



Alcohol Tobacco & Other Drug
Association ACT

Reconciliation Action Plan Innovate



RECONCILIATION
ACTION PLAN

INNOVATE

July 2025 - June 2027

Reconciliation Action Plan: Innovate

© Alcohol Tobacco and Other Drug Association ACT 2025

This work is copyright. Apart from any use as permitted under the Copyright Act 1968, no part may be reproduced by any process without the written permission of the publisher.

Published by the Alcohol, Tobacco and Other Drug Association ACT (ATODA)

PO Box 7009, Kaleen, ACT 2617
159 Maribyrnong Ave, Kaleen, ACT 2617
(02) 6249 6358
info@atoda.org.au
www.atoda.org.au

Available at: www.atoda.org.au



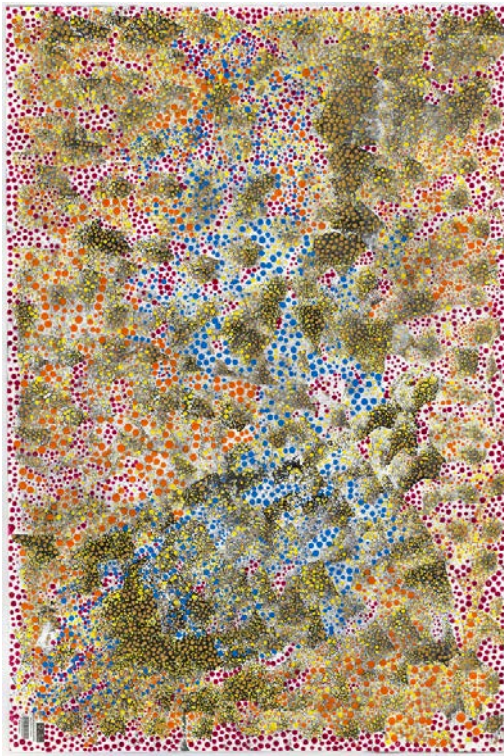
Acknowledgement of Traditional Custodians

ATODA proudly acknowledges the Ngunnawal peoples as Traditional Custodians of the land we work on and recognises all other peoples or families with connections to the ACT and region. ATODA acknowledges, respects and celebrates the continuing cultures and contributions of Aboriginal and Torres Strait Islander peoples to the life of the ACT and region. We respect and value the contributions of Aboriginal and Torres Strait Islander peoples to the alcohol, tobacco and other drug sector.



Table of contents

Acknowledgment of Traditional Custodians	1
About the featured artist	3
Story of the featured artwork	3
Message from Reconciliation Australia	4
Message from Monica Ruffy	5
Chair's message	6
CEO's message	7
About ATODA	8
Our stakeholders and collaborators	9
About our RAP (our vision)	10
Our Reconciliation Journey	11
Reconciliation Working Group	12
Our RAP	
• Relationships	13
• Respect	15
• Opportunities	17
• Governance	19
Resources	21
Contact details	23



About the Featured Artist

The artwork featured on ATODA's Reconciliation Action Plan (RAP) was produced by an emerging local artist named Sharon.

Sharon is a Stolen Generation Aboriginal artist who spent many years tracing her origins. After a long journey she reunited with her family of the Noongar tribe (/ˈnʊŋɑː/), a constellation of peoples of Indigenous Australian descent who live in the south-west corner of Western Australia, from Perth on the west coast to Esperance on the south coast. At the age of 16 she married into the Ngunnawal tribe in Canberra where she has been living for the last 30 years. Her children and grandchildren identify as Ngunnawal and many of them inherited her talent and are artists too.

Featured Artwork

Title: Unspoken History, Map of Pain

Artist: Sharon

Date: 2020

With Sharon's support this artwork also features as part of ATODA's corporate identity and in many of our publications. We are thrilled to feature Sharon's work as part of this RAP.

Story of the featured artwork

While I was painting this, I was thinking about all layers of unspoken history that I will never get to know. Unspoken history of my family, my tribe and my Aboriginal peoples.

My mother belongs to the Stolen Generation, she was taken from her mother very early and sent to Gnowangerup Christian Mission for Aboriginal kids stolen from their parents located in the town of Gnowangerup in the Great Southern region of Western Australia. When she was 13 years old, she was placed in a white family to clean their house. I've never found out what happened to her in that family, how she was treated or how deep the trauma of having been taken away from her mother was, because she never talked to me about that. However, based on the fact that she had serious alcohol dependence which was the reason her children were taken away from her tells me – she never really recovered from it.

So, I was taken away from her as a baby and placed in a white family. She didn't want to give me away. It was only then when I was able to, reflecting on my pain, start thinking what she must have gone through. Stories of abuse you cannot talk about because you feel too ashamed, too vulnerable and too unprotected... Stories that stay unspoken because their sentences and words hurt as much as the deeds done to you. Stories you cannot tell because you feel by telling them you will fall apart, break into a million pieces and no one and nothing will be able to pick them up and put them together again...So... this painting is about everything I don't know but I feel – the pain, the sorrow, sadness and grief but also hope and rare moments of happiness that the hope brings.

● Sharon

July 2025 - June 2027



Message from Reconciliation Australia

Reconciliation Australia commends the Alcohol Tobacco and Other Drug Association ACT on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Alcohol Tobacco and Other Drug Association ACT continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Alcohol Tobacco and Other Drug Association ACT will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Alcohol Tobacco and Other Drug Association ACT using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Alcohol Tobacco and Other Drug Association ACT to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Alcohol Tobacco and Other Drug Association ACT will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Alcohol Tobacco and Other Drug Association ACT's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Alcohol Tobacco and Other Drug Association ACT on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

● **Karen Mundine**
Chief Executive Officer
Reconciliation Australia



Message from Monica Ruffy

I have had the opportunity to be a part of ATODA's Reconciliation Working Group as a founding member since its establishment in October 2022. I joined the Working Group to share my insights, knowledge, and experiences as a proud Aboriginal woman from the Yuin Nation on the South Coast of NSW.

I believe a Reconciliation Action Plan like ATODA's can provide the foundation for bringing Aboriginal and Torres Strait Islander peoples and non-Indigenous people together. Acknowledging the harms and traumas experienced by Aboriginal and Torres Strait Islander peoples and taking steps to address these in the workplace can strengthen the relationships between Aboriginal and Torres Strait Islander and non-Indigenous peoples.

ATODA has made a commitment to reconciliation, formalised by their first Reflect RAP in 2023. I value the chance to be a part of and support ATODA on their ongoing reconciliation journey.

Sovereignty has never been ceded in Australia. It always was and always will be Aboriginal land.



● **Monica Ruffy**

Member of ATODA's
Reconciliation Working Group



Chair's Message

As the peak body for the alcohol, tobacco and other drugs sector in the ACT, ATODA has embodied and actively promoted social justice, equity and human rights in all of our discussions, decisions, partnerships and advocacy.

Our commitment to reconciliation and healing remains strong, and we reflect that in all we do.

Our first Reconciliation Action Plan (2023-24) set out our goals and objectives and we are excited to be taking our next step.

On behalf of the Board, I would like to thank everyone on the Reconciliation Working Group and the ATODA team who have worked on the RAP, and our continuing journey of reconciliation and healing.



● Sharon Tuffin



CEO's Message



In 2025, ATODA is proud to be taking the next step forward in our reconciliation journey. This aligns with the implementation of our new strategic plan for 2025-2028 which embeds reconciliation and inclusion as key values to our organisation. ATODA has always recognised the value of human rights, equity and social justice. Based on this strong foundation, we continue to remain committed to listening, learning and acting on our commitment to reconciliation. We will work to do this in partnership with and alongside ACT Aboriginal and Torres Strait Islander communities and organisations.

ATODA also works to redress the stigma and discrimination that can arise from alcohol and drug use. We recognise that health is a human right for all people, and that care should be affordable, culturally safe, and appropriate for diverse and complex needs. As the peak for the alcohol, tobacco and other drug sector in the ACT, we will continue to work with our membership, community representatives and our partners in government to ensure that the sector is resourced to provide the care that our community needs.

The aftermath of the 2023 Referendum for constitutional recognition and a Voice to Parliament left many Aboriginal and Torres Strait Islander peoples feeling a sense of disillusionment and distance from mainstream Australia.

For non-Indigenous allies who voted Yes – the job is not done. Although there may not be a Referendum again in the foreseeable future, there are many other things that individuals, workplaces and communities can do. We need to step up, call out racism, and commit to creating culturally safe public spaces that can be shared by everyone.

For ATODA, our innovate RAP will support the organisation to further consolidate the progress made in our first RAP into our everyday business. We will continue to support staff and the Board with cultural safety training and development, work to grow our relationships with Aboriginal community-controlled organisations in the ACT, and strive to become an employer of choice for Aboriginal and Torres Strait Islander candidates.

I would like to thank the Reconciliation Working Group and Reconciliation Australia for guiding ATODA through this next phase of our reconciliation journey.



Anita Mills

About ATODA

The Alcohol, Tobacco and Other Drug Association ACT (ATODA) is the peak body for the alcohol, tobacco and other drug sector in the Australian Capital Territory (ACT). ATODA's vision is a healthy ACT community with reduced alcohol, tobacco and drug related harms, served by a high-quality treatment and harm reduction sector.

Underpinning ATODA's work are the values of reconciliation, inclusion and excellence.

ATODA's strategic objectives include providing leadership and influence to support progressive and evidence-based harm reduction and alcohol, tobacco and other drug treatment policies in the ACT; building a strong and capable sector; fostering strategic collaborations and strong partnerships; and maintaining strong relationships with key funders, while seeking opportunities for organisational growth and revenue diversification.

ATODA operates out of one location on Ngunnawal Country in the ACT and, as of March 2025, employs 4 full-time and 4 part-time staff. Currently, ATODA has no known staff that identify as an Aboriginal and/or Torres Strait Islander people. The organisation has a regional reach of Canberra and the surrounding areas. ATODA, as the peak body for the ATOD sector in the ACT, maintains strategic relationships and professional networks with alcohol, tobacco and other drug treatment providers, relevant allied health stakeholders and the broader community. We engage with numerous stakeholder organisations, all of whom are on their own reconciliation journeys and most of whom have their own Reconciliation Action Plans.

ATODA's organisational members provide alcohol, tobacco and other drug treatment and harm reduction services, including to Aboriginal and Torres Strait Islander peoples (estimated at approximately 22% of service users of member organisations). They also employ Aboriginal and Torres Strait Islander staff across a range of roles. As the peak body for the sector, ATODA recognises the importance of leading and promoting reconciliation within our sphere of influence.

ATODA's work would not be possible without the support of our members, and without collaborations and partnerships with services and organisations across a range of health, community, academic and government sectors, such as organisations providing services in the ATOD sector, government partners to the ATOD sector, and other health sector and community sector peak bodies or service providers. Together we work towards reducing harms related to alcohol, tobacco and other drug use, improving the health and wellbeing of the ACT community and redressing the stigma experienced by people impacted by alcohol, tobacco and other drug use.

Beyond our membership, ATODA has established formal and informal partnerships with alcohol, tobacco and other drug service providers, allied sectors and peak organisations within the ACT and across Australia. ATODA seeks ways to work collaboratively with our various stakeholders towards supporting reconciliation and improving relationships, respect and opportunities for Aboriginal and Torres Strait Islander peoples.

Note: While the term AOD (alcohol and other drug) is commonly used to refer to the alcohol, tobacco and other drug sector, ATODA's preference is to use the term ATOD. This acknowledges the role that specialist service providers in this sector play in providing tobacco cessation support, and because tobacco use is the leading preventable cause of the burden of disease in Australia, contributing far more than alcohol or all illicit drugs combined.



Our stakeholders and collaborators

ATODA, as the peak body for the ATOD sector in the ACT, maintains strategic relationships and professional networks with ATOD treatment providers, relevant allied health stakeholders and the broader community. ATODA's work would not be possible without the support of our members, and without collaborations and partnerships with services and organisations across a range of health, community, academic and government sectors. Together we work towards minimising harms related to ATOD use, improving the health and wellbeing of the ACT community and reducing stigma experienced by people impacted by ATOD use.

ATODA values the relationships it has with Aboriginal and Torres Strait Islander members and acknowledges and welcomes the perspectives and contributions that Aboriginal and Torres Strait Islander peoples bring to our work. As an organisation, ATODA continues to learn from the contributions of Aboriginal and Torres Strait Islander ATOD service providers in the ACT and seeks deeper and more meaningful relationships with these providers.

Genuine partnerships and collaborations with Aboriginal and Torres Strait Islander organisations and individuals are an important feature of ATODA's work across policy, research and workforce development. This includes invitations to contribute to policy submissions; involvement in a major co-design project and training opportunities and support for Aboriginal and Torres Strait Islander ATOD sector workers.

ATODA has developed cultural competency within the organisation through access to external training and staff webinar listen-and-learn opportunities. Internal procedures have been put in place to support ATODA's reconciliation efforts. These include: collaboratively developing and circulating an appropriate acknowledgment of country; purchasing 'Unspoken History, Map of Pain' and making it a key element of our corporate identity; putting in place an Aboriginal and Torres Strait Islander employment strategy and developing a procurement plan that encourages staff to engage businesses listed on Supply Nation.



ATODA's Vision for Reconciliation

ATODA recognises that achieving its vision of a healthy ACT community with reduced alcohol, tobacco and drug related harms requires support and partnership across the community sector. We are committed to working in partnership with, and alongside Aboriginal and Torres Strait Islander communities in the ACT and region to support improved health and wellbeing.

We recognise that Aboriginal and Torres Strait Islander cultures and knowledges are a source of strength, pride and identity. The reconciliation process requires a commitment to the ongoing process of truth telling to redress the harms of the past and to support and enable Aboriginal and Torres Strait Islander self-determination.

Aboriginal and Torres Strait Islander peoples experience disproportionate harms from alcohol, tobacco and other drug use, as a direct and ongoing consequence of colonisation. In order to move forward in the reconciliation process, we must acknowledge the harms that have been brought about through the Stolen Generation, dispossession, loss of language, theft of land, waterways and resources and the ongoing impacts of racism. We also recognise that Aboriginal and Torres Strait Islander cultures, identity and connection to Country is a source of strength, pride and wellbeing for First Nations peoples across Australia.

As a peak organisation, ATODA represents a wide diversity of member views and experiences and recognises that all our member services (including Aboriginal Controlled Community Organisations and Aboriginal-specific programs) are on their own reconciliation journeys. ATODA has a role in supporting our member services to achieve their reconciliation goals, thereby enhancing reconciliation at a sectoral level.

Furthermore, we have a responsibility to ensure that Aboriginal and Torres Strait Islander voices, perspectives and opinions are adequately elevated across our research, workforce development and policy activities, recognising the considerable contribution that Aboriginal and Torres Strait Islander peoples have made to the alcohol, tobacco and other drug sector as researchers, advocates and practitioners.

Through our Innovate RAP, ATODA models reconciliation. We believe that, in doing so, we contribute to a national momentum for truth-telling and the acknowledgment of past and present injustices against Aboriginal and Torres Strait Islander peoples, as the foundation of a better future for all Australians.



Our Reconciliation Journey and Working Group

ATODA seeks to embed reconciliation as a core commitment of the organisation, as outlined in ATODA's 2025–2028 [Strategic Plan](#). ATODA acknowledges the harms that have been brought about by colonisation and the complex impacts this has had on Aboriginal and Torres Strait Islander self-determination, health and wellbeing.

We are committed to listening, learning and acting on our commitment to reconciliation in partnership with, and alongside ACT Aboriginal and Torres Strait Islander communities and organisations. Reconciliation between Aboriginal and Torres Strait Islander peoples and other members of the ACT community is important to ATODA on the principles of population health, human rights and social justice.

Reconciliation:

- is an appropriate mechanism by which ATODA can support understanding and respect for Aboriginal and Torres Strait Islander peoples in our sector and our community;
- enables us to build partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations;
- encourages us to work collaboratively to create enabling environments which empower Aboriginal and Torres Strait Islander peoples; and
- supports ATODA to work together with the alcohol, tobacco and other drug (ATOD) sector, Aboriginal and Torres Strait Islander organisations and Aboriginal and Torres Strait Islander communities to strengthen services, policy and research to reduce alcohol, tobacco and other drug related harms in the ACT.

This RAP was developed on conclusion of ATODA's first Reflect RAP, and after identifying opportunities for further organisational development. This Innovate RAP was developed over a number of months, involving input from, and consultation with, ATODA staff and the Reconciliation Working Group. The process included opportunities for staff to provide input into RAP planning in meetings; reviewing, revising and providing feedback on RAP drafts; and identifying further opportunities for the organisation to make contributions. The Reconciliation Working Group facilitated a process that also involved consultation with ATODA members, the ATODA Board and Reconciliation Australia.

The ATODA team reflected on the learnings and challenges of completing a Reflect RAP. Our team found some of the challenges include how we meaningfully incorporate reconciliation-related actions into our organisational work without making it a 'tick-box' exercise, as well as how we can be continually reflexive and open to learning as we engage with First Nations stakeholders. We have found that we need to identify pathways to achieving RAP deliverables around resourcing constraints and reflected that it was interesting to challenge our knowledge and expose ourselves to First Nations peoples, cultures and histories. One of our team members noted that "we need to remember that reconciliation isn't about us feeling good about doing it, but rather about facing the challenge of honestly self-reflecting on our practice, and maximising good-quality engagement practices", which summarises how our team would like to continue learning from our RAP actions.



Our Reconciliation Journey

ATODA's reconciliation journey first began at its establishment in 2010. ATODA identified an opportunity in 2022 that approached reconciliation with renewed vigour and a fresh approach towards the organisation's commitment to reconciliation. Our journey included the formation of a Reconciliation Working Group in 2022, completion of a Reflect RAP in late 2024, and working towards an Innovate RAP in 2025. By formalising reconciliation as an ongoing practice within our organisation, we can continuously develop our cultural knowledge and awareness and hold ourselves accountable to taking action. This Innovate RAP is underpinned by a collective commitment to embed reconciliation in everyday practices and processes, thereby creating a firm foundation for ongoing reconciliation.

Our key learning takeaways have been that there are many opportunities to grow relationships with Aboriginal and Torres Strait Islander organisations and communities in the ACT, that there are multiple ways of doing reconciliation and of weaving it into our day-to-day work, and that the RAP has been important in formalising reconciliation and operationalising it into ATODA's standard business. We have all enjoyed and greatly valued increasing our knowledge of Aboriginal and Torres Strait Islander peoples' cultures and histories through cultural learning activities, and we look forward to continuing to engage and involve Aboriginal and Torres Strait Islander peoples and communities in our organisational priorities and the execution of our work.

All levels of ATODA embrace reconciliation and this RAP, with leadership and ownership coming from the Board as well as employees. This RAP represents a formalisation of the organisation's existing commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians; outlines the steps that need to be taken to achieve ATODA's reconciliation goals; and acknowledges the work that still needs to be done. ATODA's CEO, Anita Mills, is the RAP Champion, and plays an active role in supporting and prioritising the organisation's RAP and reconciliation goals.

ATODA values the relationships it has with Aboriginal and Torres Strait Islander members and acknowledges and welcomes the perspectives and contributions that Aboriginal and Torres Strait Islander peoples bring to our work. As an organisation, ATODA values and respects the contributions of Aboriginal and Torres Strait Islander alcohol, tobacco and other drug service providers in the ACT and is committed to growing constructive and long-term relationships with these providers. Genuine partnerships and collaborations with Aboriginal and Torres Strait Islander organisations and individuals are an important feature of ATODA's work across policy, research and workforce development. These partnerships and collaborations include invitations to contribute to policy submissions; involvement in co-design projects; and training opportunities that support the workplace development of Aboriginal and Torres Strait Islander alcohol, tobacco and other drug workers.

ATODA continues to develop cultural competency within the organisation, through access to external training and staff webinar listen-and-learn opportunities. Internal procedures have been put in place to support ATODA’s reconciliation efforts. These include collaboratively developing and circulating an appropriate Acknowledgment of Country; formalising Reconciliation as a core value in our Strategic Plan; purchasing the artwork ‘Unspoken History, Map of Pain’ and making it a key element of our corporate identity; putting in place an Aboriginal and Torres Strait Islander employment strategy; and developing a procurement plan that encourages staff to engage businesses listed on Supply Nation.

Our Reconciliation Working Group

ATODA identified a RAP Champion and in October 2022 established a Reconciliation Working Group. The Reconciliation Working Group is responsible for providing advice to the ATODA CEO and Board on how ATODA will embed reconciliation and the RAP across its work. This Reconciliation Working Group is made up of a minimum of three people including at least two ATODA staff members and at least one Aboriginal and Torres Strait Islander member from within or outside the organisation. ATODA’s Reconciliation Working Group convenes at least quarterly to review RAP actions and deliverables and is an ongoing group. A key responsibility of the ATODA Reconciliation Working Group is the development and implementation of this RAP in consultation with Reconciliation Australia and the ATODA Board.

Reconciliation Working Group Members

- Monica Ruffy (First Nations representative; founding member since October 2022)
- Elisabeth Yar (ATODA member since June 2023)
- Ava Gajdatsy (ATODA member since August 2024)

RAP Champion

- Anita Mills, Chief Executive Officer

ATODA would like to give a special thank you to the people below for their involvement in previous Reconciliation Working Groups and the development of our Reconciliation Action Plan.

- Leanne Bourke (founding member from October 2022 - January 2025)
- Jeanette Bruce (founding member from October 2022 - June 2023)

Our Reconciliation Action Plan

Relationships



Relationships are at the core of all ATODA's activities. As the peak body for the alcohol, tobacco and other drug sector in the ACT, ATODA actively builds relationships with services and facilitates cross-sectoral partnerships and collaborations. ATODA recognises the important contributions of Aboriginal and Torres Strait Islander peoples, programs and organisations to the alcohol, tobacco and other drug sector. We will continue to seek opportunities to build stronger relationships with Aboriginal and Torres Strait Islander partners; to evaluate our role in supporting and facilitating reconciliation within the sector; and to achieve better policy, research and practice outcomes by listening to and elevating Aboriginal and Torres Strait Islander voices.

Focus area: ATODA seeks to **effectively represent the interests of our membership**, through building strategic collaborations and strong partnerships.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and meet with local Aboriginal and Torres Strait Islander priority stakeholders and organisations to discuss guiding principles for future, ongoing engagement.	December 2025	Chief Executive Officer
	Develop and implement a plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2026	Lead: Policy Officer Support: Deputy CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April annually	Projects Officer
	Reconciliation Working Group members to participate in an external NRW event.	27 May-3 June annually	Lead: Policy Officer Support: Policy and Research Manager
	Encourage and support all staff and Board members to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June annually	Projects Officer
	Organise at least one NRW event each year.	27 May-3 June annually	Lead: Policy Officer Support: Policy and Research Manager Support: Projects Officer
	Register all our NRW events on Reconciliation Australia's NRW website .	27 May-3 June annually	Projects Officer

Relationships



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our alcohol, tobacco and other drug workforce.	July 2025	Lead: Policy and Research Manager Support: Policy Officer
	Communicate our commitment to reconciliation publicly through events, communications and governance documents as appropriate.	June 2026	Projects Officer
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2026	Lead: Policy and Research Manager Support: Senior Training Specialist
	Collaborate with our members to develop innovative approaches to advancing reconciliation throughout the sector.	June 2026	Lead: Chief Executive Officer Support: Policy and Research Manager
	Utilise the ATODA bulletins to promote Aboriginal and Torres Strait Islander events and research appropriate to our stakeholders.	June 2026; 2027	Lead: Projects Officer Support: Policy and Research Manager
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2025	Business Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	June 2026	Chief Executive Officer
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2026	Chief Executive Officer
	Educate all staff and Board on the effects of racism on health, with a particular focus on alcohol, tobacco and other drugs.	November 2026	Deputy CEO

Respect



ATODA welcomes the opportunity to demonstrate our respect by actively acknowledging and learning more about Aboriginal and Torres Strait Islander cultures. ATODA seeks to influence more positive outcomes in research, policy and practice by expanding our understanding of our shared history and acknowledging Aboriginal and Torres Strait Islander peoples' contributions to the ATOD sector in the ACT and beyond. As we develop a greater understanding of Aboriginal and Torres Strait Islander cultures and contributions, we recognise how much more we have to learn, in order to achieve improved health outcomes and health equity across the region.

Focus area: ATODA aims to be a **trusted voice and source of truth to community and government**, including by modelling and articulating our commitment to reconciliation. As the peak body for ATOD services in the ACT, ATODA plays an important role in **countering stigma and discrimination with evidence and consistent messaging**.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	October 2025	Chief Executive Officer
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September 2025	Policy Officer
	Implement our cultural learning strategy for our staff by developing cultural awareness within their organisational role through performance agreements.	March 2026	Business Manager
	Provide opportunities for staff and Board to participate in formal and structured cultural learning through yearly cultural learning and cultural excursion days.	September 2025; 2026	Chief Executive Officer
6. Build cultural capacity and awareness in our immediate sphere of influence.	Promote and expand cultural awareness across the ACT alcohol, tobacco and other drug sector and allied sectors.	December 2026	Lead: Policy and Research Manager Support: Senior Training Specialist
	Organise a community event for ACT ATOD sector members to attend to increase awareness of Aboriginal and Torres Strait Islander cultures, and contributions of Aboriginal and Torres Strait Islander peoples to the sector, during NAIDOC week. Consider collaborating with other ATOD organisations to organise it.	July 2026	Lead: Policy Officer Support: Policy and Research Manager

Respect



Action	Deliverable	Timeline	Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase understanding within our organisation of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2025	Lead: Policy Officer Support: Policy and Research Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August 2025	Projects Officer
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events.	May 2027	Chief Executive Officer
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	May 2027	Projects Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Reconciliation Working Group to participate in an external NAIDOC Week event.	July annually	Lead: Policy and Research Manager Support: Policy Officer
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2025	Business Manager
	Promote and encourage participation in external NAIDOC events to all staff.	July 2025	Lead: Policy and Research Manager Support: Policy Officer

Opportunities



ATODA is committed to identifying and creating opportunities with Aboriginal and Torres Strait Islander peoples through our organisation and its sphere of influence. A thriving alcohol, tobacco and other drug sector, that is responsive to the needs of all service users, will have opportunities for Aboriginal and Torres Strait Islander peoples to thrive within in a supportive workplace. As the peak body we seek to offer opportunities for employment, training, and professional development in line with First Nations peoples' values and priorities, while advocating on issues that support reconciliation on a broader scale. Within our organisation, we have embedded professional development, employment and procurement strategies in ATODA that support knowledge growth, local businesses and relationships.

Focus area: ATODA looks to grow an inclusive and diverse team and is committed to staff development, diversity and training. We also offer diverse and relevant professional development opportunities for our members.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2025	Business Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing within the ATOD sector to inform future employment and professional development opportunities.	October 2025	Policy and Research Manager
	Engage with Aboriginal and Torres Strait Islander staff within the alcohol, tobacco and other drug sector to consult on our recruitment, retention and professional development strategy.	May 2026	Policy and Research Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy for our organisation.	October 2026	Business Manager
	Develop an external Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	March 2026	Lead: Deputy CEO Support: Policy and Research Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders, as per the identified strategy.	May 2027	Business Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation within ATODA.	March 2027	Business Manager

Opportunities

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	July 2025	Business Manager
	Investigate Supply Nation membership.	July 2025	Projects Officer
	Develop and communicate to staff opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	January 2026	Business Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	April 2026	Business Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	January 2027	Chief Executive Officer

Governance



ATODA is committed to developing processes and driving reconciliation throughout the organisation to ensure we are held accountable to achieving RAP outcomes. It is crucial that we seek cultural oversight, track progress and report effectively on achievements and areas for further growth under the RAP. Governance includes both internal processes and external accountability and/or oversight to ensure that we remain innovative and responsive in our commitment to reconciliation.

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective Reconciliation Working Group to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Working Group.	July, November 2025; March, June, September 2026; January, April 2027	Lead: CEO Support: Senior Research Officer
	Establish and apply a Terms of Reference for the Reconciliation Working Group.	July 2025	Lead: Policy Officer Support: Senior Research Officer
	Meet at least four times per year to drive and monitor RAP implementation.	July, November 2025; March, June, September 2026; January, April 2027	Lead: Policy Officer Support: Senior Research Officer
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2025; May 2026	Lead: Policy Officer Support: Senior Research Officer
	Engage all staff in the delivery of RAP commitments.	September 2025	Chief Executive Officer
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2025	Lead: Policy Officer Support: Senior Research Officer
	Maintain an internal RAP Champion from senior management and review the appointment at the end of the RAP implementation period.	June 2027	Chief Executive Officer

Governance



Action	Deliverable	Timeline	Responsibility
13. 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 2026; 2027	Policy Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August 2025; 2026	Policy Officer
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025; 2026	Policy Officer
	Report RAP progress to all staff quarterly.	September, December 2025; March June September December 2026; June 2026; March, June 2027	Lead: Policy Officer Support: Senior Research Officer
	Publicly report our RAP achievements, challenges and learnings, annually.	November 2025; 2026	Lead: Policy Officer Support: Senior Research Officer
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	Deputy CEO
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	April 2027	Lead: Policy Officer Support: Senior Research Officer
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2026	Policy Officer

Resources

Evolve Communities free resources page: <https://www.evoves.com.au/free-resources/>

Including;

- Ally training webinar: <https://www.evoves.com.au/ally-training-webinar/>
- Online privilege walk: <https://pages.evoves.com.au/online-privilege-walk>
- Acknowledgement of Country guide:
<https://pages.evoves.com.au/acknowledgement-of-country-guide>
- Cultural Awareness quiz: <https://pages.evoves.com.au/quiz>

Note: These resources subscribe you to the Evolve mailing list.

Emerging minds, who provide courses on extending cultural understanding of Aboriginal and Torres Strait Islander Wellbeing. Courses free on sign up:

<https://emergingminds.com.au/resources/aboriginal-and-torres-strait-islander-social-and-emotional-wellbeing-learning-pathway/>

Resources from the **Lowitja Institute**'s work: <https://www.lowitja.org.au/resources/>

First Languages Australia interactive language map: <https://gambay.com.au/languages>

Find more Aboriginal and Torres Strait Islander language resources on **First Languages Australia**'s website: <https://www.firstlanguages.org.au/resources>

Visit and explore the First Australians language collections at the **National Library of Australia**, with information about their collections: <https://www.library.gov.au/first-australians/first-australians-language-collections>

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) dictionaries project: <https://aiatsis.gov.au/research/languages/dictionaries-project>

Resources

Newcastle University's Colonial Frontier Massacres in Australia from 1788 to 1930 (interactive map): <https://c21ch.newcastle.edu.au/colonialmassacres/map.php>

Organise a Welcome to Country from a Traditional Custodian in the ACT:

<https://www.ngunnawal.org/welcome-to-country>

Or for more information: <https://www.act.gov.au/community/aboriginal-and-torres-strait-islander-peoples>

To explore both groups that lay claim to the lands of the ACT, see their respective websites and identity information here:

On the Ngunnawal people: <https://www.ngunnawal.org/cultural-heritage>

On the Ngambri people: <http://ngambri.org/identity.html>

Indigitube has mixed media to extend cultural knowledge via music, podcasts, and videos on anything ranging from health to caring for country:

<https://www.indigitube.com.au/>

Desert Pea Media is a registered charitable organisation that works with First Nations young peoples using contemporary storytelling techniques and audio-visual media to foster important social and cultural dialogue: <https://www.desertpeamedia.com/short-films>

The **National Film and Sound Archive's** (NFSA) collection of Aboriginal and Torres Strait Islander audiovisual clips, **Australia Screen**: <https://aso.gov.au/education/indigenous/>

A decorative border at the bottom of the page featuring a dense pattern of small, colorful dots in shades of orange, yellow, blue, and purple, set against a dark, textured background.

Contact Details

Alcohol, Tobacco and Other Drug Association (ATODA) ACT

Phone: (02) 6249 6358

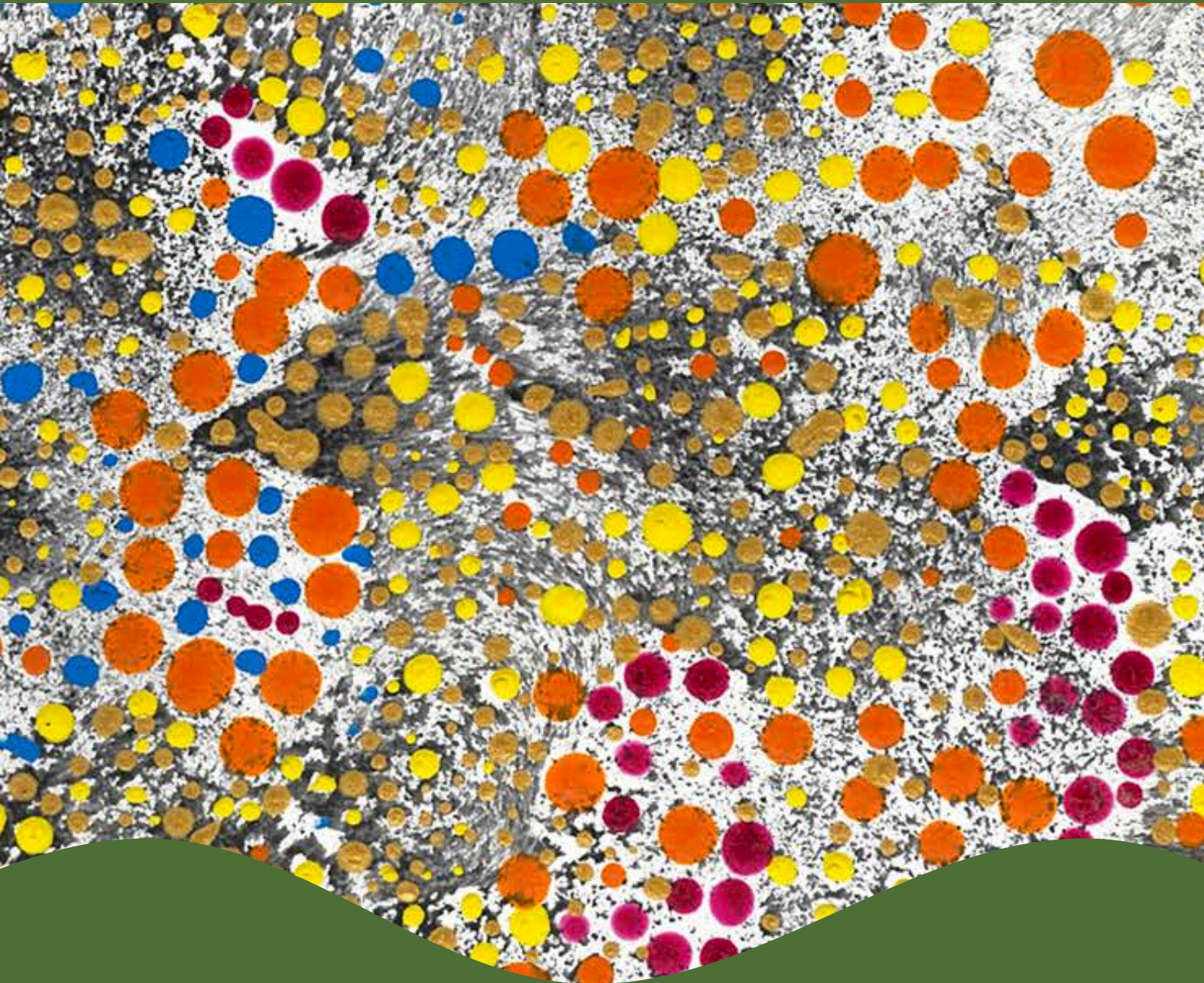
Email: info@atoda.org.au

PO Box 7009 Kaleen, ACT 2617



RECONCILIATION
ACTION PLAN

INNOVATE



ATODA

Alcohol Tobacco & Other Drug
Association ACT