



CEREBRAL PALSY ALLIANCE

Reflect Reconciliation Action Plan

June 2022 – June 2023





Acknowledgement of Country

We acknowledge the Traditional Custodians of Country throughout Australia and recognise their continuing connection to land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders past, present and emerging.

About Cerebral Palsy Alliance

The Cerebral Palsy Alliance story began over 70 years ago with a group of parents and a simple wish – a brighter future for children with cerebral palsy. A future in which nothing would be impossible.

Our vision to champion a world of opportunity for people living with cerebral palsy and similar disabilities, and their families, remains steadfast. We do this by providing world class services, community advocacy and policy influence, sector development and training, global research and the advancement of enabling technology through our disability start-up accelerator, Remarkable.

Our services include the delivery of early childhood intervention, therapy, health and wellbeing, independence skill building, short and long term support accommodation and supported employment services.

Today, Cerebral Palsy Alliance is the world's largest private funder of research into prevention and treatment of cerebral palsy through the CPA Research Foundation and CPA Research Institute. Harnessing the full breadth of our capabilities has enabled us to become a global leader in cerebral palsy.

Our world-class capabilities are driven by our 2500+ employees in 100+ sites across NSW and ACT. Twenty-nine of those employees identify as Aboriginal and/or Torres Strait Islander people. In 2020, we launched CPA Telepractice, which broadens our ability to support clients and families beyond current service centre locations.

Central to how we work together and connect and engage with our clients and communities, are our guiding values of being respectful, ethical, passionate, curious and courageous.

Our role as advocates in championing opportunity and inclusion extends beyond Cerebral Palsy Alliance, in our leadership of World CP Day and the CPActive community. Additionally, we are a member of Alliance20, a collective of disability providers helping to shape the NDIS (National Disability Insurance Scheme) and government policy to enable choice, minimise complexity and deliver better outcomes for people living with disability.

Message from Reconciliation Australia

Reconciliation Australia welcomes Cerebral Palsy Alliance to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.



Cerebral Palsy Alliance joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Cerebral Palsy Alliance to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Cerebral Palsy Alliance, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



A Message from Cerebral Palsy Alliance CEO, Rob White



At Cerebral Palsy Alliance (CPA), we've been conducting world leading research, providing services, and advocating for people living with disabilities for more than 70 years. As we continue to evolve as an organisation, our advocacy extends to people from all backgrounds, including our Nation's First Peoples. We're committed to doing our part in the journey towards healing this country, and will build strong foundations as we move towards reconciliation.

Through this Reflect Reconciliation Action Plan (RAP), we aim to elevate the cultural competence of our organisation. To do this, we first need to understand our shared history. From here, we will work to build effective relationships and connections, and identify opportunities to support Aboriginal and Torres Strait Islander peoples in our organisation and the broader community.

We understand Reconciliation to be the shared responsibility of everyone in our organisation. This RAP will be championed by our Executive Leadership team and the Cerebral Palsy Alliance Board, and supported by our RAP Working Group Burbangana – meaning 'take my hand and help me up' in the Dharug language traditionally spoken in the Sydney region – whose members are senior leaders, Aboriginal and Torres Strait Islander peoples and key stakeholders from across the organisation.

We encourage everyone in the organisation to join us on our reconciliation journey, and to connect with the initiatives we implement as a part of this RAP

Rob White
Chief Executive Officer
Cerebral Palsy Alliance

Our Reflect RAP



At Cerebral Palsy Alliance (CPA) we will work towards creating a workplace where First Nations peoples and cultures are respected at all times, and where First Nations employees not only feel a sense of belonging but are supported to thrive within our workforce.

Marika Ruhala, Senior Manager Organisational Design and Delivery, CPA's RAP Champion, is responsible for driving and advocating internal engagement and awareness of the RAP. Marika works in collaboration with our RAP Working Group Executive Sponsor, and members of the Burbangana group to drive governance and support the implementation of the RAP while ensuring that our actions, as outlined in this document, are completed. Together, they will work to ensure there is shared understanding and ownership of our RAP within our organisation.

Our RAP outlines our strategies, goals and achievements towards reconciliation. It guides our organisation on how to build positive and stronger relationships between Aboriginal and Torres Strait Islander peoples, communities, organisations and the broader Australian community. All employees and volunteers will be provided with this document and given opportunities to engage with reconciliation initiatives. To demonstrate our commitment to these initiatives and promote accountability, we will report regularly on the RAP progress to internal stakeholders, engage with First Nations stakeholders to seek guidance and advice, and ensure the Burbangana group is comprised of representatives from various teams and locations at CPA to ensure deliverables are rolled out across the whole organisation.

Our Partnership

CPA has partnered with BC Consulting, a highly regarded consultancy focused on assisting organisations to become more aware of and to gain an understanding of the tenets and beliefs of First Australian Peoples. BC Consulting has previously assisted organisations such as Compass Group, a major employer of Aboriginal and Torres Strait Islander peoples; BreakThru People Solutions, a disability and employment services provider; and non-government organisations including Caltex, Westpac and Northern Sydney Local Health amongst others.

With the support of BC Consulting, CPA has already commenced revising policies such as Sorry Leave, creating Acknowledgement of Country resources for all employees to use and begun work to install physical Acknowledgement of Country signage throughout our 160+ locations, delivered a 'did you know' cultural introduction session with over 70 CPA leaders, and in partnership, delivered cultural awareness training to CPA's Executive team and Burbangana working group members.

CPA is committed to a working relationship with BC Consulting until at least December 2022. BC Consulting will work with and support CPA across six core elements – cultural awareness, organisational development, employment outcomes, mentoring, procurement and community consultation. BC Consulting has a strong track record in advocating equality for Aboriginal and Torres Strait Islander peoples throughout Australia.

Reconciliation Action Plan Artwork



This piece is inspired by the many people who support the vision of Cerebral Palsy Alliance. In the middle of the artwork is a map of Australia, where Cerebral Palsy Alliance operates. The circles within Australia represent meeting places where Cerebral Palsy Alliance people come together to support people with disabilities. The colour blue around the map pays respect to the First Nations of land and sea on mainland Australia and the Torres Strait Islands.

The eight larger circles represent services Cerebral Palsy Alliance provides to the community, encircled by smaller orange dots that represent people – the employees, volunteers, clients and community members – who show strength in numbers as they come together. The final elements that cover the backdrop of this piece are the many tracks in green that represent the different paths people take in life to live every day with cerebral palsy and other disabilities. This piece is strong and bold, like the people it is inspired by.

About the Artist

Leah Cummins is a proud Mayi woman from North-Western Queensland. She finds inspiration in her cultural identity and brings stories of her country and people to life through her art. Her art reflects her love of the land and all her people. She pays respect to the ancestors who give her these stories in her creativity, to share her culture that transcends words and draws people into wanting to learn about First Nations people. Leah paints both traditional and contemporary art using storytelling in every piece to educate, inspire and uplift people by contributing to the sharing of culture and stories through her art.

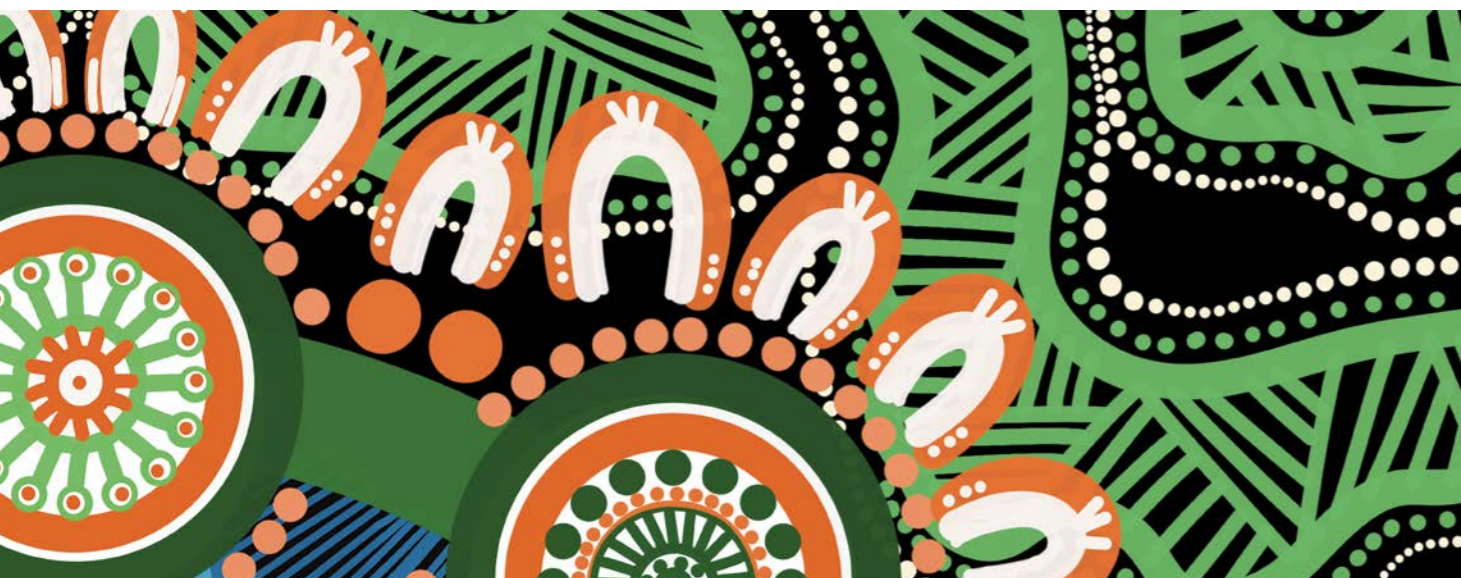
Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence	July 2022	Lead: Senior Manager Organisational Design & Delivery Support: Director, BC Consulting
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	July 2022	Lead: Senior Manager Organisational Design & Delivery Support: Director, BC Consulting
	Identify local Aboriginal and Torres Strait Islander support services that our clients are engaged in, to build a point of contact to support wider engagement with the local community	September 2022	Lead: Senior Manager Organisational Design & Delivery Support: Director, BC Consulting
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees	May 2023	Lead: HR Communications & Design Consultant Support: RWG Executive Sponsor
	RAP Working Group members to participate in an external NRW event	May 2023	Lead: HR Communications & Design Consultant Support: RWG Executive Sponsor
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW	May 2023	Lead: HR Communications & Design Consultant Support: RWG Executive Sponsor

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to all employees	August 2022	Lead: CEO Support: HR Communications & Design Consultant
	Identify external stakeholders that our organisation can engage with on our reconciliation journey	July 2022	Lead: Senior Manager Organisational Design & Delivery Support: Director, BC Consulting
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	August 2022	Lead: Senior Manager Organisational Design & Delivery Support: Director, BC Consulting
4. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination	October 2022	Lead: Senior Manager Employee Relations Support: Director, BC Consulting
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	November 2022	Lead: Senior Manager Employee Relations Support: Director, BC Consulting

Respect

Action	Deliverable	Timeline	Responsibility
5. Review HR policies and practices to ensure they are culturally appropriate and inclusive for Aboriginal Torres Strait Islander peoples	Review recruitment process and ensure HR staff understand cultural protocols such as eye contact and body language when interviewing and onboarding Aboriginal and Torres Strait Islander candidates	November 2022	Lead: Manager Talent Acquisition Support: Director, BC Consulting
	Investigate cultural leave policies, including access to leave during Sorry business leave for First Nations employees	November 2022	Lead: Manager Employee Relations Support: Director, BC Consulting
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	July 2022	Lead: General Manager, People & Culture
	Conduct a review of cultural learning needs within our organisation to identify skill, knowledge and capability gaps and future needs	December 2022	Lead: Senior OD Manager Support: Senior Manager Organisational Design & Delivery
	Deliver an annual cultural learning session to CPA senior leaders	December 2022	Lead: Senior OD Manager Support: Senior Manager Organisational Design & Delivery
	Identify options for delivering cultural awareness training to CPA employees across the organisation	February 2023	Lead: Senior Manager, Training Alliance Support: Director, BC Consulting



Action	Deliverable	Timeline	Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within the areas our organisation operates	September 2022	Lead: Senior Team Leader Facilities Support: Senior Manager Organisational Design & Delivery
	Create, promote and display Acknowledgement of Country at Cerebral Palsy sites	April 2023	Lead: Senior Team Leader Facilities Support: Senior Manager Organisational Design & Delivery
	Increase employee's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	January 2023	Lead: Senior Manager Organisational Design & Delivery Support: HR Communications and Design Consultant
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Raise awareness and share information amongst our employees about the meaning of NAIDOC Week	June 2022	Lead: HR Communications & Design Consultant Support: Senior Manager Organisational Design & Delivery
	Introduce our employees to NAIDOC Week by promoting external events in their local area	June 2022	Lead: HR Communications & Design Consultant Support: Senior Manager Organisational Design & Delivery
	The RAP Working Group to participate in an external NAIDOC Week event	July 2022	Lead: RWG Executive Sponsor Support: HR Communications and Design Consultant

Action	Deliverable	Timeline	Responsibility
9. Increase staff knowledge and competency for respectfully communicating and working with First Nation stakeholders	Research external organisations for best place practices for enhancing employee communications with Aboriginal and Torres Strait Islander people	November 2022	Lead: HR Communications & Design Consultant Support: Director, BC Consulting
	Develop a tool-kit to support employees communication skills with First Nations stakeholders	December 2022	Lead: HR Communications & Design Consultant Support: Director, BC Consulting
	RAP Working Group to champion the toolkit and introduce across CPA	February 2023	Lead: RWG Executive Sponsor Support: HR Communications and Design Consultant



Opportunities

Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation and engage BC consulting to support our RAP journey	July 2022	Lead: Manager Transformation
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	October 2022	Lead: Senior OD Manager Support: Manager Talent Acquisition
	Encourage and support employees to self-identify as Aboriginal and/or Torres Strait Islander people	December 2022	Lead: HR Communications & Design Consultant Support: Senior Manager Organisational Design & Delivery
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	August 2022	Lead: Manager, Procurement Support: Director, BC Consulting
	Investigate CPA membership of Supply Nation	August 2022	Lead: Manager, Procurement Support: Director, BC Consulting
	Identify options to source key products (i.e. PPE, Medical Suppliers, etc.) from Aboriginal and Torres Strait Islander owned businesses	February 2023	Lead: Manager, Procurement Support: Director, BC Consulting
	Review CPA's current supply chain to identify how many existing products and services are sourced from Aboriginal and Torres Strait Islander owned businesses	February 2023	Lead: Manager, Procurement Support: Director, BC Consulting

Governance


Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Formalise the RWG to govern RAP implementation	August 2022	Lead: RWG Executive Sponsor Support: Senior Manager Organisational Design & Delivery
	Draft a Terms of Reference for the RWG	August 2022	Lead: RWG Executive Sponsor Support: RWG Members
	Establish Aboriginal and Torres Strait Islander representation on the RWG	August 2022	Lead: Senior Manager Organisational Design & Delivery Support: RWG Executive Sponsor
13. Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	July 2022	Lead: Manager Transformation Support: General Manager, People & Culture
	Engage senior leaders in the delivery of RAP commitments	August 2022	Lead: Senior Manager Organisational Design & Delivery Support: General Manager, People & Culture
	Define appropriate systems and capability to track, measure and report on RAP commitments	July 2022	Lead: Senior Manager Organisational Design & Delivery Support: General Manager, People & Culture
14. 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	October 2022	Lead: Senior Manager Organisational Design & Delivery Support: HR Communications and Design Consultant
15. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	May 2023	Lead: Senior Manager Organisational Design & Delivery



Contact Details

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