



# Reconciliation Action Plan

Anglicare NT has had a long commitment to being a culturally safe and respectful and empowering organisation for Aboriginal and Torres Strait Islander clients, staff and communities. A good word to describe the deep process needed to sustain this commitment and understanding is "Reconciliation".

Anglicare NT aims to contribute to creating strong, inclusive and sustainable communities, in which Aboriginal and Torres Strait Islander peoples control their destinies, express their spirituality, have multiple positive life choices and are able to fulfil their potential.

Anglicare NT commits to develop and implement a Reconciliation Action Plan.

## Relationships

Anglicare NT considers the establishment and maintenance of respectful relationships as fundamental to all our work with and for the benefit of the Territory's Aboriginal and Torres Strait Islander peoples.

- Use of language is respected
- Self-determination, partnerships and capacity are supported
- Both Ways learning is promoted
- Accountability for action is embedded
- Community participation is strengthened

## Respect

Anglicare NT seeks to express respect for Aboriginal and Torres Strait Islander people's history, enduring culture, worldview and dignity.

- Public recognition and respect is championed
- Culturally appropriate services are delivered
- Understanding of family is acknowledged
- Effective communication is essential
- Advocacy and bridge building are fundamental
- Voices of Aboriginal and Torres Strait Islander peoples are heard and heeded

## Opportunities

Anglicare NT is committed to supporting our Aboriginal and Torres Strait Islander staff and creates employment and personal development opportunities for Aboriginal and Torres Strait Islander people, organisations and communities within its sphere of influence.

- Aboriginal and Torres Strait Islander staff are employed
- Anglicare NT is seen as an employer of choice
- Professional development opportunities are provided
- A culturally safe workplace is ensured

## Tracking progress and reporting

Anglicare NT will report openly on progress being made in the Reconciliation Action Plan

- Reporting is open and transparent

Endorsed by Reconciliation Australia



**Reconciliation**  
ACTION PLAN  
INNOVATE RAP

