



SCREENWORKS

JUNE 2022 – JUNE 2023



**RECONCILIATION
ACTION PLAN**

REFLECT

Reconciliation Australia welcomes Screenworks to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Screenworks joins a network of more than 1,100 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 Screenworks 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 Screenworks, 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



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Screenworks respectfully acknowledges Traditional Owners of Country throughout Australia and recognise the continuing connection to lands, waters and communities.

We pay our respect to Aboriginal and Torres Strait Islander cultures, and to Elders both past and present.

Most importantly, we acknowledge the Bundjalung peoples and their custodial Clan group Nyangbul whose land we work on in Ballina or Bullinah as the Bundjalung called this place - meaning plenty to eat, it's saltwater country and we pay our respects to the Custodians as they continue, as always, the stewardship and cultural maintenance of Country.

Front Cover Artwork Title: Nyangbul people in Bundjalung nation.

Artist: Nyangbul (Ballina) dubay (woman), Cherie Leon. Screenworks selected Cherie's work, with her permission, because it depicted a story from the land on which we work by a local artist. Below is her description of the work.

"Bundjalung people are connected to their Nation, the footprints depict the people walking their land in search of jullum (fish) and other sea bushtucker food sources in the waters.

The Nyangbul (Ballina) people have a land full of plentiful food for the gathering of bushtucker and medicinal purposes from our plants and the birds are said to be our messengers.

Nyangbul people are very connected to country in the dreamlike stories told by our ancestors and still spiritually connected also Nyangbul (Ballina) is belong to the people and the people belong to the land." Artist, Cherie Leon.

Our business:

Screenworks is a non-profit registered charity based in Northern NSW that supports and services the screen industry across regional Australia by providing industry and professional development, networking initiatives, opportunities and services for screen content creators and workers.

We do this by providing professional development and networking opportunities and services for screen content creators and workers, which are delivered in the Northern Rivers and beyond.

We promote regional-based screen projects, events and people and our unique regional cluster to the NSW, national and international industry via our communications and marketing strategies.

We also assist local and non-local productions in the Northern Rivers region through location and crew referral services and stimulate screen culture by promoting screenings and discussion of local and Australian films for the broader community.

Screenworks currently employs two full-time staff members, one part-time staff member, four full-time trainees and four casuals, in addition to contractors who help us to deliver projects throughout the year. We currently have one First Nations person employed as staff and are seeking a First Nations person to join the Screenworks board.

Our RAP:

Screenworks' CEO, Ken Crouch is leading the role out of the organisation's RAP with the following points being the key points to work towards.

Screenworks is developing this RAP to better understand the needs of the community and to build stronger relationships with First Nations peoples locally and across regional Australia. With a better understanding of the needs, we will be able to offer appropriate screen industry support that will assist First Nations people with bringing their stories to the screen or to create career pathways in the screen industry.



Undertaking a RAP will also enable a rich learning experience for our team and will demonstrate our ongoing commitment to ensure we close the gap across the industry through a strong First Nations membership, narrative and awareness.



Screenworks wants our staff, board members and stakeholders to have an appropriate and ongoing cultural understanding and use appropriate language, have an understanding of protocols and make sure that we create a safe space/working environment for First Nations people.

We want to be able to appropriately address questions and enquiries that come to us about the depiction of First Nations people on screen.

We want to ensure that we are giving appropriate advice to Screenworks members and to work with First Nations people to become an industry leader in protocols for filming.

How will we implement our RAP:

Screenworks will work through the steps of cultural training, establish a local knowledge circle (RAP Knowledge Circle) and an Industry Reference Group, identify the key priorities that will help us to achieve the goals and objectives of this plan.



By creating a local knowledge circle that is reflective of the creative industry and fosters First Nations relationships with local Custodians and their protocols, we want to ensure the circle represents local clan groups, community leaders, First Nations leaders, established and emerging professionals across the sector.

Our journey so far:

These are our first steps to creating a Reconciliation Action Plan. As a result of increased consultation with First Nations people recently, we now know that we need to develop better cultural understanding, create and co-design relevant pathways and we want to know more, make sure it is done in a culturally safe way and that it is done by working closely with and supporting First Nations people.

Our partnerships/ current activities :

Screenworks has worked with the Indigenous Units and staff at Screen Australia and Screen Queensland to run workshops that support the development of stories and skills of local First Nations people. We have also provided scholarships and grants to First Nations people to attend our key events and programs (eg. Regional to Global Screen Forum). We have also previously supported MediaRING through VIK support.

During this first RAP, Screenworks staff and board members will participate in cultural training to become more confident with language/protocols to help build stronger relationships and to help build respect. We have recently updated our website to include an Acknowledgement of Country on the landing page and created a webpage with fact sheets and information to assist with productions filming in the Northern Rivers region.

In 2021, we have initiated a training program for emerging practitioners through scholarships or support to attend our events ie: Regional to Global Screen Forum. Screenworks will proactively seek out opportunities for emerging First Nations people to connect to our existing programs such as Career Pathways Program.

Screenworks will also deliver the final stage of a program in Far North Queensland to support early-career and emerging First Nations people as part of its Make It In FNQ: Creating Screen Stories initiative which has been guided by Douglas Watkin (Content Director, Aboriginal & Torres Strait Islander Program, Screen Queensland) and independent film producer Dena Curtis of Inkey Media.



Relationships

ACTION	DELIVERABLE.	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and work with First Nations key stakeholders, organisations and independent practitioners within regional Australia and deepen mutually benefit relationships and communications.	June 2022	CEO
	Research best practice and principles that support existing partnerships and communication with First Nations peoples, stakeholders and organisations.	Dec 2022	CEO
	Connect with already established regionally-based First Nations people & production companies and identify First Nations filmmakers who would benefit from our support and initiatives.	Dec 2022	CEO
	Establish relationship with local Elders and community to build relationships, establish community needs and how we can work together.	Oct 2022	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff through live and digital undertakings.	May 2023	Communications Coordinator / CEO
	Participate in external NRW events alongside RAP Knowledge Circle members and local Custodians.	27 May/ 3 June	CEO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May/ 3 June	CEO
	Promote NRW to our members and community via social media especially film related	27 May/ 3 June	Communications Coordinator / CEO



Relationships

ACTION	DELIVERABLE.	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2022	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey, specifically reach out to First Nations organisations in the screen industry to form an Industry Advisory Group.	July 2022	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Sept 2022	CEO
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination in our industry.	Sept 2022	CEO
	Conduct a review of policies and procedures to identify existing anti-discrimination provisions, and future needs of organisation.	Aug 2022	CEO



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.	Develop a business case for increasing understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation.	Sept 2022	CEO
	Conduct a review of cultural learning needs within our organisation.	Sept 2022	CEO
	Communication with First Nations Industry specialist to deliver Cultural Awareness training for staff and board members	Nov 2022	Events Coordinator
	Identify a cultural experience destination for staff to attend and build further understanding.	Oct 2022	Events Coordinator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Bundjalung Traditional Custodians, the many clans, language groups and cultural authorities of the land, sky and waterways within our organisation's local area and a broader understanding across the many nations of Australia.	July 2022	CEO
	Increase staff's understanding of the purpose, complexity and significance behind cultural observance protocols and knowledge, including Acknowledgement of Country and Welcome to Country protocols.	June 2022	CEO
	Research local historical facts, timeline and Bundjalung cultural matters of importance for orientation of new staff and website.	Oct 2022	Project Assistant



Respect

ACTION	DELIVERABLE.	TIMELINE	RESPONSIBILITY
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff and members about the meaning of NAIDOC Week.	July 2022	CEO
	Introduce our staff and members to NAIDOC Week by promoting external events in our local area.	July 2022	Communications Coordinator
	RAP Knowledge Circle and staff members to participate in an external NAIDOC Week event.	July 2022	CEO
8. Visibly promote Aboriginal and Torres Strait Islander cultures to productions happening in our region.	Screenworks will promote the importance to acknowledge local peoples, to advocate respectful dialogue between visiting and existing film crews/companies.	Sept 2022	Projects Manager
	Screenworks will advocate for Welcome to Country to take place for each production in the region and encourage increased awareness and understanding by cast and crew.	Sept 2022	Projects Manager
	Screenworks will advocate for film credits to include what country filming takes place on, what people are from that land and the language groups.	Sept 2022	Projects Manager
	Advocate for accessibility and First Nations support and presence on the ground for sets, crews, workshops and training.	Sept 2022	CEO



Opportunities

ACTION	DELIVERABLE.	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for First Nations employment within our organisation.	Nov 2022	CEO
	Include trainee opportunities for young locals or schools-based training program for local First Nations students to come into the Screenworks office	Jan 2023	CEO
	Build understanding of current First Nations people staffing to inform future employment and professional development opportunities being delivered by Screenworks.	Nov 2022	CEO
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Research opportunities for procurement from First Nations people owned businesses.	Sept 2022	Events Coordinator
	Review First Nations opportunities across all sectors of the film industry requirements to enhance location advice (including hospitality and local produce supply).	Aug 2022	CEO
	Investigate Supply Nation membership to understand how the organisation can support under-represented businesses and create greater social outcomes.	Aug 2022	Events Coordinator
11. Create new partnerships with education institutions.	Identify education institutions such as SCU Ginibi and TAFE NSW across the region to create a partnership and co-design opportunities for First Nations people.	Sept 2022	CEO



Governance

ACTION	DELIVERABLE.	TIMELINE	RESPONSIBILITY
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RAP Knowledge Circle to govern RAP implementation.	Aug 2022	CEO
	Draft a Terms of Reference for the RAP Knowledge Circle including remuneration of circle members in recognition of time and contribution to the organisation.	Aug 2022	CEO
	Ensure that First Nations representation on the RAP Knowledge Circle is inclusive of community and industry First Nations representatives and cultural experts.	Aug 2022	CEO
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Oct 2022	CEO
	Engage senior leaders in the delivery of RAP commitments.	June 2022	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Aug 2022	CEO
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sept 2022	CEO
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Mar 2023	CEO

REFLECT



The Screenworks office is located on the lands of the Nyangbul people
of the Bundjalung Nation, Ballina - NSW

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