

INNOVATE Reconciliation Action Plan

June 2020 – June 2022

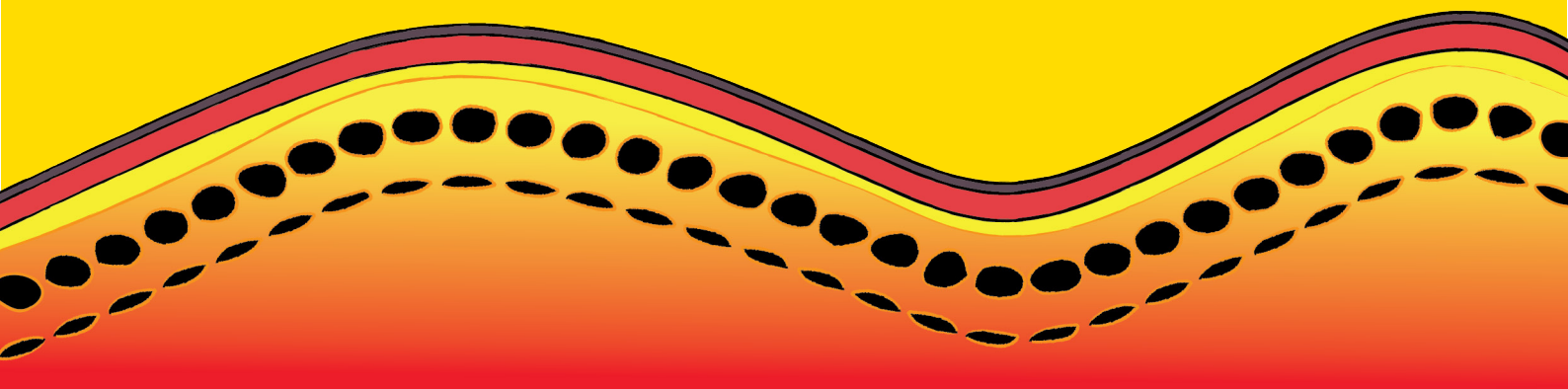




*Designed by Marcus Lee, a descendant of the Karajarri people.
The visual concept is an interpretation of an Indigenous styled daffodil.
The symbol of the daffodil is our trusted icon and is the international
symbol for hope.*

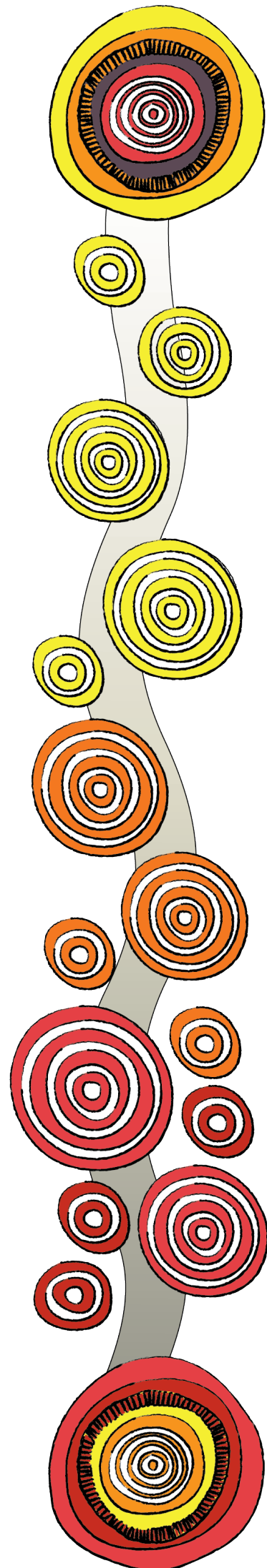
Acknowledgement of Country.

Cancer Council NSW would like to acknowledge the Traditional Custodians of the land on which we live and work. We would also like to pay respect to the Elders past, present and emerging, and extend that respect to all other Aboriginal and Torres Strait Islander peoples.



Our vision for reconciliation.

Cancer Council NSW is committed to reconciliation with Aboriginal and Torres Strait Islander peoples. Our vision for reconciliation is to improve health outcomes for Aboriginal and Torres Strait Islander communities across NSW by creating culturally safe and responsive programs and services.





Message from our CEO.

I am proud to present our Innovate Reconciliation Action Plan, developed in partnership with our people from across Cancer Council NSW, community stakeholders, and Reconciliation Australia.

It marks our next step as an organisation in our commitment to reconciliation with Aboriginal and Torres Strait Islander peoples, following on from our first RAP launched in 2012. We have achieved significant milestones over this period in building relationships with community, which has provided us with a strong foundation for our Innovate RAP.

Our Innovate RAP focuses on strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging our staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples. As Cancer Council NSW's RAP Champion, I am confident that the goals we have set ourselves against the Reconciliation Australia's four pillars of **relationships, respect, opportunities** and **governance** will bring to life our vision to improve health outcomes for Aboriginal and Torres Strait Islander communities across NSW communities.

We will be guided and kept on track by a RAP Working Group (RWG) consisting of representatives from across the organisation, who will report back on progress against deliverables to the RAP and Strategy Leadership Group and the Board of Cancer Council NSW. For all of us, it will be our actions and achievements that are the measure of real progress, not merely the words written or promises made.

I look forward to sharing our progress as we embark on this vital piece of work and commitment towards advancing respectful, authentic, and long-term relationships with Aboriginal and Torres Strait Islander peoples.

Jeff Mitchell

**Chief Executive Officer
Cancer Council NSW**



Message from Reconciliation Australia.

Reconciliation Australia commends Cancer Council NSW on the formal endorsement of its second Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Cancer Council NSW continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Cancer Council NSW will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Cancer Council NSW using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Cancer Council NSW to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Cancer Council NSW will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Cancer Council NSW's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Cancer Council NSW on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our business.

We are Australia's leading cancer charity, working across every aspect of every cancer. Every day, we support families affected by cancer when they need it most, speak out on behalf of the community on cancer issues, empower people to reduce their cancer risk, and find new ways to better detect and treat cancer. Every year in NSW alone, more than 48,000 new cases of cancer are expected to be diagnosed, and the impact on families, carers and communities is significant.

An astonishing 94% of our funding comes from the community, and as such we are accountable to these groups. We know with absolute certainty that our vision of a cancer free future can only be achieved by engaging with and working in communities across NSW.

We have community engagement across metropolitan, regional, rural and remote NSW, with 11 community offices and Cancer Council Information Services located in many hospitals and cancer treatment centres. This footprint helps us ensure that our vision of uniting community, providing support, investing in research and saving lives can be realised.

As an organisation, we are focused on and committed to:

- **Reducing Cancer Risk**
- **Increasing Cancer Survival**
- **Improving Cancer Outcomes for Priority Populations**
- **Improving the Quality of Life for People Affected by Cancer**

Cancer Council NSW currently has 373 permanent employees, of which three identify as Aboriginal and/or Torres Strait Islander peoples. We also have 1,734 regular registered volunteers who work alongside our staff, of which 12 identify as Aboriginal and/or Torres Strait Islander. There are currently no identified positions with Cancer Council NSW.

At Cancer Council NSW, we see reconciliation as a commitment to advancing respectful, authentic and long-term relationships with Aboriginal and Torres Strait Islander peoples by implementing strategies and initiatives that will enable us to work together towards a cancer free future. Our organisational values demonstrated by staff and volunteers of **Innovation, Responsibility, Courage and Collaboration** provide a framework to inform and guide our strategic direction, including the ongoing development of the Reconciliation Action Plan (RAP) process.







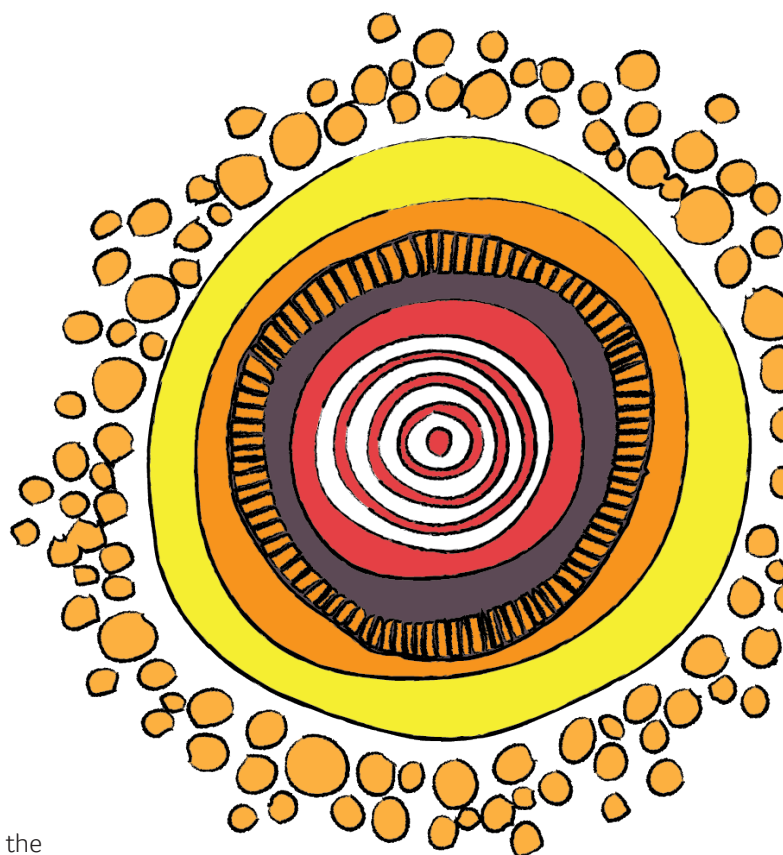
Our Reconciliation Action Plan.

In 2010, Cancer Council NSW established an Aboriginal Engagement Strategy Group (AESG), comprised of key staff members from across the organisation. In October 2012, we launched our first RAP following a series of 24 'Yarn Up' sessions across NSW, wherein staff, volunteers and community members were invited to share ideas on how we might change the way Cancer Council NSW engages with Aboriginal and Torres Strait Islander peoples to address the impact of cancer in their communities.

We identified 23 actions under the focus areas of 'Relationships', 'Respect' and 'Opportunities', which would become our foundation for improving cancer outcomes for Aboriginal and Torres Strait Islander peoples. By the end of the October 2013, we had achieved 18 of the 23 deliverables, a completion rate of 78%.

Significant milestones and initiatives achieved since our first RAP include:

- 1.** Aboriginal respect symbol, branding and style guide created – 2013. Reviewed – 2018
- 2.** Plaque acknowledging the Traditional Custodians of the land and our commitment to improving cancer outcomes in Aboriginal and Torres Strait Islander Communities displayed in foyer of our Woolloomooloo Office, Sydney – 2013
- 3.** Systems implemented to record the number of Aboriginal and Torres Strait Islander staff and the number of Aboriginal and Torres Strait Islander people accessing support through our Information and Support services
- 4.** Aboriginal Web Portal on Cancer Council NSW website – established 2013
- 5.** Aboriginal Patterns of Cancer Care Study – commenced 2005, completed 2015
- 6.** Aboriginal Cancer Stories DVD developed – completed 2015
- 7.** Supporting Aboriginal People with Cancer – partnership developed with the Aboriginal Health & Medical Research Council – 2014/15
- 8.** Tackling Tobacco in Aboriginal Communities program developed – 2014 and ongoing
- 9.** Increased local engagement with Aboriginal and Torres Strait Islander communities throughout regional NSW providing information on Cancer Council NSW Information and Support Services and raising awareness of cancer prevention programs – ongoing
- 10.** Participation in Aboriginal and Torres Strait Islander community events and NAIDOC Week activities – ongoing
- 11.** 2 x Aboriginal and Torres Strait Islander Scholarship Programs – established 2016, launched 2017
- 12.** Dadirri Yarning Circles: Workshops to build collaborative relationships between Aboriginal Health Workers and Cancer Council NSW – ongoing
- 13.** Yarning About Cancer – Cancer Support Group Leader Training for Aboriginal Women – 2016/17
- 14.** Appointment of an Aboriginal person to Cancer Council NSW Board – 2017



To advance reconciliation within Cancer Council NSW, the RAP Strategy and Leadership Group will develop a new Innovate RAP which focuses on strengthening relationships with Aboriginal and Torres Strait Islander peoples and engaging staff and stakeholders in reconciliation to ultimately reduce the impact of cancer.

Once the RAP has been endorsed by Reconciliation Australia, the RAP Working Group (RWG) consisting of representatives from across the organisation will report on progress against deliverables to the RAP and Strategy Leadership Group and the Board of Cancer Council NSW. Details of each group is listed below.

- 1.** The **RAP and Strategy Leadership Group** consists of the Cancer Council NSW Board, Executive, Staff and Aboriginal and Torres Strait Islander representatives. This group meets twice per year and will oversee the development, endorsement, monitor and report on the RAP implementation. Jeff Mitchell CEO is our appointed RAP Champion.

Aboriginal and Torres Strait Islander representatives:

- Lisa Jackson Pulver, former Cancer Council NSW Board Member
- Brenna Smith, Manager, Regional and Rural Communities, Cancer Council NSW
- Kane Ellis, CEO Illawarra Aboriginal Medical Service
- Jamie Newman, CEO Orange Aboriginal Medical Service
- Aunty Trish Levett, Aboriginal Health Worker, Cancer Care Team, Illawarra Aboriginal Medical Service
- Eva Cubby, Aboriginal Health Worker, Galambila Aboriginal Medical Service, Coffs Harbour
- Tina Pidcock, Community Programs Coordinator Palliative Care, Cancer Council NSW
- Munya Andrews, Evolve Communities (Facilitator)

Cancer Council NSW staff representatives:

- Jeff Mitchell, CEO, Cancer Council NSW
- Anita Dessaix, Director, Cancer Prevention & Advocacy, Cancer Council NSW
- Rory Alcock, Director, Community Engagement, Cancer Council NSW
- Nicole Cole, HR Business Partner People & Communications, Cancer Council NSW
- Alecia Brooks, Tobacco Control Unit Manager, Cancer Prevention and Advocacy, Cancer Council NSW



- 2.** The **RAP Working Group** consists of Cancer Council NSW staff responsible for community engagement, policy and advocacy, HR and project management. This group reports to the RAP and Strategy Leadership Group; it is managed by Brenna Smith, meets monthly and will actively monitor the implementation of the RAP actions, tracking progress and reporting.
- Brenna Smith, Manager, Regional and Rural Communities, Cancer Council NSW*
 - Nicole Cole, HR Business Partner People & Communications, Cancer Council NSW*
 - Alecia Brooks, Tobacco Control Unit Manager, Cancer Prevention and Advocacy, Cancer Council NSW*
 - Emma Swords, Community Programs Coordinator, Southern NSW Community
 - Fiona Marwick, Community Programs Coordinator, Western NSW Community
 - Tina Pidcock, Community Programs Coordinator Palliative Care, Hunter Central Coast Community*
 - Shaen Fraser, Community Programs Coordinator, Northern NSW Community
 - Marguerite Hudson, Project Management Office Lead, Cancer Council NSW

* Members of both the Strategy Leadership Group and RAP Working Group.

Reconciliation Australia's RAP framework has four pillars: 'Relationships', 'Respect', 'Opportunities' and 'Governance'. We aim to build effective, mutually beneficial, relationships with Aboriginal and Torres Strait Islander peoples throughout NSW based on trust and mutual respect. Our aim is for Aboriginal and Torres Strait Islander communities to identify Cancer Council NSW as a credible and trusted community organisation. We will achieve this through engaging with Aboriginal and Torres Strait Islander peoples in the co-design of programs, deep listening and authentic communication. These will represent the foundations of our ways of working.

Abbreviations:

RSLG- RAP Strategy and Leadership Group

RWG- RAP Working Group

CE- Community Engagement, Cancer Council NSW

CISS- Cancer Information and Support Services Division, Cancer Council NSW

CRD- Cancer Research Division, Cancer Council NSW

CPA- Cancer Prevention & Advocacy Division, Cancer Council NSW

P&C- People & Communications Division, Cancer Council NSW

M&F- Marketing & Fundraising Division, Cancer Council NSW

Relationships.



We are committed to becoming a trusted partner through building effective, mutually beneficial relationships with Aboriginal and Torres Strait Islander communities throughout NSW. We recognise that building collaborative relationships takes time. In order to nurture relationships, we recognise that we must learn new ways of doing business by deeply listening to Aboriginal and Torres Strait Islander peoples and being guided by their wisdom and knowledge of what will work in communities.

Our aim is for Aboriginal and Torres Strait Islander communities to identify Cancer Council NSW as a credible and trusted community organisation. We want to strengthen existing and grow new relationships throughout NSW Aboriginal and Torres Strait Islander peoples who know us, trust us and want to work with us. We will achieve this only through engaging with Aboriginal and Torres Strait Islander peoples through a mutually beneficial co-design process which can then be embedded into our ways of working.

Strategic focus area: **Be a trusted partner**



Action	Deliverable	Timeline	Responsibility
1. RAP Strategy Leadership Group (RSLG) and RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	1. RSLG oversees the development, endorsement and launch of the RAP.	June 2020	Director Community Engagement
	2. Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG to maintain cultural safety and responsiveness.	June 2020	Director Community Engagement
	3. RSLG meet at least twice per year to monitor and report on RAP implementation.	Dec, June 2020, 2021, 2022	Director Community Engagement
	4. The RAP Working Group (RWG) will meet monthly.	Monthly from June 2020-2022	Director Community Engagement
	5. Establish Project Plan for RWG.	June 2020	Director Community Engagement
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	1. Organise at least one internal event for NRW each year.	27 May - 3 June, 2021, 2022	Director Community Engagement
	2. Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.	May 2021, 2022	Director of People and Communications CEO - RAP Champion
	3. Encourage and support staff to participate in external events to recognise and celebrate NRW across community areas.	May 2021, 2022	Director Community Engagement
	4. Register all NRW events via Reconciliation Australia's NRW website.	April 2021, 2022	Director People and Communications
	5. Download Reconciliation Australia's NRW resources and circulate to staff.	April 2021, 2022	Director People and Communications



Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	1. Develop and implement stakeholder engagement plans to work with Aboriginal and Torres Strait Islander peoples, communities, organisations and peak bodies across NSW.	July 2020, 2021	Director Community Engagement
	2. Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	April 2021	Director Community Engagement
	3. Maintain and review a list of Aboriginal and Torres Strait Islander peoples, communities and organisations across NSW to connect with on our reconciliation journey.	July 2020, 2021	Director Community Engagement
	4. Develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities.	April 2022	Director Community Engagement
4. Promote positive race relations through anti-discrimination strategies.	1. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2021	Director of People and Communications
	2. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2021	Director of People and Communications
	3. Develop, implement and communicate an anti-discrimination policy for our organisation.	April 2022	Director of People and Communications
	4. Educate senior leaders on the effects of racism	April 2022	Director of People and Communications
5. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	1. Develop and implement a communication plan to inform all internal and external stakeholders on our RAP.	June 2020	Director of People and Communications (Internal), Director Marketing and Fundraising (external), Director Community Engagement
	2. Develop a RAP banner to be used on emails with a link to the RAP on our website.	July 2020	Director Marketing and Fundraising
	3. Review our Aboriginal and Torres Strait Islander Web Portal.	Dec 2020	Director Marketing and Fundraising
	4. Incorporate reconciliation information into the annual report.	November 2020	Director Marketing and Fundraising
	5. Use social media to promote the RAP and reconciliation success stories.	June 2021	Director Marketing and Fundraising
	6. Map existing Aboriginal and Torres Strait Islander media outlets to promote RAP.	July 2020	Director Marketing and Fundraising
	7. Develop an internal intranet page with access to all Aboriginal and Torres Strait Islander Resources, Policies and Protocols.	June 2021	Director of People and Communications

Respect.

The foundation of strong relationships is mutual respect. Building respect and understanding of Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories and rights will enable us to strengthen existing and develop new relationships with Aboriginal and Torres Strait Islander peoples, staff, partners, organisations and communities. We recognise that we can't meaningfully reduce the impact of cancer and strive for a cancer free future in these communities unless we are equipped with the knowledge and skills to demonstrate respect in a culturally safe and responsive way.



Strategic focus area: **Be a trusted partner.**



Action	Deliverable	Timeline	Responsibility
6. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	1. Develop and implement an Aboriginal and Torres Strait Islander cultural training plan for all areas of our business provided through online, face to face workshops or cultural immersion opportunities.	June 2021	Director of People and Communications
	2. Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop and deliver local cultural training.	June 2020, 2021, 2022	Director of People and Communications
	3. Ensure 100% participation in the foundation course in Cultural Training for all new Cancer Council employees.	June 2021, June 2022	Director of People and Communications
	4. Investigate local opportunities for cultural experiences for our staff in each Cancer Council community area.	June 2021	Director of Community Engagement
	5. Provide opportunities for RWG members, RAP Champions HR Managers and other key leadership staff to participate in cultural training.	June 2020, 2021	Director of People and Communications
7. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	1. Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	June 2021	Director of People and Communications
	2. Conduct an Acknowledgement of Country at the commencement of all meetings.	June 2020, 2021, 2022	CEO - RAP Champion
	3. Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships for each community office.	July 2020, 2021	Director of Community Engagement
	4. Connect with the local Aboriginal and Torres Strait Islander community and organisations and invite a Traditional Custodian to provide a Welcome to Country, and smoking ceremony at significant events, including the launch of the Reconciliation Action Plan.	2020, 2021, 2022	Director of Community Engagement
	5. Conduct an audit of community offices, accommodation facilities, Cancer Information Centres and retail stores to ensure an Acknowledgment of Country plaque is displayed.	December 2020	Director of Community Engagement
	6. Develop, implement and communicate a cultural protocol document on the sensitivity and use of images and stories of deceased people.	June 2021	Director Marketing and Fundraising



Action	Deliverable	Timeline	Responsibility
8. Demonstrate appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	1. Display an Aboriginal and Torres Strait Islander map of NSW in all community offices and accommodation facilities.	December 2020	Director of Community Engagement
	2. Ensure that Aboriginal and Torres Strait Islander flags are displayed in the reception area of each community office, accommodation facility and retail outlet.	December 2020	Director of Community Engagement
	3. Investigate opportunities to engage local Aboriginal and Torres Strait Islander artists to develop an artwork that has local community significance for display in all community offices acknowledging the story and artist.	June 2021	Director of Community Engagement
	4. Acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands and waters on all email signatures.	July 2020	Chief Operations Officer Finance Strategy Operations
	5. Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.	January 2021, January 2022	Director People and Communications, Director Marketing and Fundraising
9. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	1. Review Manager procedures to ensure there are no barriers to staff participating in NAIDOC Week.	May 2021, May 2022	Director of People and Communications
	2. Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	First week in July 2020, 2021	CEO - RAP Champion
	3. Consult with Aboriginal and Torres Strait Islander peoples to hold an internal or support external NAIDOC Week event.	First week in July 2020, 2021	Director of Community Engagement
	4. Provide opportunities and support all staff to participate in NAIDOC Week activities.	First week in July 2020, 2021	CEO - RAP Champion

“ Cancer Council NSW is committed to increasing its engagement with Aboriginal and Torres Strait Islander communities. ”



Opportunities.

Providing opportunities to increase the Aboriginal and Torres Strait Islander workforce at Cancer Council NSW and partner with Aboriginal and Torres Strait Islander peoples, organisations and communities will ensure Aboriginal and Torres Strait Islander peoples are positioned to lead, influence and guide cancer solutions for their communities.



Strategic focus area: **An inspirational place to volunteer and work**

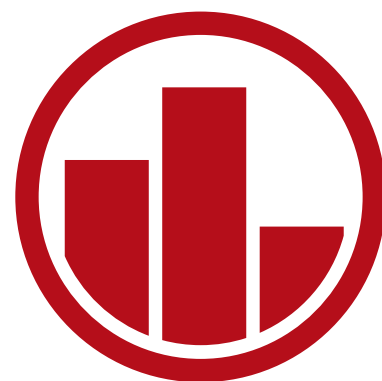


Action	Deliverable	Timeline	Responsibility
10. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	1. Collect information and feedback from current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	December 2020	Director of People and Communications
	2. Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	June 2022	Director of People and Communications
	3. Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	June 2021	Director of People and Communications
	4. Advertise all vacancies in Aboriginal and Torres Strait Islander media or networks.	June 2021 CE roles, April 2022 all roles.	Director of People and Communications
	5. Include in all job advertisements “Aboriginal and Torres Strait Islander peoples are encouraged to apply”.	June 2021 CE roles, April 2022 all roles	Director of People and Communications
	6. Increase proportion of employees who identify as Aboriginal and/or Torres Strait Islander peoples.	June 2022	CEO - RAP Champion
	7. Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	June 2021	Director of People and Communications
	8. Develop and implement Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).	April 2022	Director of People and Communication
	9. Investigate secondment opportunities between Cancer Council employees and local Aboriginal and Torres Strait Islander employees in Aboriginal and Torres Strait Islander community health services and organisations.	April 2022	Director of People and Communications Director of Community Engagement
	10. Investigate opportunities for mentoring programs that support the development of Aboriginal and/or Torres Strait Islander employees.	April 2022	Director of People and Communications



Action	Deliverable	Timeline	Responsibility
11. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	1. Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2022	Chief Operations Officer
	2. Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	May 2022	Chief Operations Officer
	3. Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	June 2021	Chief Operations Officer
	4. Investigate Supply Nation membership.	June 2021	Chief Operations Officer
	5. Investigate opportunities to partner with your local Indigenous Chamber of Commerce.	April 2022	Director of Community Engagement
12. Improve cancer outcomes for Aboriginal and Torres Strait Islander peoples aligned to our 2019-23 Strategy focus on Priority Populations - Aboriginal and Torres Strait Islander peoples.	1. Investigate opportunities to co-design, implement and evaluate areas to work to reduce the impact of cancer with Aboriginal and Torres Strait Islander peoples, communities and peak bodies across NSW.	May 2021, April, May 2022	Director of Cancer Prevention and Advocacy
	2. Connect existing relationships with Aboriginal and Torres Strait Islander peoples to participate in the CCNSW Community Involvement in Research Training program.	August 2020, August 2021	Director of Community Engagement
	3. In consultation with Aboriginal and Torres Strait Islander peoples, review the effectiveness of current cancer literature and information to ensure it is culturally safe and responsive.	April 2022	Director Cancer Information and Support Services
	4. Audit current and develop new collateral for use at community events to increase engagement with Aboriginal and Torres Strait Islander communities.	June 2021	Director of Community Engagement
	5. Evaluate the Tackling Tobacco in Aboriginal Communities project.	April 2022	Director of Cancer Prevention and Advocacy

Governance, tracking progress and reporting.



Action	Deliverable	Timeline	Responsibility
13. Report RAP achievements, challenges and learnings to Reconciliation Australia.	1. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	30 September 2020, 2021	Director of Community Engagement
	2. Investigate participating in the RAP Barometer.	June 2020, April 2022	Director of Community Engagement
	3. Develop a project management framework that tracks, measures and reports on RAP activities.	June 2020	Director of Community Engagement
14. Review, Refresh and Update RAP.	1. Register via Reconciliation Australia's website to begin developing our next RAP.	October 2021	Director of Community Engagement
15. Report RAP achievements, challenges and learnings internally and externally.	1. Publicly report our RAP achievements, challenges and learnings.	November 2020, 2021, April 2022	Director Marketing and Fundraising
	2. Liaise with Aboriginal Sub Committee of Cancer Council NSW Board.	November 2020, April, Nov 2021, April 2022	Director of Community Engagement

Carissa Paglino – Artist’s story

Carissa was born and raised in the city of Newcastle, which is Awabakal country. She is a descendant of the Wanaruah people, from the Upper Hunter Valley in NSW and has lived in the Newcastle area for most of her life. She currently lives in Medowie, NSW, which is Worimi country.

In 2004, while studying for a Diploma in Graphic Design, Carissa started work as a Graphic Designer with Miromaa Aboriginal Language & Technology Centre. After completing her Diploma began full time work with Miromaa, where she helped develop Miromaa Design, a high quality Graphic Design service.

Her freelance work has included designing Aboriginal style tattoos, Aboriginal artwork canvas prints, designing clothing label design and Aboriginal fabric designs. In her spare time Carissa practices many different forms of art, design and craft including painting, collage, mix media, drawing, scrap booking, photography, fabric design, origami and pottery.



The story of *Healing Journey*.

The start of this journey (bottom left) is cluttered and busy representing the trials and hardships that can be experienced by the individual and those around them when someone is unwell. A pathway is depicted with meeting/resting place symbols scattered along the way portraying the struggles and also high points along the journey. The circles get sparser as you move along the pathway showing the healing process as struggles and hurdles become less and less. The colours also get brighter as you move along the pathway showing happiness.

The artwork shows that with positive thinking, healthy living and the support of family, friends and healthcare workers a healing journey can take place. The people are represented by the silhouettes in the background; they are all connecting with other, dancing happily and helping each other to heal. The artwork has a flowing pattern and direction to represent peace, happiness, harmony and healing. The journey and pathway also refers to the cycle of life which is important in Aboriginal culture.

Colour Meanings

Purple – wisdom, dignity, ambition. Purple evokes peace of mind.

Red – strength, vigour, willpower, courage. Red is an emotionally intense colour.

Orange – encouragement, determination. Orange produces an invigorating effect and stimulates mental activity.

Yellow – joy, happiness, energy. Warming effect; arouses cheerfulness and stimulates mental activity.

White – goodness, purity, safety, cleanliness. White has a positive association.

Black – used in artwork for highlights and contrast purposes.

Contact details.

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