



CENTRE ASYLUM SEEKERS
30
YEARS

2022-23

RAP REFLECT

REPORT

➤➤➤ ASC RAP REFLECT REPORT



➤➤➤ Our goals

1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
2. Build relationships through celebrating National Reconciliation Week
3. Promote reconciliation through our sphere of influence.
4. Promote positive race relations through anti-discrimination strategies.
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week
8. Build recognition for Aboriginal and Torres Strait Islander cultures among people ASC supports.
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.
12. Provide appropriate support for effective implementation of RAP commitments.
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
14. Continue our reconciliation journey by developing our next RAP.

Current ASC RAP Group: Erika Rodriguez (Chair), Heike Stephan (Co-Chair), Kylie Mackie (Champion), Richard Hord (Champion), Veronica Restrepo (Member), Dominic Ellis (Member)

Former members: Danielle Townsend, Oscar Mussons, Kristine De Guzman, Lucy Smith, Stella Egan, Glynis Johns, Lara McArthur-Dowty

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➤➤➤ Summary

During the first phase of our Reconciliation Action Plan (RAP) journey, known as the "Reflect" stage, the Asylum Seekers Centre (ASC) made significant progress in fostering reconciliation and celebrating Indigenous cultures, histories, and rights. We began by hosting a RAP Roll Out Event featuring Indigenous artists and a Welcome to Country by Nadeena Dixon, marking a public commitment to reconciliation.

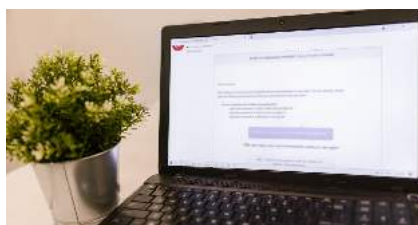
We moved forward by symbolically renaming several rooms within our centre with names of Indigenous flora and fauna, creating a culturally inclusive environment. Workshops and round table discussions engaged our Reconciliation Working Group (RWG) in brainstorming key commitments, challenges, and innovative solutions. At ASC's Human Rights Day event, Indigenous dance workshops enriched our community's cultural understanding. We also invested in cultural learning initiatives, promoted reconciliation within our sphere of influence, implemented anti-discrimination strategies, and celebrated NAIDOC and Reconciliation Weeks, fostering respect and awareness of Indigenous cultures and histories both within ASC and throughout our community. Looking forward, we aim to build on these achievements in subsequent RAP phases.



➤➤➤ Official RAP accreditation

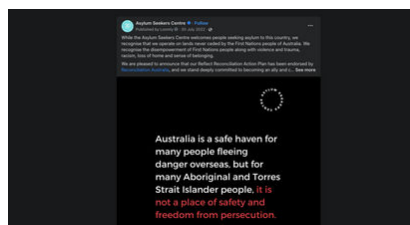
18 July, 2022

On July 18, 2022, the ASC's RAP received official accreditation from Reconciliation Australia. This significant achievement highlights ASC's commitment to reconciliation, and we are honored to be recognized as a valued member of the RAP network. This accreditation symbolises our dedication to fostering positive relationships with Aboriginal and Torres Strait Islander communities and advancing the cause of reconciliation in Australia.



21 July, 2022

Newsletter announcement



20 July, 2022

Social media announcement



21 September, 2022

Renamed ASC Newtown rooms with names of Indigenous flora and fauna

ASC RAP REFLECT REPORT



RAP rollout event

15 November, 2022

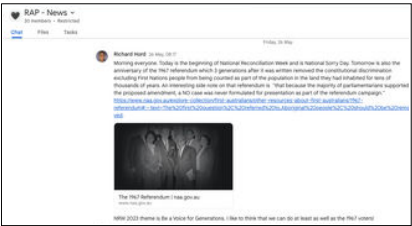
On 15 November, the ASC hosted a RAP Roll-Out event, achieving multiple objectives that marked a significant milestone in our reconciliation journey. The event successfully identified external First Nations stakeholders for future engagement, strengthened relationships with Aboriginal and Torres Strait Islander

communities through a meaningful Welcome to Country by Nadeena Dixon, and communicated our unwavering commitment to reconciliation to our main stakeholders. The event deepened our understanding of the local Traditional Custodians of the lands on which ASC operates, promoted cultural awareness among staff, and showcased indigenous art and catering from a First Nations company using native ingredients. This event embodied ASC's dedication to meaningful change and collaboration in our pursuit of reconciliation.



12 December, 2022

Neville Boney runs dance workshop at ASC's Human Rights Day event.



27 May - 3 June, 2023

Channel created in ASC's staff chat to discuss First Nations news and events



27 May - 3 June, 2023

Voice to Parliament workshops attended by Co-Chair of RAP Working Group and Head of Comms

National Reconciliation Week

27 May - 3 June, 2023

A member of the RAP group led ASC staff in informal conversations and encouraged us to explore how ASC, and each of its staff individually, can contribute to achieving reconciliation in Australia. The team shared stories about their own experiences, as well as what they had read, watched, and attended during Reconciliation Week.



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➤➤➤ NAIDOC Week

28 June, 2023

During NAIDOC Week, ASC collaborated with Indigenous artist Kinya Lerrk to craft an Acknowledgement of Country plaque, now proudly displayed at the entrance of our centre. The staff's choice of the whale design, symbolising their migration and its connection to our work, emphasises our deep respect and recognition of First Nations people as the Traditional

Custodians of the lands where people seeking asylum find refuge. This Acknowledgement of Country plaque serves as a powerful reminder that as we extend our respect and support and 'welcome' to those seeking asylum in Australia, it is done with a profound acknowledgment of our connection to Indigenous culture and their custodianship of the land.

Inner West for YES <<<

18 August, 2023

At our most recent Staff Development Day, ASC had the privilege of hosting an insightful session led by Vicki from Inner West for Yes. Vicki highlighted the importance of Yes for First Nations people in Australia, and let us know how our staff and volunteers can champion this vital cause. The session resonated deeply with our organisational RAP goals, reaffirming our commitment to reconciliation and our role in



uplifting First Nations peoples' voices, and strengthening our bonds with Indigenous culture and heritage. The Yes vote gives Aboriginal and Torres Strait Islander communities a say in policies that affect them and constitutional recognition that can't be easily undone. The Asylum Seekers Centre's advocacy for this campaign is significant because it aligns with our commitment to justice, human rights, and inclusivity. By supporting Yes, we show our dedication to a fair and equitable society, and reinforce our commitment to reconciliation in Australia.



➤➤➤ What's next?

ASC's RAP journey is ready to embark on more exciting initiatives, including the announcement of selling Aboriginal hand-woven earrings crafted by Baawaa Weaving, a project that celebrates both our 30th anniversary and Indigenous artistry. We've proposed an Official HR policy that offers the flexibility to swap holidays for those who choose not to take leave on Australia Day, promoting inclusivity and respect for diverse perspectives. ASC is committed to continuing to campaign for #Yes23 after staff joined the Walk for Yes in September 2023. And we're eagerly preparing to apply for the next phase of the RAP, 'Innovate,' to continue our journey towards reconciliation and positive change.