



Stretch Reconciliation Action Plan

May 2017 – May 2020



TEARAUSTRALIA

Acknowledgement

In the spirit of Reconciliation, TEAR Australia works with Aboriginal and Torres Strait Islander communities across Australia.

We pay respects to the Elders past, present and future and recognise their strengths, knowledge and right to determine their own futures.

We acknowledge the land on which TEAR Australia's offices are located is the traditional Country of the:

- Woi wurrung Wurundjeri people of the Kulin Nation, in Melbourne;
- Turrbal and Jagera people, in Brisbane;
- Gadigal people, in Sydney;
- Noongar people, in Perth; and
- Kaurna people, in Adelaide.

Contents

Pg 5	Our Vision for Reconciliation
Pg 7	Our Organisation
Pg 9	TEAR's Aboriginal and Torres Strait Islander Program
Pg 10	Our Reconciliation Action Plan
Pg 13	Relationships
Pg 17	Respect
Pg 21	Opportunities
Pg 24	Tracking Progress and Reporting
Pg 26	Indigenous Visual Artist – Safina Stewart



Our Vision for Reconciliation

TEAR Australia's vision is for a just and compassionate world in which all people have the opportunity to achieve their God-given potential. TEAR Australia is committed to working in a respectful way with Aboriginal and Torres Strait Islander peoples, organisations and communities. Through TEAR's Aboriginal and Torres Strait Islander Program (formerly known as the Dhumba Program) TEAR provides support to Aboriginal and Torres Strait Islander peoples who are working to achieve their potential and gain greater control over their own affairs. This includes amplifying the voices of Aboriginal and


Torres Strait Islander peoples, through TEAR's supporter network and advocacy program. TEAR aims to facilitate and support the raising of awareness, understanding and respect for Aboriginal and Torres Strait Islander cultures and peoples amongst our supporter base, and to equip and mobilise Australian Christians and the wider community to work towards a more just and equitable society. Internally, TEAR Australia aims to create an inclusive workplace where Aboriginal and Torres Strait Islander peoples and cultures are understood, respected and valued.

TEAR Australia affirms the special place and identity of Aboriginal and Torres Strait Islander Peoples as the First Australians by:

- Recognising Aboriginal and Torres Strait Islander cultures and histories, along with their diverse and dynamic nature.
- Valuing the opportunity to learn from Aboriginal and Torres Strait Islander peoples.
- Valuing the contributions Aboriginal and Torres Strait Islander peoples make to Australian cultures and society.
- Honouring the resilience and strength shown by Aboriginal and Torres Strait Islander peoples.
- Acknowledging the deep connections of Aboriginal and Torres Strait Islander peoples to their land.

Our vision for a reconciled Australia is a vision for an Australian public culture and polity where:

- Aboriginal and Torres Strait Islander Peoples' cultures are valued and respected across all areas of society.
- Aboriginal and Torres Strait Islander Peoples' rights, as articulated in the United Nations Declaration on the Rights of Indigenous Peoples, are protected under Australian law.
- Past injustices — such as the hurt, pain and suffering caused to the Stolen Generations — that continue to have an impact on the level of disadvantage faced by Aboriginal and Torres Strait Islander peoples today are acknowledged.
- Proper restitution has been made to Aboriginal and Torres Strait Islander peoples for the ongoing suffering and hardship caused by the invasion of Aboriginal and Torres Strait Islander lands and the systemic violence and injustice that has followed.
- Aboriginal and Torres Strait Islander peoples experience equality of outcomes in comparison to other Australians in relation to health, education, and general well-being.



“It has been our privilege to network and build a relationship with TEAR Australia. As a church, we recognise that as part of the Gospel mandate we are to reach out to the marginalised, those who have no voice and to align ourselves to the will of the Father for every people, tribe and tongue. In this pursuit, TEAR Australia has been a teacher and door-opener for us. In particular, they have provided a new opportunity for us to build relationships among Indigenous communities. TEAR has also been journeying with us, helping us gain favour and friendship as we meet and network with other agencies of a similar heart.”

- Wendy Radford, Pastor of Austral-Asian Community Church

Our Organisation

TEAR Australia

TEAR Australia is a movement of Christians in Australia responding to the needs of poor communities around the world. Our motivation comes from our belief that God loves all people, and in Christ offers them the opportunity of a new life. We believe that God is just, and has particular care for the poor and those who suffer as victims of injustice. We work in partnership with other Christian groups, including churches, relief and development agencies and community-based organisations, which are working with the poor in their communities. We seek to build effective relationships with these partners, grounded in mutual respect, trust and accountability. We support relief and development work in 24 countries across Africa, Asia, the Pacific, and Australia through 78 Christian partner organisations, directly and indirectly reaching over 3 million people.

Priority is given to those programs that strive to involve the most marginalised and exploited members of each community, regardless of their religious or political beliefs. In Australia, we work to inform and empower Christians, in partnership with local churches, to make a biblically shaped response to suffering and oppressed communities.

TEAR has approximately 50 paid staff members, many of whom work part-time. Most TEAR staff are based in the National Office in Melbourne, with approximately 10 staff working from smaller state offices in Sydney, Brisbane, Perth and Adelaide. TEAR also relies extensively on the support of volunteers. Surrounding the paid staff positions and voluntary Board members is a network of Christians in Australia who contribute to the spiritual, financial and educational work. Some of the more formal volunteer roles include TEAR Members, the International Projects Allocations Committee (which reviews international projects), TEAR Reps and Ambassadors, TEAR Groups, and office volunteers. There are also the less formally connected but equally dedicated supporters who pray for TEAR's work, advocate publicly for structural change, give to TEAR's work, learn and teach others about God's work of justice and compassion, and choose to live according to principles of simple lifestyle.

TEAR also supports Australian Christians to advocate on issues of injustice and oppression. We have a network of TEAR Groups across Australia that are active and engaged in this advocacy work.



TEAR's Aboriginal and Torres Strait Islander Program

TEAR has been supporting work with Aboriginal people in Australia since 1978, when support was provided to members of the Lake Tyers Aboriginal community in Victoria. Since that time, TEAR has regularly supported a number of small projects working with Aboriginal people (although this work has always represented a small percentage of TEAR's overall project portfolio).

In 2008, TEAR Australia intentionally expanded its work with Aboriginal and Torres Strait Islander communities under a new program. The aim of this new program was to support the community development work of Christian groups with an Aboriginal and Torres Strait Islander leadership and/or focus. A related aim was to provide avenues for non-Indigenous people to pray, learn, advocate for and support the work of Indigenous Christians amongst their communities. This initiative was initially referred to as "Commonwealth: The TEAR Australia Indigenous Support Program". In 2009 the program was re-named "Dhumba".

"Dhumba" is a Woi wurrung word for talk, tell and/or speak. Woi wurrung is the language of the Wurundjeri people, the Traditional Custodians of the land on which the TEAR Australia head office is located. The word captures the aim to build relationships through good communication, listening and talking together. Wurundjeri elders have given their permission for the use of this word in our program.

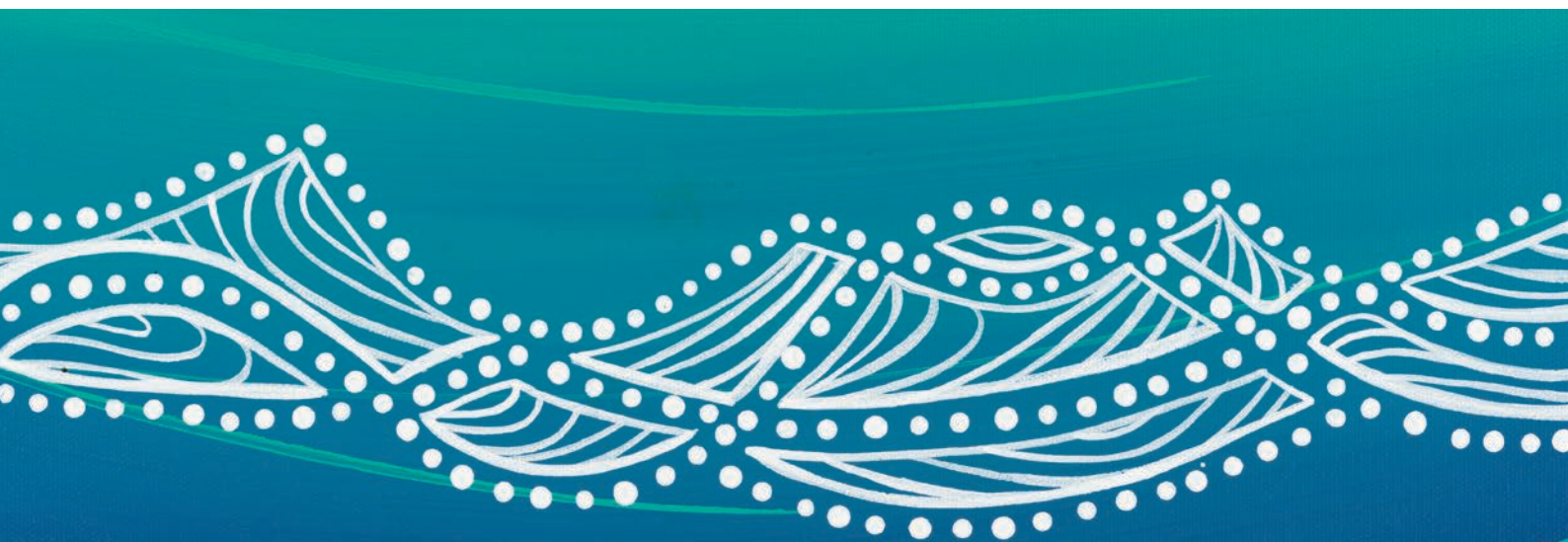
TEAR Australia, through its Aboriginal and Torres Strait Islander Support Program, seeks to come alongside Aboriginal and Torres Strait Islander groups with a shared vision and a Christian identity, who are open to an active partnership with TEAR, and whose community work has the following characteristics:

- A Christian identity and vision
- A community development approach
- An appreciation of partnership
- Good management and governance
- Readiness to learn

The TEAR Aboriginal and Torres Strait Islander Support Program aims to support projects working towards overcoming poverty and disadvantage, recognising that this can take many forms. The TEAR Aboriginal and Torres Strait Islander Support Program also has input into TEAR's Advocacy work.

In 2009, following the development of TEAR's first Reconciliation Action Plan™, TEAR created an Indigenous Support Program Reference Panel to provide the best possible advice in the development of TEAR's Indigenous Support Program and to enhance the accountability of the program to the aims and aspirations of Aboriginal and Torres Strait Islander peoples. In 2012, this panel changed its name to the Dhumba Committee. The majority of the Dhumba Committee members have been Indigenous, and all members of the Dhumba Committee have experience working with Indigenous communities. In May 2017 after an evaluation of TEAR's Dhumba structures, the TEAR Board decided to further evolve the Dhumba Committee into a new Aboriginal and Torres Strait Islander reference panel.

As a member of the Australian Council for International Development Aboriginal and Torres Strait Islander Working Group, TEAR Australia has participated in the formulation of the Principles of Effective Development Practice with Aboriginal and Torres Strait Islander Communities.



Our Reconciliation Action Plan

Our first RAP was developed in 2009 with the help of Elders Uncle Denis and Auntie Maureen Atkinson. This included Board endorsement of the UN Declaration on the Rights of Indigenous Peoples and the development of cultural protocols for TEAR office locations, events and partnerships. The development of the first TEAR RAP paralleled the establishment of the TEAR Aboriginal and Torres Strait Islander Support Program, which has been the source of important learning for TEAR and those who make up its constituency. Later RAPs have focused on developing the voice of Aboriginal and Torres Strait Islander peoples within TEAR. Important achievements include creating the Dhumba Committee.

TEAR staff members have grown in their appreciation of Aboriginal and Torres Strait Islander peoples, cultures and histories. All new TEAR staff receive an induction to the TEAR Aboriginal and Torres Strait Islander Support Program and are encouraged to build cultural competency into their learning and development goals. Cultural competency training is now mandated for TEAR leadership. TEAR continues to work toward making TEAR offices and events welcoming and safe places for Aboriginal and Torres Strait Islander peoples.

Every significant TEAR event opens with a Welcome to Country or an Acknowledgement of Country. Several TEAR state and national conferences since 2009 have included input from Aboriginal and Torres Strait Islander people. TEAR staff are supported and encouraged to attend external National Reconciliation Week and/or NAIDOC Week events. TEAR organises an internal National Reconciliation Week event for staff annually, usually a reflective exercise based around the annual theme of National Reconciliation Week.

Presentations at TEAR state and national events have helped thousands of people to experience the perspective of Aboriginal and Torres Strait Islander peoples. These TEAR state and national events have also attracted many Aboriginal and Torres Strait Islander peoples as participants along with wider community members, thus creating many informal opportunities for mutual learning and growth.

"A TEAR-lead small group provided the opportunity to learn about Indigenous cultures, some of the issues Indigenous Australians have faced (and do face), how this relates to the church, and what we, as the church, can do to work towards being in community with Indigenous Australians, including those who are our brothers and sisters in Christ." - Kate



TEAR also endeavours to educate visiting international partners about Aboriginal histories and cultures, as appropriate.

TEAR's relationship with the Australian Christian community has given us further important opportunities to speak into churches and Christian organisations about their responsibility to work for Reconciliation. The focus and training in advocacy, developed initially to help people frame a desire for global justice, has also produced a constituency cognisant of the need for justice for Australia's Aboriginal and Torres Strait Islander peoples.

For example, TEAR's Victorian Schools Education team has recently coordinated a number of land recognition simulations in Christian high schools that have resulted in increased awareness and learning. Churches too have taken part in the land recognition simulation as well as other cultural awareness activities. As a result, direct partnership between TEAR's Aboriginal and Torres Strait Islander Support Program and the church communities has been established.

This, our fourth RAP, is the result of a process led by the RAP Working Group. The members of the RAP working group comprise a broad cross-section of TEAR staff and volunteers:

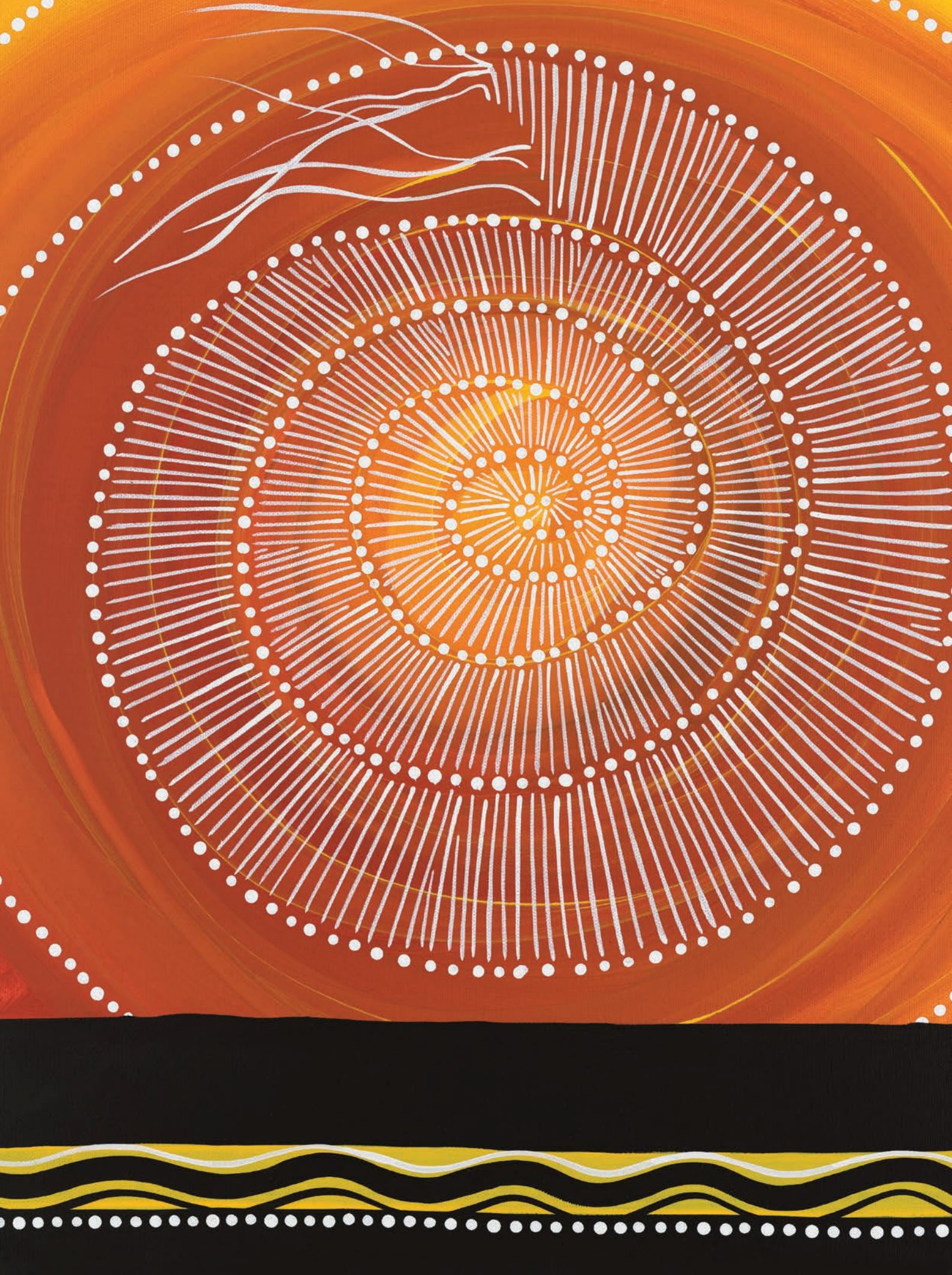
- Accounts Clerk (Victoria)
- Australian Programs Coordinator (Victoria)
- International Program Officer (South Australia)
- PA to the Australian Program Coordinator
- Church Engagement Coordinator – Victoria /Tasmania
- Church Engagement Coordinator – South Australia
- An Aboriginal Christian leader

Important contributions to the RAP have also been made by the full Dhumba Committee, TEAR's Leadership Team and the TEAR Australia Board.

As with TEAR's previous RAPs, our fourth RAP is based on the three pillars to align with Reconciliation Australia's RAP Program: relationships, respect, and opportunities. This RAP sets more ambitious objectives and aims to inspire and facilitate a deeper culture of Reconciliation both within TEAR and amongst our network of supporters and within the development sector. This is expressed in the following ways:

- Taking a more collaborative approach to the development of this RAP, incorporating input from Aboriginal Christian leaders involved in the Dhumba Committee, TEAR's Leadership Team, and TEAR employees;
- Increasing our commitment to Aboriginal and Torres Strait Islander input and involvement in TEAR's community education and advocacy program;
- Focusing on creating awareness across all aspects of TEAR's work of the relevance of Aboriginal and Torres Strait Islander perspectives, rights and issues.

The following actions are for a three-year period 2017–2020. We will review RAP objectives six-monthly and continue to report on progress annually to our Board and Reconciliation Australia.



Relationships

Relationships, based on respect, trust, and commitment to deeper mutual understanding, are instrumental to a genuine Reconciliation journey ...

Relationships, based on respect, trust, and commitment to deeper mutual understanding, are instrumental to a genuine Reconciliation journey. Relationships take time to develop and nurture. At TEAR Australia we are committed to investing in long-term relationships that are built on collaboration and two-way learning, with sensitivity to culture, gender, and history.

We seek to build healthy relationships with Aboriginal and Torres Strait Islander peoples based on respect for the spiritual connection between the Australian landscape and the ancient and living cultures of Aboriginal and Torres Strait Islander peoples, based on respect for the unique position of Aboriginal and Torres Strait Islander peoples in Australia's culture and history, and strengthened by our desire to pursue a journey of deeper mutual understanding and our commitment to work for social justice for Aboriginal and Torres Strait Islander peoples. We believe this is critical to our integrity as a Christian organisation committed to wholeness and Reconciliation.

Relationships

Focus Area 1: TEAR Australia builds meaningful relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities.

Action	Deliverable	Timeframe	Responsibility
1. The TEAR RAP Working Group (RWG) to lead the development and implementation of the RAP and actively monitor its implementation	<ul style="list-style-type: none"> Take the lead in the development and endorsement of the RAP. Meet at least four times per year to monitor and report on RAP implementation. Include Aboriginal and/or Torres Strait Islander members. Establish a detailed Terms of Reference to guide the operations of the RWG. 	<ul style="list-style-type: none"> June 2017 Feb, April, July, Oct 2017, 2018, 2019, 2020 June 2017 Dec 2017 	<ul style="list-style-type: none"> RWG Chair RAP Champion (Australian Program Coordinator)
2. Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff	<ul style="list-style-type: none"> Organise one national internal NRW event each year, and one or more events in TEAR State Offices. Register all NRW events via Reconciliation Australia's NRW website. Support all staff to participate in external events to recognise and celebrate NRW. Ensure 80% of staff members participate in at least one event during National Reconciliation Week. Encourage staff and senior leaders to participate in external events to recognise and celebrate NRW. 	<ul style="list-style-type: none"> 27 May – 3 June 2017-2020 27 May – 3 June 2017-2020 27 May – 3 June 2017-2020 27 May – 3 June 2017-2020 27 May – 3 June 2017-2020 	<ul style="list-style-type: none"> RWG and RWG Chair RAP Champion
3. Build mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with and learn from our Aboriginal and Torres Strait Islander stakeholders. Meet with a minimum of 3 local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement. Commit to establishing a minimum of 3 formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities with which TEAR has established partnerships. TEAR's State-based Community Engagement staff will meet with local Traditional Owners/ Custodians, and local Aboriginal Christian leaders at least annually to build mutually beneficial relationships and explore opportunities for future partnerships. 	<ul style="list-style-type: none"> June 2018 June 2018 Dec 2019 Dec 2017 	<ul style="list-style-type: none"> RWG Chair TEAR Aboriginal and Torres Strait Islander Support Program Staff National Community Engagement Coordinator

Action	Deliverable	Timeframe	Responsibility
4. Raise internal and external awareness of our RAP to promote Reconciliation across TEAR and our supporters	<p>Communicate our RAP to internal stakeholders</p> <ul style="list-style-type: none"> • Circulate TEAR RAP to all staff annually. • Highlight achievements from the RAP in the Staff Newsletter quarterly. • Introduce all new TEAR staff to the RAP and provide them with the contact details of the chair of the RAP committee. <p>Communicate our RAP to external stakeholders</p> <ul style="list-style-type: none"> • Make RAP available to the public on the TEAR website. • Introduce all new TEAR Aboriginal and Torres Strait Islander Support Program partners to the RAP and provide them with the contact details of the chair of the RAP committee. <p>Promote Reconciliation through active engagement with all stakeholders</p> <ul style="list-style-type: none"> • Include articles on TEAR's journey towards Reconciliation in TEAR publications. • Include articles on TEAR's supporters' journey towards Reconciliation in TEAR publications. • Promote the RAP process to TEAR's supporting churches. 	<ul style="list-style-type: none"> • Dec 2017 • Dec 2017 • Dec 2018 	<ul style="list-style-type: none"> • RAP Champion • RWG Chair • National Community Engagement Coordinator
5. Strengthen TEAR staff relationships with Aboriginal and Torres Strait Islander partners	<ul style="list-style-type: none"> • Provide an annual opportunity for Aboriginal and Torres Strait Islander Reference panel members, TEAR Staff and TEAR Board members to meet to strengthen relationships and promote understanding of the cultures and life experiences of Aboriginal and Torres Strait Islander members of the Aboriginal and Torres Strait Islander Reference panel. • Ensure that the voice of TEAR's Aboriginal and Torres Strait Islander partners and/or other Aboriginal and Torres Strait Islander peoples/organisations are present at TEAR staff gatherings through video or personal presentations. 	<ul style="list-style-type: none"> • May Board meetings 2017, 2018, 2019, 2020. • August Staff gatherings 2017, 2018, 2019 2020. 	<ul style="list-style-type: none"> • National Director • Board Chair • TEAR Aboriginal and Torres Strait Islander Support Program Staff • RWG Chair



Respect

We recognise and respect the profound connection between the Australian landscape and the ancient cultures of Aboriginal and Torres Strait Islander peoples ...

TEAR Australia recognises and respects the importance of local and traditional knowledge when working within local contexts. We recognise and respect the profound connection between the Australian landscape and the ancient cultures of Aboriginal and Torres Strait Islander peoples. We seek to be respectful to the unique position of Aboriginal and Torres Strait Islander peoples in Australia's cultures and history.

Respect

Focus Area 2: TEAR Australia demonstrates respectful practices that acknowledge ongoing custodianship of Aboriginal and Torres Strait Islander peoples over land and waters, and value the rich cultural heritage of Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeframe	Responsibility
6. Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Implement and review a cultural awareness training strategy for our staff which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion). Ensure all new TEAR staff receive cultural awareness training as part of inductions procedures. Ensure all TEAR employees (50 staff) engage in face-to-face cultural learning to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures in order to lay the foundation for other RAP actions to be achieved, during the annual TEAR staff conference. 100 % staff (50 staff) to undertake online cultural learning activities (by June 2019). Facilitate staff and TEAR supporters to undertake cultural immersion learning activities. All RAP Working Group members to undertake cultural learning activities. All senior executives and Board to undertake cultural learning activities. 	<ul style="list-style-type: none"> Dec 2017 Dec 2017 August 2017, 2018, 2019, 2020. June 2019 June 2019 Dec 2017 Dec 2018 	<ul style="list-style-type: none"> People at TEAR Coordinator
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	<ul style="list-style-type: none"> The RWG in consultation with TEAR's Aboriginal and Torres Strait Islander Reference panel to review and revise TEAR's cultural protocol document for Welcome to Country and Acknowledgement of Country. Include local protocols relevant to each TEAR office in our cultural protocol document Maintain and review a list of key contacts for organising a Welcome to Country TEAR staff and volunteers will be trained to use established and respectful protocols around Acknowledgement of Country and Welcome to Country in line with our cultural protocol document. 	<ul style="list-style-type: none"> Dec 2017 Dec 2017 Dec 2017 Dec 2017 	<ul style="list-style-type: none"> RWG Chair National Community Engagement Coordinator

Action	Deliverable	Timeframe	Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	<ul style="list-style-type: none"> TEAR staff and Senior Leadership to provide an Acknowledgement of Country at all TEAR-organised public events. Invite a local Traditional Owner to provide a Welcome to Country for at least one major TEAR supporter gathering each year. All Welcomes to Country will be followed by a response from TEAR staff, in line with our cultural protocol document. TEAR staff will include Acknowledgement of Country at the commencement of TEAR Annual Staff Conference, Full Board meetings and the TEAR AGM. In consultation with the relevant Traditional Owners, TEAR will create and display an Acknowledgment of Country plaque in all 5 TEAR Offices. 	<ul style="list-style-type: none"> Dec 2017 Dec 2017 Dec 2017 June 2017 June 2018 	<ul style="list-style-type: none"> RWG Chair National Community Engagement Coordinator
8. Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week	<ul style="list-style-type: none"> All TEAR staff may use a minimum of two hours paid work time annually to attend NAIDOC events or Reconciliation Week events. Staff are encouraged to seek approval for extra time fraction. The RWG to make information about NAIDOC events in all states available to all TEAR staff Support Aboriginal and Torres Strait Islander staff to take additional cultural leave during NAIDOC week to engage with culture and community. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. In consultation with Aboriginal and Torres Strait Islander peoples, hold an internal or public NAIDOC Week event. 	<ul style="list-style-type: none"> First week of July 2017-2020 First week of July 2017-2020 First week of July 2017-2020 Dec 2018 First week of July 2017-2020 	<ul style="list-style-type: none"> RWG Chair People at TEAR Coordinator



Opportunities

A core focus of our work is to empower communities to build on their strengths, so that they might be better equipped to determine their own priorities, work together to achieve their own plans and pursue potential opportunities ...

TEAR Australia believes that all peoples and all communities have strengths and potential. A core focus of our work is to empower communities to build on their strengths, so that they might be better equipped to determine their own priorities, work together to achieve their own plans and pursue potential opportunities. We also believe in the importance of creating and advocating for greater opportunity for those who have experienced marginalisation and injustice. As part of our organisational Reconciliation journey we seek to make TEAR an organisation that provides greater employment, procurement and volunteer opportunities for Aboriginal and Torres Strait Islander peoples, and we seek to amplify the voices of Aboriginal and Torres Strait Islander peoples who are advocating for social justice and the recognition of their rights.

Opportunities

Focus Area 3: TEAR Australia supports Aboriginal and Torres Strait Islander peoples by advocating for Aboriginal and Torres Strait Islander rights and interests with Aboriginal and Torres Strait Islander peoples, through TEAR's organisational practices, and by supporting non-Indigenous people working with Aboriginal and Torres Strait Islander organisations or those with a focus on Aboriginal and Torres Strait Islander issues.

Action	Deliverable	Timeframe	Responsibility
9. Increase Aboriginal and Torres Strait Islander recruitment and retention	<ul style="list-style-type: none"> Develop, implement and regularly review a TEAR Aboriginal and Torres Strait Islander employment and retention strategy, which includes professional development. Engage with existing TEAR Aboriginal and Torres Strait Islander staff and/or the Aboriginal and Torres Strait Islander Reference panel to consult on employment strategies, including professional development. Advertise all vacancies in Aboriginal and Torres Strait Islander media. Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace. Increase Aboriginal and Torres Strait Islander employment to a minimum of 2 positions (4% of staff). 	<ul style="list-style-type: none"> Dec 2017 Dec 2017 June 2017 Dec 2017 Dec 2020 	<ul style="list-style-type: none"> People at TEAR Coordinator
10. Increase Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Develop a list of relevant Aboriginal and Torres Strait Islander contractors and businesses for staff reference. Develop a policy to ensure that Aboriginal and Torres Strait Islander owned businesses are considered preferential suppliers, where appropriate to TEAR's requirements. Where Aboriginal and Torres Strait Islander owned businesses cannot be identified as suppliers of goods and services appropriate to TEAR's requirements, businesses that have a RAP to be considered preferential suppliers. Increase our use of Aboriginal and Torres Strait Islander contractors and businesses to 1% of all TEAR goods and services purchased. 	<ul style="list-style-type: none"> Dec 2017 Jun 2017 Dec 2017 Dec 2019 	<ul style="list-style-type: none"> Chief Financial Officer
11. Review the relevance, effectiveness, and responsiveness of the Dhumba Program to Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> Conduct a review of the Dhumba Program, involving Aboriginal and Torres Strait Islander stakeholders TEAR's supporters (particularly including Dhumba supporters). 	<ul style="list-style-type: none"> June 2017 	<ul style="list-style-type: none"> National Director

Action	Deliverable	Timeframe	Responsibility
12. Support people working with Aboriginal and/or Torres Strait Islander communities	<ul style="list-style-type: none"> Organise at least one gathering annually for Christians working in government or NGO positions with Aboriginal and Torres Strait Islander communities to gather in appropriate regional hubs (TEARLink gatherings) for faith-based reflections on best practice in working with Aboriginal and Torres Strait Islander communities. Provide funding for TEAR Aboriginal and Torres Strait Islander Support Program partners to attend up to two self-initiated gatherings of Aboriginal and Torres Strait Islander Christian leaders per year. 	<ul style="list-style-type: none"> Sept 2018, Sept 2019, Sept 2020 Sept 2018, Sept 2019, Sept 2020 	<ul style="list-style-type: none"> TEAR Aboriginal and Torres Strait Islander Support Program Staff
13. Build an advocacy strategy and education platform to engage our supporters in action with the aim of furthering Reconciliation with Aboriginal and Torres Strait Islander peoples.	<p>Use TEAR networks and relationships with churches to expose the Christian community to positive stories of Indigenous communities and organisations.</p> <ul style="list-style-type: none"> Publish eight articles on TEAR Aboriginal and Torres Strait Islander Support Program partners or issues relevant to Aboriginal and Torres Strait Islander peoples annually in TEAR media. Determine the best program for immersion trips that help our supporters better understand Indigenous Australians. In consultation with Aboriginal and Torres Strait Islander partners, use our social media assets as a platform to promote respect for, and understanding of, Aboriginal and Torres Strait Islander peoples, cultures and achievements. This will focus on NAIDOC Week and our Season of advocacy on matters relating to Indigenous peoples. <p>Develop an Aboriginal and Torres Strait Islander peoples' advocacy strategy.</p> <ul style="list-style-type: none"> In consultation with TEAR Aboriginal and Torres Strait Islander Support Program Partners, develop updated Aboriginal and Torres Strait Islander Advocacy Resources for TEAR Groups and Christian congregations wanting to become involved in advocacy. Provide resources for all TEAR Groups to engage with TEAR's Aboriginal and Torres Strait Islander Advocacy Goals and key messages. Facilitate meetings between Aboriginal and Torres Strait Islander Christian leaders and Christian leaders from other countries (minimum of one meeting facilitated each year), to build relationships and mutual understanding. 	<ul style="list-style-type: none"> July 2018 Dec 2017 Dec 2017 July 2017 July 2017 July 2017 Sept 2017, Sept 2018, Sept 2019, Sept 2020 	<ul style="list-style-type: none"> Education and Communications Team Leader Exposure Experiences Coordinator TEAR Aboriginal and Torres Strait Islander Support Program staff Education and Communications Coordinator

Tracking Progress and Reporting

Action	Deliverable	Timeframe	Responsibility
14. Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia. Investigate participation in the RAP Barometer. Develop and implement systems and capability needs to track, measure and report on RAP activities. 	<ul style="list-style-type: none"> 30 September 2017, 2018, 2019, 2020 May 2018 Dec 2017 	<ul style="list-style-type: none"> RWG Chair
15. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> Publically report our RAP achievements, challenges and learnings. RWG to review RAP annually and present a report to TEAR Board . RWG annual RAP report made available on TEAR website. 	<ul style="list-style-type: none"> October 2018, 2019, 2020. November 2017, 2018, 2019, 2020. Dec 2018, 2019, 2020. 	<ul style="list-style-type: none"> RWG Chair
16. Review, refresh and update RAP	<ul style="list-style-type: none"> In 2020, liaise with Reconciliation Australia to develop a new RAP, based on learnings, challenges and achievements. Send draft RAP to Reconciliation Australia for formal feedback. Submit draft RAP to Reconciliation Australia for formal endorsement. 	<ul style="list-style-type: none"> August 2020 Sept 2020 Dec 2020 	<ul style="list-style-type: none"> RWG Chair





Weaving Trusting Relationships

Safina Stewart

Melbourne based Indigenous artist, Safina Stewart (nee Fergie), has been involved in community, corporate and private art projects in Melbourne since 2007. Her artwork is beautiful and widely appealing. Being both Aboriginal and Torres Strait Islander in Indigenous heritage, Safina is able to draw from a rich heritage to create stunning and meaningful artworks. Her Indigenous heritage comes from Mabuiag Island in the Torres Strait and Wuthathi Country in Far North Queensland, and her Non-Indigenous heritage comes from Scotland.

She has been an active member of her local Indigenous community through her art and family. That being said, she endeavours to develop and use her art in ways that encourage awareness, wholeness and hope within and beyond Indigenous communities.



Depths of Respect



Opportunities for Growth

Safina is an Aboriginal and Torres Strait Islander Christian leader and artist who has created artwork for TEAR on a number of occasions.

These three stunning images represent TEAR Australia's 2017-2020 RAP themes of **Relationships, Respect** and **Opportunity**. They are individually titled '**Weaving Trusting Relationships**', '**Depths of Respect**' and '**Opportunities for Growth**'.

www.artbysafina.com.au



TEARAustralia

Contact details

PO Box 164
Blackburn VIC 3130
1800 244 986
P: 03 9877 7944
E: enquiries@tear.org.au
www.tear.org.au