

REFLECT **RECONCILIATION** **ACTION PLAN**

Outdoors Queensland Ltd

November 2021 – December 2022



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REFLECT

Reconciliation Australia

Reconciliation Australia welcomes Outdoors Queensland to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Outdoors Queensland 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.



Image supplied: Reconciliation Australia

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 Outdoors Queensland 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 Outdoors Queensland, 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



Our Business

The core business of Outdoors Queensland is to be the peak body organisation for Queensland's outdoor sector. The outdoor sector is comprised of businesses and non-profit groups that deliver non-competitive outdoor recreation, outdoor sports, outdoor and environmental education, health and lifestyle improvement, adventure therapy and tourism experiences.

Outdoors Queensland provides leadership to the outdoor sector, we advocate to secure and protect appropriate places for people to participate in outdoor activities, we assist to build workforce capacity and organisational capacity, we expand public awareness of outdoor activities and we seek to broaden and deepen understanding of the outdoors through research.

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Outdoors Queensland's current operations can be broadly described through four categories:

1. Industry peak body role for Queensland outdoors sectors
2. Industry services (outside of industry peak body role)
3. Nature Play QLD program
4. Great Getaways Queensland program

Outdoors Queensland currently employs ten staff (some full-time and some part-time or casual employees), and has a voluntary board. The recruitment processes that Outdoors Queensland has in place are inclusive, and we will endeavour to actively provide more opportunities to recruit Aboriginal and Torres Strait Islander peoples.



Outdoors Queensland is a member-based organisation, with approximately 150 members (as at July 2021).

Outdoors Queensland has one office in Brisbane, and has some staff working remotely from their homes in other regions.

Our partnerships/current activities

Outdoors Queensland has had limited engagement with reconciliation. From time to time, we interact with Indigenous Corporations and other groups representing Aboriginal and Torres Strait Islander peoples, particularly where those organisations are dealing with outdoor activities, such as outdoor learning, adventure/eco-tourism, and recreation.

As part of our Nature Play QLD program, Outdoors Queensland has developed relationships with Yugambah Region Aboriginal Corporation Alliance (YRACA), Kalwun Development Corporation, particularly Kalwun's child and family support services, Hague Best (Indigenous Cultural Heritage Officer, Minjungbal Cultural Centre, City of Gold Coast and Queensland Government.





Outdoors Queensland has identified in our strategic plan that people regularly undertake outdoor activities in areas rich in Indigenous cultural heritage across Australia and Queensland. The cultural heritage inherent in some places can be the key drawcard that attracts visitors to those locations. Everyone in the outdoor sector has a responsibility to recognise and respect native title rights, land rights and interests, and to ensure that outdoor activities accord with the cultural and natural values of these areas. There have been instances where outdoor activities could not go forward because planning did not take into consideration local cultural protocols. This was due to a lack of cultural awareness and knowledge.

We believe that Outdoors Queensland can play a role in assisting the Queensland outdoor sectors to ensure that cultural protocols regarding customs, law, lore and codes of behaviour of a particular cultural group are followed.

We want to lead by example, and believe that establishing and implementing a Reflect RAP is the appropriate step for us at this time.

Our RAP

Outdoors Queensland is developing a Reconciliation Action Plan as a way to build stronger and more respectful relationships with Aboriginal and Torres Strait Islander peoples, while showing leadership to our membership and other operators in the outdoor sectors.

Outdoors Queensland wishes to broaden understanding, respect and value of Aboriginal and Torres Strait Islander cultures, histories and identities, both within our own organisation and in the wider community. Outdoors Queensland will support Aboriginal and Torres Strait Islander peoples within our organisation through recruitment and as a culturally safe workplace.

Outdoors Queensland is a peak industry organisation, with a diverse membership encompassing businesses and community organisations across Queensland. Outdoors Queensland is able to work with and influence our members and other outdoor operators to enhance opportunities for Aboriginal and Torres Strait Islander peoples across Queensland's outdoor sectors.



We have some specific internal activities or initiatives at this time, as follows:

- We deliver Acknowledgement of Country at the start of meetings and we engage Traditional Custodians to provide Welcome to Country for major events, such as conferences.
- We include Acknowledgement of Country on websites.
- We display the AIATSIS Map of Indigenous Australia in our office and have purchased additional copies of the AIATSIS Map of Indigenous Australia for our staff to place in their home offices.
- We display Traditional Place Names on our email signature blocks.
- We have amended our order forms so that customers can insert Traditional Place Names when ordering items to be mailed to them.
- As part of the Nature Play QLD program, we deliver workshops for teachers that include cultural heritage and reconciliation initiatives and strategies to embed Indigenous knowledge and practices in curriculum. We have contracted a local Aboriginal Elder from Bundjalung Nation to provide cultural tours to participants to increase knowledge and understanding.
- Our upcoming Nature Play QLD Passport for an Amazing Childhood (Gold Coast edition) will celebrate the rich cultural heritage, history and stories of the Yugambeh region, Bundjalung Nation, aiming to reach thousands of families and schools across the area. This edition of the Passport has been created in collaboration with a local Elder from the Yugambeh region and YRACA.
- Key dates of cultural significance are shared and celebrated on our social media pages.

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.	November 2021	Operations Manager
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2021	Executive Officer
	• Update policy regarding partnerships to specifically include Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2021	Executive Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April/May 2022	Marketing and Communications Manager
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2022	Executive Officer
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2022	Executive Officer
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff through agenda item in staff meetings.	Quarterly review beginning December 2021	Executive Officer
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2021	President
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2021	President
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	February 2022	Executive Officer
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2022	Executive Officer

Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. 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.	March 2022	Executive Officer
	• Conduct a review of cultural learning needs within our organisation.	March 2022	Executive Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Custodians of the lands and waters within our organisation's operational area.	December 2022	Executive Officer
	• Develop an understanding of placed-based cultural protocols for operational areas.	December 2022	Executive Officer
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2021	Executive Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	Executive Officer
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June/July 2022	Executive Officer
	• Promote relevant NAIDOC Week events to our networks.	June/July 2022	Marketing and Communications Manager
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	Executive Officer

Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. 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.	October 2022	Executive Officer
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2022	Board/Executive Officer
9. 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.	October 2022	Executive Officer
	• Promote to our networks opportunities for procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2022	Marketing and Communications Manager
	• Investigate Supply Nation membership.	October 2022	Executive Officer

Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	November 2021	President
	• Draft a Terms of Reference for the RWG.	November 2021	Executive Officer
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2021	President
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	November 2021	Executive Officer
	• Engage senior leaders in the delivery of RAP commitments.	November 2021	Executive Officer
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	September annually	Executive Officer
12. 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.	30 September 2022	Executive Officer
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	Executive Officer



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