



## **Foodbank SA & NT Innovate Reconciliation Action Plan**

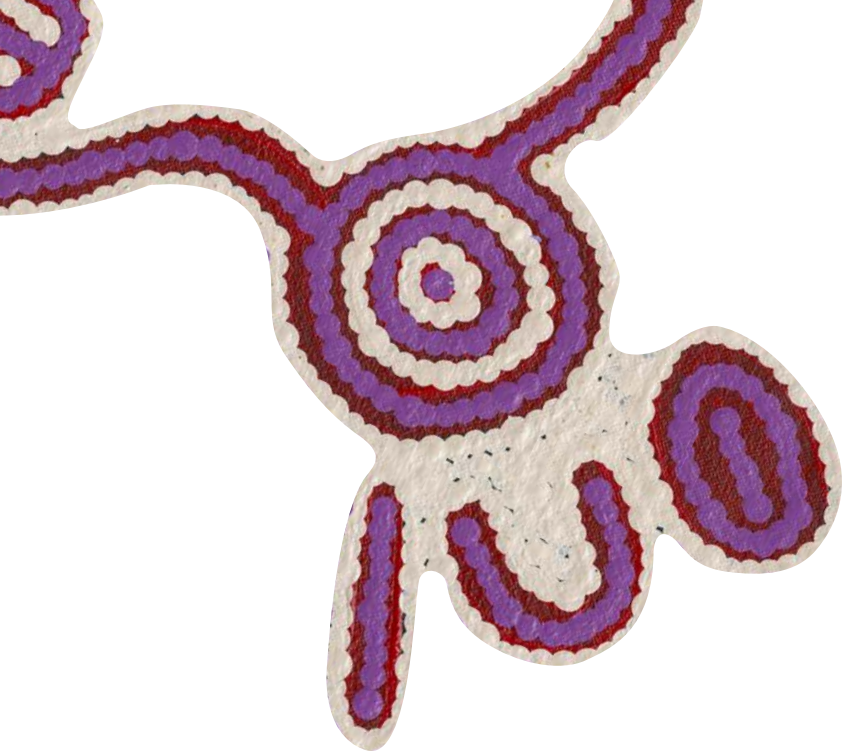
November 2024 – December 2026



The page features a solid purple background. In the top-left and bottom-right corners, there are decorative circular patterns. These patterns consist of concentric rings of small, overlapping circles in various shades of purple, blue, and white, creating a textured, woven appearance. The patterns are partially cut off by the edges of the page.

## **ACKNOWLEDGEMENT OF COUNTRY**

FOODBANK SA & NT ACKNOWLEDGES THE TRADITIONAL OWNERS OF THE LANDS ON WHICH WE OPERATE, THE KAURNA, ARRERNTE, ERAWIRUNGA, WIRANGU, BUNGANDIDJ, NGARRINDJERI, BARNGARLA, NAWU, NGADJURI, NUKUNU, LARRAKIA & NARUNGA PEOPLES, AND THEIR ELDERS, PAST AND PRESENT. WE ACKNOWLEDGE AND RESPECT THE ONGOING CONNECTION THAT ABORIGINAL PEOPLE HAVE TO THESE LANDS AS THE ORIGINAL CUSTODIANS.



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# About The Artist And Artwork



**“This painting is about the way women hunt Wardapi – that sand goanna. He digs holes in the dunes, makes his nest deep inside. Many of the holes all join up. Women hunt Wardapi in the dunes by digging out the holes. Sometimes cover one, and Wardapi runs out other one. Need to hunt him together. Find all the holes. Dig them at the same time. Someone going to get him that way.”**

**Grace Spencer - Artist**

The Wardapi Jukurrpa [Varanus Gouldii Goanna] belongs to the Spencer Sisters. It comes from Yarripilangu [aka Yinyiripalangu], south-west of Yuendumu. A group of Warlpiri Karnta [women] are sitting down in a circle when a Japangardi Wati [man] from Puturlu [Mt Theo], called Wamaru came upon them. He wants to take one of them, named Yurlkurinyi, of Nungarrayi skin, which is the wrong skin for him. He takes the Nungarrayi woman up a hill, where they make love. In response, the earth on top of the hill turns to Ngunjungunju [white ochre], and yellow and red ochre. The yellow is for Karnta and the red for Wati. The ochre is used by Warlpiri people for love magic and ceremonial decoration. The Wati turns all the Karnta and himself into Wardapi, aka Varanus Gouldii goannas. This Jukurrpa belongs to the Napaljarri/Japaljarri and Nungarrayi/Jungarrayi subsections, and the Japanangka/Napanangka, Japangardi/Napangardi subsections of Puturlu. The women are often represented by 'U' shapes. Concentric circles may illustrate Wardapi holes, or their droppings left behind them, and Wardapi tracks are usually represented by 'W' shapes and wavy lines.





## Message From Reconciliation Australia CEO, Karen Mundine



### **Reconciliation Australia commends Foodbank SA & NT on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).**

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

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

This Innovate RAP is both an opportunity and an invitation for Foodbank SA & NT to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Foodbank SA & NT will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises

not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

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. Foodbank SA & NT is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Foodbank SA & NT's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Foodbank SA & NT on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

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

# Message From FOODBANK SA & NT Chair, Dr John Harvey



Foodbank SA & NT takes our commitment to reconciliation very seriously. Recognising the true histories of Aboriginal and Torres Strait Islander peoples and acknowledging their strength and resilience in response to historical injustices form important parts of our journey of reconciliation. As does a growing appreciation of the rich and diverse cultural histories of Aboriginal and Torres Strait Islander peoples and communities.

The Foodbank SA & NT board is committed to implementing our first Reconciliation Action Plan and holding ourselves accountable for the actions it contains. We believe that reconciliation is a fundamental priority for our organisation, for all Australians and for the healing of our nation.

## Message from **FOODBANK SA & NT CEO, Greg Pattinson**



**Foodbank SA & NT has a mission to end hunger in our region. Regrettably First Nations peoples comprise a significant and over-represented proportion of the people who do not have access to good food and who require assistance. To address this need, Foodbank SA & NT are committed to recognising, understanding and respecting the true needs of First Nations peoples, their cultures, their histories, their contributions and their important place in our community.**

We see the development of our Reconciliation Action Plan as the first step to working with Aboriginal & Torres Strait Islander peoples across our region to provide the foods they need with dignity and respect and in doing so, address the issue of food insecurity amongst this community.





Fregon kids & Victor Harbor kids thanking Foodbank for Fruit.  
*Photo's supplied by Foodbank SA & NT and used with permission.*



## Our Vision For Reconciliation

Foodbank South Australia's vision for reconciliation is a nation that truly acknowledges our shared histories with First Nations peoples', the inequalities that they still face today, and strives to provide all First Nations peoples' with truly equal opportunities, including being able to access healthy food in a dignified manner, appropriate to their specific needs.



# Our RAP

## Our Why

### **Foodbank SA & NT's head office is on the Traditional Lands of the KAURNA peoples.**

We have several Foodbank Food Hubs and Regional Warehouses on the Traditional Lands of many Aboriginal peoples, including ARRERNTE (Alice Springs), ERAWIRUNGA (Berri), WIRANGU (Ceduna), BUNGANDITJ (Mt Gambier), LARRAKIA (Palmerston NT), NGARRINDJERI (Murray Bridge), and BARNGARLA (Whyalla). Furthermore, our Mobile Food Hubs provide regular services on many other lands including: NAWU, NGADJURI, NUKUNU, & NARUNGGA

Foodbank SA & NT has expanded into Northern Territory to support local communities by providing access to food assistance as needed. This expansion highlighted an opportunity for growth in understanding amongst the Foodbank staff as to the unique challenges facing First Nations peoples in these areas, as well as a lack of support in food security.

To address this lack of knowledge, Foodbank decided to develop a RAP to address the shortfall of knowledge and to underpin our efforts to improve the food security for local peoples and their communities. This initiative has been supported by the board and senior executive team, some of whom have volunteered to participate on the RAP Working Group.

Our RAP is championed by our GM Strategy, Sarah Davies, who's close personal connection with this community drives a strong passion for improving the lives of First Nations people.

## Our How

In the absence of Aboriginal and Torres Strait Islander employees on the RAP Working Group, we have been seeking external advice from First Nations peoples in the community. We would like to acknowledge Kellie Graves, General Manager of Tjindu Foundation, who is on our RAP Working Group. The insights that she provides as a NGARRINDJERI and NARUNGGA woman are vital to the development of our RAP. We look forward to continuing to work with Kellie and Tjindu Foundation throughout our RAP process.

## Our Working Group

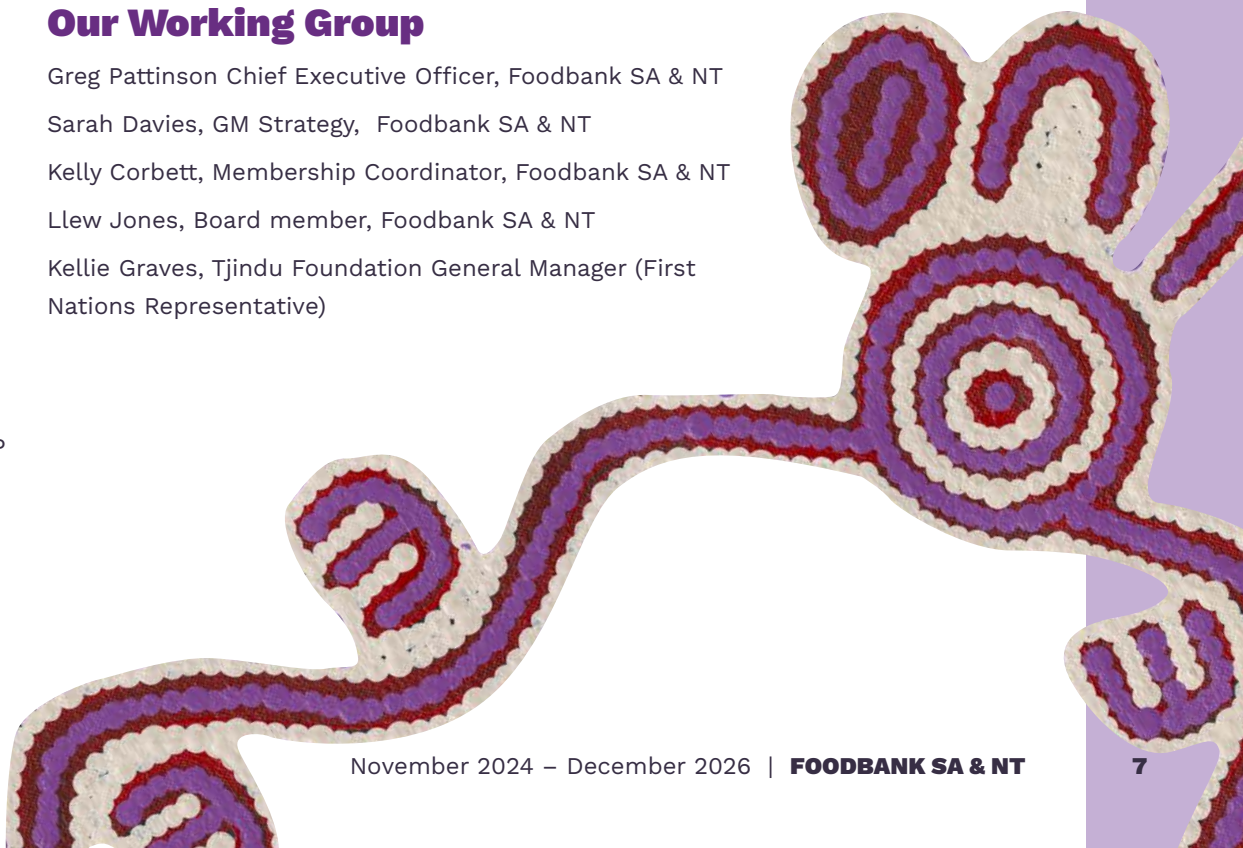
Greg Pattinson Chief Executive Officer, Foodbank SA & NT

Sarah Davies, GM Strategy, Foodbank SA & NT

Kelly Corbett, Membership Coordinator, Foodbank SA & NT

Llew Jones, Board member, Foodbank SA & NT

Kellie Graves, Tjindu Foundation General Manager (First Nations Representative)



# Our Business

Foodbank SA & NT is the largest food relief provider to all parts of SA & Northern Territory and provides over 80% of all the food that is distributed by the welfare sector. Over 700 charities, community groups and 550 School Programs obtain food from Foodbank or refer their clients to one of Foodbank's Food Hubs to shop for themselves.







Ron, Foodbank Staff member sorting food relief orders.  
*Photo's supplied by Foodbank SA & NT and used with permission.*



Zoe, Foodbank Volunteer & Allison, Foodbank Staff member packing Emergency Hampers.  
*Photo supplied by Foodbank SA & NT and used with permission.*



Foodbank Volunteer, Peter, preparing food deliveries.  
*Photo's supplied by Foodbank SA & NT and used with permission.*

Food is donated by farmers, food manufacturers and supermarkets, and by purchasing food from major suppliers.

Foodbank now operates 6 warehouses and 11 food hubs across SA & NT and employs 70 paid staff and over 400 volunteers to carry out its operations. With recent geographic expansion, Foodbank has employed 2 First Nations people at Whyalla and Darwin, as part of the NIAA 1000 Jobs program. We have up to 5 First Nations people who volunteer at the Foodbank Darwin site every week, including volunteers who are on early release programs from the Darwin jail.



# Relationships

Foodbank SA & NT understands the importance of building strong and respectful relationships with Aboriginal and Torres Strait Islander peoples', within our local and wider communities. Such understanding is critical to ensure that these communities have input into how Foodbank can best provide service to meet the demand for food.

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Dec 2024	CEO
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2025	CEO
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and volunteers.	April 2025	GM Strategy
	RAP Working Group members to participate in an external NRW event.	May 2025	GM Strategy
	Encourage and provide opportunities for Board, staff and volunteers to participate in at least one event to recognise and celebrate NRW.	Jan 2025	GM Strategy
	Organise at least one NRW event each year.	May 2025	GM Strategy
	Register Foodbank SA & NT NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	April 2025	GM Strategy
Promote reconciliation through our sphere of influence.	Develop & Implement strategies to engage our staff and volunteers in reconciliation.	Jan 2025	HR Manager
	Communicate our commitment to reconciliation publicly.	Nov 2024	GM Strategy
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Jan 2025	GM Strategy
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	April 2025	GM Strategy
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 and provide recommendations.	Jan 2025	CEO
	Develop, implement and communicate an anti-discrimination policy for our organisation.	Jan 2025	CEO
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Jan 2025	CEO
	Educate senior leaders on the effects of racism.	Jan 2025	CEO





# Respect

We work hard to ensure our organisation promotes the importance of cultural awareness and cultural safety, and in all aspects of our service delivery we aim to provide a culturally safe environment for Aboriginal and Torres Strait Islander peoples' and their communities'.

Action	Deliverable	Timeline	Responsibility
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 and provide recommendations within our organisation.	April 2025	CEO
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	April 2025	CEO
	Develop, implement and communicate a cultural learning strategy for our staff.	Oct 2025	CEO
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Aug 2025	CEO
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Dec 2024	CEO
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Dec 2024	CEO
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events annually.	May 2025	CEO
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Nov 2024	CEO
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2025	GM Strategy
	Review HR policies and procedures to remove barriers to Board, staff and volunteers participating in NAIDOC Week.	Feb 2025	HR Manager
	Promote and encourage participation in external NAIDOC events to all staff.	July 2025	GM Strategy
Identify First Nations specific needs with regards to sourcing food and deliver our services accordingly.	Consult with First Nations communities to identify and source foods appropriate to their needs, especially those that contribute to improved health outcomes.	March 2025	GM Supply Chain
	Investigate and implement innovative methods for supply and distribution of food to remote communities in the regions where Foodbank SA & NT operates, including partnerships with external businesses.	June 2025	GM Supply Chain
	Establish methods for collecting data relating to the issue of Food Insecurity within First Nations peoples.	June 2025	GM Strategy



# Opportunities

Food insecurity has many causes, including unemployment due to lack of training or professional guidance. Wherever and whenever possible and sustainable, Foodbank SA & NT will offer employment, training and development opportunities to First Nations peoples at our various sites and will seek collaboration and commercial partnerships with businesses owned and operated by First Nations peoples.

Action	Deliverable	Timeline	Responsibility
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.	March 2025	HR Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	May 2025	CEO
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Sept 2025	HR Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	March 2025	HR Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	May 2025	HR Manager
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce and volunteer register.	July 2025	CEO
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.	April 2025	CEO
	Investigate Supply Nation membership.	April 2025	CEO
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Aug 2025	CEO
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Nov 2025	CEO
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Oct 2025	CEO
	Develop a list of First Nations organisations that Foodbank will utilise and promote through sphere of influence.	Oct 2025	CEO





# Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March 2025	CEO
	Establish and apply a Terms of Reference for the RWG.	March 2025	CEO
	Meet at least four times per year to drive and monitor RAP implementation.	Dec 2025	CEO
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2025	CEO
	Engage our senior leaders and other staff in the delivery of RAP commitments.	March 2025	CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2025	CEO
	Appoint and maintain an internal RAP Champion from senior management.	March 2025	CEO
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 2025	HR Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	Aug 2025	HR Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	Sept 2025	HR Manager
	Report RAP progress to all staff and senior leaders quarterly.	Quarterly 2025/26	GM Strategy
	Publicly report our RAP achievements, challenges and learnings, annually.	July 2025	GM Strategy
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2025	CEO
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Sept 2026	CEO
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	Sept 2026	CEO



## Contact details

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