



RECONCILIATION  
ACTION PLAN

**“Reflect”**

2016 - 2019

## CHIEF EXECUTIVE'S FOREWORD

I am very pleased to introduce SYC's Reflect Reconciliation Action Plan (RAP), a document that is more than just a document, but a statement of our organisations commitment to contribute to the closing the gap agenda.

I am personally committed to doing all we can to better understand the role we can play to assist in the reconciliation process and much better acknowledgement of First Nations people.

SYC has a long history of valuing and encouraging the contribution of First Nations people to our organisation and we continue to foster their involvement across all our operational divisions.

We have been honoured and grateful to have the collaboration of existing SYC First Nations employees and sector colleagues in the development of this Plan and hope that it reflects our commitment to supporting reconciliation.

SYC values and respects First Nations people, and their culture, and genuinely seek opportunities to increase our participation with, and the representation of, First Nations people in our organisation.

We are equally committed to ensuring that our services do not create further trauma and grief for First Nations People.

This document is but a first step towards supporting a reconciled Australia.



Paul Edginton  
Chief Executive Officer, SYC

## OUR VISION FOR RECONCILIATION

**SYC's vision for reconciliation is to promote a culture of equity, dignity and respect for First Nations people within our community and our organisation.**

SYC recognises the social and economic disadvantage experienced by many First Nations people and is committed to closing the gap to improve employment opportunities and life outcomes. Furthermore, SYC believes that First Nations people make an extraordinary contribution to Australia's social, cultural and economic domains.

## OUR BUSINESS

SYC is a not-for-profit organisation centred on employment, training and youth services. With a core purpose to positively affect the lives of people in need, each year SYC helps more than 60,000 people in the areas of Home, Wellbeing, Learning and Working. Established in 1958, SYC operates in South Australia, Victoria, New South Wales and Queensland and employs around 600 people.

SYC predominantly operates under two trading names:

**HYP A**, standing for Helping Young People Achieve, is SYC's youth services division. It provides a wide range of support to young people to find and harness their talent for a positive future. It has supported many thousands of young people since its inception in September 1958, helping them to access and maintain safe and appropriate accommodation, to reconnect with family, school, employment and the community.

**Job Prospects** is a leading jobactive and Disability Employment Services – Employment Support Service (DES-ESS) provider that works with jobseekers to gain and sustain employment and with employers to recruit and maintain their workforce.



## OUR RECONCILIATION ACTION PLAN

SYC's Reflect RAP has been developed after a consultation process with employees and First Nations employees.

SYC has also developed a First Nations People Employment Strategy. The strategy focuses on recruiting and retaining First Nations employees and consists of four major initiatives:

- Employment Participation
- Education Outreach
- Cultural Learning and Development
- Community Engagement.

SYC is committed to Reconciliation Australia's three pillars of reconciliation – ***Relationships, Respect and Opportunities.***

## RELATIONSHIPS

SYC will work towards building and maintaining respectful relationships with First Nations people and communities.

Action	Target	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation.	<ul style="list-style-type: none"><li>• Oversee the development and launch of the RAP.</li></ul>	Ongoing	People Operations All Divisions
2. Raise internal and external awareness of our RAP to promote reconciliation across our organisation.	<ul style="list-style-type: none"><li>• Implement and review a strategy to communicate our RAP to all internal and external stakeholders.</li></ul>	Ongoing	People Operations Corporate Communications

# RESPECT

SYC acknowledges and respects First Nations people's culture.

Action	Target	Timeline	Responsibility
1. Increase knowledge and understanding of First Nations people's cultures, histories and achievements.	<ul style="list-style-type: none"> <li>Implement and review cultural awareness training for our employees.</li> </ul>	Ongoing	People Operations All Divisions
2. Demonstrate respect for First Nations people and communities by embedding cultural protocols as part of our organisation's functions.	<ul style="list-style-type: none"> <li>Implement and communicate a cultural protocol document for Welcome to Country and Acknowledgment of Country.</li> <li>Create and display an Acknowledgement of Country in SYC Adelaide office.</li> <li>Create an Acknowledgement of Country for email signatures and put in all SYC employees email signature.</li> <li>Invite relevant Traditional Owners to provide a Welcome to Country at all SYC official events.</li> </ul>	June 2019	People Operations Corporate Communications

## OPPORTUNITIES

SYC recognises and values the social diversity that comes from employing First Nations people.

Action	Target	Timeline	Responsibility
1. Embed the First Nations People Employment Strategy in SYC's Human Resources policies and procedures.	<ul style="list-style-type: none"> <li>Review and update First Nations employment and retention strategy, which includes professional development.</li> </ul>	Ongoing	People Operations
2. Explicitly welcome applications from First Nations people.	<ul style="list-style-type: none"> <li>Include statement welcoming First Nations people to apply in all employment advertisements.</li> </ul>	October 2016.	People Operations

## REPORTING

Action	Target	Timeline	Responsibility
1. Report RAP achievements, challenges and learning's internally and externally.	<ul style="list-style-type: none"> <li>Monitor and report on our RAP achievements, challenges and learning's.</li> </ul>	Ongoing	People Operations Corporate communications
2. Review and update RAP.	<ul style="list-style-type: none"> <li>Review and update RAP based on learning's, challenges and achievements.</li> </ul>	December 2018	People Operations RAP Working Group.