South Australian Network of Drug and Alcohol Services (SANDAS) Inc

REFLECT Reconciliation Action Plan

August 2023 – September 2024

RECONCILIATION ACTION PLAN
REFLECT

SANDAS
South Australian
Network of Drug & Alcohol Services

We acknowledge the Traditional Owners of the land on which SANDAS and our members operate, recognising their continuing connection to land, water, and community.

We pay respect to Elders, past, present and emerging. We celebrate the stories, culture and traditions of Aboriginal and Torres Strait Islander people of all communities who also work and live on this land.

SANDAS is committed to ensuring that the voices, aspirations and needs of Aboriginal and Torres Strait Islander peoples are reflected in our work as we commence on our journey of reconciliation.

Michael White
Executive Officer

About the Artwork

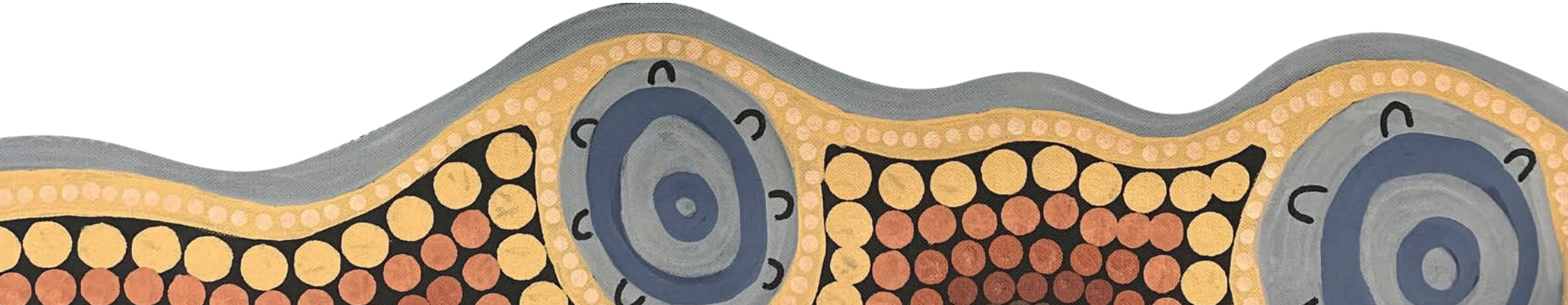
This Painting has four stories that depict an old landscape, a modern landscape, communities travelling across country and modern services and ancient practices.

The centre panel depicts these communities travelling over country where for millenia they have accessed their many healing practices from the old ways. The ancient lands are represented by the dotted landscape over which they travelled. The ancient practices are represented in the larger circles where healers and Elders are sitting.

Today these same communities traveling over the same lands have access to many services where twenty first century practices can be found. These new services and practices are represented in the large circles within the modern multi coloured lines of country.

Whilst there are new accessible services and practices, the old practices are still there to be utilized, and when communities are crossing country, there is a choice. People can choose from both traditional and modern practices providing greater potential for healthy communities.

Artist: Phillip (Phil) Allen



Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes the South Australian Network of Drug and Alcohol Services to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The South Australian Network of Drug and Alcohol Services joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

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 the South Australian Network of Drug and Alcohol Services 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 South Australian Network of Drug and Alcohol Services, 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

SANDAS REFLECT RAP

South Australian Network of Drug and Alcohol Services (SANDAS) Inc

Re lect Reconciliation Action Plan August 2023 – June 2024

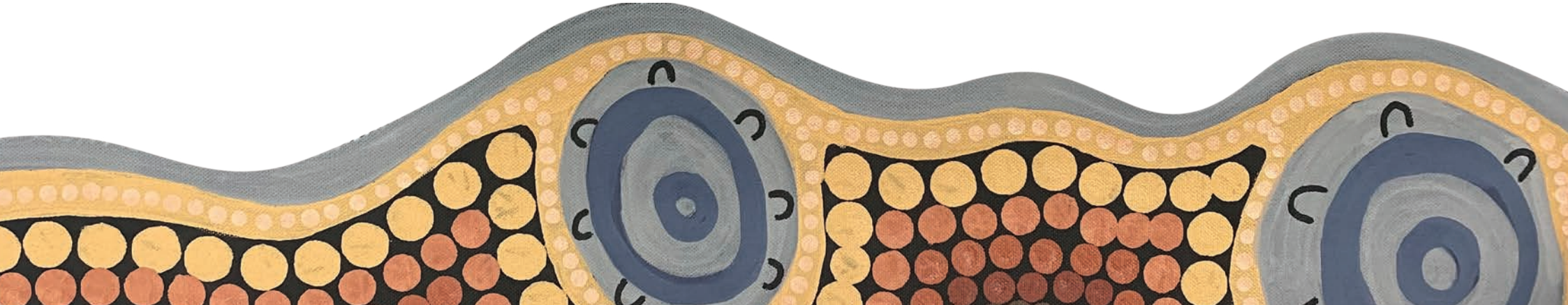
Our business

The South Australian Network of Drug and Alcohol Services (SANDAS) is the Peak Body for non-government alcohol and other drug treatment and support services in South Australia. SANDAS was established in 2004, to enhance community wellbeing and reduce the harms associated with alcohol and drug use. As the peak body, we provide independent, state-wide representation, advocacy and support for non-government organisations working in the alcohol and other drug sector, through networking and policy development. SANDAS is a not-for-profit association funded by membership contributions, the Australian Government Department of Health, Drug and Alcohol Services of South Australia, the South Australian Department of Health and a range of other organisations on a project basis.

Currently SANDAS does not employ any Aboriginal or Torres Strait Islander staff (we have an establishment of 3 full time equivalent staff). SANDAS operates in and on behalf of all South Australian non-government organisations that provide alcohol and other drug treatment, support, social and emotional wellbeing, early intervention and prevention services. This also engages us in working at national levels on issues that are cross jurisdictional or national in nature.

SANDAS provides a state-wide service based in Adelaide. Staff regularly travel to rural and remote South Australia and nationally as required.

Our membership includes seven Aboriginal Community Controlled organisations providing metropolitan, rural and remote services. The CEO of Nunkuwarrin Yunti currently sits on the SANDAS Board.



Our Reconciliation Action Plan

SANDAS is developing a Reconciliation Action Plan (RAP) as we have significant engagement with Aboriginal Community Controlled Organisations and Health Services that provide treatment, support, social and emotional wellbeing services, early intervention, prevention, and education and training in relation to alcohol and other drug use.

This includes services in metropolitan Adelaide (Nunkuwarrin Yunti and the Aboriginal Drug and Alcohol Council) and rural and remote South Australia including the Aboriginal Sobriety Group (state-wide service), Umoona Tjutagku Health Service Coober Pedy, Pangula Mannamurna, - Mt Gambier, Moorundi Aboriginal Community Controlled Health Service Inc. – Murray Bridge, and the Port Lincoln Aboriginal Community Health Service.

SANDAS will develop its initial RAP through consultation with member services especially Aboriginal and Torres Strait Islander controlled organisations. The RAP will engage members of the Board, staff (Executive Officer, the Senior Policy and Project Officer and the Quality and Communications Officer) and staff from member organisations both Aboriginal Community Controlled and mainstream.

SANDAS is in the commencement stages of developing a Reflect RAP with a view to developing further RAPs as appropriate in the future. The RAP will be championed by Michael White, the Executive Officer of SANDAS.

Our RAP working Group has the following members:

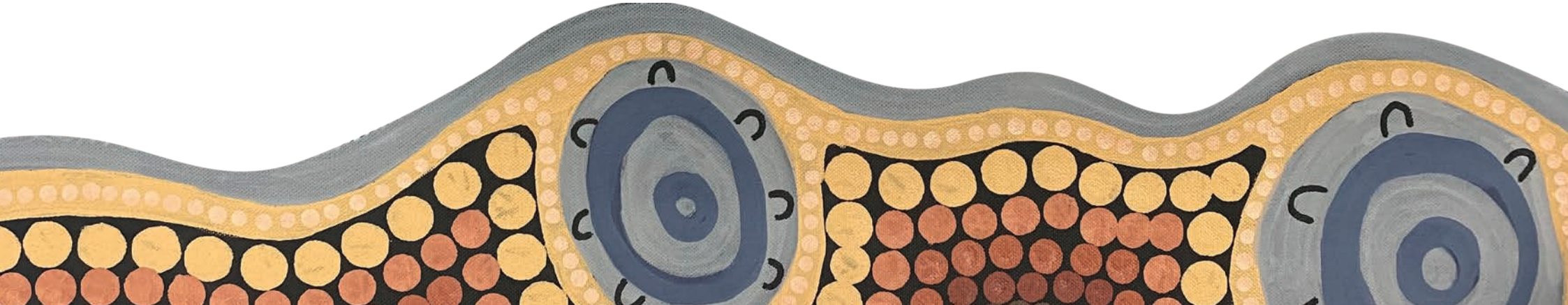
- Michael White, Executive Officer SANDAS, RAP WG Chair, RAP Champion
- Sam Raven, SANDAS, Senior Policy and Project Officer, Staff Rep
- Linda Stuart, Nunkuwarrin Yunti, Aboriginal Community Controlled Health Organisation, First Nations Member, Member Rep
- Sally Underdown, Alcohol and Drug Foundation, SANDAS Board/Member Rep
- Anthony Tucker, Mission Australia, SANDAS Board/Member Rep
- Sophie Bourchier, Substance Misuse Limestone Coast, SANDAS Board/Member Rep
- Michelle Edmondson, Life Without Barriers, SANDAS Board/Member Rep

We are actively seeking further First Nations membership from First Nation member organisations (e.g., the Aboriginal Drug and Alcohol Council), and other First Nations organisations we work with (e.g., Tiraapendi Wodli).

Our partnerships/current activities

- Community partnerships
  - SANDAS promotes Aboriginal cultural safety and awareness, social and emotional wellbeing and related training through our Enews
  - We meet with Aboriginal organisational members annually.
  - SANDAS staff participate in State-wide Social and Emotional Wellbeing Forums convened by Nunkuwarrin Yunti on an annual basis.
  - Regularly highlight the impact of carceral responses to drug use on the incarceration rate of Aboriginal people
  - SANDAS supports the work of Justice Reinvestment SA and Tiraapendi Wodli through the Executive Officer holding a position on the JRSA board.
  - SANDAS is a member of Family Matters and has signed the Family Matters Statement of Commitment
  - SANDAS is an active member of the Raise the Age Campaign, which seeks to address the over representation of Aboriginal children in the Justice system.
  - SANDAS has been a stakeholder on recent NIAA consultations on commissioning funds for increased Aboriginal alcohol and other drug treatment services, with our main focus to ensure that planning undertaken by the NIAA is informed primarily by Aboriginal Community Controlled AOD treatment and workforce development providers.
  - SANDAS unequivocally supports the Uluru Statement for the Heart, the establishment of a Voice to Parliament and the establishment of Truth and Treaty process.

- Internal activities/initiatives
  - Staff cultural awareness refresher training to be implemented in 2023.
  - The RAP Champion (Michael White, EO) is actively seeking representation from Aboriginal Community Controlled Organisations to support the development of the RAP.

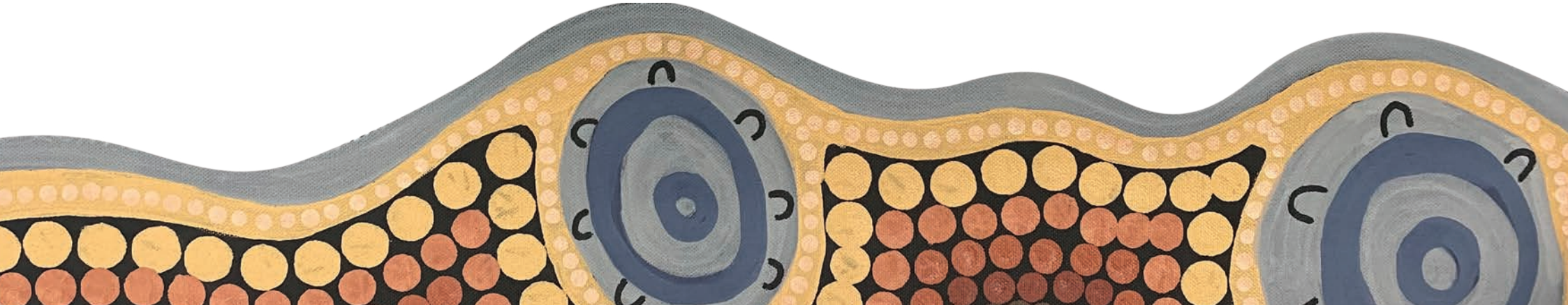


Relationships

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.	August 2023	Executive Officer
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Executive Officer
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024	
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.		
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	August 2023	Executive Officer
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2023	Lead: Executive Officer Support: Reconciliation Working Group
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.		
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	August 2023	Quality and Communications Project officer
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2023	

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.	August 2023	Executive Officer/ Senior Policy and Project Officer
	• Conduct a review of cultural learning needs within our organisation.		
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	By August 2023	Executive Officer/ Staff
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.		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.	August 2023	Executive Officer/ Senior Policy and Project Officer
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.		
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	

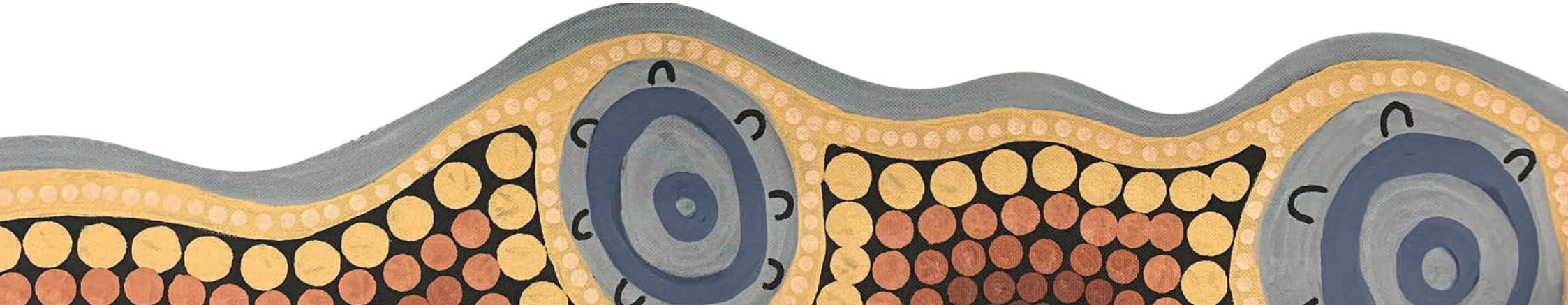


Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Research effective employment and retention strategies in similar organisations to understand best practise for our future employment and retention strategy. • Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2024	Executive Officer
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Investigate new ways to support Aboriginal and Torres Strait Islander business owners through procurement processes.	July 2024	Executive Officer

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (Lead: Executive Officer Support: Reconciliation Working Group) to drive governance of the RAP.	• Maintain a Reconciliation Working Group to govern RAP implementation. • Review and update the Terms of Reference for the Reconciliation Working Group. • Establish Aboriginal and Torres Strait Islander representation on the Lead: Executive Officer Support: Reconciliation Working Group.	June 2024	Lead: Executive Officer Support: Reconciliation Working Group.
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2023	Executive Officer
	Continue to engage senior leaders in the delivery of RAP commitments.	April 2024	Lead: Executive Officer Support: Reconciliation Working Group.
	Maintain a senior leader to champion our RAP internally.	August 2023	
	Define appropriate systems and capability to track, measure and report on RAP commitments.		



Action	Deliverable	Timeline	Responsibility
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, Annually	Executive Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, Annually	
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, Annually	
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2024	Executive Officer

Contact for public enquiries about our RAP

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