



2014-2015 ANNUAL REPORT

RECONCILIATION SOUTH AUSTRALIA INC.

2013-2015 STRATEGIC PRIORITIES

- Recognition
- Education
- Employment
- Local Government
- Justice Re-investment
- Anti-Racism
- Veterans
- Stolen Generations

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Cover: Michael O'Loughlin with Co-Chairs Professor Peter Buckskin and Hon. Dr Robyn Layton and students from Sacred Heart College and Emmaus Christian College

OUR VISION, MISSION AND VALUES



VISION

To promote acceptance of the shared history of all South Australians that recognises and enacts the rights of Aboriginal and Torres Strait Islander peoples to live in a just and equitable society.

MISSION

Reconciliation SA will work with key decision makers and influencers in education, government, business and the wider community to achieve policy outcomes and business practices that deliver positive outcomes for Aboriginal and Torres Strait Islander peoples. It will develop a range of educational resources to facilitate a greater understanding of the shared history of all South Australians. It will establish and nurture partnerships across all sectors that will be effective in building the capacity of the association, promoting its values and sharing the responsibility for reconciliation.

VALUES

1. Recognise the Aboriginal and Torres Strait Islander peoples as the First Australians.
2. Respect and promote the rights of Aboriginal and Torres Strait Islander peoples, their cultures and identity and their right to self-determination.
3. Understand, acknowledge and accept the shared history of Aboriginal and Torres Strait Islander peoples and those who have arrived since settlement and recognise that past injustices continue to give rise to present injustices.
4. Promote constructive dialogue and language within the community that emphasises action 'done with' rather than 'done to' Aboriginal and Torres Strait Islander peoples

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RECONCILIATION SA 2014-15

message from the co-chairs

REFLECTION ON THE PAST 5 YEARS

After 5 years working together, this is the fifth and final Reconciliation SA Annual Report that we will be writing as Co-Chairs. In these roles, we have overseen significant scaling up of the activities of the organisation. This is reflected in the dramatic increases in the numbers of participants in our breakfast events; the extension of the Schools Congress to more schools, students and teachers particularly in partnership with ActNow; an active website and use of all forms of social media which has included trending with Twitter; we have increased our direct regular communication with a number of Government Ministers and bureaucrats; and we are a strong force in the Recognise and Anti-Racism campaigns. A highlight was us both being invited by the Premier Hon Jay Weatherill to be on a Panel of five persons to recommend the wording for the Recognition of Aboriginal people in the South Australian Constitution. The Panel's work resulted in a Bill being introduced into Parliament in 2012 and being passed and gazetted on 28th March 2013.

Over the 5 years the organisation has increasingly been asked to participate in many public forums and often as a lead participant.

At the personal level, as Co-Chairs it has been a pleasure working together on a cause for which we share such a strong passion and commitment. We have worked together very cooperatively, making the best of our personal strengths. We have indeed been fortunate to have a highly dedicated State Manager and team of some paid and many volunteer workers who have been with us on this journey. We also have a Board of highly skilled and passionate contributors to the reconciliation cause and the members of the Executive



PROFESSOR PETER BUCKSKIN PSM FACE
Co-Chair, Reconciliation South Australia



HON. DR ROBYN LAYTON AO QC
Co-Chair, Reconciliation South Australia

have each been prepared to shoulder the load when the need arose for support including speaking engagements. It has been a very exhilarating and rewarding 5 years and has provided an excellent base for the organisation to continue to grow and have real impact on Reconciliation, not only in this State, but nationally.

REPORT FOR THE YEAR 2014- 2015

The past year has seen further growth in our supporter base and an increase in attendance at reconciliation activities across the state.

In the 2014 / 2015 year, the Board's Strategic Priorities (2013 – 2015) were:

- Constitutional Recognition
- Education
- Justice Reinvestment
- Employment
- Local Government

Reconciliation SA has also had priorities in championing the National Anti-Racism Strategy "Racism. It Stops With Me", participated fully in a high level Anti-Racism Roundtable convened by the Commissioner for Equal Opportunity, Ms Anne Gale, supporting Aboriginal veterans and their recognition and advocating for the Stolen Generations.

We completed the Recognise Speakers' Kit with Recognise and Anglicare, continued to deliver our Recognition Circles and spoke in as many forums as possible on

the importance of addressing the discrimination based upon race in the Australian Constitution. In March 2015, we addressed the Federal Joint Parliamentary Select Committee into Constitutional Recognition.

Reconciliation SA successfully ran 8 Schools Congresses in 2014 on the theme of "I'm Not Racist But...!" (4 regional and 4 metropolitan split between Years 8 & 9 and Years 10& 11). This program commissioned a work from ActNow Theatre, a Youth Theatre company; they use a technique called Forum Theatre to encourage participants to intervene in bad social situations to make a difference. This theme also translates into schools by students taking action back into their school to promote reconciliation and improving the cultural safety of the school.

The Annual Apology Breakfast saw over 1000 people addressed by Michael O'Loughlin as he talked about the Stolen Generations, racism and the importance of recognition. A new Apology T-shirt line was introduced at this breakfast as well.

At the 2014 AGM, Bill Denny and Bill Hignett completed their terms as members of the Board. Their devoted and regular commitment to reconciliation has seen the movement grow in education, veterans, anti-racism and justice circles. Reconciliation SA has been pleased to see Bill Denny maintain his relationship with the organisation through accepting the role of Reconciliation Ambassador for Veterans.

When Hon. Kyam Maher MLC was elevated to become the Minister for Aboriginal Affairs and Reconciliation, the Parliamentary Director for the Labor Party was filled by Ms

Katrine Hildyard MP, who has been involved in a number of Recognise and local activities . The Liberal Party has continued to be well served with representation from Mr Steven Marshall MP, whose decision to remain on the Board as Leader of the Opposition demonstrates his level of commitment to the cause of Reconciliation .

In May, 2015 over 1100 people attended the National Reconciliation Week launch. The Australian Aboriginal Social Justice Commissioner presented a pre-recorded DVD on racism in Australia and ActNow showed excerpts of the play that stimulated and encouraged schools in 2014.

Reconciliation SA has been pleased to develop a project on South Australian Aboriginal Veterans “Call of Country” launched at the annual Aboriginal Veterans Commemorative Service. As Co-Chairs we have met regularly with the Minister for Aboriginal Affairs and Reconciliation. In 2014 and 2015 regular meetings have been continued with the Chief Executive of the Department of Education and Child Development, Mr Tony Harrison and Chief Superintendent Scott Duval of the South Australian Police, responsible for operational policing.

The Department of State Development has continued to be our landlord. Funding from the Department of Education and Child Development, Veterans organisations, Reconciliation Australia and Recognise has helped to meet our goals. We’ve also seen an increase in sponsorships that has helped to extend the resources available for our work.

The Reconciliation SA staff team has continued to excel under the leadership of Mark Waters, our State Manager. Stability and value has been added by Stephen Holt (Administration /Finance) and Jack Nadar (Communications) who stepped in and took over from Jessie De Garis in October 2014.

In 2015 / 2016, we will adopt a new Strategic Plan: 2016 – 2018. This follows successful consultations in late 2014 where over 130 respondents encouraged the Board to consider new and emerging priorities. As some existing priorities cease and others are embraced, Reconciliation SA aims to keep the reconciliation movement current and incisive.



Prof Peter Buckskin PSM FACE Hon. Dr Robyn Layton AO QC

RECONCILIATION SA 2014-15

state manager's annual report

Reconciliation SA held a major review of its Strategic Plan 2013 – 2015 in November 2014. The outcomes of that review confirmed our top two priorities as:

- Recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution
- Education

The Board affirmed Justice Reinvestment as its third priority but with less staff involvement. However, we have continued to play a leadership role in advocacy and development of governance structures for Justice Reinvestment SA.

Therefore it has still had significant involvement from Board members through Robyn Layton, Cheryl Axleby and Khatija Thomas as well as my time.

The two remaining priorities shifted in that they were to play a more minor role over the ensuing year:

- Employment
- Local Government

Other projects and activities that have featured highly in 2014 / 2015 have been:

- Anti-racism
- Stolen Generations
- Veterans

These priorities will be reported upon in other sections of this Annual Report. As part of the Board's major review, they received the results from a survey conducted through URPS with a Survey Monkey research tool. These results



MARK WATERS
State Manager
Reconciliation South Australia

were extensive with over 130 people responding. The emerging areas for reconciliation in SA were seen as health, well-being and anti-racism. The Board decided in November 2014 to use 2015 as a year of consultation in health so that this priority would be considered for the 2016 – 2018 Strategic Plan.

Regarding its Anti-Racism stance, Reconciliation SA has:

- signed up to the National Anti-Racism Strategy
- participated fully in the State Anti-Racism Roundtable called together by the Equal Opportunity Commissioner, Ms Anne Gale
- implemented the 2014 Schools Congress “I’m Not Racist But...!” with ActNow Theatre and made this topic the centrepiece of the 2015 Annual National Reconciliation Week Launch Breakfast.

Reconciliation SA has continued to advocate for reparations for the survivors of the Stolen Generations. The Annual Apology Breakfast with Michael O’Loughlin and the support for the community BBQ on the same day demonstrates our level of commitment and interest. This topic has continued to be raised with the Minister of Aboriginal Affairs and Reconciliation every time that we meet with him.

The Aboriginal Veterans have continued to be very important during the year. Achievements have been:

- the production and launch of the travelling exhibition “Call of Country” that depicts nine Aboriginal servicemen and one Torres Strait Islander servicewoman. All of the story boards developed show significant connection to SA for these personnel.
- the annual Aboriginal Veterans Commemorative Service
- maintaining the Register of Aboriginal Veterans of SA (RAVSA) on the Reconciliation SA website
- starting the RAVSA Book
- handing over the Gordon Charles Naley medal for the best player on the ground at the 11th Don McSweeney Aboriginal Lands Cup.

High level regular meetings have been held with Reconciliation SA and the Minister for Aboriginal Affairs and Reconciliation, SAPOL, the Department of Education and Child Development and the Attorney General’s Department.

Other key activities for the year have included:

- Participation in NAIDOC Week, Tauondi Open Day and Survival Day (at Semaphore)
- Hosting the National Launch of Reconciliation Australia’s Early Learning and Schools program, Narragunnawali
- Supporting Relationships Australia SA in hosting their Sorry Day Healing event out at the Healing

Garden, Andrews Farm

- Helping to expand National Reconciliation Week activities into the Barossa Districts in partnership with the local health service as they hosted hundreds of people at the Nuriootpa Bush Garden

Our small staff team continues to perform at high levels of delivery and competence. Stephen Holt on a half time basis provides the bookkeeping, finance and office administration support that is invaluable to the organisation.

The Communications Officer role saw some changes with Jessie DeGaris handing over the reins to Jack Nadar who transformed the look of many of Reconciliation SA's communications and products.

Jessie is to be thanked for the changes to the Reconciliation SA website and while we were unable to retain Jack in the long term in a half time role, his successor, Samara Young will take the Communications for the organisation to the next level.

We were grateful once again for the casual work of Ned Kuhne in the lead up to and during National Reconciliation Week.

Social Work Students (two per semester) from Flinders University continue to add value to the organisation and help it extend its scope and reach. The voluntary support of Di Hart, David Butler and Jingyu Xu

continues to extend the administrative capacity of Reconciliation SA.

Reconciliation SA has also relied upon a raft of volunteers (too numerous to name) for major events. They have come from the Department of State Development and PwC. Their ranks swell to over 20 for breakfasts. It would be impossible to carry out these events smoothly without their support and tireless efforts.

Sponsorships have been provided by Telstra, Port Power, Adelaide Crows, University of SA, SACOSS, Recognise, PwC and Reconciliation Australia. Many effective and functional partnerships have been forged which allows more projects and activities to be supported and run.

The partnership with the Department of State Development as our benevolent landlord is appreciated tremendously and as mentioned above has extended to other volunteering and pro bono contributions from very willing staff.

Our partnerships allow us to extend our work further in:

- education with our Education Steering Committee,
- veterans with the RAVSA and the organisers of the Aboriginal Veterans Commemorative Service,
- Justice through Justice Reinvestment SA,
- Stolen Generations with the organising of the annual Apology Community events
- Constitutional recognition with Anglicare, Tauondi, Recognise and the churches

At the 2014 AGM, the two Bills (Denny and Hignett) completed their terms after over 8 years of commitment to the reconciliation agenda. They were ably replaced by Lynn Hall and Ian Smith. However, we know that they are not lost to us as Bill Denny has accepted a Reconciliation Ambassador's role for Veterans and Bill Hignett continues to do reconciliation work behind the scenes for education and veterans.

In February 2015, due to a Cabinet reshuffle the Hon Kyam Maher MLC was elevated to the role of Minister for Aboriginal Affairs and Reconciliation. Due to the direct conflict of interest, the Labor Party appointed Ms Katrine Hildyard MP to fill this Parliamentary Director vacancy.

In closing this, my fifth Annual Report, I would like to celebrate the truly inspirational work and

commitment of members of the Reconciliation SA Executive and fellow Board members. They provide a huge amount of back up and contribution to the work of advancing reconciliation in SA. And during an extraordinarily tough year for Board members, they have supported each other and helped to spread the work of Reconciliation SA.

But most of all I would like to pay respects to the reconciliation supporters and champions who make this work worthwhile.

Mark Waters

State Manager

Reconciliation South Australia

RECONCILIATION SA 2014-15 highlights

VETERANS - CALL OF COUNTRY

Acknowledging the shared history of Aboriginal and non-Aboriginal Australians is an important step in the process of reconciliation. This is particularly true for the case of Aboriginal servicemen and servicewomen, who have volunteered in all conflicts and operations in which Australia has been involved. It is through acknowledging and remembering this selfless commitment, and sharing this story with the public, that we begin to take steps towards reconciliation. During 2014 / 15, Reconciliation SA took on the auspicing and executive support for the Register of Aboriginal Veterans of South Australia (RAVSA). This has meant that Reconciliation SA managed the successful production of the Call of Country project. This was launched at the annual Aboriginal Veterans Commemorative Service on May 29th 2015 at the Torrens Parade Ground.

The display, which can now be borrowed by community and service organisations through History SA, shares the stories of nine Aboriginal servicemen and one Torres Strait Islander servicewoman. All of these personnel have ties with SA through being born or enlisting in SA, or training or living here. This narrative of service extends from World War I to current conflicts in Afghanistan.

Reconciliation SA now moves on to the second RAVSA project which is the writing of the RAVSA book that will document all of the South Australian Aboriginal servicemen and servicewomen named on the Register.



HIGHLIGHTS

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Reconciliation
Australia Inc.

COGNITION



RECONCILIATION SA 2014-15 highlights

7TH ANNIVERSARY OF THE APOLOGY BREAKFAST

Honouring the survivors of the Stolen Generations continues to be very important for Reconciliation SA. The Anniversary of the Apology has grown as an event with more Stolen Generations being supported to get to the breakfast. The audience was diverse with Government Departments, Local Government, the business and community sectors being represented. The breakfast also aimed to continue to inform non-Aboriginal Australians about the needs of the Survivors of the Stolen Generations.

The breakfast started with the Nori Ringbalun dance. Two young Ngarrindjeri dancers based in Sydney, Taree and Caleena Sansbury, portrayed the life cycle of the pelican and spread their wings as they “hatched” on stage (see back cover). This breathtaking performance truly set the scene for a memorable breakfast. Professor Daryle Rigney described the significance of the pelican as the totem for the Ngarrindjeri and recounted instances where the pelicans have escorted people who have passed “home”.

The newly appointed Minister for Aboriginal Affairs and Reconciliation, Hon Kyam Maher MLC spoke and the audience was given the opportunity to pledge continued action to support survivors of the Stolen Generations.



RECONCILIATION SA 2014-15 highlights

“I’M NOT RACIST BUT...!”

THE LAUNCH OF NATIONAL RECONCILIATION WEEK

May 27th 2015


Records were broken again with 1100 people attending the Launch of National Reconciliation Week at the Adelaide Convention Centre. For the first time, Reconciliation SA showcased one of its schools programs for a wider audience. “I’m Not racist But...!” has been the theme of the 2014 schools Congress (to be repeated in 2015 / 2016).

The morning started with students from Mt Carmel College, Rosewater telling breakfast goers about their “Bollard Project”. These bollards provided the images for the T-shirts and hoodies that were launched at the breakfast.

Mick Gooda, the Aboriginal Social Justice Commissioner with the Australian Human Rights Commission (AHRC), had hoped to join the breakfast in person but ended up having to be in Canberra for Senate Estimates. He pre-recorded his presentation that spoke powerfully about the effects of racism upon Aboriginal Australians.

The youth theatre company, ActNow Theatre then acted out the way in which their play “Responding to Racism” forms the centrepiece of the Schools Congress program. Their Forum Theatre techniques show scenarios that have a beginning, middle but no end.





The audience become actors and inject themselves into the scenario to try to make a positive difference to it.

Feedback from the breakfast was extremely positive with ActNow being engaged for more work, the media response being extensive and the social media trending nationally on twitter.

ActNow are truly deserving recipients of the Governor's Multicultural 2015 Award.

OUR STRATEGIC IMPACT

HOW CAN YOU IMPROVE THE
CULTURAL SAFETY OF YOUR
SCHOOL?

At any age group
At Sporting Clubs — programs to help change
programs that support

HEART (How do you feel about
Happy that someone
helped

Sad + Angry
Offended
Shocked Disgusted
Aware
Annoyed
Motivated
Worried
Confused as to why

HANDS (What do you
invite groups

more awareness
avoid being stereotypical
Speak up

do what you feel is right
have consequences
run workshops with class
multicultural activities

EDUCATION

Education Steering Committee

Reconciliation SA could not achieve the reach that it does in schools without the work of the Education Steering Committee. Their tireless commitment to reconciliation and their ability to communicate across the schooling system adds significant value to Reconciliation SA's efforts. This was demonstrated when over 200 of the 1100 people at the May 2015 Reconciliation Breakfast were students, teachers or education leaders and bureaucrats.

Reconciliation SA would like to thank the following for their work with Reconciliation SA over the past year: - Bill Hignett (Chair until November 2014) Lynn Hall (current Chair), Lynda Secombe, Dr Roma Aloisi, Monica Williams, Vicki Wilson, Cassie Brown, Jo Ashford, Alex Shain and Mark Waters.

Through meeting regularly with the Department of Education and Child Development (DECD), Reconciliation SA has received support from the DECD leadership. This has also meant that the annual contribution of \$50,000 from DECD has been secured and allows for schools activities, resource development and Schools Congress to be run for public system schools. This grant allows for a wider reach across education and Reconciliation SA could not achieve what it currently does in education without it. In December 2014, Reconciliation SA also went



Paige from Port Lincoln Primary School saying 'NO' to racism at the Schools Congress

one step further to request a specialist out-posted worker to take on the organisation of the responding to racism in schools agenda.

This request is still being considered and the Board is still hopeful of a positive outcome.

National Launch of Narragunnawali – May 5th 2015

Reconciliation SA was pleased to collaborate with Reconciliation Australia to host the launch of the National Reconciliation Early Learning and Schools program, Narragunnawali on May 5th 2015 at Tauondi College. The capacity for schools to build a Reconciliation Action Plan online and tailored to schools is a great innovation. The program is now moving into resource development and professional development as the next main phases of its work. Funded through BHP Billiton, we look forward to seeing more reconciliation results in schools as an outcome of this encouraging national initiative.

Alex Shain, the leader of Reconciliation Australia's Narragunnawali program is to be commended for the work that he has done to build the national profile and program. In South Australia, we support Alex's work and have benefited from the relationships and partnerships that he has built in traversing the complex world of reconciliation education in schools.

Pulteney Grammar School and Association of Independent Schools SA (AISSA) Vignettes – development of resources

Reconciliation SA continues to work with partners to develop relevant reconciliation educational resources. Some remarkable work has been seen through the Association of Independent Schools SA. They contracted a few years ago with Pulteney Grammar School to develop reconciliation activities in their school. As an outcome, Pulteney has

RECONCILIATION SA 2014-15
our strategic
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worked within its Early Learning Centre to introduce Kaurana language and cultural concepts as part of the core activities of the school. This has been filmed in seven short DVD vignettes, shown in a national conference for Early Childhood workers and will be embedded within the Reconciliation SA Constitutional Recognition resource.

School Activities

Each year, Reconciliation SA assists the Department of Education and Child Development to distribute resources to schools to run reconciliation activities. While there is a focus upon National Reconciliation Week, the purpose of these grants has expanded to highlight sustainable reconciliation approaches in schools. There has also been a greater emphasis upon schools developing Reconciliation Action Plans as part of their contractual obligation.

A small amount of national grant funding via Reconciliation Australia has been used to match funds provided through the Catholic and Independent Schooling sectors in order to promote reconciliation focused school-based activities.

“I’m Not Racist But...!”

Reconciliation SA’s Schools Congress program continued to grow and strengthen over the past 12 months, providing students the opportunity to respond to and prevent racism in their schools. In 2014, a total of eight Schools Congress sessions were held across metropolitan and regional South Australia with over 300 students from 38 schools attending. Students from years 8 – 11 were invited to participate in the program. The program commences with a presentation from a young Aboriginal person, Scott Rathman Jnr who described his experience of racism at school. His presentation was supported by the Beyond

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Blue Clip “Stop Think Respect”. The Congress then moves on to an interactive Forum Theatre performance from ActNow Theatre. The program highlights the impact of persistent racism in the daily lives of Aboriginal Australians and for people from other cultures as well. It allows students to think about and practice strategies if they were bystanders, role models or victims of racism. The program aims to build resilience in young people and have them stand together against racism. It also encourages schools to develop systems for improving cultural safety.

Feedback from the schools was strong. Many schools honoured their commitment to attend the Schools Congress program annually, returning with students for a second time. Student feedback indicated an increased awareness of racism and the belief that the skills acquired through the Schools Congress Program could be taken back to the school environment for action.

Reconciliation SA recognises its partners in ActNow Theatre and Amnesty International who have helped to make this program so strong.



ANTI-RACISM

Reconciliation SA continues its work as a member of the National “Racism: It Stops With Me” campaign through the Australian Human Rights Commission.

Wherever possible, Reconciliation SA has promoted the implementation of the National Anti-Racism Strategy and has remained a key member of South Australia’s Anti-Racism Roundtable called together by the Equal Opportunity Commissioner, Ms Anne Gale.

The National Strategy has six main priority areas for intervention. One of these is the Education and Higher Education sectors and so the Board determined in its 2013 – 2015 Strategic Plan to keep a focus upon these sectors as a target for one of our strategies. Therefore, Reconciliation SA has continued its Schools Congress program which features a very strong anti-racism message. The main thread of the Schools Congress program focusses on cultural safety within schools and providing students with the necessary resources to deal with instances of racism.

Students were also invited to take photos with Reconciliation SA’s “Racism. It Stops With Me” selfie frame to share on social media pages and school newsletters.

RECONCILIATION SA 2014-15

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The State Roundtable has also worked on a priority of addressing the media and is concerned about the racism and bullying that is carried out anonymously through social media.

The State Minister for Aboriginal Affairs and Reconciliation in 2013 determined that all State Government Departments would use the refreshing of their Reconciliation Action Plans to report against what each Department was doing in the Anti-Racism space. This is a clever juxtaposition of agendas relating to cultural competency and cultural safety. This also leads to policy conversations about how the Public Sector remains diverse and tolerant towards peoples of all races.

Reconciliation SA participated in the Review of the Racial Discrimination Act 1975 and also contributed to conversations about Freedom of Speech through the Australian Human Rights Commission.



RACISM. IT STOPS WITH ME



JUSTICE REINVESTMENT

Our Co-Chair, Hon Robyn Layton AO QC, Board members Ms Khatija Thomas and Ms Cheryl Axleby and the State Manager, Mark Waters have invested a significant amount of time during the past year in advocating for Justice Reinvestment (JR).

Justice Reinvestment SA (JRSA), a network of dedicated and interested organisations, has met monthly to promote Justice Reinvestment. Helen Connolly, the CEO of Red Cross, Robyn and Mark drafted a Justice Reinvestment framework for SA.

Many meetings have been held with the Attorney General's Department officers to advance this agenda. By September 2014, this was leading towards a Cabinet submission so that there could be a coordinated all of Government approach to the agenda. At that time, the Federal Government called for submissions for the Indigenous Advancement Strategy and so the Cabinet submission was not progressed. When the submission for "Jobs Not Jails" from the State Government was unsuccessful, discussions continued to progress JR in a meaningful way. This led to further consultations about Justice Reinvestment being held in Port Adelaide in the middle of 2015.

In addition, Mark has provided leadership to formalise the governance of JRSA so that the organisation can be sustained over the next five years.

RECONCILIATION SA 2014-15

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As well as operating at the state level, Reconciliation SA has started a conversation with its national and state counterparts about JR. The Australian Reconciliation Network has been starting to galvanise thinking across the country upon these agendas as well. Links with Amnesty International and a major report from Western Australia back up the good work that is coming out of NSW in Bourke and Cowra where JR models are being implemented.

Reconciliation SA will continue to work with its partners to advocate for a decrease in the incarceration rates of Aboriginal people (and in particular Aboriginal young people). The State Government made an election commitment at the 2014 Election to fund two Justice Reinvestment trials and we will keep working to see that Election commitment met.

After all, \$321,000 per annum per young person seems to be a lot of money to spend to keep young people detained, when judicious investment in prevention and early intervention could lead to longer term dividends and savings.

(2014 Productivity Commission figures for SA)

CONSTITUTIONAL RECOGNITION

In the past year Reconciliation SA's commitment to Constitutional Reform has remained steadfast. As the campaign for National Constitutional Recognition continues, Reconciliation SA still endeavours to raise awareness and provide education on the issue through community engagement. Over the past 12 months Reconciliation SA has hosted a number of RECOGNISE stalls, encouraging South Australians to engage with the topic and answering any questions they may have. All members of staff, including volunteers and students, participated in the RECOGNISE stalls throughout the year.

Reconciliation SA has run further Recognition Circle workshops, led training for speakers on Recognition, spoken at forums and conferences and encouraged the churches through the South Australian Council of Churches to step up for the RECOGNISE agenda.

In March 2015, Reconciliation SA's Co-Chair Robyn Layton AO QC, State Manager Mark Waters and two young Aboriginal people, Scott Rathman Jnr and Jade Butler (pictured), presented to the Federal Joint-Select Parliamentary Committee on Constitutional Recognition at the Adelaide Town Hall. The purpose of this hearing was to seek public comment on a list of options on Constitutional Recognition that have been developed by the Committee. Jade and Scott shared their own views and experiences of racism as well as the critical importance for young people in South Australia to advocate for constitutional recognition. It was pleasing to see their views quoted in the Final Report from the Select Committee.

Reconciliation SA will continue to seek community education opportunities to advocate for recognition and the amendments to the Constitution so that it doesn't allow discrimination upon the basis of race (Section 25 and Section 51, clause [xxvi]).

RECONCILIATION SA 2014-15 our strategic impact



EMPLOYMENT

Reconciliation SA continues to have support from Reconciliation Employment Ambassadors. We were pleased to be advised that our new Governor, Hon. Hieu Van Le AO has accepted the patronage of this Ambassadors program.

The Department of State Development Industry Clusters program is supported by Reconciliation SA and wherever possible we encourage employers to consider the employment of Aboriginal people in their organisations. During the year, Reconciliation SA has presented to the hospitality cluster.

The best tool that Reconciliation SA has available to promote the importance of Aboriginal employment is Reconciliation Australia's Reconciliation Action Plan (RAP). Reconciliation SA has been speaking to a wide range of organisations about signing up to a RAP. For example, the local chapter of Engineers Without Borders held a Reconciliation Week event as a forum on RAPs and how this can translate into employment within their sector. SA Water representatives also spoke passionately about the potential for to drive increased Aboriginal employment.

The year was capped off with a forum for RAP organisations and Aboriginal businesses on Procurement and Supply. The networking at this event has led to further relationships being formed that may translate into more formal contracts down the track. Forty five people attended the morning's program which was supported by Reconciliation Australia, the State Government, Supply Nation and PwC.

LOCAL GOVERNMENT

A number of Councils in SA stepped up to explore the development and implementation of a Reconciliation Action Plan. Reconciliation SA has been working with Councils as an advisor on a one off basis or as a consultant where community engagement has been the primary need. Tea Tree Gully Council has held three significant consultations with the community, staff and Elected Members. They are now nearing completion of their draft Plan. Conversations have been started in Port Augusta, Mount Gambier, the City of Onkaparinga, Adelaide Hills Council and Playford. The RAP agenda has also been accentuated by the LGA writing and launching its RAP during the year. To support Councils in their RAP journey, Reconciliation SA has continued to hold networking forums in conjunction with the LGA to help promote the discussion and information sharing across Councils.

We are hoping that this will translate in time into feature articles in LGA and Council publications that showcase the work that is being done in relating to and understanding the Aboriginal communities in SA. The Councils that have been supporting reconciliation over the long term can also have their stories shared in this process. This will help to capture the work of Adelaide City, Marion, Port Adelaide & Enfield and Salisbury Councils.

Reconciliation and NAIDOC Weeks also provide tremendous opportunities for Councils to hold special events that mark their respect for the First Peoples of this country.

2014 Community Survey

Reconciliation SA conducted a major online consultation in September 2014. Comments in relation to existing priorities are depicted below. The top two emerging priorities were identified as Health and Wellbeing and Anti-Racism Strategies.

EDUCATION

97%

of respondents said education should be a priority for Reconciliation SA

Reconciliation SA's Performance in education:

54% quite good
41% very good*

"Education is key to addressing ignorance and influencing the next generation."

CONSTITUTIONAL REFORM

93.6%

of respondents said constitutional reform should be a priority for Reconciliation SA

Reconciliation SA's Performance in constitutional reform:

44.2% quite good
35.7% very good*

"This is not only important for SA but Australia as a whole so as we can correct the birth certificate once and for all."

JUSTICE REINVESTMENT

77.6%

of respondents said JR should be a priority for Reconciliation SA

Reconciliation SA's Performance in JR:

23.4% quite good
8.2% very good*

"This in conjunction with education are two of the major processes in which Rec SA should invest."

EMPLOYMENT

75.4%

of respondents said employment should be a priority for Reconciliation SA

Reconciliation SA's Performance in employment:

34.7% quite good
7.6% very good*

"Only know of Tauondi: impressive."

LOCAL GOVERNMENT

70.3%

of respondents said local government should be a priority for Reconciliation

Reconciliation SA's Performance in local government:

26.2% quite good
12.3% very good*

"Reconciliation is everyones business, therefore all levels of government should have it as a priority"

*In some circumstances respondents were unaware of Reconciliation SA's work in a given area, thus the percentages are representative of those who had knowledge of Reconciliation SA's work.

TEAM REPORTS

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RECONCILIATION SA 2014-15 team reports

ADMINISTRATION REPORT

It has been another significant year for Reconciliation SA.

We have continued to grow our two breakfasts with over a 1000 people attending both the Apology Breakfast and the Reconciliation Week Breakfast. The almost doubling of attendees from the 2013 Apology Breakfast shows that not only have we got the program and venue right, we also continue to develop good supporter relations. It takes a lot of hard work to ensure the breakfast runs smoothly so it has been pleasing to see our systems holding up with the increase in numbers. We are now well placed to see another doubling of attendees by 2017.

With our increased profile Reconciliation SA has seen an increase in people and organisations wanting to sponsor and be part of our friends program. This support not only gives

us much needed funds to run our reconciliation activities but it also shows how valued Reconciliation SA is within the broader community. Going forward we are excited about giving our members a unique insight into reconciliation within South Australia.

In 2015 Reconciliation SA started to explore merchandising. We continued to develop a shop on our website and then offered Journey of Healing T-shirts for sale. With its bold design these T-shirts were a hit both through our internet shop and also at the Apology Breakfast. Expanding upon this success we created a new design for the Reconciliation Week Breakfast. Available in both black and grey the Bollard T-shirts, from Bollards painted by Mount Carmel College students, infused bold colours with a creative design. A hoodie was also added to the mix.



STEPHEN HOLT
Personal Assistant

Again our hard work was generously supported and we sold out of most colours and sizes. Our beautiful T-shirts and Hoodies will be for sale in 2016 on our website, at our breakfasts and at other events we support.

Over the year Reconciliation SA has continued to improve its operations. From the increase in attendance at our breakfast events, to the increase in membership and the selling of merchandise, we are finding ways to increase our profile. This has only been possible through the continued support of a core group of people. In particular, Josie from Consumer Sector Banking, who has advised us on all our banking needs and has helped us to hire a Point of Sale machine.

This device allows us to receive debit card or credit card payments, thereby making it easier for our Friends to support the organisation.

All these improvements make the organisation stronger and put it in a good place to increase our reach even further over the coming year.

Stephen Holt
Personal Assistant



RECONCILIATION SA 2014-15 team reports

COMMUNICATIONS REPORT

The last financial year has seen a significant expansion across all communications platforms for Reconciliation South Australia.

This started with the re-design and re-structuring of the annual report, into a corporate prospectus-like document that featured key milestones, testimonials and program reporting that was more digestible to today's digitally-savvy reader. The report received positive feedback from the Board. Alongside this, research on a crowd-funding submission and final drafts around a Social Media and Communications Policy was developed. In this period, we learned how to become more accountable with the conversations and sharing around our own performance levels and what issues were actually important to our online subscribers and other audiences. We communicated this back through a series of info-graphics that captured results of a market research survey

where our audiences shared with us what issues and emerging issues were important to them around the reconciliation agenda.

A major development was the planning and then implementation of an online merchandise strategy, where a new web-page was created featuring Reconciliation SA's branded products. This trial saw the introduction of an Australian-made, organic cotton, t-shirt featuring an Aboriginal design. Additional product-lines have been introduced including a t-shirt were students from Rosewater Mt. Carmel College contributed their bollard design illustrations, to be re-worked into the final t-shirt and hoodie designs. This collaboration also included working with Aboriginal and non-Aboriginal models (professional and amateur) and a professional photographer who generously donated time to showcase the t-shirts and hoodies, for online sales and sales at major events. This strategy



JACK NADAR
Communications Officer

complemented a highly-successful sales / eftpos strategy (staffed by a talented pool of volunteers) to sell large volumes of t-shirts (and Aboriginal Art made by Stolen Generation and Aboriginal Art Centres) at our breakfast events.

Another development was the introduction of a corporate sponsorship package and branding elements to further consolidate the Reconciliation SA brand around its two major events: the annual Apology Breakfast and National Reconciliation Week (NRW) Breakfast. In both cases, successful sponsors were secured at large, medium and small-gift levels, including: the University of South Australia, the Crows and Port Power Football Clubs, PwC and others. This brought in additional income for the organisation's fund-raising efforts.

In terms of media coverage, Reconciliation SA benefitted from additional media coverage across a variety of publications and platforms. This included being featured on Channel Seven's

Evening News program for its NRW breakfast event. It also included articles in The Advertiser on Michael O'Loughlin for the Apology Breakfast, and several articles in the Koori Mail throughout the year. One highlight of this strategy was successful collaboration with the Aboriginal Health Service of South Australia and Oxfam SA, towards a joint-event, marketing efforts and joint-media release. Another was our involvement in ideas development towards Life Without Barrier's Apology Family day, an event that our organisation built-in enough capacity for others to the lead in organising.

There has also been an upsurge in social media activity. This included strategies designed to increase Likes and Postings on our Facebook Page, such as the introduction of a popular "Racism. It Stops with Me." selfie photo-frame that was used extensively at events where Reconciliation SA participated in.

A major achievement here was how Reconciliation SA's hashtag #notracistbut2015 actually trended

during its NRW annual breakfast – this is the first time any of our social media platforms have been a channel for mass audience traffic.

Overall, the year has been filled with activity that has lifted the communications profile and brand of Reconciliation SA to a higher level. It has been a great opportunity for me to learn and work with a close-knit united team under the direction of a wise and encouraging State Manager, Board and fellow colleagues and volunteers, to help drive communications around the reconciliation agenda, which is something I believe in passionately as we strive towards greater unification across our country.

Jack Nadar
Communications Officer

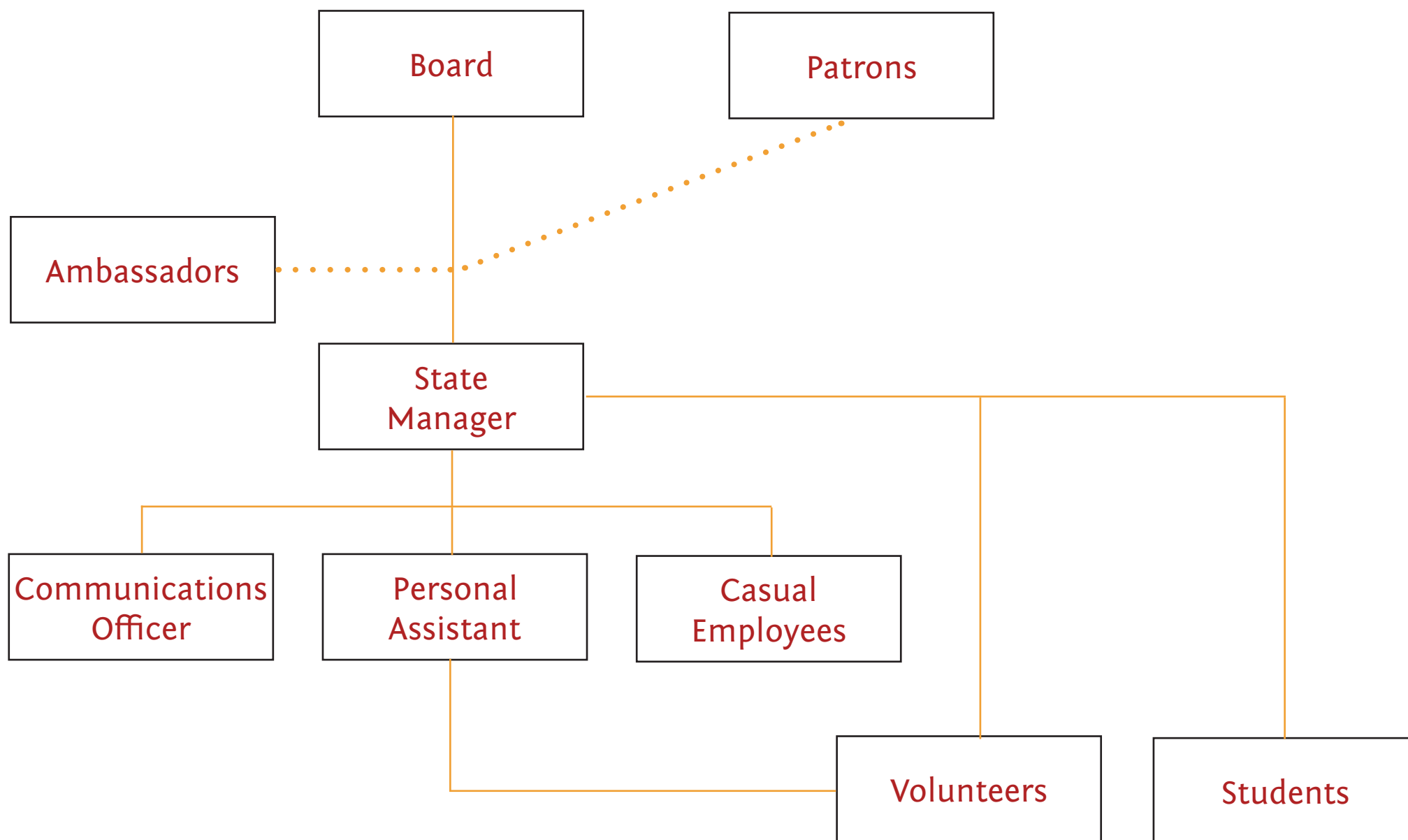
PARTNERS, SPONSORS AND SUPPORTERS

Reconciliation SA would like to thank the following organisations and companies for partnering with us, sponsoring our activities as well supporting us with donations and in-kind support, over the 2014 - 2015 financial year. These organisations and companies are:

Aboriginal Affairs & Reconciliation, Department of
State Development
Adelaide Football Club
Adelaide City Council
Adelaide Convention Centre
Amnesty International
Anglicare SA
Australian Education Union
Community Sector Banking
Coopers Brewing
Coriole Winery
Country Arts SA
Department of Education and Child Development
Department of State and Development
Department of Veteran's Affairs
Education Steering Committee
History SA
Life Without Barriers
National Stolen Generations Alliance

Minister for Aboriginal Affairs and Reconciliation
Nunkuwarrin Yunti
Office of the Commissioner for Aboriginal Engagement
Port Adelaide Football Club
PwC
Recognise
Relationships Australia South Australia
Returned and Services League of SA
South Australian Council of Churches
South Australian Council of Social Services
South Australia Police
Tandanya
Tauondi Aboriginal Community College
Telstra
Turkindi
University of South Australia
URPS
Veterans SA
Vietnam Veterans War Memorial Committee

GOVERNANCE ORGANISATIONAL CHART - OUR STRUCTURE



FINANCIAL AUDITS



BOARD'S REPORT

Your Board members submit the financial report of the Reconciliation South Australia Incorporated for the financial year ended 30 June 2015.

Board Members

The name of each member of the Board during the year and if different, at the date of the report;

Names	Position	Appointed
Professor Peter Buckskin PSM FACE	Co-Chairperson	
Hon. Dr. Robyn Layton AO QC	Co-Chairperson	
Joel Bayliss	Treasurer	
Wendy Keech	Secretary	Appointed 12.11.2014
James (Bill) Hignett	Secretary	Completed Term 12.11.2014
Cheryl Axleby		
Mayor David O'Loughlin		
Ivan Copley OAM		
Commissioner Khatija Thomas		
Sharron Williams		
Kim Morey		Resigned 5.8.2015
Ian Smith		Appointed 12.11.2014
Lynn Hall		Appointed 12.11.2014
Kyam Maher	Parliamentary Rep	Resigned 28.2.2015
Katrine Hildyard MP	Parliamentary Rep	Appointed 1.4.2015
Steven Marshall MP	Parliamentary Rep	
Bill Denny AM		Completed Term 12.11.2014

Principal Activities

The principal activities of the Association during the financial year were:

The Association enhances reconciliation between Aboriginal and Non-Aboriginal people through advocacy, program development and community education.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The surplus of the Association for the financial year amounted to \$20,479.35 (2014: (\$22,534.74) Loss).

Event after the end of reporting period

No matter of circumstances have arisen since the end of the financial which significantly affected or could significantly affect the operations of the Association, the result of those operations or the state of affairs of the Association in the future financial years.

INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2015

RECONCILIATION SOUTH AUSTRALIA INCORPORATED

	Note	2015 (\$)	2014 (\$)
INCOME			
Grants Received	3	266,496.09	275,894.54
Donations Received		963.90	30.00
		<u>267,459.99</u>	<u>275,924.54</u>
OTHER INCOME			
Consulting Fees		15,914.94	
Membership Fees		7,364.43	2,400.00
Reimbursements		6,499.41	11,770.28
Sponsorships Received		19,200.00	10,572.72
Interest Received		2,225.13	282.90
Ticket and Consumable Sales		123,278.42	94,007.28
Schools Congress Fees		5,745.45	
		<u>180,227.78</u>	<u>119,033.18</u>
		<u>447,687.77</u>	<u>394,957.72</u>
EXPENDITURE			
Administration Costs		20,627.27	27,563.34
Depreciation		1,914.00	2,694.00
Employee Entitlements		221,660.43	216,025.85
Events and Projects		174,204.00	140,420.91
Marketing and advertising expenses		8,802.72	30,788.36
		<u>427,208.42</u>	<u>417,492.46</u>
Surplus (Loss) before income tax		<u>20,479.35</u>	<u>(22,534.74)</u>
Surplus (Loss) for the year		<u>20,479.35</u>	<u>(22,534.74)</u>
Accumulated surplus at the beginning of the financial year		116,639.65	139,174.39
Accumulated surplus at the end of the financial year		<u>137,119.00</u>	<u>116,639.65</u>

BALANCE SHEET AS AT 30 JUNE 2015

RECONCILIATION SOUTH AUSTRALIA INCORPORATED

	Note	2015 (\$)	2014 (\$)
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	224,518.60	203,846.54
Trade and other receivables	5	48,060.08	41,067.35
Accrued Income		3,820.15	
Prepaid Insurance		610.53	606.18
TOTAL CURRENT ASSETS		277,009.36	245,520.07
NON-CURRENT ASSETS			
Property, plant and equipment	6	9,679.00	11,593.00
TOTAL NON-CURRENT ASSETS		9,679.00	11,593.00
TOTAL ASSETS		286,688.36	257,113.07
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	7	28,884.19	39,816.94
Employee benefits	8	10,873.33	13,832.99
Accrued Expenses		4,785.00	4,785.00
Grant Income in Advance	9	101,000.00	80,500.00
TOTAL CURRENT LIABILITIES		145,542.52	138,934.93
NON-CURRENT LIABILITIES			
Employee benefits	8	4,026.84	1,538.49
TOTAL NON-CURRENT LIABILITIES		4,026.84	1,538.49
TOTAL LIABILITIES		149,569.36	140,473.42
NET ASSETS		137,119.00	116,639.65
MEMBERS' FUNDS			
Retained earnings	10	137,119.00	116,639.65
TOTAL MEMBERS' FUNDS		137,119.00	116,639.65



The crowd of over 1000 at the Adelaide Convention Centre heard Michael O'Loughlin from the Sydney Swans talk on the topic "Recognising the Survivors". His presentation covered the dispossession of the Stolen Generations, racism in sport, the need for education for young people so that they can build resilience and the importance of recognition in the Australian Constitution.

Reconciliation SA will keep working with survivors of the Stolen Generations to make this annual Apology Breakfast meaningful and accessible so that it allows the Journey of Healing to continue.

RECONCILIATION SOUTH AUSTRALIA INC.

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