



# Reconciliation Action Plan

**Aboriginal and Torres Strait Islander people  
and the NDIA**

**2019 to 2021**



**Easy English**



## Hard words

This book has some hard words.

The first time we write a hard word

- the word is in **blue**
- we write what the hard word means.

## You can get help with this book



You can get someone to help you

- read this book
- know what this book is about
- find more information.



## About this book

The **National Disability Insurance Agency** or NDIA wrote this book.



The NDIA manage the **National Disability Insurance Scheme** or NDIS.

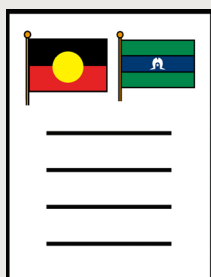


The NDIS helps people under 65 with disability get

- care



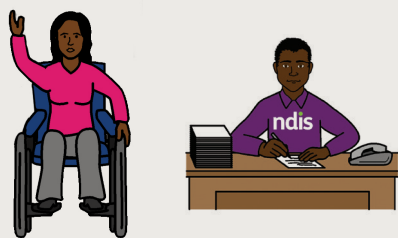
- supports.



This book is about our **Reconciliation Action Plan**. We will call it the plan.



Reconciliation means to bring people together.



Our plan says how we will help Aboriginal and Torres Strait Islander people

- use the NDIS better
- get jobs with us.

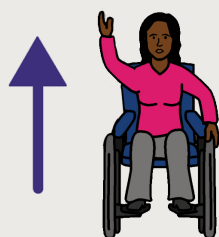


There are only about 100 people who work for the NDIA who are Aboriginal or Torres Strait Islander.

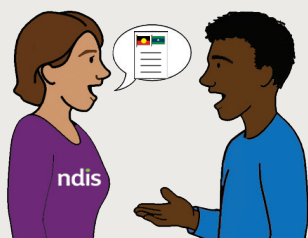


This plan will help us to make more jobs for Aboriginal and Torres Strait Islander people.

More Aboriginal and Torres Strait Islander people will work for the NDIA by the year 2021.



We want more Aboriginal and Torres Strait Islander people to be able to use the NDIS.



The plan was made with Aboriginal and Torres Strait Islander people.

## There are 4 areas in the plan



### 1. Relationships

Make sure we work well with Aboriginal and Torres Strait Islander communities.



### 2. Respect

Make sure we understand Aboriginal and Torres Strait Islander cultures.

### 3. Opportunities

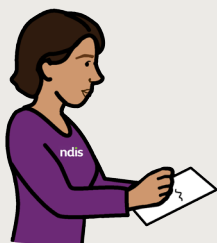
Make sure Aboriginal and Torres Strait Islander people

- get good services from the NDIS
- can get a job with the NDIA.



### 4. Tracking and Reporting

Make sure we do what we say we will do.



We will do work in each area of the plan.

# 1 Relationships



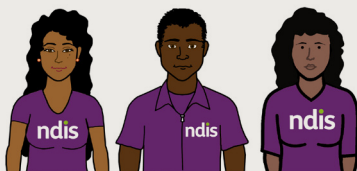
**We will work with Aboriginal and Torres Strait Islander communities.**

We will meet with Aboriginal and Torres Strait Islander traditional owners and elders.

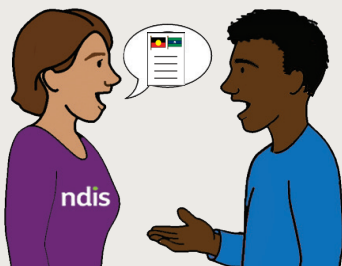


We will support Aboriginal and Torres Strait Islander organisations.

**We will make a group of people who work on the plan.**



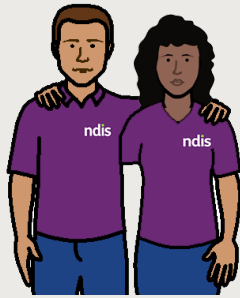
The group will have Aboriginal and Torres Strait Islander people in it.



The group will tell people about the plan.

The group will make sure the plan happens.

**We will make sure our workers know about the plan.**

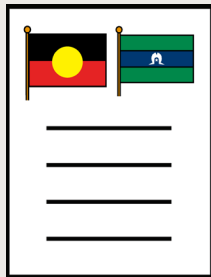


We want everyone who works for us to understand and respect each other.



We want everyone who works for us to know about **reconciliation**.

Reconciliation means to bring people together.



We will make sure our workers know about

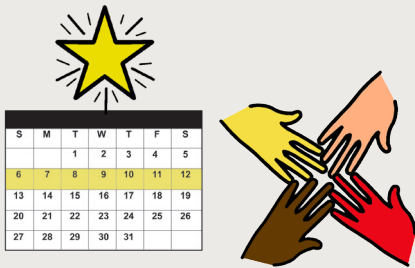
- the plan

and

- reconciliation.



## We will be part of National Reconciliation Week.

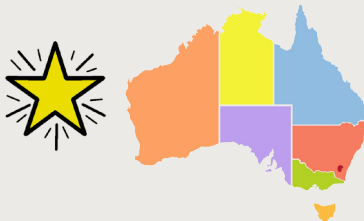


National Reconciliation Week is a special week to celebrate how important reconciliation is.



We will have National Reconciliation Week events each year

- in our main office



- in each state and territory office.

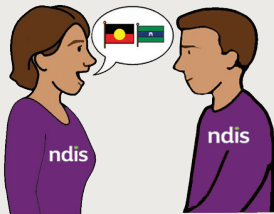
We will be part of events in the community for National Reconciliation Week each year.



## 2 Respect



**We will make sure our workers know about different cultures.**



We will help our workers to know about Aboriginal and Torres Strait Islander culture and history.



We will get Aboriginal and Torres Strait Islander communities to tell our workers about their culture and history.

**We will make sure our workers know about rules in different cultures.**



We will teach our workers about Aboriginal and Torres Strait Islander

- rules
- ways of doing things
- special times.



We will make sure our workers know about **Welcome to Country** and **Acknowledgement of Country**.

This means our respect to the traditional owners of lands where we live and work.

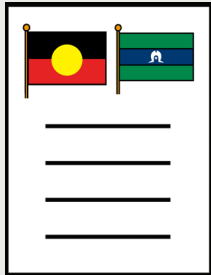
We will ask Aboriginal and Torres Strait Islander traditional owners and elders to give a Welcome to Country at important events.



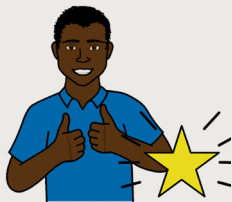
We will have an Acknowledgement of Country

- at every NDIA meeting

- in our staff email signatures



- on display at our offices.



We will help our Aboriginal and Torres Strait Islander workers celebrate their

- culture

and

- community.



For example, NAIDOC Week which celebrates the history and culture of Aboriginal and Torres Strait Islander peoples.

### 3 Opportunities

**We will make more jobs for Aboriginal and Torres Strait Islander people.**



We will learn about Aboriginal and Torres Strait Islander workers at the NDIA.

We will find ways to help Aboriginal and Torres Strait Islander people who want to

- work with us
- keep working with us.



We will

- look for new workers through Aboriginal and Torres Strait Islander organisations and websites



- work with government programs to find workers.

**We will find ways to use Aboriginal and Torres Strait Islander groups.**

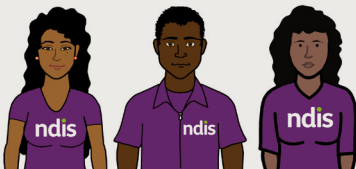


We will find more Aboriginal and Torres Strait Islander businesses to get our goods and services from.

**We will make sure our services respect Aboriginal and Torres Strait Islander cultures.**



We will ask Aboriginal and Torres Strait Islander traditional owners and elders to help us make our services better for their people.



We will have more Aboriginal and Torres Strait Islander **Local Area Coordinators**.

A Local Area Coordinator is someone who can help make your NDIS plan happen.

## 4 Tracking and Reporting

We will make sure we do what we say.



We want to make things better for Aboriginal and Torres Strait Islander people.

We need to know if the plan works.

We will find out



- what works with the plan

- what does **not** work with the plan



- what we learn from the plan.

We will use what we learn to make the plan better.

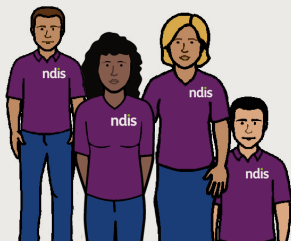


People will help us follow the plan.

We will have a **reconciliation champion**.

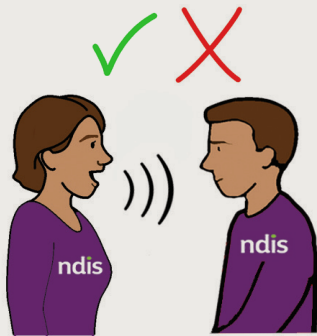
A reconciliation champion helps the people we work with to follow the plan.

Our reconciliation champion will report on the plan to managers and the NDIA board.



There are other teams of people who will help the reconciliation champion to do the best job they can.

**We will make sure people know that the plan works well.**



We will tell the people who work with us

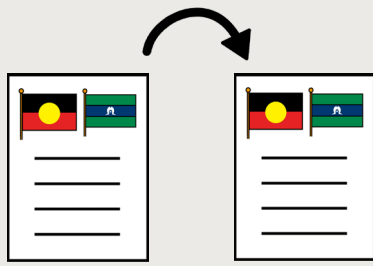
- what we have done well
- what we need to do better.



We will report to **Reconciliation Australia** about our plan.

Reconciliation Australia is in charge of reconciliation action plan programs in Australia.





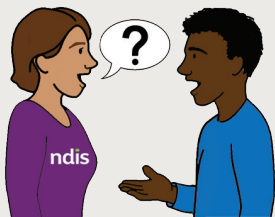
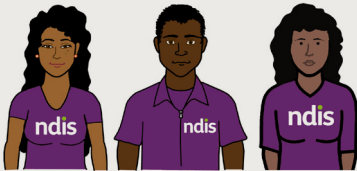
**We will change the plan if we need to make it better.**

We want to make our plan the best it can be.



We will work with

- Reconciliation Australia
- Aboriginal and Torres Strait Islander groups and communities
- Aboriginal and Torres Strait Islander people who work at the NDIA.



We will ask people to tell us what they think about the plan.



## More information

Go to our website

[www.ndis.gov.au](http://www.ndis.gov.au)



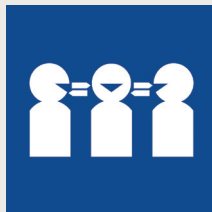
Call 1800 800 110

Monday to Friday

8 am to 8 pm



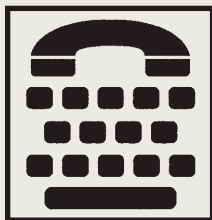
Email [inclusionanddiversity@ndis.gov.au](mailto:inclusionanddiversity@ndis.gov.au)



### For people who need help with English

Telephone Interpreting Service

131 450



### For people who are deaf or hard of hearing

TTY

1800 555 677 then ask for 1800 800 110



If you are deaf or find it hard to hear or talk you can contact the National Relay Service.

<http://bit.ly/NRSContactPage>

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Scope's Communication and Inclusion Resource Centre wrote the Easy English version in May 2019.

To contact Scope call 1300 472 673 or visit [www.scopeaust.org.au](http://www.scopeaust.org.au).

To see the original contact the National Disability Insurance Agency.

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