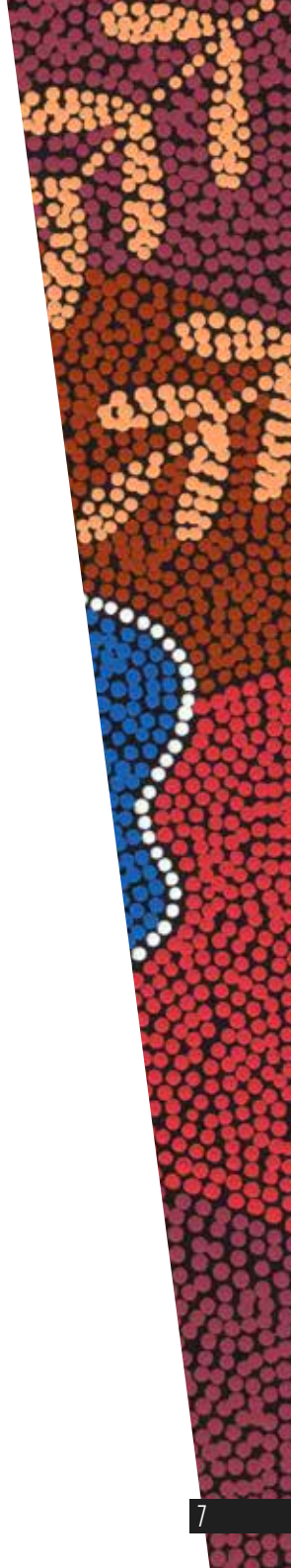




WHY ARE WE DEVELOPING A RAP?

Wyatt is developing a Reconciliation Action Plan as a practical expression of our desire to contribute to reconciliation between Aboriginal and Torres Strait Islander and non-Indigenous Australians. We are committed to reflecting deeply on the ways in which we apply our resources to work alongside Aboriginal and Torres Strait Islander peoples and communities towards shared goals in relation to social and emotional wellbeing, education, inclusion and housing conditions.

We hope that this process will lead to many opportunities to engage with and build friendships with Aboriginal and Torres Strait Islander people as we develop a strong sense of unity and a shared vision. Our Reconciliation Action Plan is a deep commitment to Aboriginal and Torres Strait Islander South Australians, providing a practical framework to ensure we remain accountable through the prioritising of reconciliation through our work.





WYATT'S RECONCILIATION JOURNEY TO DATE

Wyatt is recognised as the oldest Charitable Trust in Australia and works in the context of its long history. A core aspect of our reconciliation journey to date has been reflecting on Wyatt's history and the parallel experiences of local Aboriginal people through this period.

The journey towards Wyatt's establishment began in 1837 when Dr William Wyatt and his wife, Julia, arrived in the newly proclaimed colony of South Australia on the ship, the John Renwick. On arrival, Dr Wyatt, who had trained as a surgeon and apothecary in the United Kingdom, purchased six town acres in the city of Adelaide. These acres were on the lands of the Kurna people, and what represented an acquisition of property for the settlers was in fact a traumatic dispossession for the Aboriginal people who had lived on these lands for more than 40,000 years. The lands throughout the colonies had been taken without permission, acknowledgement or compensation and the settler treatment of Aboriginal people was often characterised by cruelty and injustice. Not surprisingly, the settler push further and further into the lands frequently led to violent conflict.

A turn of events was to set Dr Wyatt on a path that would lead him to a greater understanding and special respect for Aboriginal cultures and people. Dr Wyatt was appointed as the Interim Protector of Aborigines in 1837. It was the duty of the 'Protector' to familiarise himself with the local cultures, customs and languages

and to engage interpreters in their dealings with Aboriginal people. Dr Wyatt acted as an interpreter for Governor George Gawler, South Australia's third governor, when Gawler addressed the local Aboriginal population a few days after his arrival in October 1838. This speech and Dr Wyatt's Kurna translation were published in the newspaper at the time. It was in a letter written by Dr Wyatt around this time that we catch a glimpse of his regard for an Aboriginal man, a regard which appears to be reciprocated. A mirror was the simple prop for the poignant moment, of which Dr Wyatt writes: "I shewed one man who honoured me with a visit the other day, a looking glass; he looked very earnestly at the reflection of his own phiz, then relaxed into a smile, brought the glass into close contact with his face and reassumed his gravity of appearance. Seeing that he was much puzzled I sat down beside him when he of course saw my countenance reflected by the side of his own, and after grinning with wonder and delight he had the sense to put one of his hands to my face to see whether the glass would indicate his action, seemed satisfied that it did so. In conclusion he put his hands most lovingly about my neck as if wanting, in vain, to express his new mingled sensations. I felt at that moment that he was my brother! And since that time I have experienced more and more the secret but powerful influence that involuntarily unites every member of the great human family."



Dr Wyatt became a liaison between Aboriginal people and white settlers through his role as Protector. His advocacy and respect for Aboriginal people in his work was not always popular, but he was unwavering in his views. At a public meeting on 7 May 1839, Dr Wyatt was widely criticised. Influential settler voices demanded a protector who would place settler interests first. Defending himself in The South Australian newspaper of 5 June 1839, Dr Wyatt countered the claims and pointed out that Aboriginal people had been wrongfully imprisoned, mistreated by “vicious white men”, suffered “the most loathsome of diseases” and yet, “they exhibited an extent of forbearance which is truly astonishing.”

Dr Wyatt was replaced as Protector later that year. Little is known about his interactions with local Aboriginal people in the subsequent years from 1839 until his death in 1886. Aboriginal and Torres Strait Islander peoples throughout Australia suffered greatly through this period as dispossession and subjugation effected inestimable damage and distress. During this period, history records that Dr Wyatt undertook a wide range of civic duties and public appointments in South Australia, but there are no details of particular interactions with, or advocacy for, Aboriginal people. On a personal level, Dr Wyatt and Julia experienced deep grief during this period, with four of their young children dying during this time.

The Wyatt Trust came into effect upon Dr Wyatt’s death in 1886 with the objective of assisting South Australians in ‘poor or reduced circumstances’. No particular reference was made in the Trust Deed regarding assistance to Aboriginal people, and in the years from the Trust’s inception until the end of the Twentieth Century, there is no record of specific Aboriginal interactions. The fact that this long period was one that was characterised by tragic injustices to Aboriginal and Torres Strait Islander peoples throughout Australia is extensively recorded. For much of the period, up until 1967,





Aboriginal and Torres Strait Islander peoples were not afforded full rights as Australian citizens.

Since 2000 there has been a conscious engagement with Aboriginal and Torres Strait Islander individuals and communities through our grant making practice. Currently, just over 20% of Wyatt Small Grants are provided to assist Aboriginal and Torres Strait Islander people who are experiencing 'poor or reduced' circumstances. In addition to the individualised assistance provided through Wyatt's Small Grants Program, numerous grants partnerships with Aboriginal and Torres Strait Islander organisations and services have been established, now comprising in number around 30% of Wyatt's total Partner Grants Program. These include the provision of Wyatt's Bultawilta Scholarship Program within 21 South Australian High Schools, mentoring provision through the Australian Indigenous Mentoring Experience (AIME) and CareerTrackers, financial counselling provision through Aboriginal Legal Rights Movement, education and school-to-work transition funding through the Workabout Centre, the delivery of a cultural pathways program through Wardliparingga Aboriginal Health Research Centre and an intensive place-based intervention supporting young people in contact with the youth justice system through Yunga Nungas Future Leaders Program.

2019 is a watershed year in Wyatt's reconciliation journey, marked by our membership of Reconciliation SA and the implementation of our Reflect Reconciliation Action Plan. These actions ensure that the needs of Aboriginal and Torres Strait Islander South Australians are at the forefront of our planning. Acknowledging both the injustices of the past and the ongoing impact of that history on Aboriginal and Torres Strait Islander families and communities is of critical importance as Wyatt builds on our reconciliation work to date and further develops our strategic direction and grant making practice towards a future of opportunity for all South Australians.



OUR RAP TEAM

Wyatt's RAP Working Group comprises four staff members, one Board Member and four valued Aboriginal community partners who have provided significant insight, guidance and knowledge:

- Kate Fenton (Grants Manager, Wyatt) – Wyatt RAP Champion and Chair of the RAP Working Group
- Parry Agius (Managing Director, Linking Futures)
- Natasha Chisholm (Program Manager, Department of Education South Australia)
- Stacey Thomas (Chief Executive Officer, Wyatt)
- Kyran Dixon (National Reconciliation and Youth Leadership Coordinator, Canteen)
- Jo Edwards (Grants Manager, Wyatt)
- Kelli Gunter (CareerTrackers Intern, Wyatt).
- Rhian Miller (Manager – Australian Indigenous Mentoring Experience)
- Pam Simmons (Board Member, Wyatt).



PARTNERSHIPS AND CURRENT RECONCILIATION ACTIVITIES IN PLACE

Wyatt has worked in partnership with Aboriginal and Torres Strait Islander organisations and services since 2000. Over the years these partnerships have grown significantly and we currently have 32 multi-year grants partnerships with a specific focus on supporting Aboriginal and Torres Strait Islander individuals, families and communities across South Australia. Our current partnerships include:

- Aboriginal Legal Rights Movement (financial counselling provision)
- Anangu Lands School to Work Program (student work experience and connection to country)
- Australian Indigenous Mentoring Experience (mentoring provision)
- Australian Red Cross /Justice Reinvestment SA (place-based justice reinvestment initiative)
- Bultawilta Scholarship Program across 21 Department of Education high schools in metropolitan, regional and rural South Australia (material assistance for students at risk of disengaging from their education)
- CareerTrackers (mentoring provision and paid internship support for tertiary students)
- Ninko Kurtangga Patpangga (education-related costs for children of women exiting domestic violence situations and housing package provision)
- RAW Recruitment and Services (mentoring provision in employment setting)
- Wardliparingga Aboriginal Research Unit (SAHMRI) (connection to services in relation to social determinants of health)
- Warriappendi School (uniform provision for high school students)
- The Workabout Centre (education-related and school-to-work transition funding)
- Yunga Nungas Future Leaders Program (an intensive, place-based intervention to reduce contact with youth justice system).

In addition, Wyatt has developed partnerships focusing on Aboriginal and Torres Strait Islander communities through our Rural and Regional Youth Education Fund involving the Australian Landscape Trust, Bicycle SA in Oodnadatta, Gabmididi Manoo Children's and Family Centre, Indulkana Anangu School, John Pirie School, Mimili Anangu School, Nuriootpa High School and Port Augusta West Primary School. Wyatt also works closely with case workers, financial counsellors and other human service professionals across South Australia who refer individuals and households for a Wyatt Small Grant. In 2017/2018, just over 20% of Small Grant applicants identified as Aboriginal and/or Torres Strait Islander peoples. In July 2018 Wyatt joined the Philanthropy Australia Indigenous Funders Network.

RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. RAP Working Group (RWG) oversees the development, endorsement and launch of Wyatt's RAP	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG 	February 2020	Grants Manager
	<ul style="list-style-type: none"> Establish Terms of Reference for the RWG 	February 2020	Grants Manager
2. Build internal and external relationships	<ul style="list-style-type: none"> In addition to the Philanthropy Australia Indigenous Funders Network, identify other philanthropic trusts who we could connect with on our reconciliation journey 	September 2020	Grants Manager and Senior Grants Manager
	<ul style="list-style-type: none"> Develop and publish a list of Wyatt partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations in South Australia 	September 2020	Grants Manager
	<ul style="list-style-type: none"> Develop a list of RAPs and other like-minded organisations that we could approach to connect with on our reconciliation journey 	September 2020	Grants Manager
	<ul style="list-style-type: none"> Increase the number and/or further develop partnerships with Aboriginal and Torres Strait Islander-led organisations 	February 2021	Chief Executive and Grants Manager
	<ul style="list-style-type: none"> Support our State-based reconciliation council, Reconciliation SA, by participating in campaigns and events 	September 2020	Grants Manager
3. Participate in and celebrate National Reconciliation Week	<ul style="list-style-type: none"> Invite Wyatt staff and Governors to participate in Reconciliation SA's events during National Reconciliation Week (NRW), including attendance at the annual breakfast event 	May 2020	Chief Executive and Senior Grants Manager
	<ul style="list-style-type: none"> Support NRW by providing resources, information and materials to all staff 	May 2020	Grants Manager
	<ul style="list-style-type: none"> Temporarily replace the website and/or social media banner with an NRW banner to promote the week with our supporters and partners. 	May 2020	Senior Grants Manager
	<ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW 	May 2020	Grants Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Raise internal and external awareness of our RAP	<ul style="list-style-type: none"> The Chief Executive will report at Governors' meetings on progress towards Wyatt fulfilling its commitments to reconciliation Report on RAP progress on the Wyatt website Add a statement of reconciliation to the email signatures of all official correspondence Raise external awareness of our commitment to reconciliation and the RAP through regular reporting on website and in annual report Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP 	February 2021 July 2020 March 2020 October 2020 June 2020 August 2020	Chief Executive and Senior Grants Manager Grants Manager Grants Manager Grants Manager and Senior Grants Manager Grants Manager Grants Manager
5. Promote education and awareness of reconciliation issues of national significance	<ul style="list-style-type: none"> Raise awareness of and explore opportunities to support the Statement from the Heart (Uluru, 2017) 	February 2021	Chief Executive and Senior Grants Manager
6. 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 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs 	February 2021 February 2021	Grants Manager and Chief Executive Chief Executive

RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> • Incorporate cultural awareness training in the staff induction program • Research existing cultural awareness programs that can be accessed • Include cultural learning as part of the annual staff professional development program including increasing knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements • Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements • Conduct a review of cultural awareness training needs within our organisation • Hold a cultural awareness workshop for staff and trustees led by a local Aboriginal Elder • Encourage staff to use Reconciliation Australia's Share Our Pride online tool and include it in induction for all new staff and students 	<p>July 2020</p> <p>July 2020</p> <p>October 2020</p> <p>February 2021</p> <p>July 2020</p> <p>May 2020</p> <p>August 2020</p>	<p>Chief Executive and Operations Manager Grants Manager</p> <p>Chief Executive and Grants Manager</p> <p>Grants Manager and Operations Manager</p> <p>Grants Manager</p> <p>Grants Manager</p> <p>Grants Manager and Operations Manager</p>
8. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> • Raise awareness and share information amongst staff and Governors of the meaning of NAIDOC Week, which includes information about local Aboriginal and Torres Strait Islander peoples and communities • Introduce our staff and trustees to NAIDOC Week by promoting community events in our local area • Ensure our RAP Working Group members and staff participate in an external NAIDOC Week event 	<p>July 2020</p> <p>July 2020</p> <p>July 2020</p>	<p>Grants Manager</p> <p>Grants Manager</p> <p>Grants Manager</p>

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Investigate and promote awareness of Traditional Owners of the lands and waters and the local Aboriginal languages in our local area and where Wyatt Trust has partnerships with local organisations, where the information is available Add this background information to the summaries of Wyatt's projects and partnerships Prepare a protocol for Welcome to Country and Acknowledgement of Country for all Wyatt events In consultation with the Kurna Warra Karrpathi (KWK) Aboriginal Corporation, investigate naming or renaming Wyatt Trust public spaces, such as office address and meeting rooms 	<p>June 2020</p> <p>September 2020</p> <p>February 2020</p> <p>November 2020</p>	<p>Grants Managers</p> <p>Grants Managers</p> <p>Chief Executive and Grants Manager</p> <p>Chief Executive and Grants Manager</p>
10. Celebrate or recognise Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> Compile a list of Aboriginal and Torres Strait Islander dates of significance Post information on Wyatt website and social media in relation to Aboriginal and Torres Strait Islander dates of significance Circulate information relating to Aboriginal and Torres Strait Islander dates of significance to Wyatt staff and Governors 	<p>May 2020</p> <p>December 2020</p> <p>December 2020</p>	<p>Grants Manager</p> <p>Senior Grants Manager</p> <p>Grants Manager</p>

OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Maintain Wyatt's internship program through CareerTrackers 	June 2020	Operations Manager
	<ul style="list-style-type: none"> Incorporate additional networking and professional development opportunities for CareerTrackers interns, with a focus on strengthening their pathway to employment 	July 2020	Operations Manager
	<ul style="list-style-type: none"> Review Wyatt's recruitment practice and encourage applicants who identify as Aboriginal and Torres Strait Islander peoples to apply for all positions 	August 2020	Chief Executive
	<ul style="list-style-type: none"> Advertise Wyatt vacancies through Aboriginal and Torres Strait Islander networks, seek access to the SA Public Sector Aboriginal Employment Register and the CareerTrackers alumni 	May 2020	Chief Executive
	<ul style="list-style-type: none"> Investigate other supports that are available from the SA Department for Industry and Skills in training and employment for Aboriginal and Torres Strait Islander peoples 	May 2020	Chief Executive and Grants Manager
	<ul style="list-style-type: none"> Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities 	November 2020	Chief Executive and Grants Manager
12. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Research South Australian-based Aboriginal and Torres Strait Islander owned or controlled businesses 	August 2020	Grants Manager
	<ul style="list-style-type: none"> When procuring services, investigate whether Aboriginal and Torres Strait Islander owned or controlled businesses could be invited to tender or quote 	September 2020	Grants Manager and Operations Manager
	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses 	September 2020	Grants Manager and Chief Executive
	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses 	September 2020	Grants Manager and Chief Executive

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Strengthen internal review and reporting processes to make Wyatt's service delivery more culturally appropriate.	<ul style="list-style-type: none"> Review the data collection from partners to assess how well it captures information about Aboriginal and Torres Strait Islander recipients of services or employment 	May 2020	Grants Manager and Senior Grants Manager
	<ul style="list-style-type: none"> Add to the matrix for background and skills sought in Governors, experience in Aboriginal and Torres Strait Islander communities or knowledge of Aboriginal and Torres Strait Islander cultures 	May 2020	Chief Executive and Chairperson
	<ul style="list-style-type: none"> Review the due diligence reporting on potential partners for their level of Aboriginal and Torres Strait Islander cultural competence and practice 	October 2020	Grants Managers

GOVERNANCE AND TRACKING PROGRESS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14. Build support for the RAP	<ul style="list-style-type: none"> Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia 	September 2020	Grants Manager
	<ul style="list-style-type: none"> Define resource needs for RAP development and implementation 	April 2021	Grants Manager
	<ul style="list-style-type: none"> Define systems and capability needs to track, measure and report on RAP activities 	May 2020	Grants Manager
15. Review and Refresh RAP	<ul style="list-style-type: none"> Liase with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements 	October 2020	Grants Manager
	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for review 	November 2020	Grants Manager
	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for formal endorsement 	January 2021	Grants Manager



OUR RAP ARTWORK



THE JOURNEY BY SASHA HILL

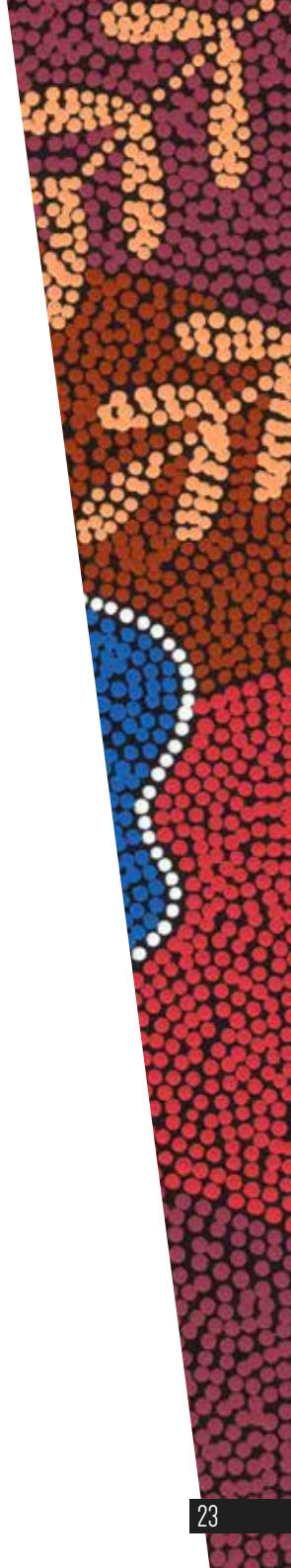
The Wyatt Trust's Reconciliation Action Plan (RAP) Artwork

The Journey was created in 2019 by local artist, Sasha Hill, a Yamatji/Nyoongar woman from the central western desert region in Western Australia.

The painting's elements include the branches of the Wyatt logo, representing branches of help reaching out to support South Australians through events, large and small, and assisting them to overcome the barriers and challenges that they experience. The mountain and hill elements portray the obstacles faced by individuals and families that bring them to Wyatt.

The central element of the work is the connected journey circle illustrating the support networks – including Wyatt - that people draw upon throughout their journeys. Sasha has incorporated emu symbols, which are associated with women, to represent the way in which Wyatt supports South Australian women and their families.

Sasha has chosen contemporary colours that represent a mix of traditional ochres. This reflects Wyatt's established position in the community as it looks ahead to the future, walking alongside individuals and families experiencing disadvantage in contemporary South Australia.





The Wyatt Trust
100 Pirie Street
Adelaide SA 5000
Phone: 08 8224 0074
Email: admin@wyatt.org.au
Web: www.wyatt.org.au



The Wyatt Benevolent Institution Inc.
ABN : 57 292 556 081

WYATT