



RECONCILIATION  
ACTION PLAN  
REFLECT



**variety**  
the children's charity



Variety – The Children's Charity NSW/ACT

# Reflect Reconciliation Action Plan

[July 2024] – [July 2025]

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## Acknowledgement statement

Variety - the Children's Charity NSW/ACT acknowledges and pays respect to the Traditional Custodians of the land and waters where we live, work and travel through. We value their cultures, identities and continuing connection to country, waters, kin and community. We pay our respects to Elders past and present for their role in nurturing children on this land for generations.



Variety - the Children's Charity NSW/ACT Story Artwork

## About the Artist - Nathan Peckham

Nathan leans upon the teachings of his Elders and chains them to a rich mixture of modern media and methods to give life to his unique brand of artwork and design. Nathan endeavours to reach his audience by showcasing the many facets of Australia's rich indigenous culture and in particular, the depth of the culture specific to the Dubbo region which is his ancestral homeland.



### A Celebration of Diversity

The top section bursts with colour, symbolizing the vibrant communities Variety serves across NSW and ACT. The changing hues represent this diversity, while the smaller figures, flanked by their peers, highlight the importance of guidance and support for our children to thrive.

### Landscapes of Change

The middle section showcases the diverse landscapes Variety encounters. The changing landforms in each panel reflect this variety. The transition from night to day acts as a metaphor for the positive impact Variety brings - brighter days for children. This theme of transformation continues throughout the artwork, with the colour palette shifting from blue and indigo to a hopeful orange.

*Artwork and photo supplied by: Nathan Peckham*

### The Hands that Shape Lives

The third section represents Variety's dedicated staff and volunteers. The handprints signify the collective effort of every member in leaving a lasting impression on the lives of children.

### The River of Life

The bottom section depicts a mighty river, a common symbol used to represent life's journey. Just like the river Wambool, life can be turbulent or tranquil, abundant or barren. The message here is one of hope: even in dry times, the river will eventually flow again, signifying positive change around the bend.

### The Symbol of Hope

Finally, the majestic rosella, its feathers ablaze with Variety's signature red, takes flight. This magnificent bird embodies the unwavering hope that Variety brings.

## Message from Variety CEO & Chair



We are delighted to share our Reflect Reconciliation Action Plan (RAP) with you as we embark on a journey of purposeful action and commitment towards reconciliation. It is important that we seek to understand the culture and history of the many communities we assist through a demonstrated willingness to learn. At Variety, we are dedicated to creating a future where every child in NSW and the ACT, irrespective of their circumstances or abilities, is supported, included, and treated as equals.

We acknowledge the Traditional Custodians of the land and waters where we work and travel. We deeply value their cultures, identities, and enduring connections to country, kin, and community. We pay our respect to Elders past and present for their invaluable contributions in nurturing generations of children on this land.

The Reflect RAP provides us with a framework, empowering us to take steps towards reconciliation. Through our RAP, we aim to foster meaningful relationships, promote cultural awareness and understanding, and contribute to the reconciliation process in tangible ways that will facilitate our own growth and understanding.

Part of what makes Variety unique is our ability to empathise with the beneficiaries we support, to identify and respond to unmet need and to be adaptable to changing needs. To ensure that we continue the work of Variety and maintain this ability, we must strengthen our relationships and continue to grow our understanding about the needs and cultures of the beneficiaries we seek to support.

For nearly five decades, Variety has been working hand in hand with communities, raising funds to support children who need it most. Many of our grant recipients and community members identify as Aboriginal and Torres Strait Islander people.

Through our Reflect RAP we are committed to deepening our understanding and fostering meaningful relationships to ensure that our support is not only accessible but also relevant and impactful for Aboriginal and Torres Strait Islander children and communities. We are grateful for our partnership with Warami Consultancy who have been by our side providing invaluable guidance and support at the beginning of our RAP journey.

We invite all members of our organisation and our wider community to join us as we embark on this journey towards reconciliation. We express our gratitude to Aboriginal and Torres Strait Islander people as we work together to create positive change and build a more inclusive future for all, incorporating our values of equity, community, action and joy.



Tony Warner  
CEO



Greg Lewis  
Chair

*Photo credit: Variety - the Children's Charity NSW/ACT*

## Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Variety – the Children's Charity NSW/ACT to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Variety NSW/ACT joins a network of more than 2,500 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 Variety NSW/ACT 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 Variety NSW/ACT, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia

## About Variety NSW/ACT

Variety – the Children's Charity NSW/ACT supports children who are sick, experiencing disadvantage or living with a disability in NSW and ACT, regardless of circumstance.

Variety NSW/ACT helps when others can't. Families and organisations can turn to us when government assistance isn't available, providing support through grants, programs, and scholarships for children (aged 0-18). Our work allows kids to gain mobility, to get out and about in the community, to communicate, achieve independence, increase their self-esteem and reach their full potential. In short, we make sure the kids who miss out can always join in.

Variety Australia was set up in 1975 and has seven chapters (known as tents) throughout the country. Variety NSW/ACT is known as Tent 56 and has 24 employees in two offices in Sydney and Newcastle. We currently do not have any Aboriginal and/or Torres Strait Islander staff.

Variety NSW/ACT acknowledge that our Sydney office is located on the lands of the Cammeraygal people, the Traditional Custodians of this land and are part of the greater Dharug Nation. We also pay tribute to the Awabakal people who are the Traditional Custodians of the land and waters situated within the Newcastle local government area.

Whilst our offices are in Sydney and Newcastle, our programs and events connect with communities across NSW and the ACT. We are committed to engaging with communities and organisations across the state to ensure children can get support from Variety when they need it most.



### Our Vision

To create a future where every child, regardless of circumstance or ability, can be supported, included and equal.



### Our Values

1. **Equality** – We believe everyone deserves the same opportunity in life
2. **Community** – We believe it takes a community to raise a child
3. **Action** – We believe in rolling up our sleeves and getting stuff done
4. **Joy** – we believe in the importance of lightness and laughter



### Our Mission

To empower all Australian children who are sick, experiencing disadvantage or living with a disability, to live, laugh and learn.

## Our Reflect Reconciliation Action Plan

Variety NSW/ACT is committed to actively participating in Australia's journey to reconciliation and acknowledging our country's true history. We are embarking on the beginning of our reconciliation journey by developing a Reflect RAP. Many of our grant recipients and people living in the communities our events travel through identify as Aboriginal and Torres Strait Islander people.

The RAP process will enable us to further understand and respect Aboriginal and Torres Strait Islander histories and cultures and provide a framework to develop a more informed and culturally respectful way of working alongside Aboriginal and Torres Strait Islander Peoples and communities.

In line with our Vision, Mission and Values, we are committed to implementing our RAP to ensure our programs, grants and events are more accessible and culturally aware.

Our RAP is championed by our Chief Executive Officer, Tony Warner. Tony's leadership and commitment to embed reconciliation and promote inclusive practices has significantly increased our organisations understanding of reconciliation and engagement in the RAP process.

As this is our first RAP, we have established a RAP working group to support its implementation. Our working group includes our CEO and RAP Champion, independent guidance from Warami Consultancy and representatives from across the business.

We are grateful to have partnered with Warami Consultancy, who have been instrumental in guiding us through the early stages of our Reconciliation journey here at Variety. Their expertise has ensured that the development of our RAP is conducted in a manner that is respectful and inclusive. They have shared invaluable insights into cultural protocols and practices, emphasising the significance of language and helping us review and update our policies to be more culturally sensitive. In addition, Warami Consultancy has provided essential introductions and advice regarding cultural training programs and facilitated our engagement with local artists and educators.



Variety NSW/  
ACT's Flying  
Start Program in  
partnership with  
Marathon Health



## Partnerships, programs and events

### Message from Warami Consultancy

Variety NSW/ACT engaged Warami Consultancy in June 2023 to support and guide their reconciliation journey. Throughout this time, we have witnessed a genuine commitment within the organisation to build on their existing programs supporting the social and emotional wellbeing of children across NSW and the ACT.

Variety NSW/ACT have engaged respectfully with our community networks and shown a willingness to listen and learn from Elders and knowledge holders in their journey. Professional development included learnings on topics such as Kinship systems from Associate Professor Lynette Riley & Mindal Mundine, the role and responsibilities of Elders, and engaging with Indigenous Cultural and Intellectual Property from Patrick Goulding.

Variety NSW/ACT are strongly positioned to continue delivering their core business which already has a strong positive impact on Aboriginal communities across NSW and the ACT, with an increased sense of cultural purpose and engagement. We look forward to continuing to work with Variety NSW/ACT and congratulate them on the launch of their Reflect RAP.

Irene Wardle - Warami Consultancy, Director  
Patrick Goulding - Warami Consultancy, Senior Consultant

### Our programs

Our programs and grants are available across NSW and the ACT, and our events connect with many regions across Australia. We now identify the Traditional Custodians of the lands where our events travel to and take place enabling our staff, volunteers, and fundraisers to identify and acknowledge respective Traditional Owners for each location.

All Variety NSW/ACT grants are available to Aboriginal and/or Torres Strait Islander children who live in NSW and the ACT and are promoted to NSW Aboriginal Community Controlled Health Services and Aboriginal and Torres Strait Islander community groups and schools. Between 2020 to 2023, 925 individual grants were given to children who identified as having Aboriginal and/or Torres Strait Islander heritage.

In 2023 Variety NSW/ACT undertook a review of our

Photo credit: Marathon Health





existing programs, with a focus on children and young people living with a disability in rural and remote NSW. As part of this process, we held several Round Table discussions with key regional health providers including representatives from the First Nations Disability Network, Secretariate of National Aboriginal and Islander Child Care (SNAICC) and Aboriginal Health and Medical Research Council (AH&MRC), to discuss the gaps in regional children's health, particularly largely Aboriginal communities in far northwest NSW.

As a result of this engagement, we are proud to be partnering with Marathon Health to trial the Flying Start Service to children and young people living in Western NSW, initially commencing in Lightning Ridge, Walgett, Brewarrina and Bourke. The Flying Start service will allow children and young people in these rural communities to gain paediatric pre-NDIS assessments to access NDIS and supporting allied health services to gain greater independence, new skills, and an improved quality of life.

## Our events

The Variety Motoring Events Team takes multiple events each year to regional and remote areas of the country where our grants have the most impact.

*Photo credit: Justin Worboys and Chelsea Russel*

During surveys for such events, we engage with local schools and suppliers to discuss how we can help the community. These discussions include allowing us to learn about the Aboriginal and/or Torres Strait Islander communities in those locations, their involvement in the schools we plan to visit, and their needs and challenges. We encourage each school to focus on applying for equipment and resources that will add value to the lives of children in the school and community.

We look to engage suppliers in the towns we visit who identify as Aboriginal and/or Torres Strait Islander, learning about the lands we are visiting and areas of cultural significance. We encourage an understanding of cultural landmarks and history. We discuss cultural protocols with community members and build an understanding and respect for these in our plans for each visit.

The Variety NSW Bash is proud to have an Aboriginal themed car participate each year, in connection with The Glennie Project, a not-for-profit organisation whose purpose is to strive towards building healthy futures with Aboriginal and Torres Strait Islander People. With a number plate of "YAAMA" and beautiful Aboriginal inspired art on the body, the YAAMA car is loved by the children in the remote communities we visit





## Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Continue to develop relationships with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	October 2024	Head of Kids Support & Head of Motoring
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	July 2024	Senior Marketing Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Annually circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2025	RAP Coordinator
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate annually in an external NRW event.</li> </ul>	27 May – 3 June 2025	RAP Coordinator
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event each year to recognise and celebrate NRW.</li> </ul>	May 2025	RAP Champion & RAP Coordinator
	<ul style="list-style-type: none"> <li>Promote and encourage staff to participate in National Reconciliation Week events such as the local Gai-Mariagal Festival on the North Shore in Sydney</li> </ul>	27 May – 3 June 2025	RAP Coordinator
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our ongoing commitment to reconciliation to all staff.</li> </ul>	July 2024	RAP Champion
	<ul style="list-style-type: none"> <li>Continue to identify and engage with external stakeholders that our organisation can partner with on our reconciliation journey.</li> </ul>	July 2024	RAP Champion, Head of Motoring, & Head of Kids Support
	<ul style="list-style-type: none"> <li>Continue to identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	August 2024	RAP Champion & RAP Coordinator
	<ul style="list-style-type: none"> <li>Share our dedication and commitment to reconciliation with the wider community through our impact report, social media channels and events</li> </ul>	September 2024	Senior Marketing Manager & Marketing Coordinator
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	July 2024	Head of People and Culture
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.</li> </ul>	August 2024	Head of People and Culture





## 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"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	October 2024	Head of People and Culture
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	September 2024	Head of People and Culture
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Continue to learn and develop our understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area and where our events are held and travel through.</li> </ul>	July 2024	Head of Motoring & Senior Marketing Manager
	<ul style="list-style-type: none"> <li>Continue to raise awareness and build staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	August 2024	RAP Champion & RAP Coordinator
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Continue to raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	July 2024, 2025	RAP Coordinator
	<ul style="list-style-type: none"> <li>Continue to raise understanding amongst our staff about NAIDOC Week by promoting external events in our local area.</li> </ul>	June 2025	RAP Coordinator
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2024 & 2025	RAP Coordinator

Photo credit: Justin Worboys and Chelsea Russel



## Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2024	Head of People and Culture
	• Review understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2024	Head of People and Culture & RAP Coordinator
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Review business case and progress made for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2025	Finance Manager
	• Revisit Supply Nation and membership opportunities.	June 2025	Finance Manager

Photo supplied: Variety - the Children's Charity NSW/ACT



## Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain a RWG to govern RAP implementation.	August 2024	RAP Coordinator
	• Review Terms of Reference for the RWG.	August 2024	RAP Coordinator
	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	August 2024	RAP Champion & RAP Coordinator
11. Provide appropriate support for effective implementation of RAP commitments.	• Review resource needs for ongoing RAP implementation.	June 2025	RAP Coordinator
	• Continue to engage senior leaders in the delivery of RAP commitments.	January 2025	RAP Champion
	• Senior leader appointed and continues to champion our RAP internally.	July 2024	RAP Champion
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2024	RAP Coordinator
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	RAP Coordinator
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	RAP Coordinator
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Coordinator
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	April 2025	RAP Coordinator

Photo credit: Zoom Productions



## More information

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