

High Resolves



RECONCILIATION
ACTION PLAN

REFLECT

‘Reflect’

Reconciliation Action Plan

July 2020 – July 2021

About High Resolves

High Resolves is a pioneering social enterprise founded by Mehrdad and Roya Baghai in 2004, with a vision *to enable a generation of young people resolving to make a positive difference to the world.*

Our organisation is a global leader in the design and delivery of learning experiences which help to inoculate young people against hatred and intolerance. Our highly immersive program helps teenagers think critically, identify and analyse bias and build empathy and social cohesion. The very qualities we need to achieve reconciliation in Australia.

High Resolves is underpinned by a culture of growth. We have steadily grown the number of students we reach each year for over a decade and have now engaged more than 300,000 young Australians. Our ambition over the next five years is to grow that number to reach 50% of Australian teenagers and create a tipping point of young people with the skills to think and act in the long-term collective interest of humanity.

Our culture is underpinned by our 10 character attributes which align with the intent of reconciliation: Adaptable, Bold, Committed, Curious, Passionate, Pioneering, Purpose-led, Relentless, Rigorous, and Sincere.

High Resolves Australia has 25 employees, in business units across metropolitan and regional areas in New South Wales, Queensland and Victoria. We currently do not have any Aboriginal and Torres Strait Islander staff, but we are reviewing our people practices to find different ways to attract and retain Aboriginal and Torres Strait Islander employees.

About our RAP

The High Resolves global citizenship learning experiences are designed to fuel a powerful personal transformation for young people. We invest in supporting young leaders who will aim to act in the long-term collective interest and inspire others to do the same.

As an organisation born and bred in Australia, Reconciliation is core to our heart.

We are developing a RAP because we recognise that collective transformation is required to help us to move towards a more just, equitable and inclusive world. We aim to partner with Aboriginal and Torres Strait Islander communities to improve teacher capacity and educational outcomes for young people.

Current Activities

High Resolves has been working with Aboriginal and Torres Strait Islander students for many years but is only now bringing this under the umbrella of the RAP framework.

High Resolves has engaged more than 300,000 young people with our citizenship education program, since we began operating in Australia in 2004. During this time, there has been approximately 3% representation of Aboriginal and Torres Strait Islander students.

Supplier Diversity

The Federal Government's Indigenous Procurement Policy has set a 1% target for government spend this year. That target will reach 3% by 2027. From 1 July 2020, Indigenous participation targets will be mandatory in some high value contracts.

High Resolves has used the Supply Nation database to source catering and venues and we're exploring printing services. Through our RAP process, we'll work to define our spend with Aboriginal and Torres Strait Islander organisations and continue to foster positive experiences in procurement of Aboriginal and Torres Strait Islander products and services.

RAP Working Group

RAP Chair: Anna Howarth

ANZ CEO: Donna Hutchison

Director, Curriculum and Impact: Lee Martin

National Program Director: Rachel Hinds

Strategic advice sought from the Chair of the High Resolves Australia Committee, Dr. Sue-Anne Wallace.

High Resolves

'Reflect' Reconciliation Action Plan



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.	July 2020	RAP Chair
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2020	National Program Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	August 2020	RAP Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW and ensure all RAP Working Group members participate in an external event	May - June 2021	ANZ CEO
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	July 2020	ANZ CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2020	National Program Director

Action	Deliverable	Timeline	Responsibility
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2021	RAP Chair
4. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination	December 2020	Director, Curriculum and Impact
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	April 2021	RAP Chair



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.	July 2020	RAP Chair
	Conduct a review of cultural learning needs within our organisation and investigate cultural learning programs and immersions for staff (includes digital online learning)	July 2020	Director, Curriculum and Impact
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.	October 2020	RAP Chair

Action	Deliverable	Timeline	Responsibility
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2020	Director, Curriculum and Impact
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff around the meaning of NAIDOC Week	July 2020	Australia CEO
	Introduce our staff to NAIDOC Week by promoting external events that can be attended and ensure our RAP Working Group participates in an external NAIDOC Week event (in line with social distancing rules)	July 2020	RAP Chair



Opportunities

Action	Deliverable	Timeline	Responsibility
8. Investigate Aboriginal and Torres Strait Islander employment opportunities	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	May 2021	RAP Chair
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2020	RAP Chair
9. Investigate Aboriginal and Torres Strait Islander Supplier Diversity	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses and investigate Supply Nation membership and investigate Supply Nation membership.	September 2020	RAP Chair



Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Form a RAP Working Group to govern RAP implementation.	July 2020	RAP Chair
	Draft a Terms of Reference for the RWG.	July 2020	RAP Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	June 2021	RAP Chair
11. Build support for the RAP	Define resource needs for the RAP development and implementation	August 2020	RAP Chair
	Engage senior leaders in the delivery of RAP commitments.	August 2020	ANZ CEO
	Define systems and capability needed to track, measure and report on RAP activities	May 2021	RAP Chair
12. 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 2021	RAP Chair
13. Review and refresh RAP	Register via Reconciliation Australia's website to begin developing our next RAP	April 2021	RAP Chair

For more information about the High Resolves RAP, please email info@highresolves.org