

Breast
Cancer
Network
Australia



RECONCILIATION
ACTION PLAN

REFLECT

REFLECT RECONCILIATION ACTION PLAN

November 2019 – November 2020



In 2017, BCNA partnered with Peter MacCallum Cancer Centre on a project to create a Possum Skin Cloak as a symbol of healing and support for Aboriginal and Torres Strait Islander people undergoing cancer treatment. The project was led by prominent artist Vicki Couzens and Baraparapa Elder Aunty Esther Kirby. Pictured with the cloak are some of the women who created it.



Members of BCNA's Aboriginal and Torres Strait Islander Reference Group attend BCNA's 2018 Field of Women at the MCG.

OUR BUSINESS

Breast Cancer Network Australia (BCNA) is the peak national organisation for Australians affected by breast cancer.

Representing the people behind the statistics, BCNA aims to ensure the voices of everyday Australians affected by breast cancer are heard.

Our purpose is to ensure every Australian receives the best support, treatment and care.

BCNA is not a group of people in an office, but a network of more than 140,000 members. BCNA's logo is the Pink Lady silhouette. This is symbolic of BCNA's focus on the people affected by breast cancer. Our membership is national and we ensure our advocacy, information and support represents all states and territories. Based in Melbourne, Victoria, BCNA currently employs 30 staff.

We do not currently employ any identified Aboriginal and/or Torres Strait Islander staff, however we have a number of consultants and have committed to ensuring Aboriginal and Torres Strait Islander representation on our Board.

OUR RECONCILIATION ACTION PLAN

Breast Cancer Network Australia is committed to working in partnership with Aboriginal and Torres Strait Islander peoples to improve their breast cancer journey.

Our reconciliation vision is to respect and recognise the cultures, histories and knowledge of Australia's First Peoples.

We aim to walk in partnership with Aboriginal and Torres Strait Islander peoples to close the health gap and improve health outcomes for people affected by breast cancer nationally.

Our national Aboriginal and Torres Strait Islander Advisory Group is made up of Elders and young women from around Australia. This group provides essential advice to guide our core business and special projects. Based on their communities' needs, this group make recommendations that are intended to improve information and support to people affected by breast cancer.

BCNA is committed to working in partnership with Aboriginal and Torres Strait Islander members and Aboriginal health organisations to support local solutions, designed and delivered to meet the needs of Aboriginal and Torres Strait Islander women affected by breast cancer.

Our Reconciliation Action Plan will be informed by the following five key principles:

- 1. Service enhancement** - Appropriate and effective methods and models for informing and supporting people from Aboriginal and Torres Strait Islander communities are developed.
- 2. Expanding our reach** - Aboriginal and Torres Strait Islander people are visible and have a voice in BCNA's online and digital space. Culturally appropriate imagery and video content is developed.
- 3. Building capacity** - BCNA resources and communications materials will be culturally appropriate and relevant at a local level and in partnership with NACCHO.
- 4. Strengthening our organisation** - BCNA will implement strategies to increase Aboriginal and Torres Strait Islander representation in BCNA's work by seeking guidance and advice from the Aboriginal and Torres Strait Islander Advisory Group.
- 5. A powerful voice** - BCNA Community Liaisons are trained, resourced and supported at a local level to advocate on behalf of, and adequately support people diagnosed with breast cancer.

The Director Advocacy and Policy will be BCNA's internal Reconciliation Action Plan champion.

The following people assisted in the development and review of draft Reconciliation Action Plan documents.

- Externally:** National BCNA Aboriginal and Torres Strait Islander Reference Group – eight Aboriginal and Torres Strait Islander members from each State and Territory. Significant input and support was provided by the Chair of this group, Professor Jacinta Elston. This group will continue as an advisory group for BCNA. The group will be separate from the Reconciliation Action Plan Working Group.
- Internally:** Board members, Chief Executive Officer, Director, Advocacy Policy and Programs; Manager, Survivorship and Member Engagement; Project Officer Advocacy, Policy and Programs; Senior Policy Officer, Advocacy, Policy and Programs.
- Reconciliation Action Plan Working Group:** consists of the internal members of BCNA – Chief Executive Officer, Chief of Staff, Media Manager, Director Policy and Advocacy and HR Coordinator, together with the Chair of the BCNA external group Professor Jacinta Elston.

Members of BCNA's Aboriginal and Torres Strait Islander Reference Group attend BCNA's 2017 National Summit on the Sunshine Coast.





RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
1. Establish a Reconciliation Action Plan Working Group	<ul style="list-style-type: none"> Maintain an effective our Reconciliation Action Plan Working Group to support the implementation of our Reconciliation Action Plan. 	November 2019	CEO
	<ul style="list-style-type: none"> Draft a Terms of Reference for the Reconciliation Action Plan Working Group. 	November 2019	CEO
	<ul style="list-style-type: none"> Establish and maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Action Plan Working Group. 	November 2019	Chief of Staff
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor Reconciliation Action Plan implementation. 	November 2019 January 2020 April 2020 July 2020 October 2020	CEO
2. Build internal and external relationships	<ul style="list-style-type: none"> Extend our arrangements with VACCHO and NACCHO to establish partnerships with Aboriginal Community Controlled Health Organisations in remaining states and territories. 	March 2020	Director Advocacy and Policy
	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. 	March 2020	Director Advocacy and Policy
	<ul style="list-style-type: none"> Develop a list of Reconciliation Action Plan organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. 	December 2019	Project officer
	<ul style="list-style-type: none"> Engage with the current BCNA National Aboriginal and Torres Strait Islander Reference Group and strengthen relationships with this group. 	December 2019	Project officer
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage our staff to attend a NRW event. 	27 May - 3 June 2020	Chief of Staff
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2020	Chief of Staff
	<ul style="list-style-type: none"> Ensure members of our Reconciliation Action Plan Working Group participate in an external event to recognise and celebrate NRW. 	May 2020	Director Advocacy and Policy
4. Raise internal awareness of our Reconciliation Action Plan	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all staff across the organisation about our Reconciliation Action Plan commitments. 	November 2019	CEO
	<ul style="list-style-type: none"> Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our Reconciliation Action Plan. 	November 2019	Media Manager
	<ul style="list-style-type: none"> Present the finalised Reconciliation Action Plan to our Board and provide quarterly updates to the Board in relation to all Reconciliation Action Plan objectives and actions. 	December 2019	CEO
	<ul style="list-style-type: none"> Invite members of the Aboriginal and Torres Strait Islander Reference Group to present to staff to increase Aboriginal and Torres Strait Islander cultural literacy. 	December 2019	Chief of Staff
5. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	June 2020	Manager Helpline
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2019	HR Coordinator



RESPECT			
Action	Deliverable	Timeline	Responsibility
6. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. 	December 2019	HR Coordinator
	<ul style="list-style-type: none"> Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. 	December 2019	HR Coordinator
7. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting community events in our local area. 	5-12 July 2020	CEO
	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	5-12 July 2020	CEO
	<ul style="list-style-type: none"> Ensure members of our Reconciliation Action Plan Working Group participate in an external NAIDOC Week event. 	5-12 July 2020	CEO
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Explore who the Traditional Owners are of the lands and waters in our local area. 	December 2019	Chief of Staff
	<ul style="list-style-type: none"> Recognise local Traditional Owners of the lands and waters within our organisations entire sphere of influence. 	November 2019	Chief of Staff
	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness and understanding amongst all staff of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	March 2020	Chief of Staff
	<ul style="list-style-type: none"> Ensure either a Welcome to Country or Acknowledgement of Country are provided at the beginning of significant internal meetings within BCNA and also to any person/s representing BCNA, particularly guest speakers at BCNA managed forums, conferences and events. 	November 2019	Chief of Staff
	<ul style="list-style-type: none"> Share information internally (e.g. on an intranet) about each Aboriginal and Torres Strait Islander date of significance. 	February 2020	Media manager
	<ul style="list-style-type: none"> Host a 'lunchtime learning session' to coincide with Aboriginal and Torres Strait Islander dates of significance. 	December 2019	CEO
9. Ensure Aboriginal and Torres Strait Islander women lead development and design of programs specifically for Aboriginal and Torres Strait Islander communities.	<ul style="list-style-type: none"> Offer training placements to Aboriginal and Torres Strait Islander women to participate in BCNA's Advocacy training program 'Seat at The Table'. 	October 2020	Manager Programs



OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	June 2020	CEO
	<ul style="list-style-type: none"> Ensure that advertisements for vacant positions encourage Aboriginal and Torres Strait Islander applicants. 	June 2020	HR Coordinator
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	November 2020	Director Advocacy and Policy
	<ul style="list-style-type: none"> Advocate for an increase in employment of Aboriginal and Torres Strait Islander breast cancer nurses or cancer care coordinators to help facilitate culturally sensitive care. 	June 2020	Director Advocacy and Policy
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. 	June 2020	Manager Events, Procurement, Logistics
	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	June 2020	Manager Events, Procurement, Logistics



GOVERNANCE AND TRACKING PROGRESS			
Action	Deliverable	Timeline	Responsibility
12. Build support for the Reconciliation Action Plan	<ul style="list-style-type: none"> Define resource needs for Reconciliation Action Plan development and implementation. 	December 2019	CEO
	<ul style="list-style-type: none"> Define systems and capability needs to track, measure and report on Reconciliation Action Plan activities. 	December 2019	CEO
	<ul style="list-style-type: none"> Complete the annual Reconciliation Action Plan Impact Measurement Questionnaire and submit to Reconciliation Australia. 	September 2020	CEO
13. Review and Refresh Reconciliation Action Plan	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new Reconciliation Action Plan based on learnings, challenges and achievements. 	July 2020	Chief of Staff
	<ul style="list-style-type: none"> Submit draft Reconciliation Action Plan to Reconciliation Australia for review. 	August 2020	Chief of Staff
	<ul style="list-style-type: none"> Submit draft Reconciliation Action Plan to Reconciliation Australia for formal endorsement. 	October 2020	Chief of Staff



BCNA Board Director Professor Jacinta Elston (left) with members of BCNA's Aboriginal and Torres Strait Islander Reference Group.

CONTACT DETAILS

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