

RECONCILIATION

REFLECT

ACTION PLAN

MARCH 2019 - MARCH 2020

# OUR BUSINESS

**THE MUSEUM OF AUSTRALIAN DEMOCRACY AT OLD PARLIAMENT HOUSE (MOAD) IS A LIVING MUSEUM OF SOCIAL AND POLITICAL HISTORY, LOCATED IN A NATIONALLY LISTED HERITAGE BUILDING IN PARKES, CANBERRA. OLD PARLIAMENT HOUSE SERVED AS THE HOME OF AUSTRALIA'S PARLIAMENT FOR 61 YEARS FROM 1927 – 1988. IN 1992 IT REOPENED AS A HERITAGE BUILDING, AND IN 2009 IT BECAME THE MUSEUM OF AUSTRALIAN DEMOCRACY, WITH A FOCUS ON SHOWCASING AUSTRALIA'S SOCIAL, POLITICAL AND DEMOCRATIC HISTORY WITHIN ITS PERMANENT AND TEMPORARY EXHIBITIONS.**

MoAD helps people to understand Australia's social, political and democratic history by interpreting the past and present and exploring the future. We achieve this by:

- bringing alive the importance of Parliament and Australia's democracy in the lives of Australians through lively and informative permanent and temporary exhibitions;
- interpreting, conserving and presenting the building and our collections;
- providing entertaining and educational public programs; and
- providing a range of other services that enhance the visitor experience.

The museum employs 70 full time equivalent staff and at the time of the implementation of this Reconciliation Action Plan (RAP), employs two staff who identify as Aboriginal or Torres Strait Islander. Approximately 40% of the full time equivalent staff work in front of house and have contact either with school groups or the general public. The rest of the staff work in supporting content, facilities, finance, human resources and management. MoAD has a national and international reach.

# OUR RAP

Our vision for reconciliation is one where an improved general awareness of the cultures and histories of Australia's First Peoples will contribute towards greater understanding between Aboriginal and Torres Strait Islander peoples and other Australians. Through our RAP we will build better organisational understanding of Aboriginal and Torres Strait Islander cultures and histories.

We will do this by promoting reconciliation within the government and museum sectors across Australia, including advancing the status and well-being of Aboriginal and Torres Strait Islander peoples by fostering a richer understanding and appreciation of their stories and experiences through museum exhibitions, events and public programs. Our initiatives will be underpinned by a commitment to training to our staff about cultural awareness and related considerations.

This is the museum's second Reflect RAP. We have successfully established our Working Group and the RAP is fully supported by the museum's Senior and Executive management.

We have been able to raise important issues such as the lack of inclusion of Aboriginal and Torres Strait Islander representation on the museum's staff and in its exhibitions and programs in a consistent way. We have begun a program of addressing these issues but have further steps to take, including formalising the museum's policies on Acknowledgements and Welcomes to Country, drawing up Terms of Reference for the Working Group, and continuing cultural awareness training for museum staff. These steps will be taken in this RAP.

The museum's RAP champions are the Old Parliament House Board; Director, Daryl Karp; RAP Working Group Chair, Libby Stewart; and the HR and Governance section. This RAP was developed by Libby Stewart, and the members of the RAP Working Group

# OUR PARTNERSHIPS & CURRENT ACTIVITIES

## RELATIONSHIPS:

- MoAD's reconciliation journey so far has so far involved developing relationships with organisations such as Reconciliation Australia; the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS); the Moondani Balluk Indigenous Academic Unit at Victoria University; the Aboriginal Tent Embassy; and local Aboriginal and Torres Strait Islander leaders including Matilda House, Jude Barlow and Auntie Agnes Shea.

## EXHIBITIONS AND EVENTS:

- Museum facilitators in our children's exhibition gallery PlayUP engage children and their carers with Aboriginal and Torres Strait Islander stories and cultural practises.
- The museum's new DressUP children's space features modules on Linda Burney and Adam Goodes as people of significant influence.
- The museum's Finders Keepers exhibition showcases the stories of Queensland Senator Neville Bonner. A blog post about Senator Neville Bonner remains accessible on the museum's website (see <http://moadoph.gov.au/blog/national-reconciliation-week-neville-bonner-s-worry-for-his-children/>).
- The museum's new permanent exhibition Democracy Are You In? has a strong emphasis on the struggle for Aboriginal and Torres Strait Islander rights, including protests for land rights and Constitutional reform.

## ACTIVITIES AND ENGAGEMENT:

- For National Reconciliation Week 2018 the museum developed a tour, Indigenous Experiences of Democracy, connecting the history of the building and Australian democracy with Indigenous spirit of place, history and culture. The tour is delivered by an Indigenous staff member where possible, and is now offered on request, on an ongoing basis.
- The stories and achievements of Indigenous Australians continue to receive priority in the Museum's social media channels. For example, key dates, anniversaries and events in Indigenous social and political history are recognised by the Museum's highly popular #OnThisDay offering. The work of artists Leah King-Smith and Andrea Fisher were featured in our 2018 NAIDOC Week social media content.
- The museum has signed up as a Partner Organisation to an ARC-funded Linkage Infrastructure, Equipment and Facilities (LIEF) project titled The Aboriginal History Archive. This project, being run by Victoria University, is digitising the paper archive of Professor Gary Foley, leading to an online archive of records relating to Aboriginal self-determination, the land rights movement and the development of Aboriginal community survival programmes. The museum is committed to showcasing the contents of this archive in a small exhibition at the time the archive is launched. It will also host some of the archive's materials on the museum's Learning web pages.

- The museum developed an information sheet for visitors explaining the history and significance of the Aboriginal Tent Embassy.
- In conjunction with the Australian Electoral Commission and the YMCA, every second year the museum hosts the National Indigenous Youth Parliament, a week-long leadership program for young Aboriginal or Torres Strait Islander people aged 16 to 25 who are interested in learning about Australia's democracy.
- Museum staff deliver an Acknowledgement of Country at all public events, the Indigenous Experiences of Democracy tour, and presentations to visiting school groups.
- The Aboriginal and Torres Strait Islander flags are permanently flown at the front of Old Parliament House.

## COLLECTIONS:

The museum continues to acquire objects relating to Indigenous Australian political and activist history for its collection. Recent acquisitions include crockery used in parliament by Senator Neville Bonner, papers from Senator Bonner's personal archive including a boarding pass for the Concorde, and an invitation to his marriage to his second wife Heather, and the full series of artworks by Indigenous artist Lin Onus titled 'The Ongoing Adventures of X and Ray'.

# RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Establish links with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence, including the Aboriginal Tent Embassy.</li> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> <li>Investigate how other government and cultural institutions consult with Indigenous groups, with a view to developing a five-year plan for the establishment of an external Indigenous Advisory Group for cultural advice and guidance.</li> <li>Mark significant First Nations milestones and anniversaries that relate to Australian democracy through onsite and online content.</li> </ul>	<p>31 March 2020</p> <p>31 March 2020</p> <p>31 July 2019</p> <p>31 July 2019 for review</p>	<p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates, Manager Digital</p>
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>RAP Working Group members to participate in an external NRW event.</li> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	<p>27 May- 3 June, 2019</p> <p>27 May- 3 June, 2019</p> <p>27 May- 3 June, 2019</p>	<p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p>
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff at an All Staff meeting.</li> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> <li>Develop and implement a strategy to communicate our RAP to all external stakeholders, including a digital Acknowledgement of Country on our website and in our email signature block.</li> <li>Updated RAP to be placed on the MoAD website.</li> </ul>	<p>30 May 2019</p> <p>31 July 2019</p> <p>31 July 2019</p> <p>April 2019</p>	<p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates, Manager Digital</p> <p>Research and Collection Development Manager, RWG delegates, Manager Digital</p>
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	<p>30 March 2020</p>	<p>Research and Collection Development Manager, RWG delegates, Manager HR</p>

# RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p>	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> <li>Conduct a review of cultural learning needs within our organisation.</li> <li>Produce programming relating to Aboriginal and Torres Strait Islander culture, eg blogs, web content.</li> </ul>	<p>31 March 2019</p> <p>30 November 2019</p> <p>30 August 2019 for review</p>	<p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p>
<p>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> <li>Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.</li> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	<p>31 August 2019</p> <p>30 November 2019</p> <p>30 November 2019</p>	<p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p>
<p>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	<p>First week in July, 2019</p> <p>First week in July, 2019</p> <p>First week in July, 2019</p>	<p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p> <p>Research and Collection Development Manager, RWG delegates</p>

# OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> <li>Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply.'</li> </ul>	28 February 2020 30 November 2019 for review 30 November 2019 for review	Research and Collection Development Manager, RWG delegates Research and Collection Development Manager, RWG delegates Research and Collection Development Manager, RWG delegates
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> <li>Consult Supply Nation listing when procuring services for museum exhibitions and events.</li> </ul>	31 March 2020 31 March 2020	Research and Collection Development Manager, RWG delegates Research and Collection Development Manager, RWG delegates
12. Activities to collect and promote the museum's collection of Aboriginal and Torres Strait Islander objects.	<ul style="list-style-type: none"> <li>Continue to develop the museum's collections with respect to Aboriginal and Torres Strait Islander objects, including artwork and memorabilia. Investigate acquiring collection items from current and past Aboriginal and Torres Strait Islander parliamentarians.</li> <li>RWG members to attend seminars, symposia and conferences on the subject of Aboriginal and Torres Strait Islander collecting in order to broaden knowledge and awareness of the issues of collecting and displaying these objects.</li> </ul>	31 March 2020 for review	Research and Collection Development Manager, RWG delegates

# GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain RWG to govern RAP implementation.</li> <li>Draft a Terms of Reference for the RWG.</li> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	31 March 2020 31 May 2019 31 July 2019	Research and Collection Development Manager Research and Collection Development Manager Research and Collection Development Manager, RWG delegates
14. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> <li>Engage senior leaders in the delivery of RAP commitments.</li> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	31 May 2019 31 May 2019 31 May 2019	Research and Collection Development Manager, RWG delegates Research and Collection Development Manager, RWG delegates Research and Collection Development Manager, RWG delegates
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, 2019	Research and Collection Development Manager
16. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	31 December 2019	Research and Collection Development Manager

# MESSAGE FROM RECONCILIATION AUSTRALIA



Reconciliation Australia is delighted to see the Museum of Australian Democracy (MoAD) continue its reconciliation journey and to formally endorse its second Reflect RAP.

Through development of this Reflect RAP, MoAD continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to progress reconciliation within their spheres of influence. This Reflect RAP provides MoAD a roadmap to lay the foundations for its reconciliation journey. Through implementing a Reflect RAP, MoAD will strengthen the governance, relationships and understanding required for effective future RAPs and reconciliation initiatives.

We wish MoAD well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend MoAD on its Reflect RAP, and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
*Chief Executive Officer*  
Reconciliation Australia



**CONTACT DETAILS FOR PUBLIC ENQUIRIES ABOUT OUR**

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Museum of  
Australian Democracy  
Old Parliament House



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**MUSEUM OF AUSTRALIAN DEMOCRACY**  
**2019-2020**

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