

Screen Australia *Reflect*

Reconciliation Action Plan
February 2023 – February 2024



Australian Government



Screen Australia acknowledges we work on the lands of the Gadigal People in our Ultimo office and on the lands of the Wurundjeri People in our South Melbourne office.

We pay respect to Traditional Custodians and Elders past and present, and recognise their continuous connection to culture, community and Country. We extend that respect to Aboriginal and Torres Strait Islander peoples throughout all lands, waters and territories.

We acknowledge the continuous strength and power in First Nations storytelling and are proud of the work of Screen Australia's First Nations Department, who for three decades have provided leadership and support to Aboriginal and Torres Strait Islander storytellers around the country.

Contact details:

Alyce Adams

Development and Investment Manager (Co-chair)

+61 3 8682 1933

alyce.adams@screenaustralia.gov.au

Caris Bizzaca

Content Producer (Co-chair)

+61 2 8113 5947

caris.bizzaca@screenaustralia.gov.au



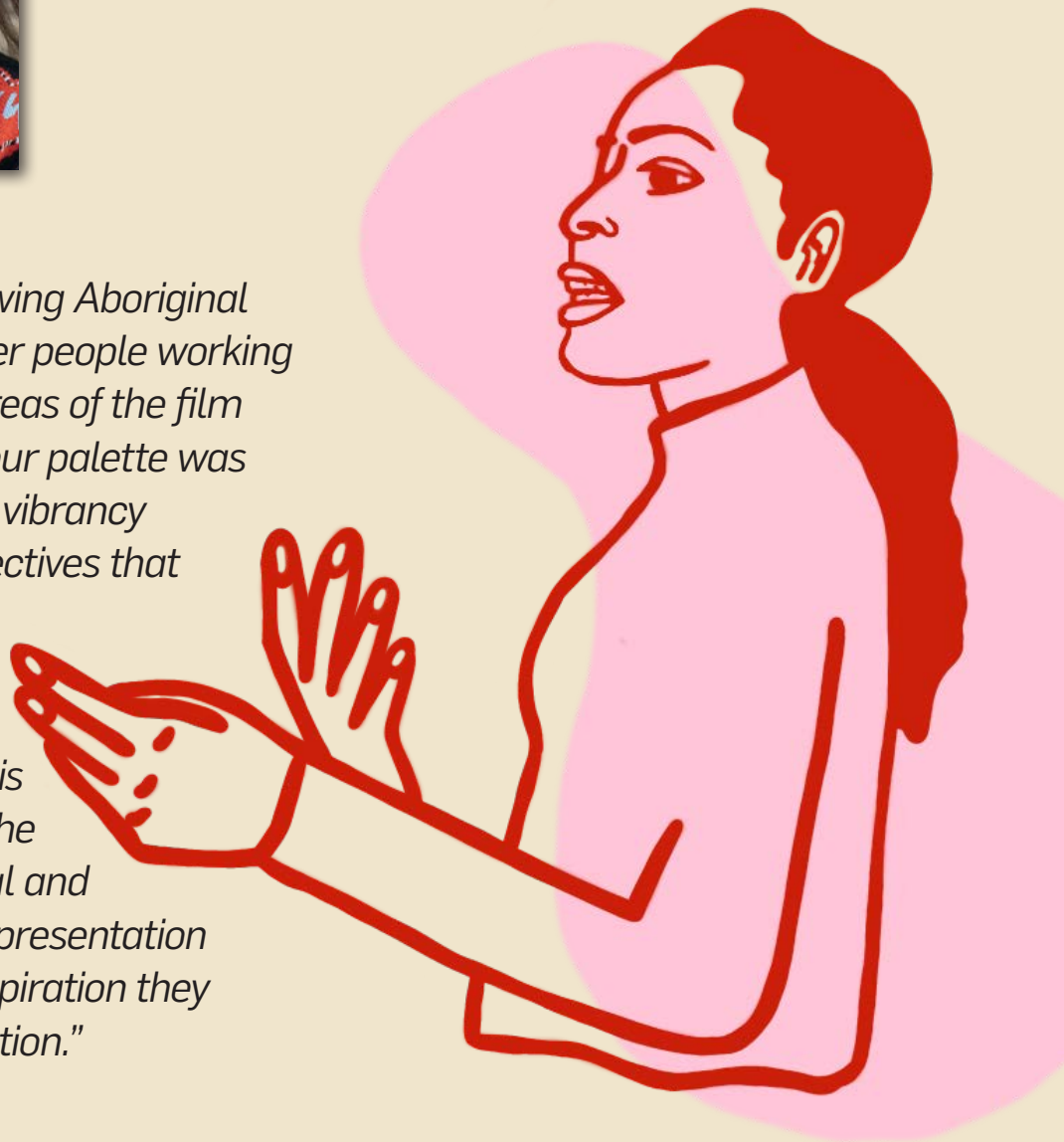
The Artist behind our Artwork



Jasmine Miikika Craciun is a multi-media artist and designer whose artmaking process is informed by her diverse familial background. Jasmine is a proud Barkindji and Malyangapa woman with dually strong connections to her Romanian and Austrian heritage.

Inspired by the vibrancy of life, her work aims to share and record stories of her family and identity.

"This work is about showing Aboriginal and Torres Strait Islander people working and thriving within all areas of the film industry. The bright colour palette was chosen to represent the vibrancy of new ideas and perspectives that Aboriginal and Torres Strait Islander people bring to the table. The children are shown in this illustration to highlight the importance of Aboriginal and Torres Strait Islander representation in our media and the inspiration they bring to the next generation."



Message from Screen Australia

Chief Executive Officer

Graeme Mason



It is with great pride that I present Screen Australia's first RAP – Reflect (2023-2024). It provides a pathway forward in Screen Australia's journey toward reconciliation and ensures this is incorporated in an agency-wide organisational approach.

We are also launching this in 2023: the same year Screen Australia's First Nations Department celebrates its 30th anniversary. On that note, I would like to pay my respects to the incredible work of the Heads of the First Nations Department since its inception: Wal Saunders (1993-1999), Pauline Clague (1999-2000), Sally Riley (2000-2010), Erica Glynn (2010-2014), Penny Smallacombe (2014-2021) and Angela Bates (2021 – present). Their leadership and advocacy in creating change in the Australian screen sector can be seen in the growth of careers and authentic stories of First Nations people onscreen and behind-the-camera.

Screen Australia already has a strong history of collaboration with and support of First Nations storytellers, primarily through the First Nations Department, but also through other Departments and Units, including Online, Documentary, Development and Production. There is, however, much more that can be done to ensure there is an agency-wide approach to reconciliation. A Reconciliation Action Plan (RAP) will share responsibility, create accountability, foster learning, and make sure that both First Nations storytellers and colleagues are supported and celebrated.

In 2022 Screen Australia began its reconciliation journey before the formal commencement of the RAP with a smoking ceremony at the Sydney office on Gadigal Land to coincide with National Reconciliation Week. In July, the agency also held a NAIDOC Week celebration for staff that included a screening of *Mystery Road: Origin* and a Q&A with director Dylan River and cinematographer Tyson Perkins.

We look forward to continuing our commitment to reconciliation in 2023 under the Reflect stage of the RAP program, which includes goals to educate staff and provide cultural awareness training, update communications to acknowledge and pay respects to First Peoples, host events to celebrate First Nations cultures and storytelling, and further strengthen our relationships and support of incredible First Nations screen practitioners and organisations across the nation.

Message from Screen Australia Head of First Nations Department **Angela Bates**



For 30 years, Screen Australia's First Nations Department has been carrying out the important work of identifying, supporting and uplifting First Nations voices and screen stories. My predecessors Wal Saunders, Pauline Clague, Sally Riley, Erica Glynn and Penny Smallacombe each brought a new layer of focus to this role as Head of the Department, and it's through their vision for change and the commitment of other agencies, broadcasters, and organisations that authentic First Nations screen storytelling is thriving. Not just locally, but internationally too. In 2022, ABC series *Mystery Road: Origin* screened at Toronto International Film Festival amongst a contingent that included Jub Clerc's directorial debut *Sweet As*, which picked up a global award, and feature film *We Are Still Here*, a co-production with New Zealand Film Commission created by First Nations Australian, Māori and Pasifika writers, directors and producers.

However, the journey to this point has been an evolving one, and there is still work to be done. Through this Reflect RAP, Screen Australia is showing its commitment to reconciliation and outlining a pathway. It is a significant document for our organisation to educate: to acknowledge the dispossession of lands and waters of First Nations peoples, the intergenerational trauma and the subsequent cost of that on our nation. Truth-telling is important. Yes, Australians can now turn on their television screens or go to the cinema and see authentic First Nations storytelling for all audiences to enjoy. But these stories are more than entertainment; they are powerful. They tell audiences our truth, and in doing so, create threads of understanding – of our past and our present. Our industry, and the nation, can only become stronger through these stories.

I'd like to thank the RAP Working Group at Screen Australia for their leadership and commitment to start this journey and their work developing the Reflect RAP, which aims not only to educate, but to strengthen policy around cultural safety in the industry and continue to work toward genuine collaboration, rather than just consultation.

Screen Australia will continue the journey toward reconciliation, walking alongside our First Nations practitioners, through this Reflect Reconciliation Action Plan for 2023.



Statement from Reconciliation Australia

Chief Executive Officer

Karen Mundine



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

Screen Australia joins a network of more than 2,200 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 Screen Australia 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 Screen Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

About Us

Screen Australia is a federal government agency tasked with developing and supporting screen projects, practitioners and businesses working across all platforms and genres. It does this through a range of programs including script and talent development, support for production-ready projects, promotion and marketing, bespoke business assistance and industry partnerships and festivals.

Screen Australia currently employs 106 full time equivalent staff across two main offices – one on Gadigal Land in Sydney's Ultimo and the other in South Melbourne, on Wurundjeri Land. 7.27% of Screen Australia staff are First Nations Australians.

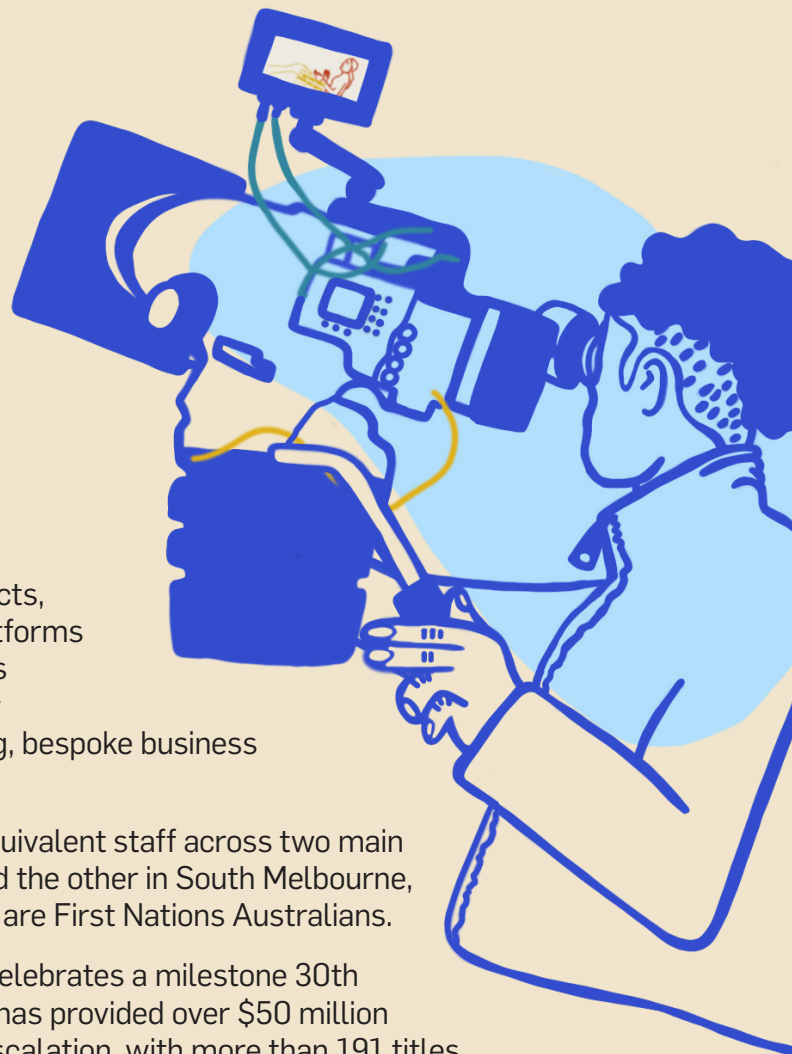
The First Nations Department at Screen Australia celebrates a milestone 30th anniversary in 2023. The First Nations Department has provided over \$50 million in funding for development, production and talent escalation, with more than 191 titles receiving production support alone. Titles funded by the First Nations Department include *Mystery Road* and *Total Control* seasons, children's series *Grace Beside Me* and *Little J & Big Cuz*, feature films *Sweet Country* and *Sweet As*, and documentaries including *Black Divaz* and *Incarceration Nation*.

A key objective of the Department is to identify, support and nurture the careers of First Nations storytellers as well as:

- Promote a First Nations perspective as central to Australian culture, and pivotal to the wider success of the Australian screen industry.
- Nurture and develop First Nations screen content creators' skills and ability to contribute to distinctive and diverse body of creative work, as well as work in and contribute to the wider industry.
- Ensure First Nations works are acknowledged and recognised in both the local and international marketplace.
- Play a leadership role in the development and advocacy of policy relating to First Nations screen content creators.

The landmark 2016 Screen Australia report *Seeing Ourselves: Reflections on Diversity in TV Drama* revealed the impact of the First Nations Department's work in real terms. A 2002 study entitled *Broadcast in Colour* found that in 1992 there were nil First Nations Australians in sustaining roles on Australian TV, and by 1999 there were two. The 2016 report revealed a definite shift, with 5% of main characters being First Nations, despite making up 3% of the population.

Screen Australia also acknowledges the pivotal roles of the ABC's Indigenous Department, and National Indigenous Television (NITV) as channel partner of SBS, as well as other organisations and production companies, state screen agencies, broadcasters and training institutions like AFTRS in contributing to this change.



Screen Australia's First Nations Department

The model of the Screen Australia First Nations Department has been so successful, it inspired the Canada Media Fund to create its own Indigenous Film Fund.

The Department's strength as a leader on a global level can also be seen through *Pathways & Protocols: a filmmaker's guide to working with Indigenous people, culture and concept*. Researched and written by lawyer Terri Janke, and published in May 2009, this is a comprehensive guide for all filmmakers working in Australia with First Nations content and communities and has been replicated and provided inspiration internationally.

Included below are the First Nations Department's KPIs in the 2021/22 financial year, all of which were met or exceeded. This is reflective of the monumental impact and legacy the Department continues to have on the Australian screen industry:

- At least one major First Nations feature film or television drama series to proceed to production.
- One major First Nations factual project or series to achieve free-to-air broadcast and/or a commitment from an online platform.
- At least 10 opportunities for professional development for First Nations practitioners, including creative workshops, internships, mentoring programs and travel grants.
- Develop and run one to two initiatives per year that focus on professional development opportunities for emerging First Nations Practitioners.




Screen Australia RAP aims

Screen Australia already has a strong history of collaboration with and support of First Nations storytellers, primarily through the First Nations Department, but also through other Departments and Units, including Online, Documentary, Development and Production. There is, however, more that can be done to ensure there is an agency-wide approach to reconciliation. A Reconciliation Action Plan (RAP) will share responsibility, create accountability, foster learning, and make sure that both First Nations storytellers and colleagues are supported and celebrated.

Some of our commitments in the Reflect stage of the RAP program include:

- Informing staff about the rich, diverse and evolving First Nations histories and impact.
- Updating our website and communications to ensure we are Acknowledging Country and First Nations peoples throughout our digital presence.
- Hosting a First Nations event to celebrate identity, culture and representation.
- Exploring the creation of an internal procurement guide to prioritise First Nations-owned businesses.
- Researching the engagement of First Nations partners and in particular organisations providing cultural awareness training, Indigenous Cultural Intellectual Property (ICIP), land acknowledgement protocols and procurement support.

In 2021 and 2022 Screen Australia began its reconciliation journey before the formal commencement of the RAP in a number of ways:

- Smoking ceremonies were held at the office on Gadigal Land and the office on Wurundjeri Land.
 - An Acknowledgement of Country was added to the beginning of every Screen Australia Podcast episode.
 - A NAIDOC Week celebration was held in July 2022.
 - A RAP email was created to assist with enquiries sent to First Nations staff.
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Our Reconciliation Action Working Group (RWG)

The RAP Working Group is made up of 11 representatives from various departments and units including Communications; Development; Documentary; Corporate Affairs and Governance; Games and Online; Production Investment and Strategic Policy and Industry Insights:

- **Alyce Adams** (Co-Chair) – Development and Investment Manager, Online
- **Emily Batts** – Project Coordinator
- **Caris Bizzaca** (Co-Chair) – Content Producer
- **Michael Brealey** (RAP Champion) – Chief Operating Officer (COO)
- **Sandra Brophy** – Governance Manager
- **Georgia Britton** – Marketplace Analyst
- **Jeni McMahon** – Production and Development Investment Lead, Documentary
- **Virginia Kay** – Program Manager, Producer Offset and Co-Production
- **Amelia Laughlan** – Games Investment Manager
- **Andrea Ulbrick** – Investment and Development Manager, Content
- **Alex West** – Head of Documentary

Our RAP

Relationships

Action	Deliverable	Timeline	Responsibility
1. Further strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	February, 2023	Chief Operating Officer (COO)
	<ul style="list-style-type: none"> Update best practice and principles document (Pathways & Protocols), which support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	March, 2023	Chief Operating Officer (COO)
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May, 2023	Head of Documentary
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June, 2023	Head of Documentary
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June, 2023	Head of Documentary
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	February, 2023	Chief Operating Officer (COO)
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	February, 2023	Marketplace Analyst
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	February, 2023	Marketplace Analyst
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	May, 2023	Chief Operating Officer (COO)
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	May, 2023	Chief Operating Officer (COO)

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.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	April, 2023	Games Investment Manager Investment and Development Manager, Content
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	May, 2023	Governance Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	February, 2023	Content Producer
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Write and implement Acknowledgement to Country guide. 	February, 2023	Content Producer
	<ul style="list-style-type: none"> Create a document for changes to website and e-signatures to Acknowledge Country and implement. 	February, 2023	Content Producer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July, 2023	Content Producer
	<ul style="list-style-type: none"> Devise NAIDOC Week editorial in collaboration with First Nations Department. 	June, 2023	Content Producer
	<ul style="list-style-type: none"> Create social media posts to support NAIDOC Week and editorial on First Nations creatives. 	June, 2023	Content Producer
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2023	Project Coordinator
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2023	Project Coordinator

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Continue to ensure First Nations employment is a priority by researching different hiring practices, use of selection criteria to encourage First Nations applicants 	May, 2023	Chief Operating Officer (COO)
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	May, 2023	Chief Operating Officer (COO)
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	September, 2023	Games Investment Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	September, 2023	Investment and Development Manager
	<ul style="list-style-type: none"> Explore creation of an internal procurement guide to prioritise First Nations-owned businesses. 	September, 2023	Investment and Development Manager

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	February, 2023	Development and Investment Manager, Online Content Producer
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	February, 2023	
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	June, 2023	
	<ul style="list-style-type: none"> Continue to consult with First Nations Department advisory group. 	Bi-monthly update	
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February, 2023	Development and Investment Manager, Online Content Producer
	Engage senior leaders in the delivery of RAP commitments.	February, 2023	
	Appoint a senior leader to champion our RAP internally.	February, 2023	
	Define appropriate systems and capability to track, measure and report on RAP commitments.	February, 2023	

Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Development and Investment Manager, Online Content Producer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July, 2023	Development and Investment Manager, Online Content Producer

