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# RamsgateRSL Reconciliation Action Plan (RAP)

December 2019 – December 2023







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**Ramsgate RSL acknowledge the Traditional Owners of the land here at Ramsgate Beach and pay our respects to the Tharawal and Dharug Elders past, present and emerging.**

Ramsgate RSL are committed to the long-term relationship with the Aboriginal and/or Torres Strait Islander community and are proud of our Partnership with community group, Sydney University The Settlement Neighbourhood Centre & Housing.



***The Settlement***  
Neighbourhood Centre & Housing





## MESSAGE FROM President Ramsgate RSL

**On behalf of the Board and management of Ramsgate RSL Memorial Club,  
I am delighted to present the Reconciliation Action Plan, in its capacity of  
Reflection.**

This Plan illustrates our commitment to the values of respect, trust and friendliness  
and highlights our intention to embrace the real meaning of these words in our  
community.

We are dedicated to developing and maintaining respectful relationships, and also  
partnerships that are trustworthy and meaningful. These values are embedded in  
our culture at Ramsgate RSL Memorial Club for the betterment of all.

At Ramsgate RSL we are implementing the Reconciliation Action Plan everyday  
through our CARE Program, and our dedicated teams ongoing commitment to our  
customers, the community, and wonderful Club facilities. The initial work we have  
already undertaken with The Settlement is an excellent example of our commitment  
and we are very proud of the outcomes to date.

This demonstration of community leadership and growth is what I am most proud of  
from our Board, Management and Staff.

**Sallianne Faulkner**

**President  
Ramsgate RSL**



## MESSAGE FROM Chief Executive Officer Reconciliation Australia

**Reconciliation Australia is delighted to welcome Ramsgate RSL Memorial Club to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.**

As a member of the RAP community, Ramsgate RSL joins 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 advance reconciliation within their spheres of influence. This Reflect RAP provides Ramsgate RSL a roadmap to begin its reconciliation journey. Through

implementing a Reflect RAP, Ramsgate RSL will lay the foundations for future RAPs and reconciliation initiatives.

We wish Ramsgate RSL 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 Ramsgate RSL on its first RAP, and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia





Ramsgate RSL Memorial Club is a not for profit registered community club located South of Sydney in Sans Souci/Ramsgate.

In carrying out its purpose of serving the community via means of facilities and services, Ramsgate RSL have a board of volunteers that embrace the responsibility to serve the interests of its members and overall manage the performance and direction of the Club.

Ramsgate RSL is an employer to 75 team members including Management, Administration and Frontline Staff.

Amongst the team, we currently have one staff member with Aboriginal and/or Torres Strait Islander background.

## RAMSGATE RSL

### RAP Committee

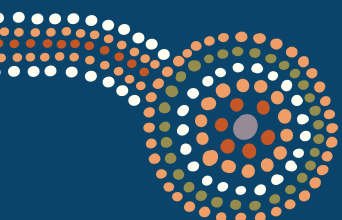
Chief Executive Officer

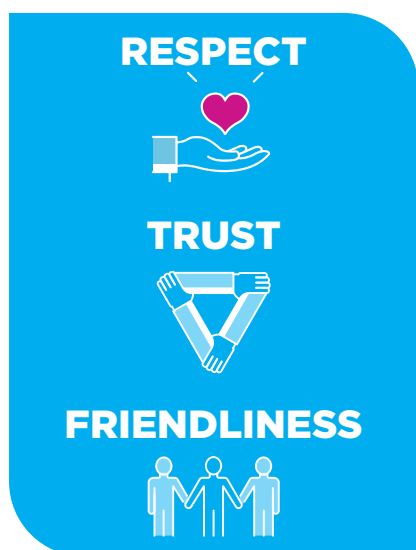
Chief Operating Officer

Marketing & Communications Manager

HR Coordinator

Facilities Manager





# RAMSGATE RSL

## Core Values

Ramsgate RSL build its foundation on the values of Trust, Respect & Friendliness. We believe that together with the cooperation and collaboration of our Board, members, employees and extended local community, we can contribute to reconciliation in Australia.

As an Australian not for profit organisation built on the premise of peace & mateship, we recognise the importance of developing respectful relationships and creating meaningful partnerships.

As a formal commitment to Reconciliation in Australia through this Reconciliation Action Plan, we are seeking to develop long-term strategies that ensure the desirable outcomes for the Aboriginal and/or Torres Strait Islander community. We look to the future of this commitment as a period of learning and growth, one that continues to build and strengthen over time and becomes a reflection of our brand in our community.



### NAIDOC WEEK CELEBRATIONS

Ramsgate RSL are proud of its ongoing commitment to the Aboriginal and/or Torres Strait Islander community and were proud to kick off 2019 with staff representatives and key local community partnerships in attendance including Bayside Councillor Christina Curry, ClubsNSW Learning & Development Manager Delna Dugdale and representatives from our foundation partner, The Settlement Neighbourhood Centre.





# RAMSGATE RSL

## Our RAP

### 2019 – 2023

As part of Ramsgate RSL's strategic plan, we identified the need to address critical issues in our community. One way in which we are addressing these needs is through the development of foundation charity sponsors that we felt addressed critical issues in our community. These foundation charity sponsors are organisations that Ramsgate RSL will continue to support, not just through financial contributions, but by developing long-term meaningful relationships with them.

A gap that we felt existed in our community was help and support of local Aboriginal and Torres Strait Islander communities. We recognised that as a club we lacked understanding of Aboriginal and Torres Strait Islander cultures and wanted to proactively improve our knowledge and awareness, and become more culturally inclusive and sensitive towards Aboriginal and Torres Strait Islander peoples.

Since April 2018, we have established a partnership with non-for-profit organisation, 'The Settlement Neighbourhood Centre & Housing' through financially supporting their various programs and volunteering at many of their activities to heighten our knowledge of Aboriginal and Torres Strait Islander communities.

To ensure the longevity and sustainability of our strategic decision we have decided to develop a Reconciliation Action Plan (RAP). This will not only demonstrate Ramsgate RSL's commitment to continuously improving our knowledge and awareness of Aboriginal and Torres Strait Islander communities, but it also ensures that regardless of new Board or Management appointments, Ramsgate RSL will continue on this journey in supporting Aboriginal and Torres Strait Islander people.



## IN THE COMMUNITY

### Our Indigenous Partnerships

Ramsgate RSL are proud to have established a community partnership with The Settlement Neighbourhood Centre, located in the Redfern/Waterloo area. The support of the centre commenced in early 2018, when Ramsgate RSL committed to hosting a monthly BBQ at the centre, providing a safe place for the local youth to go and socialise on a Friday afternoon. Every month Ramsgate RSL volunteers cook the BBQ and socialise with the youth, gaining a better understanding of their culture and building stronger connections with the youth of the community.

An extension of this support has recently occurred with sponsorship of the centre's 'Leadership Program & Camp', specifically designed for developing young leaders in the community. As part of this program, team members of Ramsgate RSL join the youth in a 6-week program, designed to enhance the engagement of local Aboriginal and Torres Strait Islander young people in the Redfern/ Waterloo community and widen their gaze to future pathways and aspirations.

A group of young people between the ages of 15 and 18 are selected to undertake the program to help them explore their identity, culture, inspirations & aspirations and how they think they can be a leader and role model in their individual lives and in the wider community.

To finish the program, the young participants and Ramsgate RSL volunteers embark on a cultural camp to Alice Springs and Uluru. Here they are given the opportunity to utilise the skills developed during the program, get involved in the community and connect with their Aboriginal and/or Torres Strait Islander cultures through cultural exchange with some of the most traditional communities in Australia.



## **The Settlement**

Neighbourhood Centre & Housing

# RAMSGATE RSL SNAPSHOT

## 2018 - 2019



### COMMUNITY PARTNERSHIP

Ramsgate RSL are committed to their community partnership with The Settlement Neighbourhood Centre to help strengthen and build our team, members and local community's awareness of Australia's First Peoples cultures and also contribute to building aspiring leaders amongst local Aboriginal and Torres Strait Islander youth.



### VOLUNTEERING

The Ramsgate RSL team are proud to have volunteered over 228 hours in 2018-19 through after work engagements with the youth of The Settlement Neighbourhood Centre.



### ACKNOWLEDGEMENT OF COUNTRY

Ramsgate RSL are proud to have introduced an Acknowledgement of Country on their website, email signature and a plaque displayed at club reception. Board and Management open with the Acknowledgement of Country at internal events.



### NATIONAL OBSERVANCES

Ramsgate RSL was proud to celebrate NAIDOC week by engaging staff and representatives from local council and business partners with a morning tea fundraiser for community partner, The Settlement Neighbourhood Centre.



### CARE LOGO REDESIGN

Ramsgate RSL engaged the youth from The Settlement Neighbourhood Centre to redesign their employee volunteer CARE program logo to represent their community partnership. Ramsgate RSL stand proud to use this logo as a reflection of their brand commitment and ongoing partnership with the Aboriginal and/or Torres Strait Islander community.

# CASE STUDY

## Letter from Angie – The Settlement Neighbourhood Centre 'Leadership Program & Camp' participant



**The Settlement**  
Neighbourhood Centre & Housing

19/08/2019

To Ramsgate RSL,

My name is Angeline Roberts (19 year old) and I am a proud Aboriginal woman who participated in the 2019 Leadership Program. I was thrilled to be picked for the program and loved every bit of it. I mostly enjoyed learning more about my culture and teaching others about my family and mob.

It was great having the Ramsgate crew involved. They taught us things about the work they do and their cultural background but mostly were just fun to be around and added great energy particularly at camp.

This program has allowed me to gain a stronger understanding of what I want to do, Community Services. I want to give back to those less fortunate than me.

Without funders like Ramsgate RSL there would not be programs like this, and this girl from Marrickville would never have had the opportunity to travel to Alice Springs and Uluru with her peers. The Settlement and I are very grateful for your support and hope we can continue to work together in the future.

**Angeline Roberts**

Youth Representative from the 2019 Leadership Program



# RAMSGATE RSL RAP COMMITMENTS 2019 - 2023

## RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2023	Chief Operating Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2023	Chief Operating Officer
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May each year	Marketing & Communications Manager
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June each year	Marketing & Communications Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June each year	Marketing & Communications Manager
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	December 2023	Chief Operating Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2023	Chief Operating Officer
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2023	Chief Operating Officer
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	January 2023	HR Coordinator
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2023	HR Coordinator

## RESPECT

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2023	HR Coordinator
	Conduct a review of cultural learning needs within our organisation.	December 2023	HR Coordinator
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2023	Chief Operating Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	Chief Operating Officer /HR Coordinator
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July each year	Chief Operating Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July each year	Marketing & Communications Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023	Marketing & Communications Manager

# RAMSGATE RSL RAP COMMITMENTS 2019 - 2023

## OPPORTUNITIES

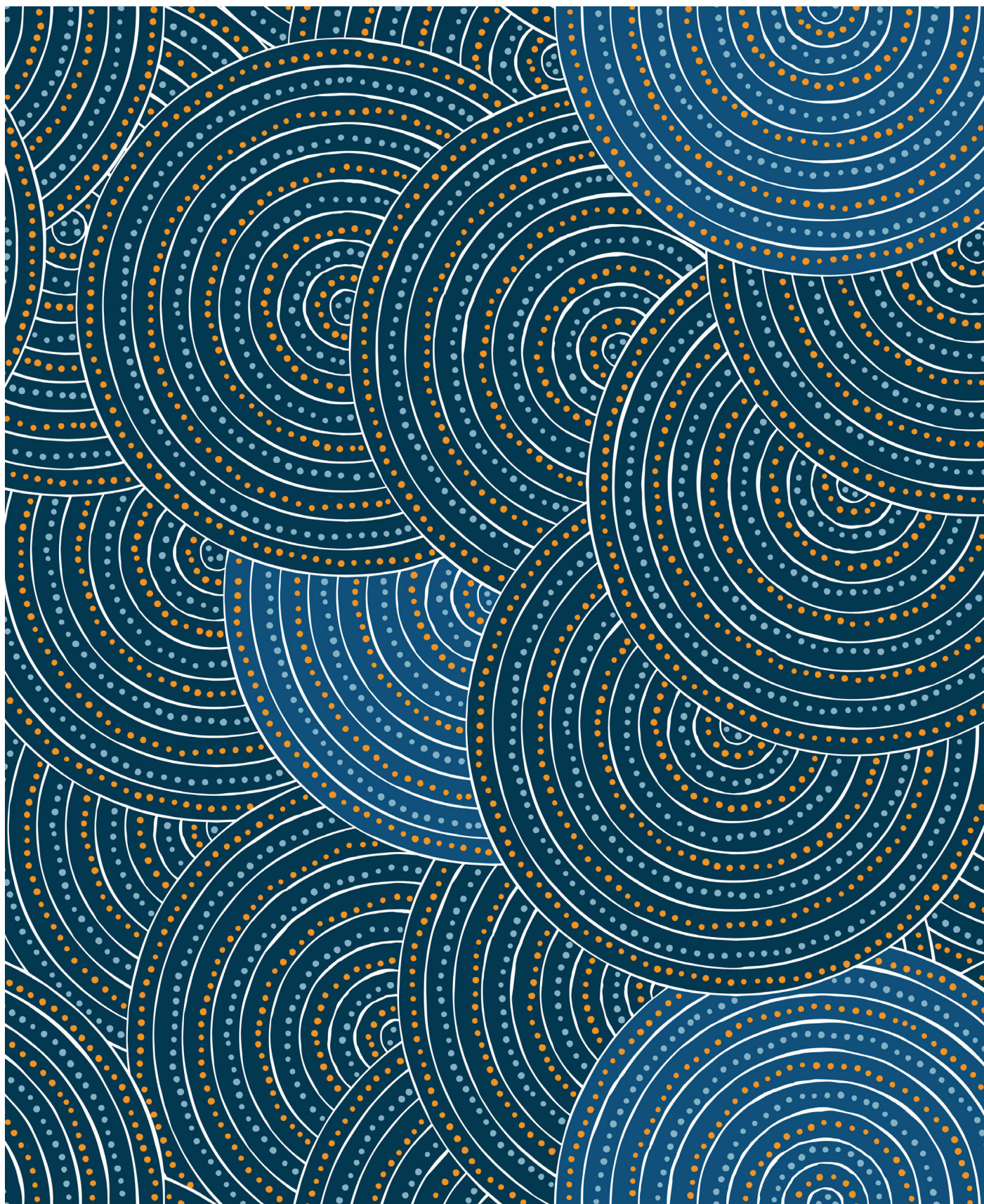
Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2023	HR Coordinator
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	HR Coordinator
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	January 2023	Facilities Manager
	RAP Working Group members to participate in an external NRW event.	January 2023	Chief Operating Officer

## GOVERNANCE

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	November 2019	CEO
	Draft a Terms of Reference for the RWG.	December 2019	CEO
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	December 2023	CEO
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2019	Chief Operating Officer
	Engage senior leaders in the delivery of RAP commitments.	December 2019	Chief Operating Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2019	Chief Operating Officer
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September each year	Chief Operating Officer
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	Chief Operating Officer







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