

ndis



NDIA Innovate Reconciliation Action Plan

November 2024 - November 2026



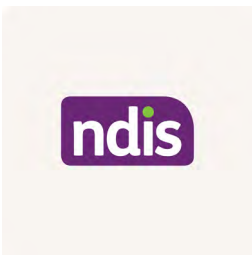
Easy Read



Who wrote this book?



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



The NDIA is the government organisation that delivers the National Disability Insurance Scheme or **NDIS**.



The NDIS helps people under 65 with disability get care and supports.



When you see the word **we** it means the NDIA.

About Easy Read



This is an Easy Read book.



Easy Read uses pictures to explain ideas.



Some words are **bold and purple**. We explain what bold and purple words mean.



Easy Read includes key information.



You can get the full plan on our website.

[ndis.gov.au/about-us/careers-ndia/inclusion-and-diversity/aboriginal-and-torres-strait-islander-candidates](https://www.ndis.gov.au/about-us/careers-ndia/inclusion-and-diversity/aboriginal-and-torres-strait-islander-candidates)

What is reconciliation?



Reconciliation means

- we know that bad things happened to First Nations people in the past



- we make sure First Nations people get respect and fair treatment.



First Nations people might also be called

- Aboriginal people



- Torres Strait Islander people



- Indigenous Australian people.

Our plan



This is our **Reconciliation Action Plan**.



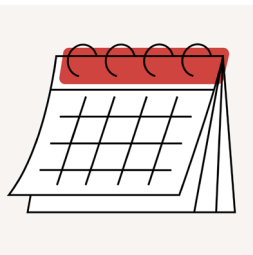
Our Reconciliation Action Plan says how we will support and respect First Nations people and staff.



We call it **our plan**.



Our plan includes First Nations staff with disability.



Our plan goes for **2 years** from November 2024 to November 2026.

Who helped us make the plan?



We talked to lots of First Nations people to make our plan.



We spent many months learning from First Nations people.

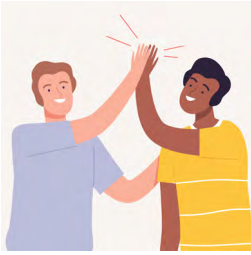


Our Reconciliation Action Plan **working group** helped make this plan.



The working group is made of 12 NDIA staff including 5 First Nations people.

Our plan has 4 areas



1. Relationships



2. Respect



3. Opportunities



4. Governance

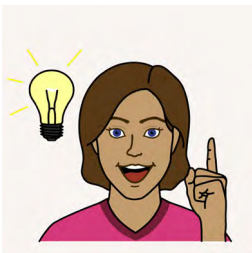
1. Relationships



We will have good relationships with First Nations people.



We will write a **First Nations Strategy**.



Our First Nations Strategy will help us work with First Nations people.



We will celebrate important dates for First Nations people. For example, National Reconciliation Week.



We will ask NDIA leaders to join reconciliation events.



We will raise awareness about reconciliation.
For example, using our social media.



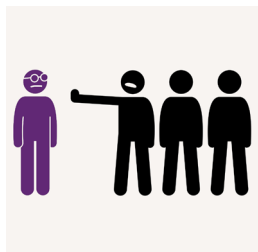
We will work with the **First Nations Employee Network**.



The First Nations Employee Network includes
First Nations people who work at the NDIA.



We will take action to stop **discrimination**.



Discrimination means a person or group gets unfair
treatment because of who they are.

2. Respect



We will learn more about First Nations

- culture



- history



- rights.



We will make a **Cultural Safety Learning Strategy**.



The strategy will help us learn to safely support First Nations staff.



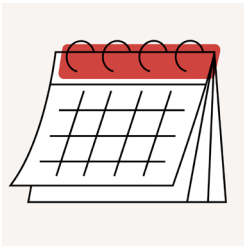
We will respect **cultural protocols**. For example, **Acknowledgment of Country** and **Welcome to Country**.



Acknowledgement of Country means we show respect for the First Nations land that we work on.



Welcome to Country means a First Nations person welcomes everyone to their land or country.



We will celebrate **NAIDOC Week**. This is a 7 day celebration of First Nations people and culture.



NAIDOC stands for National Aborigines and Islanders Day Observance Committee.

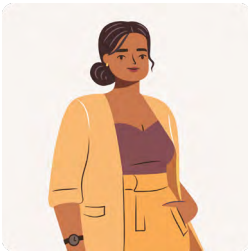
3. Opportunities



We will plan ways to create more great jobs for First Nations staff.



We will find new ways to share job opportunities with First Nations communities.



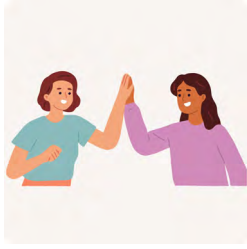
We will help First Nations staff stay in their job at the NDIA.



We will help First Nations staff build good careers.



We will make the NDIA a great workplace for First Nations staff.



We want to show our support for First Nations businesses.



We will work with First Nations businesses.



We will share good stories about our work with First Nations businesses. For example, on our website.



We will give First Nations people services that

- feel safe and supportive



- respect First Nations culture.

4. Governance

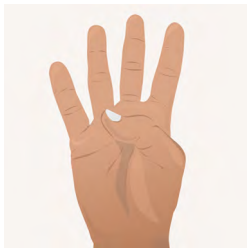


We will have a strong Reconciliation Action Plan working group.



The working group will

- include First Nations NDIA staff



- meet at least 4 times per year to check how the plan is going.



We will make sure staff at NDIA get the support they need to follow the plan.

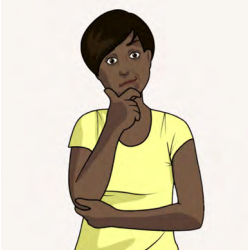


We will track our progress.

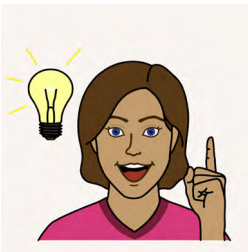


We will check

- what went well



- what was hard



- what we can do better.



We will start to write our next Reconciliation Action Plan to keep our work going.

More information



Get the full plan on our website.

[ndis.gov.au/about-us/careers-ndia/inclusion-and-diversity](https://www.ndis.gov.au/about-us/careers-ndia/inclusion-and-diversity)



Email our Diversity, Equity and Inclusion team.

diversity@ndis.gov.au



Call the National Disability Insurance Agency or NDIA.
1800 800 110

Other formats



Email Tim Wedding to get this plan in other formats.

tim.wedding@ndis.gov.au

Help to call us



Translating and Interpreting service

131 450



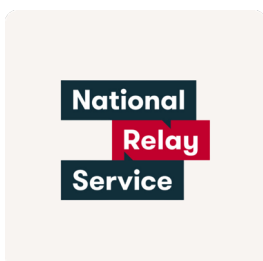
TTY

1800 555 677



Speak and Listen

1800 555 727



National Relay Service

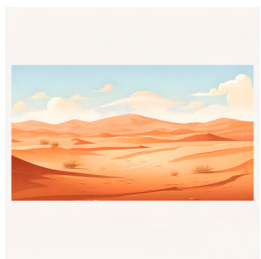
1800 555 660

relayservice.gov.au

Aboriginal country

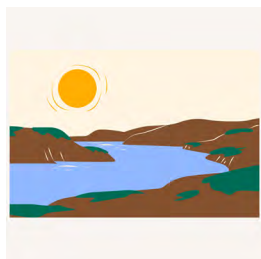


We respect First Nations people as the **Traditional Owners** of Australia.

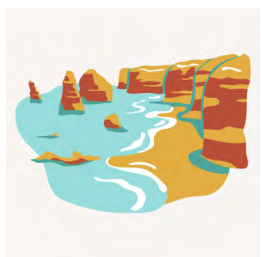


Traditional Owners are the first people to protect and care for the

- lands

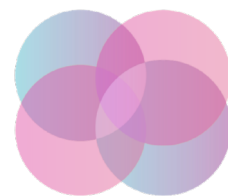


- rivers



- seas.

You can choose to write notes



Embrace **Access**

Embrace Access wrote this Easy Read book for the National Disability Insurance Agency in October 2024. You must ask for permission to use the images in this book. Contact the team at Embrace Access to make your own Easy Read book. For more information please visit www.embraceaccess.com.au.