

INNOVATE

Reconciliation Action Plan 2016-2018



Our vision for reconciliation

Screen NSW's vision for reconciliation is for Aboriginal and Torres Strait Islander peoples to have greater opportunities by creating a just and equitable society.

Reconciliation is important to Screen NSW, it builds our knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and peoples. It also means that Aboriginal and Torres Strait Islander peoples are accurately represented in screen productions that are produced and financed within the NSW screen industry. We believe this will enrich people's lives, provide greater opportunities for Aboriginal and Torres Strait Islander peoples in the NSW screen sector and more broadly assist to achieve a just and equitable society.

Our business

Screen NSW is established under the Film and Television Industry Act 1988 (as amended June 2014). Its objectives are to:

- assist, promote and strengthen the film and television industry in New South Wales so as to promote Australia's cultural identity
- encourage the employment of Australians in all aspects of film and television production
- encourage investment in the industry
- enhance the industry's export potential
- encourage innovation and enhance quality in the industry

Screen NSW has one office in Sydney, with 17 (FTE) positions. There are presently no Aboriginal and Torres Strait Islander staff members. We are based within the Department of Justice (from 1 July 2015).

Through its central role in supporting NSW's screen industries, Screen NSW contributes to a strong NSW economy that builds resilient communities. We will work to support the strategic intentions for the screen sector as set out in the NSW Arts and Cultural Policy Framework (2015), including to develop a plan to grow television production in NSW and to encourage screen activities in Western Sydney through new and enabling infrastructure, location assistance and professional development.

The strategic landscape continues to change especially with technology, which is impacting the way screen content is distributed and consumed. The needs of the sector stakeholders are also changing and Screen NSW must be active and able to interpret trends in our environment and be skilled and agile at balancing and addressing a range of objectives and providing appropriate support and quality advice to our stakeholders.

Screen NSW contributes to and supports a range of activities to fulfil NSW State Priorities including:

Increasing cultural participation with a target of increasing attendance at cultural venues and events in NSW by 15% by 2019.

Being the leading Australian state for business confidence and attracting and growing businesses and creativity.

We prioritise:

PEOPLE

This means we

- Respect people and their contributions
- Strive for professional behaviour at all levels
- Value diversity
- Collaborate and share information
- Appreciate the giving and receiving of constructive feedback
- Aim for mutual understanding

STAKEHOLDERS

- Listen and respond
- Make it easy to do business
- Keep our stakeholders informed
- Are open in our dealings
- Are accessible
- Demonstrate value-add in all that we do

RESULTS

- Focus on strategically important issues
- Look to the future
- Deliver services our stakeholders need
- Measure and report our performance
- Have an in-depth understanding of the sector
- Build comprehensive and relevant market intelligence

Screen NSW RAP

The Screen NSW RAP was launched in 2011 and is reported on annually. The Screen NSW RAP is a plan that will continually evolve to ensure that we remain relevant and responsive to reconciliation in a changing screen industry landscape.

Screen NSW staff are invited to participate in the RAP Working Group. The Screen NSW RAP Working Group meets twice a year to ensure that our RAP objectives are being met. The RAP Working Group has a total of five members, which includes one Aboriginal and Torres Strait Islander member. The RAP Working group comprise the executives of Screen NSW, Mark Hamlyn – Manager, Development and Production; Grainne Brunson- Manager, Stakeholder Engagement and Industry Development, Matt Carroll – Director, Production Attraction and Incentives and Business Affairs, Tracey Corbin-Matchett, Project Officer –Stakeholder Relations and Industry Development and Sharni Jones, A/Manager Infrastructure Policy. The Screen NSW Chief Executive champions the RAP within Screen NSW. In creating our RAP, Screen NSW is taking crucial steps towards its vision to enrich lives through stories and opportunities by providing greater opportunities for Aboriginal and Torres Strait Islander peoples in the screen industry.

Screen NSW enhances its services to Aboriginal and Torres Strait Islander peoples through our various programs and initiatives.

Screen NSW is a proud member of the Media Reconciliation Industry Network Group (Media RING), and is committed to its Reconciliation Action Plan. Screen NSW actively supports Aboriginal and Torres Strait Islander screen content creators.

Achievements:

Between 2014/15 and 2015/16, Screen NSW has supported 5 projects being made by and with Aboriginal and Torres Strait Islander production companies, with funding of \$665,000. The projects included:

- Over The Edge: Where are They Now: Earthstar Productions Pty Ltd
- Colour Theory with Tony Albert Series 3 - No Coincidence Media Pty Ltd
- Ready For This – My Life Pictures Pty Ltd (Kids Live action TV) - joint venture between Werner Film Productions (non indigenous) and Blackfella Films (indigenous)
- Servant or Slave – No Coincidence Media Pty Ltd
- Deep Water – Blackfella Films Pty Ltd –

Screen NSW together with Arts NSW hosted an internal morning tea to raise money for the Close the Gap campaign.

Screen NSW E-news covered a suite of Indigenous articles in the broadcast sent out to time with Reconciliation Week 2015, which was sent out to 5,000 people <http://screen.nsw.gov.au/data/newsletter/186/body.html>

Also during Reconciliation Week, Screen NSW published 5 separate posts highlighting Aboriginal and Torres Strait Islander themed content on all our social media streams, these posts reached 6,000 people.

On March 31, Tracey Corbin-Matchett represented Screen NSW the launch of a major new artwork in Hyde Park, *YININMADYEMI Thou didst let fall*. Created by artist Tony Albert to honour Aboriginal and Torres Strait Islander men and women who have served their country. The work was promoted in our April newsletter.

Challenges:

Our key challenge is that we are only a small agency and we are limited by the scope of the agency's mandate. To overcome this we work with our non-government partners to ensure we still actively and meaningfully engage with Aboriginal and Torres Strait Islander peoples.

Relationships

Screen NSW values the development of relationships and linkages between Aboriginal and Torres Strait Islander peoples and other screen practitioners as this supports the increased representation and fosters the skill development of Aboriginal and Torres Strait Islander creatives and nurtures a culture of support and unity.

Action	Responsibility	Timeline	Deliverable
<p>1. RAP Working Group will meet on a regular basis to monitor, track and report on the implantation of Screen NSW (SNSW) Innovate RAP</p>	<p>Manager Stakeholder Relations and Industry Development.</p> <p>Manager Production and Development</p> <p>Director Production Attraction and Incentives.</p> <p>Project Officer Stakeholder Relations and Industry Development.</p>	<p>April 2016</p> <p>February and September 2016, 2017 and 2018.</p>	<ul style="list-style-type: none"> • RWG oversees the development, endorsement and launch of the RAP • Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG • RAP working Group to meet at least twice per year to monitor and report on RAP implementation.
<p>2. Provide the opportunity for employees to build relationships by Celebrating National Reconciliation Week (NRW)</p>	<p>Project Officer Stakeholder Relations and Industry Development.</p>	<p>27th May- 3rd June, 2016 and 2017.</p>	<ul style="list-style-type: none"> • Organise at least one internal event NRW each year. • Register SNSW NRW events on the Reconciliation Australia Website. • Download Reconciliation Australia Toolkit to assist employees in understanding the importance behind NRW.

<p>3. Promote NRW to SNSW stakeholders and the broader community.</p>	<p>Project Coordinator Communications and Information</p>	<p>27th May-3rd June, 2016 and 2017.</p>	<ul style="list-style-type: none"> • Publicise National Reconciliation Week on Screen NSW website, social media and Enews • Publicise success stories of screen content by Aboriginal and Torres Strait Islander key creatives through Enews and Social media channels. • Publicise screen content that promotes reconciliation and/or the resilience of Aboriginal and Torres Strait Islander peoples through Enews and Social media channels.
<p>4. Strengthen our relationship with Arts NSW and Department of Justice</p>	<p>Manager Stakeholder Relations and Industry Development. Project Officer Stakeholder Relations and Industry Development.</p>	<p>December 2016 and 2017. December 2016 and 2017.</p>	<ul style="list-style-type: none"> • Work with staff at Arts NSW and Department of Justice to identify ways of bringing the agencies closer together to increase opportunities for events and initiatives to promote First Australian arts and screen culture. • Organise a meeting with Arts NSW to identify opportunities to collaborate on reconciliation initiatives.

Respect

Screen NSW recognises the cultural and professional contribution of Aboriginal and Torres Strait Islander peoples to the screen industry, and to support this, has set a strategic goal to ensure the meaningful inclusion of under-representation of Aboriginal and Torres Strait Islander peoples, is enhanced through improved diversity in programs. We are committed to developing and maintaining respectful relationships between Aboriginal and Torres Strait Islander peoples and other Australians ensures that Aboriginal and Torres Strait Islander peoples themes and issues are respectfully mirrored in all Screen NSW programs.

Action	Responsibility	Timeline	Deliverables
1. Engage employees in understanding the cultural protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure that there are shared meaning.	Project Officer Stakeholder Relations and Industry Development.	May 2016 and 2017. May 2016 and 2017.	<ul style="list-style-type: none">• Develop and implement an Aboriginal and Torres Strait Islander cultural protocol document for Welcome to Country and Acknowledgement of Country.• Educate staff on the significance of cultural protocols around Acknowledgement of Country and Welcome to Country and ensure inclusion in speeches/events.• Invite a Traditional Owner to provide a Welcome to Country at significant events including events held as part of VIVID ideas.• Include an Acknowledgement of Country at the commencement of all important meetings.
2. Engage employees in cultural learning to increase understanding and appreciation of different Aboriginal and Torres Strait Islander cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.	Project Officer Stakeholder Relations and Industry Development.	February 2017 and 2018	<ul style="list-style-type: none">• Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy that caters to the different needs of staff throughout our organisation.• Provide opportunities for RWG, HR managers and other senior leaders to participate in cultural training.

			<ul style="list-style-type: none"> • Facilitate and encourage staff to attend cultural awareness training – Tri-annually • Investigate opportunities for employees to enhance their understanding and appreciation of different cultural backgrounds through a range of cultural experiences. • Circulate Reconciliation Australia’s “Share Our Pride” website to engage new and existing employees in understanding the fundamentals of Aboriginal and Torres Strait Islander cultures and histories
<p>3. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their cultures and communities through participating in NAIDOC Week events.</p>	<p>Project Coordinator Communications and Information</p>	<p>July 2016 and 2017.</p>	<ul style="list-style-type: none"> • Provide opportunities for all employees to participate in local NAIDOC Week events. • Promote NAIDOC Week events through communications channels • Remind Aboriginal and Torres Strait Islander staff that leave provisions to attend events such as NAIDOC week are available under section 74 of the Crown Employees Award 2009.

Opportunities

Opening pathway opportunities for Aboriginal and Torres Strait Islander peoples is a priority for Screen NSW as it facilitates the sharing of Aboriginal and Torres Strait Islander Cultures, storytelling and raises the profile of Aboriginal and Torres Strait Islander people in film and television.

Action	Responsibility	Timeline	Deliverables
<p>1. Support opportunities through Screen NSW funded initiatives that increase employment opportunities for Aboriginal and Torres Strait Islander peoples in the industry</p>	<p>Stakeholder Relations and Industry Development Unit. Development and Production.</p>	<p>April, July 2016 and 2017</p> <p>April, June 2016 and 2017</p> <p>April, June 2016 and 2017</p>	<ul style="list-style-type: none"> • Encourage organisations funded by SNSW to promote equitable access to employment opportunities and open pathways for Aboriginal and Torres Strait Islander peoples • Promote Screen NSW funding programs through Aboriginal and Torres Strait Islander networks e.g. Media RING • Ensure all organisations funded by Screen NSW provide statistics on the number of Aboriginal and Torres Strait Islander peoples employed as a part of any funded project, so that the inclusion of Aboriginal and Torres Strait Islander peoples can be tracked and measured. These stats will be used to measure the reach of employment opportunities through Screen NSW funded projects and assist us to investigate strategies to improve them.

<p>2. Explore opportunities to increase Aboriginal and Torres Strait Islander peoples within Screen NSW</p>	<p>Stakeholder Relations and Industry Development.</p>	<p>April, July 2016 and 2017</p> <p>April, July 2016 and 2017</p> <p>April, July 2016 and 2017</p>	<ul style="list-style-type: none"> • Screen NSW as an agency of the Department of Justice is obliged to follow the departments Aboriginal and Torres Strait Islander Employment Strategy and to work with Arts NSW to achieve NSW Government Employment Target of 2.6%. • Promote Screen NSW vacancy's through Aboriginal and Torres Strait Islander networks, to ensure Aboriginal and Torres Strait Islander peoples in the industry are aware of and encouraged to apply. • As part of our 2015/18 Strategic Plan, Screen NSW is has a Strategic Goal of: Meaningful inclusion of under-represented groups in the screen industry in NSW is enhanced through improved diversity in programs, including the achievement of 50:50 gender equity in key creative roles by 2020. A action item from this is to ensure that strategies are put in place to work with industry to address barriers to access to employment and screen culture for under-represented groups including Aboriginal and Torres Strait Islander peoples
<p>2. Screen NSW is committed to providing support for skills development for Aboriginal and Torres Strait Islander peoples, communities, and organisations</p>	<p>Manager Stakeholder Relations and Industry Development.</p>	<p>April 2016</p> <p>September</p>	<ul style="list-style-type: none"> • Encourage applications to Screen NSW funding programs by Aboriginal and Torres Strait Islander peoples and businesses by promoting SNSW programs via relevant media. • Encourage development of targeted professional development for Aboriginal and

		2016 and 2017	Torres Strait Islander practitioners through outreach to providers undertaking work in the emerging sector such as Information and Cultural Exchange or Northern Rivers Screenworks and other organisations.
3. Explore opportunities to increase supplier diversity within Screen NSW	Project Officer Stakeholder Relations and Industry Development.	April 2016 September 2016 January 2017	<ul style="list-style-type: none"> • Review procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses, if business requirements support it. • Develop and distribute a list of local Aboriginal and Torres Strait Islander businesses that Screen NSW could procure goods and services from. • Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business, if business requirements support it.
4. Increasing attendance by Aboriginal and Torres Strait Islander peoples at cultural venues and events in NSW by 15% by 2019.	Development and Production.	By 2021	<ul style="list-style-type: none"> • Increased amount of NSW Government investment allocated to Aboriginal screen content by 10% each year until 2021

