



ENDEAVOUR

FOUNDATION

Opportunities for people with a disability

Endeavour Foundation Reconciliation Action Plan 2015

endeavour.com.au

Our focus is to provide opportunities for people with a disability so they may participate in the everyday life of the community.

OUR CORE VALUES

respect
inclusion
integrity
accountability

OUR VISION

To be a full service provider in the community services sector with a focus on the individual needs of vulnerable people especially those with an intellectual disability

To advocate for people with a disability

To deliver leading services to ensure people have choice in the services they acquire

To be a sustainable and influential organisation

Warning: Aboriginal and Torres Strait Islander viewers should exercise caution when reading this document as it may contain images of deceased persons.

I am pleased to introduce Endeavour Foundation's first ever Reconciliation Action Plan.

As a Far North Queenslander I had the experience of growing up in a population of Aboriginal and Torres Strait Islander people – many of whom were still living close to their traditional lands.

Those of us who are friends with Indigenous Australians have come to understand there are long-standing challenges for those who, by virtue of their Aboriginal or Torres Strait Islander heritage, live in two worlds – relating to kin and community through the lens of one or more traditional Indigenous cultures which are part of your heritage and birthright, but also using Western ways to operate effectively within the parts of our society which were constructed by Europeans.

Living between two worlds creates very real barriers of language and culture for Aboriginal and Torres Strait Islander people, in gaining access to education, employment, healthcare and social supports, especially culturally appropriate supports for people with a disability.

Endeavour Foundation's Reflect Reconciliation Action Plan is the first step on our journey to a better understanding of what it is like to live between two cultural worlds and to creating an organisation which removes cultural and language barriers from support services, employment and vocational training.

With the launch of Reflect, we will reach out to Indigenous people and organisations to learn more about the language and cultural barriers that exist in our organisation. I believe most of them are unintentional and for many of us they are not even visible. Nonetheless, they are very real and need to be addressed.

This is just the first step, because as we develop our individual and organisational awareness we will better understand the next steps that are needed in our journey towards reconciliation. Our Reconciliation Action Plan will change over time as we become a more culturally accessible organisation, but importantly it will only be relevant and successful as all members of staff and volunteers become involved in the process.

I urge you to take the time to listen, learn and contribute, and join me in creating an organisation that breaks down the barriers to access, support and employment. Some of us know very little about the original inhabitants of our land, while others may know more. By working together on this important initiative I am confident that we can truly make a difference.

It's time for us to make sure that every person with a disability, and others in need of support, have access to culturally appropriate options that make choice, control and independence an everyday reality in their lives.

Please join with me as we begin the journey to a more culturally inclusive organisation.

Yours sincerely



David Barbagallo
Chief Executive Officer



Our Business

Endeavour Foundation is an independent not-for-profit organisation supporting people with a disability in over 230 locations across urban and regional Queensland, New South Wales, Victoria and South Australia, employing around 4370 people. The number of Aboriginal and Torres Strait Islander people employed within Endeavour Foundation is currently unknown.

We are one of Queensland's oldest charities, founded in 1951 by a group of parents who refused to accept their children with an intellectual disability couldn't be educated. Forming a makeshift school on a verandah in Coorparoo, Brisbane, these courageous women taught their children basic numeracy, literacy and life skills, and advocated for change.

Through their early efforts, the organisation has grown into one of the leading disability support services in the country.



Our goal is to support people with a disability to have the opportunities and choices of an ordinary life. We do this in a number of ways through disability and community services, business solutions, retail shops, advocacy and events.

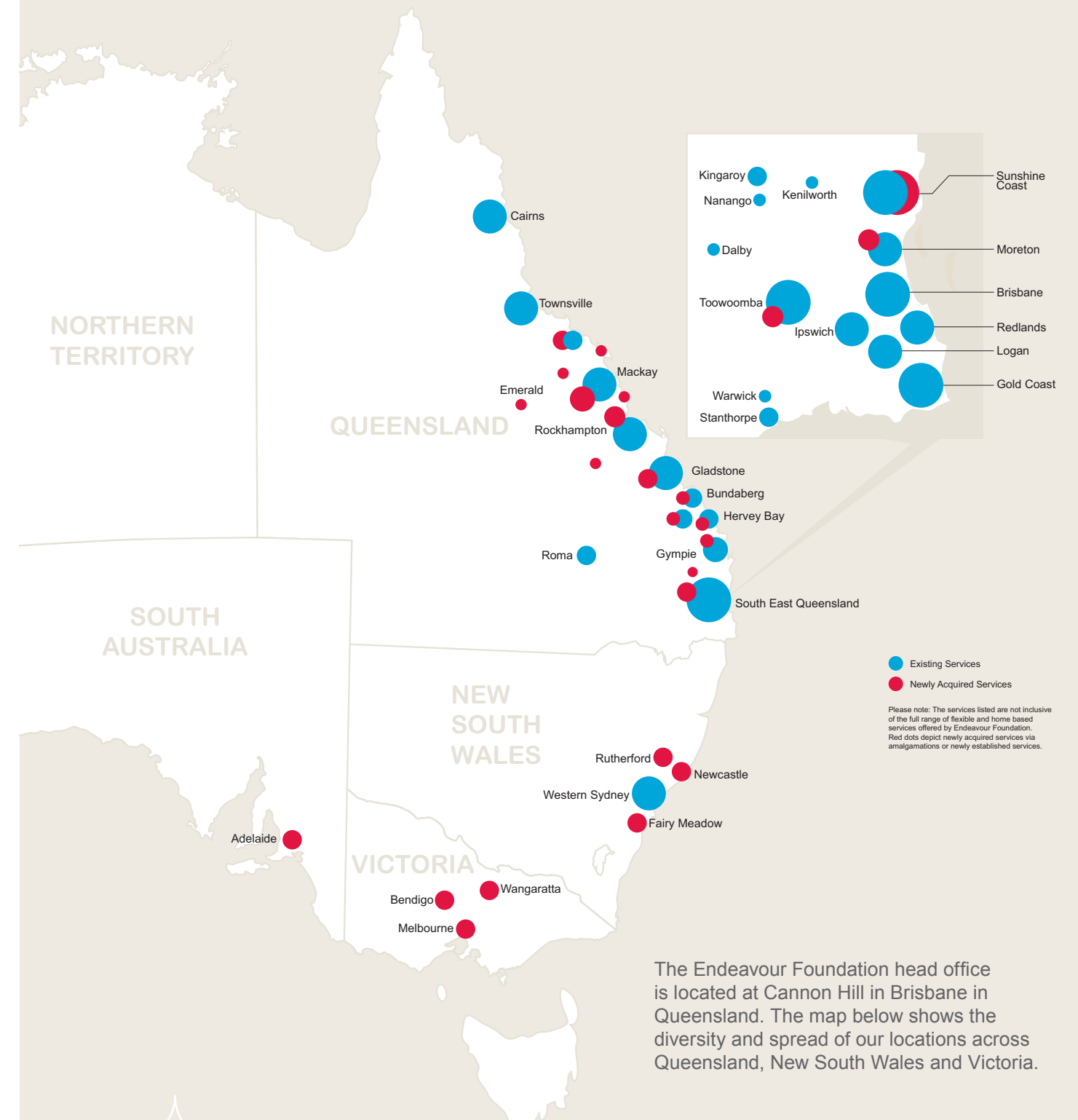
Approximately 60 per cent of our funding comes from state and federal governments. The remaining 40 percent is raised through events, lotteries, fundraising activities, donations and our own business solutions. We are a public company limited by guarantee, meaning we have members rather than shareholders and we reinvest all profits back into the organisation.

The Endeavour Foundation Board, Executive Team and staff all embrace core values which are embedded in our formal organisational code of conduct and policies. These values guide the manner in which our business will be conducted. They include:

- ⊗ Respect for persons
- ⊗ Integrity
- ⊗ Inclusion
- ⊗ Accountability

Endeavour Foundation affirms the principles of the United Nations Declaration of the Convention on the Rights of People with a Disability and proactively works to promote, protect and advocated to ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities and to promote respect for their inherent dignity.

Our Locations



The Endeavour Foundation head office is located at Cannon Hill in Brisbane in Queensland. The map below shows the diversity and spread of our locations across Queensland, New South Wales and Victoria.

HEAD OFFICE

50 Southgate Avenue, Cannon Hill QLD 4170

PO Box 3555, Tingalpa DC QLD 4173

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Our Reconciliation Action Plan

The Endeavour Foundation began its RAP journey in 2013, building on the desire of a group of Endeavour employees to be more responsive to the needs of disabled Aboriginal and Torres Strait Islander peoples and communities, as well as supporting and developing our current and future Aboriginal and Torres Strait Islander employees.

The Endeavour Foundation aims to ensure that our organisation and our work reflect values of diversity and inclusion and to ensure equality of access to our products and services. We aim to grow our relationships and establish new partnerships with Aboriginal and Torres Strait Islander peoples and communities that will enable our organisation to collaborate and consult with, and provide improved services to the nation's First Australians.

With the commencement of the National Insurance Disability Scheme, we identified a gap in our knowledge and understanding of working with Aboriginal and Torres Strait Islander people and communities. As the Endeavour Foundation has an ongoing commitment to service provision to the Aboriginal and Torres Strait Islander community through its operations, we considered a Reconciliation Action Plan an appropriate framework to develop and grow our cultural knowledge and capability along with our engagement and opportunities for First Australians.

Our organisation's core values align with our genuine desire to work with Aboriginal and Torres Strait Islander people and communities, to build our understanding and capacity to provide improved services and opportunities. The development of our Reflect RAP is our first step in that journey.

In doing so, we firstly developed a Business Case and presented this to our Senior Executive and Board to endorse the development of a RAP for the Endeavour Foundation.

Through an expression of interest process, we established a RAP Development Group comprising 23 staff from varied areas of our business and from different towns within our organisation's reach. Each brought expertise in our organisation's work and a wealth of knowledge, some with experience working in Aboriginal communities and people and others who wanted to contribute and be part of the Reconciliation process.



We convened a RAP Development Workshop led by an Aboriginal consultant to help guide us in formulating our first Reflect RAP and to better understand how the commencement of our RAP journey could set the foundation for future engagement and opportunities in working with and collaborating with Aboriginal and Torres Strait Islander peoples and communities.

Our RAP Development Group will transform into a RAP Working Group as part of our first Reflect RAP. We will seek further expressions of interest across our business to ensure diversity of participants and organisational knowledge.

Our RAP will be championed internally at the highest level by our CEO and other employees across our business who will be identified as RAP Champions.

The Reconciliation Action Plan framework of Relationships, Respect and Opportunities outlined here in our RAP document identifies what our organisation will commit to undertaking over the next 12 months.

It is our intention that we will develop long-term sustainable activities that will have a mutual benefit for Aboriginal and Torres Strait Islander people and communities and the Endeavour Foundation as we progress beyond our first RAP.

1. Relationships

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
1.1 Establish a RAP Working Group	<ul style="list-style-type: none"> Ⓢ National Project Manager Ⓢ RAP Development Group Ⓢ CEO Ⓢ National Strategy and BD Manager 	October 2015	A RAP Working Group is formed in the first three months of our RAP and operational to support the development of Endeavour Foundation's RAP. The group will comprise both Aboriginal and Torres Strait Islander people from within and outside our organisation and other Australians.
1.2 Determine Aboriginal and Torres Strait Islander employment level	<ul style="list-style-type: none"> Ⓢ General Manager Human Resources Ⓢ National Project Manager 	August 2015	The Aboriginal and Torres Strait Islander employment level is determined using a staff employee survey. General induction processes are revised to ensure new employees have the opportunity to state Aboriginal and Torres Strait Islander identification.
1.3 Celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Ⓢ Product Manager Events Ⓢ National Project Manager Ⓢ National Strategy and BD Manager 	27th May-3rd June 2016	Host an NRW event at our head office and encourage Endeavour Foundation regional offices to host an internal event in their location to recognise and celebrate NRW using an Endeavour provided Reconciliation Week Event Kit.
1.4 Investigate developing external relationships	<ul style="list-style-type: none"> Ⓢ Service Development and Innovation Managers Ⓢ National Project Manager 	By December 2015	<p>Develop a list of Aboriginal and Torres Strait Islander communities, organisations and stakeholders with whom Endeavour Foundation could approach to establish relationships with a view to assisting our organisation to further develop our RAP.</p> <p>This will commence within our local head office area in Brisbane initially and then regional areas across Queensland, NSW and Victoria, as resources permit.</p>
1.5 Raise internal awareness of the RAP	<ul style="list-style-type: none"> Ⓢ National Media and Communications Manager Ⓢ Product Manager Events D&CS Ⓢ Community and Support Advocacy Unit Ⓢ National Project Manager Ⓢ National Strategy and BD Manager 	<p>By July 2015</p> <p>By July 2015</p> <p>By October 2015</p>	<p>Implement the Reconciliation Action Plan communications plan to raise awareness with key stakeholders and to socialise the RAP across Endeavour Foundation locations in Queensland, NSW and Victoria.</p> <p>Undertake a presentation about the Endeavour Foundation RAP to all key areas of our business to ensure they have an understanding of the Endeavour Foundation RAP, its purpose and how staff can contribute to the RAP.</p> <p>Grow the development of the Endeavour Foundation's designated RAP section on our Intranet as a resource to inform staff across the organisation about our RAP and to post updates and fresh content.</p>

2. Respect

2.1 Investigate cultural development for employees	⌚ National Project Manager	By November 2015	Utilise our Intranet site's RAP section to post Reconciliation Australia and other resource material to create knowledge and understanding of Aboriginal and Torres Strait Islander culture.
	⌚ National Strategy and BD Manager		
	⌚ Senior Adviser Research	By July 2015	Capture baseline data on our employee's current level of understanding around Aboriginal and Torres Strait Islander history, cultures and contributions through a brief online survey.
	⌚ National Project Manager		
	⌚ Employment Relations Manager	By March 2016	Develop a business case for cultural awareness, capability and development based on our core business. To be considered by Endeavour Business College and Executive Team in the first year of our RAP.
2.2 Celebrate NAIDOC Week	⌚ Manager Endeavour Business College		
	⌚ National Project Manager		
	⌚ Product Manager Events	1st week of July 2015	Hold at least one major NAIDOC Week event at Endeavour Foundation's Brisbane Head Office in the first year of our RAP.
	⌚ National Project Manager		
	⌚ National Strategy and BD Manager		
2.3 Raise internal understanding of Aboriginal and Torres Strait Islander protocols	⌚ Product Manager Events	June 2015	Encourage our staff to attend community-based NAIDOC week events in the communities in which we operate in Queensland, NSW and Victoria. Information will be sourced through local councils, Aboriginal organisations and organisations we work with in the areas in which our offices are located. Information will be placed on our intranet and internal newsletters.
	⌚ National Project Manager		
	⌚ Product Manager Events	June 2015	Develop a NAIDOC Week Event Kit relevant to the Endeavour Foundation and distribute to support our regional and other offices to plan and host an internal NAIDOC Week event in their region.
	⌚ National Project Manager		
	⌚ National Media and Communications Manager	By February 2016	Develop a blue print for the creation Policies and Procedures that consider culturally appropriate work practices, such as Welcome to Country and Acknowledgment of Country.
	⌚ National Project Manager		
	⌚ National Strategy and BD Manager		
	⌚ Who is responsible for policies and procedures?		

3. Opportunities

3.1 Consider Aboriginal and Torres Strait Islander employment	⌚ Employment Relations Manager	By July 2015	Undertake a diversity survey across the Endeavour Foundation to capture baseline data on current Aboriginal and Torres Strait Islander employees to help inform future developments and opportunities.
	⌚ National Project Manager		
	⌚ General Manager Human Resources		
	⌚ Employment Relations Manager	By April 2016	Develop a business case for Aboriginal and Torres Strait Islander employment within the Endeavour Foundation and to explore options for how we can create and grow employment opportunities, particularly for First Australians with a disability.
	⌚ National Project Manager		
3.2 Consider supplier diversity	⌚ General Manager Human Resources		
	⌚ Strategic Procurement Manager	By April 2016	Develop a business case for Aboriginal and Torres Strait Islander supplier diversity and consider options such as Supply Nation for how our organisation can develop a supplier diversity program.
	⌚ National Project Manager		
	⌚ RAP Working Group	By June 2016	Develop a paper and present to the RAP Working Group outlining other opportunities, e.g. education, philanthropy, partnerships, which have been identified through our consultation with internal and external stakeholders during the first year of our RAP. The paper will assist in defining actions for the Endeavour Foundation's next RAP.
	⌚ National Project Manager		
3.3 Other opportunities	⌚ National Strategy and BD Manager		

About cover art work:



Creating this artwork is in celebration of Endeavour Foundation's commitment for a Reconciliation Action Plan. The Reconciliation Action Plan is to develop actions and outcomes that will contribute to 'closing the gap' for Aboriginal and Torres Strait Islander peoples with disabilities.

We begin and end our story with the background. It echoes the earthy coloured ochres covering the ground across South West Queensland which beautifully expresses how working and including Aboriginal and Torres Strait Islander peoples with disabilities 'a must by starting on the ground'.

The Message Stick (front and centre) is one of our traditional and valuable communication tools that will prove useful in spreading Endeavour Foundation's Reconciliation Action Plan's message.

It will be passed (3 wavy lines and larger dots) across traditional Indigenous lands (small dotted lines to indicate boundaries) carrying the invitation (marks made on the stick) to call together communities (circles), small and large alike, in the North, South, East and West of the country to observe, embrace and provide culturally appropriate opportunities for Aboriginal and Torres Strait Islander people with a disability.

Susie Klein (Artist)

4. Tracking Progress And Reporting

4.1 Build support for the RAP	⌚ National Project Manager	By July 2015	Establish data collection processes in order to be able to measure our progress and successes.
	⌚ Senior Executive		
	⌚ National Project Manager	September 2015	Report on Endeavour Foundation's RAP progress annually for Reconciliation Australia's Impact Measurement Questionnaire.
	⌚ Senior Executives		
4.2 Evolve the Endeavour Foundation RAP	⌚ National Project Manager	By July 2016	Refresh and update the Endeavour Foundation Reflect RAP after the first year of implementation
	⌚ RAP Working Group		



Notes



Susie Klein

Susie Klein is a Jaularoi woman, born and raised on Mandandanji Traditional Lands, in the community of Roma. Susie has a passion for 'engaging community creatively' through her love of experiential expressive arts. She is an Artist, Counsellor, Skills Trainer, Educator and an International Presenter on Art for Relaxation: An Indigenous Perspective.



Nola McPherson

Nola Iris McPherson was born in Tara, Queensland. Nola's mother was from the Jaularoi tribe (Dirranbandi) and her father was from the Kamilaroi tribe in Collarenebri, NSW. Nola is the youngest of a large family, having four sisters and three brothers. Nola's sister Annie, describes Nola as "a try anything once kid". Nola has a life-long love of animals, particularly dogs. Nola was very happy with the addition of "Bella" the terrier, to her residence in Roma. Her house mates have enjoyed many years of friendship and shared experiences with Nola.

“ Together we can create our own future by ensuring that people with a disability remain at the core of all that we do. ”

*David Barbagallo
CEO Endeavour Foundation*

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