



Reconciliation Action Plan 2016 - 2017

National Disability Insurance Agency



Easy English

This factsheet has some hard words.

The first time we write a hard word it is in **blue**.

We write what the hard word means.

What is this factsheet about?



This factsheet is about the **National Disability Insurance Agency** and our **Reconciliation Action Plan**.

The National Disability Insurance Agency is called the **NDIA**.

The Reconciliation Action Plan is a plan to support people who work with the NDIA who are

- Aboriginal
- Torres Strait Islander.



It is also for other people who work with the NDIA to learn about the history and culture of Aboriginal and Torres Strait Islander people.



In this factsheet the Reconciliation Action Plan is called the **RAP**.

The RAP is the **commitment** we are making towards **reconciliation**.



A commitment is a promise to do something.

Reconciliation means to bring people together.



We want Aboriginal and Torres Strait Islander people and other Australians to

- try to understand each other
- have equal rights and choices.



About us



The NDIA runs the **National Disability Insurance Scheme**.

The National Disability Insurance Scheme is called the **NDIS**.



The NDIS is the new way to help people under 65 with disability get

- care
- supports.



The NDIS also helps families and carers with information about services to support people with disability.



There are many Aboriginal and Torres Strait Islander people in Australia.

Some of these people have disability.



We want to work together with Aboriginal and Torres Strait Islander people to

- help everyone get the supports they need
- help make Aboriginal and Torres Strait Islander communities strong.



Why do we have the RAP?

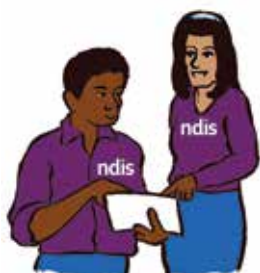
The RAP is a plan for the people who work for us to help them understand more about the culture and history of people who are



- Aboriginal



- Torres Strait Islander.



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



We want everyone who works for us to share our commitment towards reconciliation.



The people who work for us

Many different Australians work for the NDIA.

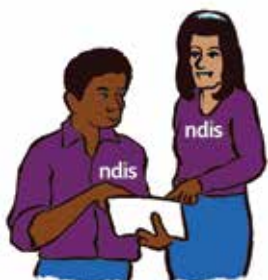
We are proud that many Aboriginal and Torres Strait Islander people choose to work for the NDIA.

In 2016 there were 1154 workers.

26 of these workers said they are Aboriginal or Torres Strait Islander.



We want to make this number bigger.



To make this number bigger, we will work together with

- the Aboriginal and Torres Strait Islander people who work for us

and



- Aboriginal and Torres Strait Islander groups and communities.



We want to give more Aboriginal and Torres Strait Islander people the chance to work for us.



We have programs to help us do this, for example, the Indigenous Australian Government Development Program.

Reconciliation and Engagement



Reconciliation means to bring people together. We want Aboriginal and Torres Strait Islander people and other Australians to

- try to understand each other



- have equal rights and choices.



Engagement means to be involved.

We want to be involved in the reconciliation of

- Aboriginal and Torres Strait Islander people

and

- other Australians.



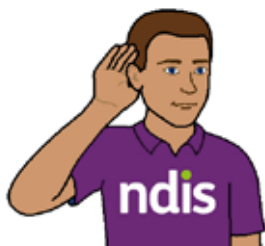
Reconciliation Australia

Other groups in Australia have also made reconciliation action plans.

A group called **Reconciliation Australia** is in charge of RAP programs.

We have joined this program to show we want to do as much as we can for reconciliation.

What we will do



We will listen to the people who work for us.

We will work together to make the NDIS

- stronger
- better for everyone.



We are already doing work for reconciliation in many areas.



We have a **reconciliation champion** to help the people we work with to follow the plan.

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



Our Plan

The RAP has 4 parts.



1 Relationships



2 Respect



3 Opportunity



4 Tracking and Progress.

Each of the 4 parts is an important step for reconciliation.



1 Relationships

Relationships are the way people or groups are connected. For example

- family
- friends
- people you work with.



We want people to build good relationships with each other.



That way everyone can work together for reconciliation.



To help everyone work together we will

- check everyone follows the RAP



- build good relationships with everyone we work with



- do something special to celebrate

National Reconciliation Week.

This is a special week to celebrate how important reconciliation is.



2 Respect

We want people to **respect** each other.

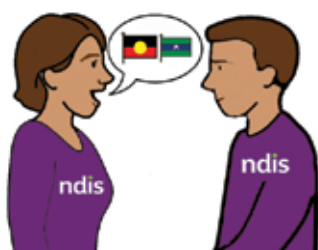
Respect means we understand that

- everyone is important



- we should be kind to everyone

- we should **not** hurt other people.



To help people respect each other we will

- find out what our workers know about
Aboriginal and Torres Strait
Islander culture



- do something special for **NAIDOC Week**.

This is a special week to celebrate
Aboriginal and Torres Strait Islander history
and culture.



We will also teach people who work for us about Aboriginal and Torres Strait Islander

- rules

- ways of doing things

- special times.



3 Opportunity

Opportunity means a chance to make something better.

We want Aboriginal and Torres Strait Islander people to have the opportunity to have the same choices as everyone else.



This includes the opportunity to work with us.



This part of the RAP will give us an opportunity to make the NDIS

- better

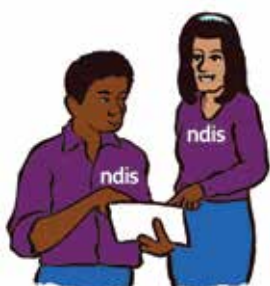
- stronger

- fairer.



To help make the NDIS better for Aboriginal and Torres Strait Islander peoples we will

- learn about the Aboriginal and Torres Strait Islander workers at the NDIA



- find ways to help Aboriginal and Torres Strait Islander people
 - want to work for the NDIA
 - keep working for the NDIA.



We will also

- find opportunity for NDIA workers to spend time with Aboriginal and Torres Strait Islander groups.



- learn about the different Aboriginal and Torres Strait Islander **suppliers**.
Suppliers are groups and businesses that help people with disability get
 - care
 - supports.

We will make sure Aboriginal and Torres Strait Islander people are involved in the RAP.



We will make new ways for Aboriginal and Torres Strait Islander workers to connect with each other.



4 Tracking and Progress

Tracking means to report any changes that are made because of the RAP.



Progress means these changes make things better for Aboriginal and Torres Strait Islander people. We need to know if the RAP works.

We will track any progress made towards reconciliation.



To check how the RAP is working we will

- help people to feel excited about reconciliation

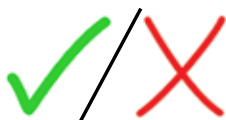


- ask people that work with us to be a part of the RAP.



We will tell Reconciliation Australia

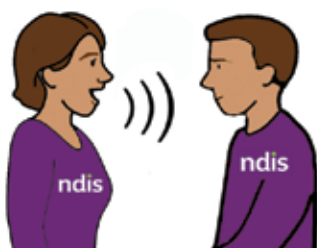
- what works with the RAP



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

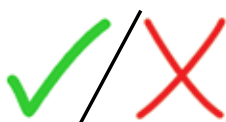


- what we have learned from the RAP.



We will also tell all the people who work with us

- what works with the RAP



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



- what we have learned from the RAP.

We will use what we have learned to make the RAP better.

January 2017						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
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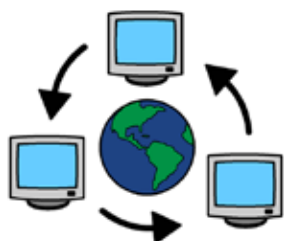
We want all the parts of the RAP to start **before** the end of 2017.



January 2018						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

We will also have a new RAP in 2018.

More information



Go to our website

www.ndis.gov.au



Call us

1800 800 110

Monday to Friday

9am to 5pm

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Scope's Communication and Inclusion Resource Centre

wrote the Easy English. July 2016 www.scopevic.org.au

To see the original contact the National Disability Insurance Agency.

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