



RECONCILIATION
ACTION PLAN

INNOVATE

WYATT



Reconciliation Action Plan
July 2021 – July 2023

ACKNOWLEDGEMENT

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 Kaurna 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.

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.





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OUR VISION FOR RECONCILIATION

Wyatt has a vision of reconciliation that includes all Aboriginal and Torres Strait Islander peoples having a rightful voice and place in our country. That as a country, everyone is proud of what reconciliation has achieved.

We believe that truth telling and an understanding of our respective roles in the history and treatment of Aboriginal and Torres Strait Islander peoples, will be the grounding needed to move forward with reconciliation.

Wyatt has come a long way in understanding and acknowledging our past, how our wealth was created and at what cost. With so many years gone by we may never know the full impact, but we are committed to questioning, learning and uncovering our role in hardship and progress faced by Aboriginal and Torres Strait Islander people over the past 135 years.

The endorsement of our Reflect RAP in 2020 was our first formal step in publicly acknowledging our journey. In this year and next, our Innovate RAP is our roadmap to ensure that our actions are powerful yet thoughtful and reflect our deep desire to advance reconciliation.

Aboriginal and Torres Strait Islander cultures are a gift, we still have so much to learn, and we are committed to walking alongside Elders, leaders, young people, and communities to achieve recognition and reconciliation between First Nations peoples and all who have followed.



Anne McCutcheon
Chairperson



Stacey Thomas
Chief Executive Officer



OUR BUSINESS

Wyatt has provided support to South Australians experiencing financial hardship since 1886. We challenge the beliefs that perpetuate inequality because we believe every South Australian deserves a life free from poverty and disadvantage.

Wyatt has a focus on helping individuals via targeted grants and is committed to working in close partnership with a wide range of organisations, community members and government departments. In the last twenty-five years alone, Wyatt has helped more than 73,000 people, provided over \$45 million in support to people in the form of financial grants, payments and housing subsidies. In the current financial year, approximately 25% of Wyatt funding will be directed to First Nations individuals and organisations supporting First Nations programs and people.

With a small team of eleven predominantly part-time employees, with no Aboriginal and/or Torres Strait Islander employees, Wyatt is based in Adelaide while our grant making focus is across the state of South Australia. For over eight years we have had a relationship with CareerTrackers, employing a paid intern each year and welcoming the skills and insights from interns secured via their program.

Wyatt has an ambitious agenda and we cannot achieve our vision without close partnerships. We engage and collaborate with a wide range of community organisations, government departments, community members, other funding bodies, networks and sector peak bodies.



OUR RAP

The process of developing our initial Reflect RAP provided Wyatt a platform for deep consideration of our history.

It has been a journey of acknowledging our past and examining what truth telling looks like for our organisation and those we work with. The wealth that Wyatt deploys for the benefit of South Australians experiencing poverty and inequality initially came from the dispossession of land, culture and language for Aboriginal and Torres Strait Islander people.

The Innovate RAP was developed as a collaboration by the Wyatt staff and Board with support and direction provided by Wyatt's RAP working group. Having an active RAP, led by the specific RAP champion (Business and Operations Lead) who is the chair of the RAP working group, with staff and Board supporting the initiatives contained within, has allowed Wyatt to achieve significant change in a short period of time. Along with the willingness to acknowledge our history and the story of our wealth internally, we have worked to ensure this is a part of our story when communicating with and delivering training to external partners. A key and complex component of the Innovate RAP will be to work in partnership with Aboriginal and Torres Strait Islander Elders and leaders and a local historian, to develop our own resource on truth telling and acknowledging the history of Wyatt's wealth which was accumulated from the mid 1880s.

Wyatt has committed to walking alongside Aboriginal and Torres Strait Islander peoples to develop partnerships and funding models that not only assist communities but elevate the voices of First Nations peoples. We have engaged Dana Shen, an Aboriginal/Chinese woman descended from the Ngarrindjeri people in South Australia to work with us as an Organisational Mentor as we redevelop and redesign some of our granting programs.

We are also actively evaluating our physical environment to understand how we can provide a safe and welcoming space for all of the communities we work with.

Our Reflect RAP improved the knowledge and understanding of First Nations cultures, histories and achievements of our Board and staff. This includes the role we may have played in the cultures, histories and achievements. For example, the Board and staff participated in a cultural walk with Kurna Elder Frank Wanganeen. The Board and staff also participated in a poverty and inequality workshop facilitated by Dana Shen. Wyatt's Board and staff are engaged and excited to explore further learning opportunities.

One of the challenges to navigate during the Reflect RAP was to conduct a 'listening tour' to learn and position Wyatt as a partner to those we seek to assist. For example, Wyatt conducted an independent review of the Wyatt Bultawilta Scholarships program which provides financial assistance to hundreds of Indigenous students to support students to remain in education. The program currently supports 21 schools in South Australia. The program was viewed as having a favourable impact on students' sense of belonging and being part of the school, their well-being and mental health concerns over anxiety and stress and the flow on positive effects of keeping children at school.

The following quotes best summarise the impact of the Bultawilta program "We are extremely thankful to Wyatt for supporting our most vulnerable of students to have access to the Bultawilta Scholarship Program.

I have no doubts that in the years we have had access to the funds, it has helped our students remain engaged in school and improved attendance and learning overall." and "We have received Wyatt [support] for a very long time and in that time I have seen how students and families connect with school because their financial needs are met through the assistance Wyatt supports these families, without the support many would not be able to achieve their schooling because of the financial barriers that families face every day. I would like to thank Wyatt for the great work they are doing to support Aboriginal students to achieve and become better people within their school and community." Whilst the review determined the program has a positive impact, it was important to seek and hear the voice of those we seek to support, no matter what outcomes may eventuate.

In accordance with Wyatt cultural protocols, our Board and staff commence all important meetings with an Acknowledgement of Country, on occasion the Wyatt CEO does the acknowledgement in Kurna language.

As we continue to build on our original RAP, we want to expand our learning and put into practice real and tangible actions that drive community towards reconciliation. We believe it is important to document how we will do this and developing our second RAP has been an effective way of continuing to be accountable to our aspirations.

Under the terms of reference developed as part of the Reflect RAP, Wyatt draws on the guidance and support of nine Working Group members, comprising five Aboriginal and Torres Strait Islander community partners, two Board members and two staff. This team has been an integral part of creating the Innovate RAP. We thank them for their generosity in sharing their time and expertise.

Gavin Reid
Business and Operations Lead
Wyatt RAP Champion and Chair of the RAP Working Group

Isaiah Omamogho
Coordinator – Department for Education

John van Ruth
Board Member – Wyatt

Kyran Dixon
National Reconciliation and
Youth Leadership Coordinator – Canteen

Natasha Chisholm
Program Manager – Department for Education

Pam Simmons
Board Member – Wyatt

Stacey Thomas
Chief Executive Officer – Wyatt

Tina Brodie
Research Associate – SAHMRI

Troy Rigney
Career Trackers Intern – Wyatt

A special acknowledgement goes to Kate Fenton and Kelli Gunter for their drive and passion in Wyatt's Reconciliation journey. As previous Chair of the RAP Working Group, Kate's leadership was instrumental in the creation and delivery of Wyatt's Reflect and Innovate RAPs and we say a heartfelt thank you for her tireless efforts.



RELATIONSHIPS

Wyatt's purpose is to support all South Australians that may be experiencing financial hardship, to challenge inequality and eradicate poverty. As an institution that has been operating for 135 years and influenced by the preceding colonial times, we need to build strong relationships with Aboriginal and Torres Strait Islander peoples to understand history and the truth of how this collective history has led us to where we are today.

Wyatt has a vision of Aboriginal and Torres Strait Islander people being at the heart of decision making for our funding and programs related to Aboriginal and Torres Strait Islander communities. With approximately 10 Aboriginal and Torres Strait Islander partners and 21 schools working with Aboriginal and Torres Strait Islander children, we want to better develop these relationships, to listen and learn and share a vision of equality. By building these strong relationships Aboriginal and Torres Strait Islander people will inform and strengthen the support that Wyatt offers.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Work with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop a document that outlines guiding principles for future engagement.	August, 2022	Business & Operations Lead
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations to understand community priorities and identify how Wyatt can meaningfully work in partnership to address these.	October 2022	Chief Executive Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May-3 June 2022 and 2023	Business & Operations Lead
	• All RAP Working Group members to participate in an external NRW event.	27 May-3 June 2022 and 2023	Business & Operations Lead
	• Encourage and support staff and Board members to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2022 and 2023	Business & Operations Lead
	• Wyatt staff will support organisations which are hosting NRW events, with in kind or financial support.	27 May-3 June 2022 and 2023	Business & Operations Lead
	• Organise at least one NRW event each year.	May 2022, May 2023	Business & Operations Lead
	• Register all our NRW events on Reconciliation Australia's NRW website.	May 2022, May 2023	Business & Operations Lead
	• Develop a social media plan to elevate the voices of Aboriginal and Torres Strait Islander peoples during NRW.	February 2022, February 2023	Chief Executive Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	• In partnership with Aboriginal and Torres Strait Islander Elders and leaders and a local historian, Wyatt will develop their own resource on truth telling and acknowledging the history of Wyatt's wealth.	March 2023	Chief Executive Officer and Data, Insights & Learning Lead
	• Based on the findings of the Wyatt truth telling work, refine what reconciliation means to Wyatt and develop a communication plan to internally and externally communicate our commitment to reconciliation.	July 2023	Chief Executive Officer
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July 2022	Chief Executive Officer
	• Implement strategies to engage our staff in reconciliation.	December 2021	Business & Operations Lead
	• Review relevant documents including partnership agreements to include a statement on Wyatt's commitment to reconciliation.	January 2022	Small Grants Lead
4. Promote positive race relations through anti-discrimination strategies.	• Collaborate with other like-minded organisations to develop ways to advance reconciliation.	July 2023	Business & Operations Lead
	• Conduct a review of Wyatt's HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2021	Chief Executive Officer and Business & Operations Lead
	• Develop, implement and communicate an anti-discrimination policy for Wyatt.	September 2021	Chief Executive Officer and Business & Operations Lead
	• Host a screening of the Final Quarter for staff and facilitate a discussion following the film utilising the associated resources.	December 2021	Business & Operations Lead
	• Consult with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors on our anti-discrimination policy.	February 2022	Chief Executive Officer and Business & Operations Lead
	• Raise awareness and knowledge of the Board and staff on the effects of racism.	June 2022	Chief Executive Officer and Business & Operations Lead



RESPECT

Wyatt holds records dating back to the 1830s of the regard our Founder held for local Kurna people, however, over the 135 years of our operations as an institution this respect has not always been evident. There are times in our history where we have been silent or where we may have allowed snippets of our history to represent a more positive picture than was accurate.

It is time to publicly, proudly and prominently display our respect and appreciation of Aboriginal and Torres Strait Islander cultures. Wyatt wants to honour the knowledge and wisdom of the First Nations peoples. We want to show respect by interrogating our history and telling a story steeped in truth, one that acknowledges accurate historical accounts as well as recognises how far we have come and the journey yet to be travelled.

We strongly believe that by doing so, we will strengthen not only our relationships with Aboriginal and Torres Strait Islander people and communities but also create a better environment to be effective allies for reconciliation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. 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 Wyatt.	August 2021	Data, Insights and Learning Lead
	• Work alongside Aboriginal and Torres Strait Islander Elders and leaders to develop, implement and communicate a cultural learning strategy for the staff and Board at Wyatt.	January 2022	Data, Insights and Learning Lead
	• Investigate local cultural immersion experiences for the staff and Board at Wyatt.	Dec 2021	Business & Operations Lead
	• Provide opportunities for staff, Board and RAP Working Group members, to participate in two formal and structured cultural learning opportunities a year.	February 2022	Business & Operations Lead
	• Wyatt will have one cultural experience each year outside of NRW and NAIDOC week which will involve the staff and Board, to listen and learn about Aboriginal and Torres Strait Islander histories and cultures.	June 2022, June 2023	Business & Operations Lead

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Review and monitor use of Wyatt's cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2021	Business & Operations Lead
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2021	Business & Operations Lead
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	September 2021	Chief Executive Officer
	• 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.	September 2021	Business & Operations Lead
	• Investigate and promote awareness of Traditional Owners of 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.	June 2022	Small Grants Lead
	• Add this background information to the summaries of Wyatt's projects and partnerships.	June 2022	Small Grants Lead
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group, staff and Board to participate in an external NAIDOC Week event.	July 2021, July 2022, July 2023	Business & Operations Lead
	• Review Wyatt HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	September 2021	Business & Operations Lead
	• Raise awareness and share information amongst staff and Board of the meaning of NAIDOC Week, which includes information about local Aboriginal and Torres Strait Islander peoples and communities.	July 2021, July 2022, July 2023	Business & Operations Lead
	• Work alongside our partners and support their NAIDOC events, either financially or in-kind support.	July 2021, July 2022, July 2023	Small Grants Lead
	• Promote and encourage participation in external NAIDOC events to all staff.	July 2021, July 2022, July 2023	Business & Operations Lead
	• Develop social media plan to elevate the voices of Aboriginal and Torres Strait Islander people during NAIDOC Week.	July 2021, July 2022, July 2023	Chief Executive Officer



OPPORTUNITIES

Wyatt fosters partnerships with communities and organisations around South Australia and this list is in excess of 100 past and current partners. Our partners work with and represent the challenges people experiencing financial hardship face on a day-to-day basis. Opportunities to create deeper connections with Aboriginal and Torres Strait Islander peoples and organisations ensure that our programs and operations are culturally appropriate and relevant.

Partnerships with Aboriginal and Torres Strait Islander peoples, organisations and businesses extend beyond grant making partners. We have dedicated cultural awareness professional development for staff and Board, engaging Aboriginal owned and led businesses to deliver this. Wyatt also contracts to Aboriginal owned professional services (such as graphic design) and hospitality (such as catering and event space) where possible. We have engaged Dana Shen as an organisational mentor to help guide our development in this area. Our employment practices have been reviewed and we actively promote vacancies amongst culturally appropriate networks to ensure visibility of opportunities to Aboriginal and Torres Strait Islander peoples.

Our vision of challenging inequality and eradicating poverty will not become a reality without creating space for these opportunities and it is something we are committed to continuing to stretch ourselves on.

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"> Build understanding of the experience of current Aboriginal and Torres Strait Islander staff, to inform future employment and professional development opportunities. 	March 2022	Business & Operations Lead
	<ul style="list-style-type: none"> Build understanding of the experience of current Aboriginal and Torres Strait Islander staff, through mediums such as exit interviews, focus groups etc. 	March 2022	Business & Operations Lead
	<ul style="list-style-type: none"> Consult with Aboriginal and Torres Strait Islander staff and Wyatt RAP Working Group on our recruitment, retention and professional development strategy. 	November 2021	Business & Operations Lead
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	March 2022	Chief Executive Officer
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander applicants. 	July 2022	Chief Executive Officer
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	September 2021	Business & Operations Lead
	<ul style="list-style-type: none"> Increase the number of Aboriginal and Torres Strait Islander contractors and staff in our workforce. 	July 2023	Chief Executive Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	July 2022	Business & Operations Lead
	<ul style="list-style-type: none"> Investigate a Supply Nation membership. 	November 2022	Business & Operations Lead
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	December 2022	Business & Operations Lead
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	December 2022	Business & Operations Lead
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	February 2023	Business & Operations Lead
10. Investigate opportunities to improve grant programs to support Aboriginal and Torres Strait Islander people	<ul style="list-style-type: none"> Provide an evidence-informed plan for increasing Aboriginal and Torres Strait Islander decision-making capabilities within Wyatt's grant making program. 	March 2022	Small Grants Lead
	<ul style="list-style-type: none"> Work collaboratively with other funders to develop a shared grant program that increases support for Aboriginal and Torres Strait Islander people. 	July 2022	Chief Executive Officer



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2021, July 2022, July 2023	Chief Executive Officer
	• Ensure the Terms of Reference for the RWG is up to date and relevant.	September 2021	Business & Operations Lead
	• Develop a timeline and plan for working group to meet at least 5 times a year to drive and monitor RAP implementation.	July 2021, October 2021, Dec 2021, February 2022, April 2022, July 2022, Oct 2022, Dec 2022, Feb 2023, April 2023, July 2023	Business & Operations Lead
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	September 2021	Chief Executive Officer
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	September 2021	Chief Executive Officer
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2021	Business & Operations Lead
	• Appoint and maintain an internal RAP Champion.	September 2021	Chief Executive Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. 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.	30 September 2021 and 2022	Business & Operations Lead
	• Report RAP progress to all staff and senior leaders quarterly.	September 2021, November 2021, March 2022, June 2022, September 2022, November 2022, March 2023, June 2023	Business & Operations Lead
	• Publicly report our RAP achievements, challenges and learnings, annually.	November 2021 and 2022	Chief Executive Officer
	• Present the learnings, challenges and achievements of the RAP progress to the Board biannually.	November 2021, March 2022, November 2022, March 2023	Chief Executive Officer and Business & Operations Lead
14. Continue our reconciliation journey by developing our next RAP.	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Business & Operations Lead
	• Register via Reconciliation Australia's website to begin developing our next RAP.	January 2023	Business & Operations Lead



Contact details

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