



REFLECT

Reconciliation Action Plan

December 2021 – June 2023





Acknowledgment of Country

Share the Dignity acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional owners of all the lands and waters throughout Australia.

We acknowledge the Turrbal and Yagara people of the Yagara Nations on whose Country Share the Dignity's head office is based and founded.

We pay our respects to Elders – past, present and emerging and acknowledge that sovereignty was never ceded.

We also wish to acknowledge our staff and volunteers working with us who identifies as an Aboriginal or Torres Strait Islander persons.



ARTIST PROFILE

Artist and managing director of YirraKurl, Deb Newenham-Coertse is all about the story and the art of storytelling.

Born in Fremantle, WA, Deb's Noongar ancestry comes from her mothers side. Noongar means "a person of the South-West of Western Australia". Her father was born in Holland, and came out to Western Australia after World War 2 with his mother and brother to make a new start after his father passed away in 1948.

Deb is a self-taught artist who discovered her passion for painting in 1993. Her colourful paintings and bright designs of traditional, yet contemporary style reflects her journey and the importance of family and community in the modern world.

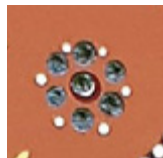
Her inspiration comes from living creatures, birds and animals, telling stories about our connection with nature and life under the sea.

Share the Dignity's story shared through art

Inspired by the charity, and its most famous 'Pad Lady' Rochelle Courtenay, YirraKurl - Aboriginal Artists took on the journey of translating this success story in art form. The symbols/icons below, tell the story of Share the Dignity, as interpreted by Deb Newenham-Coertse.



Many arms of the charity reaching far and wide



Many donated items



"What's stopping me from doing something?" So off she went! (Rochelle Courtenay)



Our sisters. Our daughters. Our mothers.



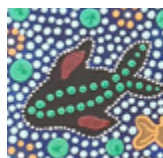
Travels across Australia made by the Pad Lady



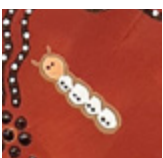
Many places collecting for our women who deserve dignity and justice



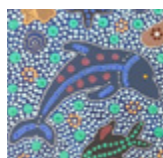
Over 3000 volunteers providing multiple initiatives (meetings)



Representing much growth



Representing bush tucker for growth and sustenance of the charity



Harmony, balance, protection and inner strength



Painting by Deb Newenham-Coertse



STATEMENT FROM RECONCILIATION AUSTRALIA CEO KAREN MUNDINE

Reconciliation Australia welcomes Share the Dignity to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Share the Dignity joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Share the Dignity to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Share the Dignity, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

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OUR BUSINESS

Share the Dignity is a not-for-profit charitable organisation whose purpose is to ensure that no girl, no woman, anywhere in Australia goes without access to period items and the basic of essentials.

We currently have 15 staff members in our organisation and of which, we don't have any staff who identify as Aboriginal and/or Torres Strait Islander peoples however we are willing to explore this in the implementation of our Reflect RAP.

We have a national reach, and our only office is situated in Sandgate, on Flinders Parade and we respectfully acknowledge the Traditional Owners of the land as the Turrbal and Yugara peoples.

Share the Dignity fights to end period poverty through many initiatives, some of which include:

- **Dignity Drives**

These drives take place twice a year, in March and August. During these months, we ask the public to donate period products and sanitary items to be distributed to our registered charities across Australia. These charities get these items directly into the hands of women and girls in need.

- **#ItsInTheBag**

An annual campaign run over 10 days in late November. We encourage everyday Australians to put together bags filled with

essential items, to donate to someone in need for Christmas. The bags are dropped off at Bunnings by generous Aussies and are distributed to over 3,000 Australian charities that have registered with Share the Dignity. These charities then hand out the donated bags to people in need for Christmas.

- **DigniTea**

Events consist of ten High Tea events, held across the month of May, in celebration and recognition of World Menstrual Hygiene Day (28 May). These events usually raise over \$450,000 and bring together over 5,000 people to have a fun, entertaining afternoon to make a difference for those doing it tough.

- **Move4Dignity**

An annual campaign encouraging supporters to join a national movement to make a difference as an individual or team. With movers all over Australia setting fitness goals to fund-raise to ensure that all women and girls are afforded the dignity in life that so many of us take for granted.

- **Host your own fundraiser**

Our supporters, whether they do so alone, with their community, school or workplace have the opportunity to raise funds or collect products to support Share the Dignity at any time of the year. Each registered fundraiser receives a personal online fundraising page, allowing anyone, anywhere to be able to support them to make a difference to Australians that are experiencing period poverty.





Share the Dignity also fight to end period poverty through a world-first innovation called a Dignity Vending Machine that dispenses a free period pack, known as a #PinkBox, with six tampons and two pads at the push of a button. Share the Dignity purchase and supply the specially made #PinkBox period packs in the Dignity Vending Machines.

Each Dignity Vending Machine is programmed with a delivery delay of 10 minutes (or three minutes in schools) to ensure no period packs are wasted.

At Share the Dignity, we are passionate about empowering and supporting people to live a life of dignity and safety. To ensure access to pads and tampons to the most vulnerable or living in period poverty, we will continue installing Dignity Vending Machines in public toilets, charities, homeless hubs, domestic violence refuges, community centres,

hospitals, Aboriginal Health Services working on improving Aboriginal and Torres Strait Islander peoples menstrual health, and low socioeconomic schools across Australia.

Since installing the first machine in December 2016 we have installed 265 Dignity Vending Machines and recorded 155,000 vends of #PinkBoxes as of end of October 2021.

We understand that this solution is not long-term, which is why we also advocate for change. Our Dignity Drives also collect and distribute period products to our registered charities, which includes reusable products such as menstrual cups and period underwear for those who are in a position to use them.

OUR RECONCILIATION ACTION PLAN

Reflecting on our six-year anniversary, we are grateful for the deep connections that have been built with Aboriginal and Torres Strait Islander partner organisations across Australia and we will continue to partner with, learn from and support Aboriginal and Torres Strait Islander-led organisations to achieve better outcomes for Aboriginal and Torres Strait Islander peoples in everything we do.

At Share the Dignity, we are committed to working alongside Aboriginal and Torres Strait Islander peoples and providing access to culturally responsive services. Leadership, empowerment, and innovation are in our DNA, and the Reflect Reconciliation Action Plan (RAP) represents an exciting new chapter in our efforts to support, develop and empower Aboriginal and Torres Strait Islander people to take up leadership within the need to address period poverty.

Through our reconciliation journey, we hope to empower and encourage them to share their stories, ideas, hopes, dreams, and advice as we aim to support them, and they support others. Their leadership will be critical to the success of our reconciliation journey, and to the spirit and success of our organisation.

Our Reflect RAP formalises our commitment and describes the actions we will take over the next 18 months to invest in Aboriginal and Torres Strait Islander peoples within our organisation, to strengthen our relationships with Aboriginal and Torres Strait Islander communities, and to increase our cultural competence and responsiveness as an organisation. This plan is an important step for Share the Dignity in ensuring we are meeting the needs of Aboriginal and Torres Strait Islander young girls and women.

Commencing our Reflect RAP is an exciting milestone for Share the Dignity, and a great step towards building relationships, respect and opportunities essential for reconciliation. Share the Dignity acknowledges the ongoing inequality of outcomes that Aboriginal and Torres Strait Islander peoples continue to experience in Australia. We

hope to contribute towards improving social, physical, and emotional wellbeing, with healing outcomes in partnership with Aboriginal and Torres Strait Islander peoples, women, their kin, and communities affected by period poverty.

We are proud to launch Share the Dignity's Reflect RAP, which seeks to formalise our organisation's commitment to a reconciled Australia. We will play our part in 'closing the gap' between Aboriginal and/or Torres Strait Islander peoples and other Australians by ensuring that Aboriginal and Torres Strait Islander peoples, particularly those who are younger and identify as women, have equal and equitable access to period items and education.

To implement our RAP we have formed a RAP committee that intends to strengthen relationships with Aboriginal and Torres Strait Islander peoples and organisations, improving our workforce knowledge and respect for Aboriginal and Torres Strait Islander peoples.

Our Founder, Rochelle Courtenay inspires and leads our team to achieve the outcomes set within our Reconciliation Action Plan. Having our Board, Senior Management and Volunteers also supporting our journey, we will take responsibility for honouring the commitments outlined in the Reconciliation Action Plan and we at Share the Dignity look forward to sharing our progress with you.





Our reconciliation journey to date

The Share the Dignity Indigenous Menstrual Health (IMH) program is hugely important to the organisation. We understand that there are specific, complex ideas and cultural knowledge around menstrual health and hygiene for First Nations Australians. Our Reflect RAP is the next step for us as an organisation to understand this and shape our Indigenous Menstrual Health program in a way that responds to these ideas and knowledge to create a program that is developed by and in comprehensive consultation with Aboriginal and Torres Strait Islander women and girls to respond to their needs and wants.

In March 2018, Share the Dignity were a part of an Indigenous led women's yarning circle about menstrual hygiene and health. Among the attendees were researchers from universities nationally (University of Queensland, Central Queensland University) and internationally (John Hopkins University and Leeds University) as well as women representatives from the National Aboriginal and Torres Strait Islander Women's Alliance (NATSIBA) and Women on Country.

One of the key areas of discussion was the challenge of menstrual health management in many remote Aboriginal and Torres Strait Islander communities, as well as a lack of access and knowledge in the urban First Nations population.

This Reflect RAP is the next step. Firstly, we need to understand what has changed in this space since the yarning circle took place, and then we need to begin by building further relationships with Aboriginal and Torres Strait Islander organisations; engaging Aboriginal and Torres Strait Islander staff; building a RAP Committee; and embedding the RAP into our core vision for Share the Dignity.

The Share the Dignity Indigenous Menstrual Health program is hugely important to the organisation. From this yarning circle, and a comprehensive review of our approach to supporting Indigenous Menstrual Health, we understand that the menstrual health needs and wants of First Nations women and girls is different to that of other women and girls across the country. This Reflect RAP is our first major step in understanding and responding to this.

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

Community partnerships

Share the Dignity has many charity partners across the country that help us distribute period products and toiletries to women and girls in need. We also work with them to deliver education programs and discuss what they need to assist the women and girls accessing their services.

We currently have relationships with several Aboriginal and/or Torres Strait Islander led and focused charities and organisations including but not limited to the following:

- Aboriginal and Torres Strait Islander Community Health Service (ATSICHS) Brisbane
- Aboriginal & Torres Strait Islander Legal Service
- Bidyadanga Aboriginal Community
- Burringilly Aboriginal Corporation
- Caboolture Indigenous & Community Medical Centre
- Cathy Freeman Foundation
- Central Australian Aboriginal Family Legal Unit Aboriginal Corporation (CAAFLUAC) and
- Kununurra Community Kitchen

We have partnered with Essity (Libra and Tena brands) to help us to deliver sanitary products to remote Aboriginal and Torres Strait Islander communities. The Bryan Foundation are funding our Indigenous Menstrual Health program for 2020-2023.

This committed funding will ensure that we are able to transport product in an efficient and coordinated way, which in turn means we are able to meet our ongoing commitment to provide women and girls with access to the most basic of necessities.







RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. 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.	February 2022	Founder
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2022	Founder
	Reach out to Aboriginal and Torres Strait Islander organisations, communities and those we already have relationships with and strengthen these relationships.	March 2022	Drives & Logistics Coordinator
	Contact our charity partners who work with Aboriginal and Torres Strait Islander communities.	March 2022	Founder
	Develop new key relationships with Aboriginal and Torres Strait Islander organisations, communities and peoples.	April 2022	Founder
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	People & Culture Coordinator
	RAP Working Group members to participate in an external NRW event.	May 2022	Founder
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2022	Founder
	Host events that recognise these significant dates and discuss Indigenous Menstrual Health at these events.	May 2022	People & Culture Coordinator

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2022	People & Culture Coordinator
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2022	Founder
	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2022	Founder
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2022	People & Culture Coordinator
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2022	People & Culture Coordinator





RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. 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.	June 2022	Drives & Logistics Coordinator
	Explore implementing an online or in person training session that covers cultural awareness and provides practical ideas, strategies and solutions to promote an inclusive workplace.	June 2022	People & Culture Coordinator
	Invest in professional development and knowledge sharing for staff and volunteers to improve cultural safety within the organisation.	December 2022	People & Culture Coordinator
	Conduct a review of cultural learning needs within our organisation.	March 2022	People & Culture Coordinator



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. 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 2022	Drives & Logistics Coordinator
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols.	December 2021	People & Culture Coordinator
	Include Acknowledgment of Country in all Share the Dignity email signatures.	December 2021	Marketing & Communications Coordinator
	Ensure Acknowledgment of Country is outlined proudly on our website.	December 2021	Marketing & Communications Coordinator
	Provide training and support for staff and volunteers to understand the menstrual health needs and cultural barriers for Aboriginal and Torres Strait Islander women and girls.	December 2022	People & Culture Coordinator
	Commence all internal and important meetings with an Acknowledgment of Country.	December 2021	Founder
7. 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.	June 2022	People & Culture Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Drives & Logistics Coordinator
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022	People & Culture Coordinator



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Create a culturally safe and welcoming environment.	Consult our Aboriginal and Torres Strait Islander Volunteers and explore what a welcoming and culturally safe workplace means to them.	March 2022	Founder
	Display our Acknowledgment of Country and the original Indigenous artwork used in our Reconciliation Action Plan by Artist Deborah Anne Newenham-Coertse at our workplace entrance. Both to acknowledge the Traditional Owners of the land our organisation operates on and to proudly acknowledge the artwork used in our RAP to tell the story of Share the Dignity's journey.	December 2021	Executive Assistant to Founder
	Explore opportunities to continue building a welcoming and culturally safe workplace.	January 2022	People & Culture Coordinator
	Offer the opportunity for all staff to work on public holidays and switch for reconciliation days to participate in these significant dates during the year. For example 26 May National Sorry Day. It will be their choice and we will respect their choice as it is ours to offer it. We will continue to use our voice to get the government to #changethedate.	December 2021	People & Culture Coordinator



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. 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.	June 2022	Founder
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Founder
10. 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.	February 2022	Founder
	Investigate Supply Nation membership.	December 2021	Executive Assistant to Founder





GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	December 2021	Executive Assistant to Founder
	Draft a Terms of Reference for the RWG.	December 2021	Executive Assistant to Founder
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2022	Founder
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2022	Founder
	Engage senior leaders in the delivery of RAP commitments.	July 2022	Founder
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2022	Executive Assistant to Founder
13. 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 2022	Executive Assistant to Founder
	Develop good tracking of data and ways of managing information.	January 2022	Executive Assistant to Founder
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	Executive Assistant to Founder





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