

RECONCILIATION

REFLECT

ACTION PLAN

MARCH 2017 TO MARCH 2018

OUR BUSINESS

THE MUSEUM OF AUSTRALIAN DEMOCRACY AT OLD PARLIAMENT HOUSE 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.

The Museum of Australian Democracy at Old Parliament House 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 Action Plan, does not employ anyone who identifies 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. The Museum of Australian Democracy at Old Parliament House has a national and international reach.

OUR RAP

Our vision for reconciliation is one where an improved general awareness of the culture and history of Australia's First Peoples will contribute towards greater understanding between Aboriginal and Torres Strait Islander peoples and other Australians. Through our Reconciliation Action Plan (RAP) we will build better organisational understanding of Aboriginal and Torres Strait Islander cultures and histories. We will do this by providing training to our staff and promoting reconciliation within the government and museum sectors across Australia, including promoting the status and well-being of Aboriginal and Torres Strait Islander peoples. Such actions will enhance the quality of our exhibitions and events.

The Museum's reconciliation journey 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. The museum has held a number of exhibitions of Aboriginal artwork, including *Insurgence*, featuring the work of the ProppaNOW group, and Michael Cook's *Through My Eyes*, and continues to collect in this area.

The Museum's RAP champions are the Old Parliament House Board, Director, Daryl Karp, the Senior Historian, and the HR and Governance section. This RAP was developed by Senior Historian Libby Stewart (Content section) and HR officer Norrae Johnston (HR and Governance).

OUR PARTNERSHIPS & CURRENT ACTIVITIES

- The Museum is committed to considering an Aboriginal and Torres Strait Islander perspective in all of its activities and projects.
- The Museum is developing, together with AIATSIS, an exhibition and a lecture in relation to the 50th anniversary of the 1967 referendum in May 2017.
- The Museum developed an online web presence to mark the 50th anniversary of the Wave Hill walk off, to be online in late 2016. This project is being run in partnership with filmmaker Brenda Croft and producer James Marshall.
- 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, will digitise 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 annually recognises and participates in National Reconciliation Week activities, including curator talks about

collection items, web exhibitions, and an annual onsite Reconciliation Australia morning tea. In 2016 the museum ran a blog post about Neville Bonner on the Museum's website (see <http://moadoph.gov.au/blog/national-reconciliation-week-neville-bonner-s-worry-for-his-children/>). Aboriginal and Torres Strait Islander flags are permanently flown at the front of Old Parliament House.

- The Museum is a participant in a multi-organisation round table to discuss and co-ordinate activities to recognise the 50th anniversary of the 1967 Referendum next year. This group is being co-ordinated by AIATSIS. As part of its activities for the anniversary the museum is planning a possible exhibition, will host a lecture for AIATSIS, and is hosting the National Indigenous Youth Parliament
- For the past three years the Museum has hosted the Gathering of Nations sovereignty meetings. This has helped to establish relationships with those involved as well as recognising the legitimacy of their approach to sovereignty. The Museum aims to continue these meetings into the future.
- Museum staff holds occasional staff and public talks regarding the museum's Aboriginal and Torres Strait Islander collection items. These have included talks to UC students and teachers from the Neville Bonner School about the Neville Bonner collection, as well

as more general talks about the Aboriginal and Torres Strait Islander artworks that the museum holds. The Museum recently engaged its young children's Play Up space during Reconciliation Week, with facilitators involving parents/carers and children with the Museum's Aboriginal and Torres Strait Islander collection and stories.

- In conjunction with the Australian Electoral Commission and the YMCA, 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. The National Indigenous Youth Parliament will again take place at the museum in May 2017.

RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish a RAP Working Group	Form an operational RAP Working Group to support the development and implementation of our RAP, made up of from across our organisation.	28 February 2017	<ul style="list-style-type: none"> • Director • Senior Historian • HR Officer
2. Build internal and external relationships	<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. • Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. • Continue to establish links with Aboriginal and Torres Strait Islander organisations within the ACT including the Aboriginal Tent Embassy, on the lawns opposite the Museum. • Explore the possibility of jointly developing, with Tent Embassy personnel, an information sheet regarding the history of the Aboriginal Tent Embassy, with copies available to visitors to both locations. • Mark significant First Nations milestones and anniversaries that relate to Australian democracy through onsite and online content. 	31 March 2017 31 March 2017 31 May 2017 30 April 2017 30 January 2018 for review	<ul style="list-style-type: none"> • Senior Historian • HR Officer • Manager, Marketing and Communications • Manager, Partnerships and Visitor Experience
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> • Encourage museum staff to attend an NRW event, including attending Reconciliation Australia's annual morning tea at MoAD. • Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. Working Group to circulate to all staff prior to NRW. • Encourage the Working Group to participate in an external event to recognise and celebrate NRW. 	27 May- 3 June 2017	<ul style="list-style-type: none"> • Director • Senior Historian • HR Officer
4. Raise internal awareness of our RAP	<ul style="list-style-type: none"> • Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. Include presentations on the RAP at All Staff meetings. • Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP, using All Staff meetings to do so. • Continued Acknowledgement of Country by museum staff at all school presentations and public events. • A statement acknowledging the existence of the RAP to be incorporated into corporate documents, available to the public, including Corporate Plan and Annual Report. To be implemented fully in 2017-18 year. 	By 30 April 2017 30 April 2017 30 January 2018 for review By 30 June 2017	<ul style="list-style-type: none"> • Senior Historian • HR Officer • Manager, Partnerships and Visitor Experience

RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> • Increase awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within the museum through Cultural Awareness Training. • Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement. • Produce programming relating to Aboriginal and Torres Strait Islander culture, eg blogs, web content. 	30 August 2017 31 July 2017 30 January 2018 for review	<ul style="list-style-type: none"> • Senior Historian • HR Officer
6. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. Collaborate with Reconciliation Australia to assist with this task. • Inform our staff about NAIDOC Week by promoting community events in our local area. 	2-9 July 2017	<ul style="list-style-type: none"> • Senior Historian • HR Officer
7. 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, including discussions on the prior use of land on which OPH is built. • Consult with Aboriginal and Torres Strait Islander peoples on Acknowledgement of Country and Welcome to Country protocols to ensure they are understood from an Aboriginal and Torres Strait Islander perspective. • Communicate current MoAD approach to and reasoning behind Acknowledgement of Country and Welcome to Country protocols • Develop a communications guideline on referencing Aboriginal and Torres Strait Islander peoples, communities and material online, onsite and in print. 	31 October 2017 30 September 2017 31 October 2017 30 January 2018	<ul style="list-style-type: none"> • Director • Senior Historian • HR Officer
8. Raise internal awareness of our RAP	<ul style="list-style-type: none"> • Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. Include presentations on the RAP at All Staff meetings. • Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP, using All Staff meetings to do so. • Continued Acknowledgement of Country by museum staff at all school presentations and public events. • A statement acknowledging the existence of the RAP to be incorporated into corporate documents, available to the public, including Corporate Plan and Annual Report. To be implemented fully in 2017-18 year. 	By 30 April 2017 30 April 2017 30 January 2018 for review By 30 June 2017	<ul style="list-style-type: none"> • Senior Historian

OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>8. Investigate Aboriginal and Torres Strait Islander employment</p>	<ul style="list-style-type: none"> Consult Aboriginal and Torres Strait Islander organisations for advice on initiatives that will help the museum reach the goal of employing Aboriginal and/or Torres Strait Islander staff. Support Aboriginal and Torres Strait Islander applications for internships at MoAD. 	<p>30 January 2018 for review</p>	<ul style="list-style-type: none"> Manager HR and Governance
<p>9. Investigate Aboriginal and Torres Strait Islander supplier diversity</p>	<ul style="list-style-type: none"> Continue to apply Government Indigenous Procurement Policy to our procurement processes, continue to regularly use an Aboriginal and Torres Strait Islander business, and continue to look for other opportunities through regular tendering processes. Investigate opportunities to become a member of Supply Nation. 	<p>30 January 2018 for review 30 June 2017</p>	<ul style="list-style-type: none"> Manager HR and Governance
<p>10. Activities to collect and promote the museum's collection of Aboriginal and Torres Strait Islander objects.</p>	<ul style="list-style-type: none"> 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. Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network, eg participating in the MINexus informal network of Aboriginal and Torres Strait Islander museum curators in the ACT. 	<p>30 January 2018 for review 30 January 2018 for review</p>	<ul style="list-style-type: none"> Senior Historian

TRACKING AND PROGRESS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Build support for the RAP	<ul style="list-style-type: none"> Define resource needs for RAP development and implementation. Define systems and capability needed to track, measure and report on RAP activities. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. 	28 February 2017 30 September 2017 30 September 2017	<ul style="list-style-type: none"> Senior Historian HR Officer
12. Review and Refresh RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. Submit draft RAP to Reconciliation Australia for formal review and endorsement. 	30 September 2017	<ul style="list-style-type: none"> Senior Historian

CONTACT DETAILS FOR PUBLIC ENQUIRIES ABOUT OUR RAP.

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