



United
Nations
Association
of Australia

REFLECT RECONCILIATION ACTION PLAN

OCTOBER 2019 – OCTOBER 2020



RECONCILIATION
ACTION PLAN

REFLECT



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“My mother was part of the Stolen Generation, taken from her parents when she was a young girl. To learn about that, and come to terms with it, is a complex and powerful process. I began painting ten years ago as a means of bringing me back to my culture. On the canvas, I am connecting with my heritage; the history of my family, my country and my people. I really enjoy experimenting with colour and developing my own unique style.”

– **Gavin Wanganeen**

ABOUT THE ARTIST

Gavin Wanganeen was born in Mount Gambier, South Australia, and is a descendent of the Kokatha people of the Western Desert in South Australia. The Kokatha people hold the Tjukupa (lore) and have a strong connection to country, the night sky and stories in the stars - a source for the artwork themed in this Reconciliation Action Plan, Star Dreaming.

Gavin is an Australian Football League (AFL) legend, acclaimed contemporary Indigenous artist and an ambassador for improving outcomes for Aboriginal Peoples. He is a two-time Premiership winner, member of the AFL Hall of Fame and Brownlow Medallist in a career spanning 300 senior games at the Essendon and Port Adelaide Football Clubs. He has a grandstand dedicated to his name at Adelaide Oval, in recognition of his outstanding contribution to the game.

Gavin is devoted to giving back to community through his role as ambassador for Power Community Programs with the Port Adelaide Football Club and Deadly Choices, an initiative run by Aboriginal Health. He travels to remote Aboriginal communities, predominantly in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands in north-west South Australia, encouraging positive life choices through sport, education, culture and community.

Perhaps Gavin's proudest achievement is The Gavin Wanganeen Aboriginal and Torres Strait Islander scholarship at the University of South Australia. Since 2005, the scholarship has supported young Indigenous people to continue their education and, in turn, become role models themselves.

Gavin first began exploring his ancestral links on canvas in his twenties, recreating memories and capturing the beauty of the Australian outback. Today Gavin's natural talent continues to blossom, attracting national attention and acclaim and firmly establishing him as a contemporary Indigenous artist to watch.



ABOUT THE ARTWORK

Star Dreaming

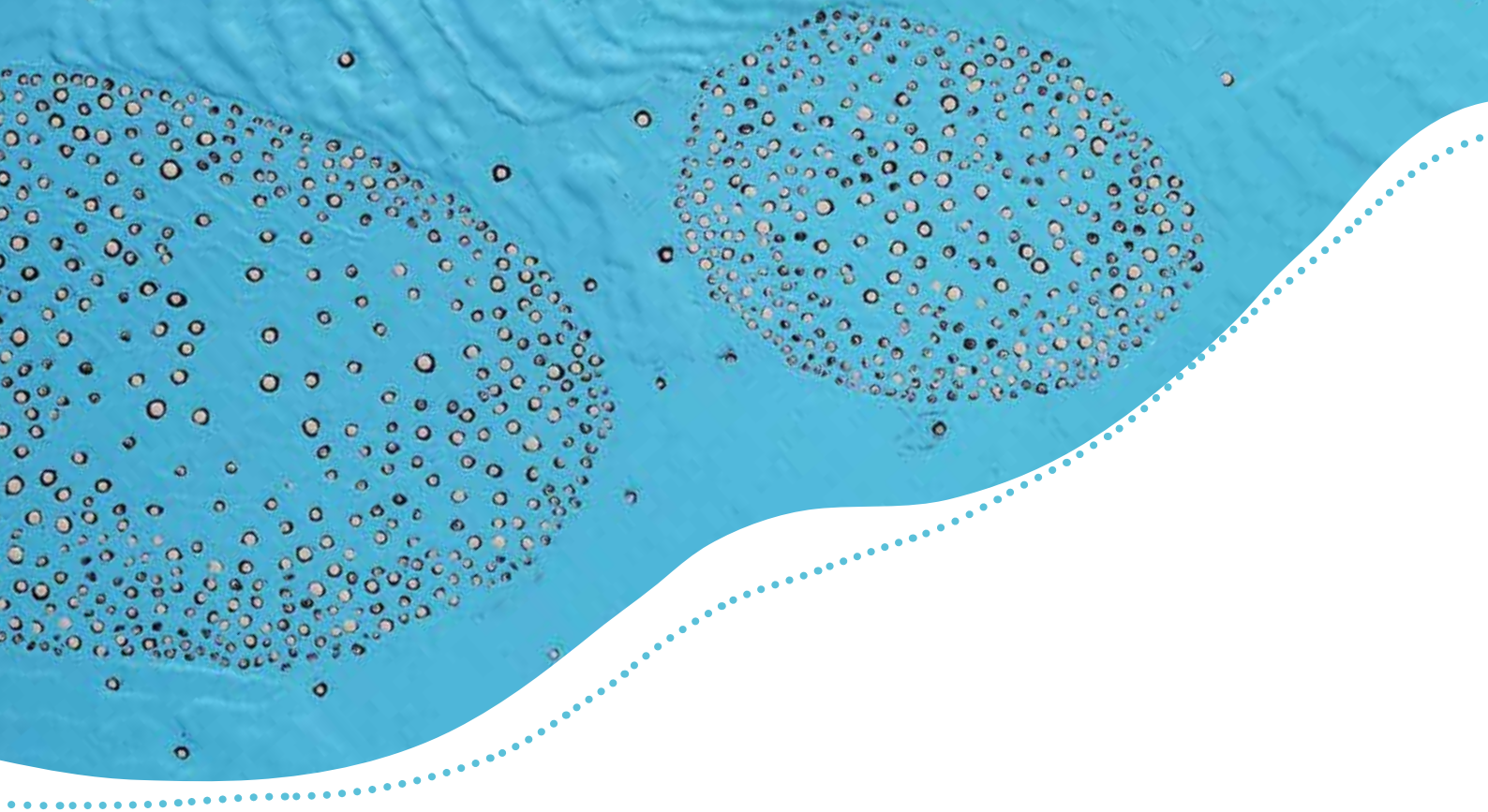
Imagine you are situated in the highest point of the universe, looking down through the stars to Country. From this viewpoint, you can see the Earth as a whole, and all the Nations working together for sustainability, equality, peace and harmony. When I look down, I see my Grandfather's Country, on the West Coast of South Australia. My Grandfather was a proud Kokatha man of culture, who knew the value of working together, with community, to create real and positive change.



UNAA SA and Foodbank World Environment Day event at the Adelaide Central Market. Chef Camillo Crugnale prepared an array of wonderful canapes using rescued food to highlight how food waste can be avoided. From left to right Ila Frishling, Jenny Badman, UNAA SA President Lidia Moretti, Foodbank CEO Greg Pattinson, Gavin Wanganeen, Pippa Wanganeen, Jane Reilly, Kitty, Posey and Mia Wanganeen.

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ACKNOWLEDGEMENT OF COUNTRY

The United Nations Association of Australia (UNAA) acknowledge and pay our respects to Aboriginal and Torres Strait Islander Peoples as the First Peoples of Australia, whose ancestral lands and waters we live, work and meet on.

The offices of the UNAA are located on the traditional lands of the Kurna Peoples in Adelaide, the Turrbul and Jagera Peoples in Brisbane, the Ngunnawal Peoples in Canberra, the Larrakia Peoples of Darwin, the Muwinina Peoples in Hobart, the Wurundjeri and Boon Wurrung Peoples of the Kulin nation in Melbourne, the Whadjuk Peoples of the Noongar Nation in Perth, and the Gadigal Peoples of the Eora nation in Sydney.

We acknowledge the Traditional Owners of country all across Australia. We pay our respects to them, their cultures and to Elders past, present and emerging. We celebrate the histories, languages and cultures of all Aboriginal and Torres Strait Islander Peoples and respect their continuing connection to land, sea and community for over 70,000 years as the world's oldest living culture.

We acknowledge the important contributions and celebrate the achievements of all Aboriginal and Torres Strait Islander Peoples, and thank all who have supported the development of this Reconciliation Action Plan.



UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES

We acknowledge that the United Nations Declaration on the Rights of Indigenous Peoples (the Declaration) is an international human rights framework that recognises and protects the unique and collective rights of Indigenous Peoples across the world. For Australia and Australians, the Declaration relates to Aboriginal and Torres Strait Islander Peoples' rights.

With the support of our partners, the UNAA will work to engage with Aboriginal and Torres Strait Islander Peoples and communities, in line with the Declaration, the goals and values of the United Nations.

The UNAA's Reflect RAP is guided by the purposes and principles of the Declaration on the Rights of Indigenous Peoples.

PARTNER WITH US

To partner with us toward reconciliation or to provide feedback on our Reconciliation Action Plan, please contact reconciliation@unaa.org.au or 0414 266 932.

MESSAGE FROM UNITED NATIONS ASSOCIATION OF AUSTRALIA

Reconciliation and the rights of Indigenous Peoples is central to the work of the United Nations and supporting Aboriginal and Torres Strait Islander Peoples is fundamental to the work of the United Nations Association of Australia (UNAA).

We recognise we are at the start of our reconciliation journey and through this Reflect Reconciliation Action Plan, we commit to doing more to support Aboriginal and Torres Strait Islander Peoples. As an organisation and a country, we have a long way to go, but the UNAA are committed to working together with communities to assist in some of the most challenging issues facing Aboriginal and Torres Strait Islander Peoples.

We believe in the power of strong role models in creating and supporting pathways into education and employment and believe we have a significant role to play in working to increase the representation and voice of Aboriginal and Torres Strait Islander Peoples in the United Nations.

We understand achieving our ambitious reconciliation agenda starts with supporting more Aboriginal and Torres Strait Islander people in our organisation through attendees of events, members, staff and Board members. This work will not be easy, but we are committed to working toward supporting a reconciled Australia.

Thank you to all who contributed to the development of this RAP. In particular, we thank UNAA Goodwill Ambassador Tanya Hosch for her support in developing this RAP and artist Gavin Wanganeen for the fantastic work used for the theme throughout.

We look forward to working with you toward reconciliation and supporting Aboriginal and Torres Strait Islander Peoples.



Lachlan Hunter
Executive Director
UNAA



MESSAGE FROM RECONCILIATION AUSTRALIA



Reconciliation Australia is delighted to welcome United Nations Association of Australia to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, United Nations Association of Australia 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 United Nations Association of Australia a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, United Nations Association of Australia will lay the foundations for future RAPs and reconciliation initiatives.

We wish United Nations Association of Australia 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 United Nations Association of Australia on its first RAP, and look forward to following its ongoing reconciliation journey.

A handwritten signature in blue ink, appearing to read 'Karen Mundine'.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



OUR BUSINESS

We are dedicated to informing, inspiring and engaging the Australian community and leaders regarding the work, goals and values of the United Nations to create a safer, fairer and more sustainable world.

Chaired by Mario D'Elia, the UNAA operates numerous international, domestic and local programs and has active teams in every state and territory of Australia that run regular events in the community, expert lectures, panel discussions, awards programs and Model UN Conferences. We endeavour to work closely with the Australian Government, principally through the Department of Foreign Affairs and Trade.

Established in 1946, the UNAA is a member of the World Federation of United Nations Associations (WFUNA) and seeks to inform, inspire and engage Australians on the work, goals and values of the United Nations and the importance of maintaining the rules-based international order. This includes a focus on issues such as climate change, refugees and asylum seekers, gender equality and the rights of Indigenous Peoples - particularly through achievement of the Sustainable Development Goals (SDGs). We also strive to inform and engage Australians on the UN's other critical role as a global governance backbone which enables international aviation, shipping, banking, intellectual property rights, international law, and telecommunications in the modern world.

We give the Australian community and leaders first-step connections and opportunities so that they can work with the UN family in order to help make the world a better place. Our efforts lead to a more informed, peaceful, prosperous, liveable, resilient and modern multicultural Australian society. To do this, the UNAA seek to inform public opinion on these principles and in particular focus on education and awareness on the SDGs for governments, business, schools and universities, other not for profits, and communities.

Our National Office is in Canberra and we have an active presence in every state and territory and maintain a strong supporter base. Our events across Australia attract over 10,000 people annually and our online activities directly connect with thousands more. More information about our core programs can be found at <https://www.unaa.org.au/our-work/>.

Details of the UNAA's work and our key priorities can be found in our Strategic Plan 2018-2023 at <https://www.unaa.org.au/wp-content/uploads/2018/01/UNAA-Strategic-Plan-2018-23-1-1.pdf>.

The UNAA is a largely volunteer-led organisation, with a small team of less than five paid staff, supported by over 600 volunteers and over 2000 members. At this stage, we do not currently have any staff or Board members who identify as Aboriginal and/or Torres Strait Islander. The UNAA has a Goodwill Ambassador for the Rights of Indigenous Peoples, Tanya Hosch, a Torres Strait Islander woman. As we continue our reconciliation journey, we are committed to increasing representation of Aboriginal and Torres Strait Islander Peoples as UNAA staff, Board members, volunteers, members and attendees of events, as well as capture data about Aboriginal and Torres Strait Islander engagement rates within the UNAA. In particular, we would like to see representation of Aboriginal and Torres Strait Islander Peoples on our Board.

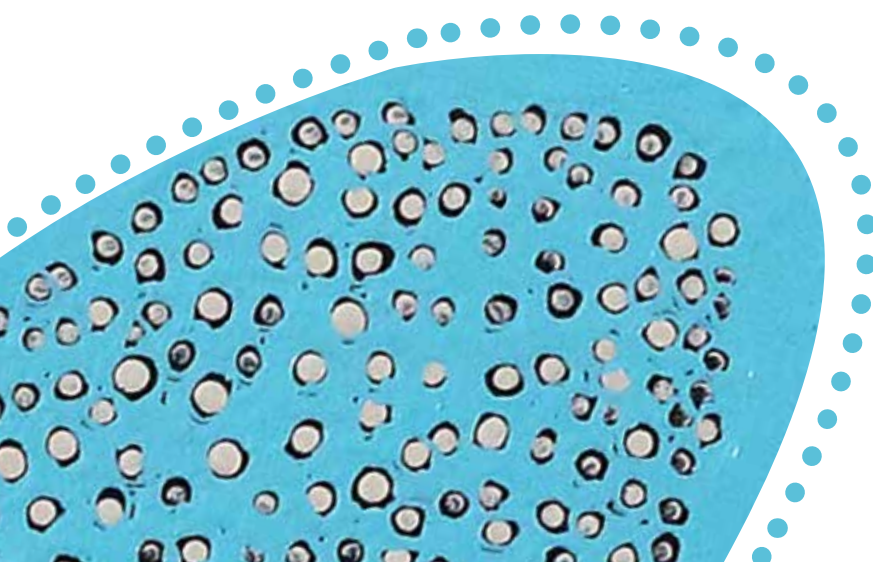
OUR RECONCILIATION ACTION PLAN

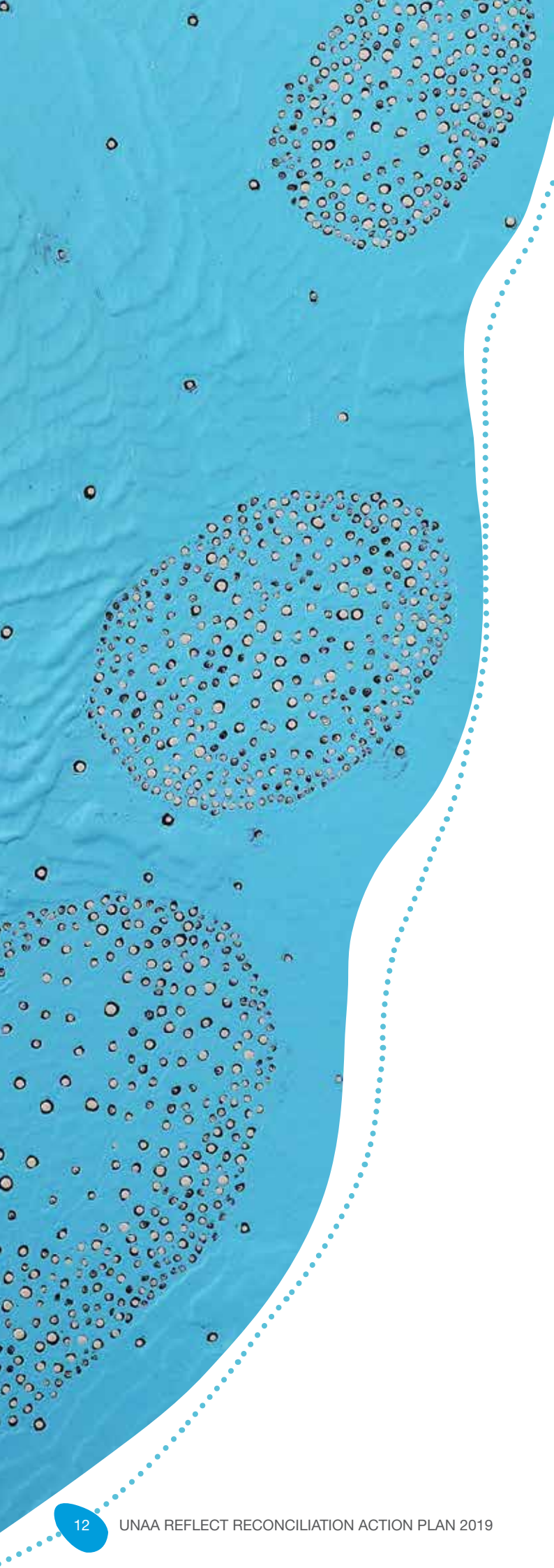
The UNAA is committed to supporting First Nations Peoples to overcome social and economic disadvantage. The UN Declaration on the Rights of Indigenous Peoples provides an international framework of best practice for engagement.

The principles of equality and justice are fundamental to the effective protection of human rights. We will strive to improve organisations' ability to facilitate thematic dialogue sessions which promote greater public appreciation of the strength that diversity brings to our society. These principles highlight the values outlined in the United Nations Charter: peace, justice, respect, human rights and solidarity.

The UNAA is committed to supporting all vulnerable people and those who suffer injustice, including Aboriginal and Torres Strait Islander Peoples. Our RAP will provide a framework for more consistent support and improved cultural understanding across our organisation and will support culturally appropriate practices and events across the UNAA, as well as promoting a more progressive culture within our organisation in relation to the engagement of First Nations Peoples. This includes events and activities on days of significance, including the UN's International Day of the World's Indigenous Peoples.

From 2000 to 2018, the UNAA held UN Day Media Awards. While these are no longer being presented, the awards have included an award relating to reconciliation and/or the rights and issues faced by Aboriginal and Torres Strait Islander Peoples. Held in Melbourne, the recipient of the Promotion of Empowerment of Indigenous Peoples Award met criteria which highlighted and acknowledged the contributions of First Nations Peoples whilst also integrated engagement with critical Sustainable Development Goals. The SDGs which were requirements for entry, included SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth) & SDG 10 (Reduce Inequalities). These goals of improving health, education, employment and reducing inequality are all vitally important to improving outcomes for Aboriginal and Torres Strait Islander Peoples. A list of previous award recipients is available at <https://unaavictoria.org.au/media-awards/winners-finalists/past-winners-and-finalists/>.





In 2016, the UNAA held an Economic Empowerment of Women and Girls Forum. This included a panel discussion relating to the Economic Empowerment of Aboriginal and Torres Strait Islander women and girls, led by Karen Milward, Chair, Aboriginal Economic Board; Lidia Thorpe, Member, Treaty Working Group; and Melinda Cilento, Co-Chair, Reconciliation Australia. Keynote speakers also included Dorinda Cox, Director, Inspire Change Consulting Group; and Warren Mundine AO, Chair (at the time), Prime Minister's Indigenous Advisory Council. The forum was attended by 140 delegates and harnessed the expertise and experience of individuals from a broad range of professional and community backgrounds. The forum found the key priorities for change and was presented to the 61st Commission of the Status of Women in New York. The final copy of this Forum report is available at <https://unaavictoria.org.au/get-informed/resources/>

In 2018, the UNAA partnered with the KARI Foundation for a NAIDOC Week event lunch in Sydney at Parliament House. The lunch celebrated the achievements and success of Aboriginal and Torres Strait Islander women and girls in particular, given the 2018 NAIDOC theme, *Because of her, we can!*

The RAP is championed by an internal RAP Working Group, led by Lachlan Hunter, our National Executive Director. The Executive Director and RAP Working Group have worked closely with UNAA Goodwill Ambassador for the Rights of Indigenous Peoples, Tanya Hosch. Each of the UNAA's Divisions and our Young Professionals Network have engaged with their teams to seek feedback as to how the UNAA can better support Aboriginal and Torres Strait Islander Peoples. In the development of the UNAA RAP, the internal RAP Working Group sought feedback from their teams across our organisation and with our affiliate UN Youth. All were encouraged to actively involve Aboriginal and Torres Strait Islander stakeholders and members of the local community in this process.

OUR COMMITMENTS

Some sections of the UNAA have existing relationships with First Nations Peoples and groups and have partnered for events, promoted each other's activities and sought opportunities to work together. This RAP will seek input from these groups to work with the Reconciliation Action Plan Working Group and seek to build the capacity to support new relationships, activities and events with First Nations Peoples and organisations.

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1	Maintain an operational RAP Working Group	<ul style="list-style-type: none"> Convene meetings of the UNAA RAP Working Group quarterly, to support the implementation of our RAP, comprised of Aboriginal and Torres Strait Islander Peoples and decision-making staff from across our organisation. 	October 2019 Executive Director
2	Build internal and external relationships	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander Peoples, communities and organisations within our local area or sphere of influence that we could connect with on our reconciliation journey and actively promote and support these individuals, communities and organisations. Develop a list of RAP organisations and other like-minded organisations that we could approach on our reconciliation journey. Engage Aboriginal and Torres Strait Islander community-based organisations that provide volunteer opportunities to partner for events and build relationships to increase representation in the UNAA. Pursue outreach to partner organisations and community groups to build Aboriginal and Torres Strait Islander membership and participation in our events and activities. 	November 2019 National Office RAP intern November 2019 National Office RAP intern November 2019 Executive Director November 2019 Executive Director

Action	Deliverable	Timeline	Responsibility
3 Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage staff, volunteers and members across the UNAA to attend a NRW event. 	27 May – 3 June 2020	Executive Director
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff, volunteers and members. 	27 May – 3 June 2020	National Office RAP intern
	<ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	27 May – 3 June 2020	Executive Director
4 Raise internal awareness of our RAP	<ul style="list-style-type: none"> Investigate opportunities to increase membership and participation on our Boards and in our teams for Aboriginal and Torres Strait Islander Peoples. 	October 2019	Executive Director
	<ul style="list-style-type: none"> Engage our senior leaders in the delivery of RAP outcomes, including as part of delivering the UNAA Strategic Plan. 	October 2019	Executive Director
	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all staff and volunteers across the organisation about our RAP commitments. 	January 2020	Executive Director
	<ul style="list-style-type: none"> Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. 	January 2020	Vice President, Divisions
5 Raise external awareness of our RAP	<ul style="list-style-type: none"> Include the rights of Aboriginal and Torres Strait Islander Peoples in UNAA's Human Rights Position Paper. 	October 2019	Executive Director
	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst our members about our RAP. 	October 2019	Executive Director
	<ul style="list-style-type: none"> Communicate to key partners and stakeholders about our RAP and opportunities to partner and work with the UNAA to support improved outcomes for Aboriginal and Torres Strait Islander Peoples, including as part of delivering the UNAA's Strategic Plan. 	October 2019	Executive Director
6 Launch RAP	<ul style="list-style-type: none"> Align the launch of the RAP with the anniversary of the UN Declaration on the Rights of Indigenous Peoples on 13 September 2020. 	13 September 2020	Executive Director
	<ul style="list-style-type: none"> Support the Divisions and Young Professionals to hold events in their local communities. 	October 2019	Executive Director

Action	Deliverable	Timeline	Responsibility
7 Collaborate with UNAs from other countries	• Continue to discuss with other United Nations Associations on their work with First Peoples.	October 2020	Executive Director
	• Explore potential to work together with UNAs across the world where First Peoples issues and goals align.	October 2020	National Office RAP intern

RESPECT

Action	Deliverable	Timeline	Responsibility
8 Investigate Aboriginal and Torres Strait Islander cultural learning and development	• Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	October 2019	Executive Director
	• Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	January 2020	National Office RAP intern
	• Conduct a review of cultural awareness training needs within our organisation.	February 2020	Executive Director
9 Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols and hold events celebrating Aboriginal and Torres Strait Islander cultures, languages, histories and Peoples	• Ensure Acknowledgement of Country or Welcome to Country at all UNAA events and meetings, and that this is culturally appropriate to the local community.	October 2019	All UNAA leaders and event organisers
	• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	October 2019	Executive Director
	• Partner with organisations for events in the states and territories.	February 2020	Vice President, Divisions
	• Build further connections with community groups at these events and seek long-term partnerships and engagement.	February 2020	Vice President, Divisions
	• Seek feedback on the events from Aboriginal and Torres Strait Islander people.	February 2020	Vice President, Divisions

Action	Deliverable	Timeline	Responsibility
10	Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance	• Create a national calendar of Aboriginal and Torres Strait Islander days of significance to release with RAP.	October 2019 National Office RAP intern
		• Integrate this list into UNAA calendar of events, including adding events supporting Aboriginal and Torres Strait Islander Peoples.	November 2019 Executive Director
11	Participate in NAIDOC Week 2020	• Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander Peoples and communities.	July 2020 Executive Director
		• Encourage staff, volunteers and members to attend NAIDOC events.	July 2020 Vice President, Divisions
		• Circulate NAIDOC Committee's resources and reconciliation materials including a calendar of events, to staff, volunteers and members.	June 2020 National Office RAP intern
		• Ensure the Divisions and RAP Working Group participate in an external event to recognise and celebrate NAIDOC.	7-14 July 2020 Executive Director and Vice President, Divisions

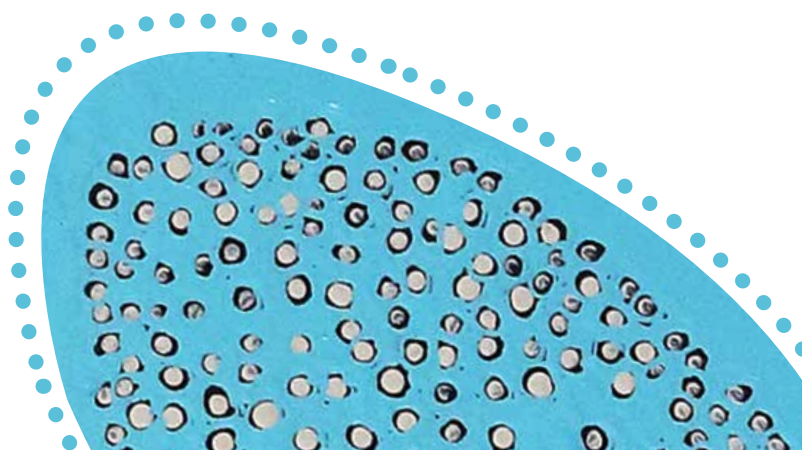
OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
12	Investigate Aboriginal and Torres Strait Islander employment	• Develop a business case for Aboriginal and Torres Strait Islander employment and volunteers within our organisation.	January 2020 Executive Director
		• Identify any current Aboriginal and Torres Strait Islander staff or volunteers to inform future employment and development opportunities.	January 2020 National Office RAP intern
		• Proactively promote employment opportunities within established Aboriginal and Torres Strait Islander networks.	January 2020 Executive Director
		• Actively seek input on recruitment and retention strategies from stakeholders including Aboriginal and Torres Strait Islander volunteers and future staff.	March 2020 Executive Director

Action	Deliverable	Timeline	Responsibility
13	Commit to Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Communicate the mutual benefits and demonstrate the business case of procurement from Aboriginal and Torres Strait Islander owned businesses. Ensure where reasonably possible, procurement is from Aboriginal and Torres Strait Islander owned businesses. 	<p>January 2020 Executive Director</p> <p>October 2019 Executive Director</p>
14	Ensure communication, internally and externally, is culturally appropriate	<ul style="list-style-type: none"> RAP Working Group to liaise with Communications Working Group and National Communications Manager to support reconciliation lens and inclusive language in all communications. 	January 2020 Communications Manager and National Office RAP intern
15	Deliver Model UN Conferences on Permanent Forum on Indigenous Issues	<ul style="list-style-type: none"> Adapt existing Model UN Conference Program to Model UN Permanent Forum on Indigenous Issues. Provide identified opportunities for Aboriginal and Torres Strait Islander youth and young people to attend Conferences. 	<p>September 2020 Executive Director</p> <p>October 2019 Executive Director</p>
16	Promote the International Year of Indigenous Languages in 2019	<ul style="list-style-type: none"> Hold events and activities to highlight 2019 as the International Year of Indigenous Languages. Seek to promote understanding and the importance of Indigenous language including on social media. 	<p>October 2019 Vice President, Divisions</p> <p>October 2019 Communications Manager</p>
17	Support scholarship opportunities for Indigenous students	<ul style="list-style-type: none"> Engage local Indigenous young people and community groups to gauge interest areas for study and opportunities. Engage universities to establish local scholarship program/s in identified areas of interest. 	<p>November 2019 Vice President, Divisions</p> <p>November 2019 Vice President, Divisions</p>

GOVERNANCE AND TRACKING PROGRESS

Action	Deliverable	Timeline	Responsibility
18 Build support for the RAP	• Define resource needs for RAP development and implementation.	October 2019	Executive Director
	• Define systems and capability needs to track, measure and report on RAP activities.	October 2019	Executive Director
19 Prepare and complete the RAP Impact Measurement Questionnaire	• Collect data for the RAP Impact Measurement Questionnaire.	March 2020	Executive Director
	• Seek internal approval to submit the RAP Impact Measurement Questionnaire.	August 2020	Executive Director
	• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	30 September 2020	Executive Director
20 Review and Refresh RAP	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	June 2020	Executive Director
	• Submit draft RAP to Reconciliation Australia for review.	July 2020	Executive Director
	• Submit final draft RAP to Reconciliation Australia for formal endorsement.	September 2020	Executive Director
21 Establish a RAP Advisory Panel	• Meet quarterly to monitor progress against RAP actions. Panel members are to be both Aboriginal and Torres Strait Islander, and non-Indigenous people, who will provide independent guidance and valuable community feedback.	October 2019	Executive Director





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“Football has not only provided me with wonderful opportunities, it’s also instilled a strong sense of achievement and an understanding that role models can make a real difference to people’s lives. I believe Indigenous kids need a range of role models. Yes, sport plays an important role, but they also need exposure to leaders from a range of vocations: teachers, business leaders, medical professionals, researchers and artists.”

– **Gavin Wanganeen**



**United
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of Australia**



REFLECT RECONCILIATION ACTION PLAN 2019 - 2020

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