

REFLECT
RECONCILIATION
ACTION PLAN

SUMMARY REPORT

JUNE 2021 – JUNE 2022

EXECUTIVE SUMMARY

Occupational Therapy Australia's Reflect Reconciliation Action Plan provided an initial step, on the back of a body of work from multiple groups and individuals, for the foundational activities to demonstrate the deliberate actions and deliverables of our commitment to Reconciliation.

This summary of the Reflect RAP activities acknowledges and articulates the dedication, deep thinking, learning and care the Board, staff, RAP working group and stakeholders have contributed to in advancing the associations journey to understanding.

Our journey is one of continuous learning and deeper connectedness to culture and Country. Our vision is to develop deep mutual respect and strengthened relationships between our Board, staff and members and First Peoples' ways of knowing and doing, so that we can contribute to a shared and reconciled journey towards a just and equitable future.

We recognise that the work of the Reflect RAP is setting the foundation and undertaking the preparedness the association needed to undertake to step into subsequent RAPs with the maturity, groundwork and experience required to

authentically respond, innovate, make meaningful change, develop sovereign relationships with First Nation peoples and demonstrate leadership for the profession.

A detailed and comprehensive report has been provided to Reconciliation Australia to demonstrate the deliverables against the actions set out in OTA's Reflect RAP. Completing our first Reflect Reconciliation Action Plan is another step in solidifying our commitment to reconciliation, developing OTA's journey to understanding.



HIGHLIGHTS FROM THE REFLECT RAP 2021 – 2022

- Developed, implemented, and launched Cultural Protocols for OTA, our staff, Board, members and committees to provide guidance and direction on best practice.
- Curated an interactive Reconciliation Space at OT Exchange, Melbourne June 2022. Engaging our senses through bird song, eucalyptus and native greenery, the first OTA Vision for Reconciliation booth proved to be a popular meeting place for special guests, staff, Board members and delegates to yarn opportunities for reconciliation. Surrounded by guest speakers such as Nova Peris and Dr Faye McMillan were activities of yarn bombing the emu, conversations around our Vision for Reconciliation and Doing our Best book signing with co-author Uncle Albert.
- Fitzroy Heritage Self-Guided Walks – Getting to know and understand the incredible political and activism history behind OTA’s National office home and neighbourhood.
- Increased awareness and recognition of National Reconciliation Week and NAIDOC week with our staff and members by participating in events and recognising their significance.
- Development and implementation of our internal staff resource hub of videos,



documents, current issues, guides and induction for the reconciliation work of the association and embedding practices.

- Board Executive training with Bundy-Girri Consulting, exploring OTA’s development of Sovereign Relations with First Nations People and providing Cultural Competence training opportunities for our staff and members.



NEXT STEPS

We are motivated to continue this transformative work by commencing the development of an Innovate Reconciliation Action Plan for endorsement with Reconciliation Australia as per the framework in 2023. To develop this plan we will be drawing on the recommendations, insights and suggestions provided by members, partners and stakeholders and expand on the opportunities we can implement to support and guide the profession. We will look for further member engagement as we progress.

We aspire to bring reconciliation into the everyday and proactively move our intention into genuine action, strengthening the relationships, demonstrating respect and embracing opportunities to embed reconciliation into our strategic direction.

Occupational Therapy Australia acknowledges and pays respect to the Traditional Owners of the lands and waterways throughout Australia, especially of the lands on which we conduct our business and house our offices.

We pay our deepest respect to the Elders past, present and emerging, for they are the custodians of knowledges, the traditions, the culture, and generational foresight of our nations. We acknowledge that Aboriginal and/or Torres Strait Islander Peoples continue to live in spiritual and sacred relationships with Country.

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