

SCREEN NSW

Reconciliation Action Plan for the Financial Years 2012-13 and 2013-14 (1 July 2012 to 30 June 2014) Last revised October 2013

Our vision for reconciliation

Enriching lives through stories and opportunities.

Reconciliation is important to Screen NSW because it builds our knowledge and understanding of Aboriginal and Torres Strait Islander culture, history and peoples. It also means that Aboriginal and Torres Strait Islanders are accurately represented in screen productions produced and financed within the screen industry. We believe that this will enrich people's lives and provide greater opportunities for Aboriginal and Torres Strait Islander people in the screen industry.

Our business

Screen NSW is a statutory authority established to assist, promote and strengthen the screen industry in NSW so as to promote Australia's cultural identity, encourage employment in all aspects of screen production, encourage investment in the industry, enhance the industry's export potential, encourage innovation and enhance quality in the industry.

Through its funding programs and skilled staff Screen NSW:

- . supports the screen production sector to make quality projects that create jobs and grow stable businesses in the State;
- . provides advice and information to improve capability in the sector and enable industry practitioners to participate in the global industry;
- . funds and promotes new forms of screen content and use of technology;
- . collaborates with industry to create opportunities; and
- . facilitates all aspects of filming in NSW to make it the most attractive State for screen production.

Screen NSW RAP

The Screen NSW RAP has been developing since 2008 when Screen NSW began a strategic review of its activities to ensure the organisation was relevant and responsive in a changing screen industry landscape. A workshop was held with Aboriginal and Torres Strait Islander practitioners, producers, partners and industry to explore priorities for Aboriginal and Torres Strait Islander activities within the new Strategic Plan.

This Plan incorporates many of the thoughts collected over this period, and will be continually revised. Staff are invited to participate in the RAP Working Group. The Screen NSW RAP Working Group meets twice a year to ensure that our RAP objectives are being met. The Screen NSW CEO champions the RAP within Screen NSW.

Screen NSW's first RAP reported against the organisation's work from Jan 2011 - Jun 2012. During these 18 months Screen NSW took crucial steps towards its vision to enrich lives through stories and opportunities by providing greater opportunities for Aboriginal and Torres Strait Islander people in the screen industry.

Relationships

Developing partnerships and networks between Aboriginal and Torres Strait Islander and other Australian practitioners is important to Screen NSW because it strengthens the presence and increases the number of Aboriginal and Torres Strait Islander practitioners represented within the screen industry. It fosters a positive environment of collaboration and support.

Action	Responsibility	Timeline	Target
1. Consult with Aboriginal and Torres Strait Islander organisations / communities / people	<ul style="list-style-type: none"> Development & Production Team Production Attraction Team 	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none"> Engage Aboriginal and Torres Strait Islander consultants for cultural assessment of Aboriginal and Torres Strait Islander story content Consult with Aboriginal and Torres Strait Islander authorities as appropriate Consult with industry Indigenous Units as appropriate
2. Commit to ongoing consultation with Aboriginal and Torres Strait Islander staff within the organisation, Arts NSW and NSW Trade and Investment	<ul style="list-style-type: none"> Stakeholder Relations Unit 	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none"> Implement consultation between Aboriginal and Torres Strait Islander staff and their manager
3. Celebrate National Reconciliation Week by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships	<ul style="list-style-type: none"> Stakeholder Relations Unit 	27 May - 3 June 2013 27 May - 3 June 2014	<ul style="list-style-type: none"> Organise at least one internal event each year
4. Commit to celebrating National Reconciliation Week by providing opportunities for Aboriginal and Torres Strait Islander peoples and other Australians to build relationships	<ul style="list-style-type: none"> Stakeholder Relations Unit 	27 May - 3 June 2013 27 May - 3 June 2014	<ul style="list-style-type: none"> Publicise NRW on Screen NSW website, social media and enews

Respect

Building respect between Aboriginal and Torres Strait Islander peoples and other Australians will ensure that Aboriginal and Torres Strait Islander cultures and interests are accurately represented in the projects Screen NSW funds and the work that we do.

Action	Responsibility	Timeline	Target
1. Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	<ul style="list-style-type: none"> Stakeholder Relations Unit 	Jan 2013 Jan 2014	<ul style="list-style-type: none"> Ensure staff understand and implement protocols around Acknowledgement of Country and Welcome to Country and ensure inclusion in speeches/events
2. Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.	<ul style="list-style-type: none"> Stakeholder Relations Unit 	Jan 2013 Jan 2014	<ul style="list-style-type: none"> Encourage staff to attend cultural awareness training/cultural competency programs. Encourage ongoing understanding and appreciation of different cultural backgrounds through a range of experiences
3. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events. 4. Encourage non- Aboriginal and Torres Strait Islander employees to engage with NAIDOC Week events	<ul style="list-style-type: none"> Stakeholder Relations Unit 	7 – 14 July 2013 6- 13 July 2014	<ul style="list-style-type: none"> Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events. Promote NAIDOC Week events through communications channels
5. Commit to promote Aboriginal and Torres Strait Islander culture	<ul style="list-style-type: none"> Development & Production Team 	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none"> Encourage applications to Screen NSW funding programs by Aboriginal and Torres Strait Islanders
6. Commit to support Aboriginal and Torres Strait Islander organisations or events	<ul style="list-style-type: none"> Development & Production Team Stakeholder Relations Unit 	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none"> Make Aboriginal and Torres Strait Islander filmmakers aware of funding opportunities and industry events through mail outs, website and enews; and invite to Screen NSW events as a matter of course

Opportunities

Creating opportunities for Aboriginal and Torres Strait Islander peoples is important to Screen NSW as it supports the telling of Aboriginal and Torres Strait Islander stories and the visibility of Aboriginal and Torres Strait Islander peoples on screen.

Action	Responsibility	Timeline	Target
1. Advertise vacancies in Aboriginal and Torres Strait Islander media	<ul style="list-style-type: none">Stakeholder Relations Unit	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none">Investigate ways in which to advertise Screen NSW vacancies in Aboriginal and Torres Strait Islander media when positions become available
2. Commit to provide support for skills/capability development for Aboriginal and Torres Strait Islander organisations/communities/people	<ul style="list-style-type: none">Stakeholder Relations Unit,Development & Production Team	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none">Encourage applications to Screen NSW funding programs by Aboriginal and Torres Strait Islanders.Encourage development of targeted professional development by providers such as Metro Screen or Screenworks and other organisations.
3. Engage with Aboriginal and Torres Strait Islander businesses	<ul style="list-style-type: none">Development & Production TeamStakeholder Relations Unit	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none">Encourage applications to Screen NSW funding programs by Aboriginal and Torres Strait Islanders businesses
4. Undertake direct action to improve the provision of Screen NSW's services to Aboriginal and Torres Strait Islander clients	<ul style="list-style-type: none">Stakeholder Relations Unit	1 Jul 2012 – 30 Jun 2014	<ul style="list-style-type: none">Update and maintain Indigenous Screen section of Screen NSW website and monthly e-newsPromote Indigenous opportunities through the Screen NSW e-newsletter

Tracking progress and reporting			
Action	Responsibility	Timeline	Target
1. A Working Group, including staff, meets to support the implementation of the RAP	<ul style="list-style-type: none"> Stakeholder Relations Unit 	<ul style="list-style-type: none"> July 2012 October 2012 December 2013 April 2014 	<ul style="list-style-type: none"> Meet twice per year
2. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Stakeholder Relations Unit	July 2013	<ul style="list-style-type: none"> RAP progress is reported each year in the RAP Impact Measurement Questionnaire.
3. Report achievements in Screen NSW Annual Report: Multicultural Policies and Services	Stakeholder Relations Unit	August 2013	<ul style="list-style-type: none"> RAP progress is reported annually in Screen NSW Annual Report

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