

The background of the entire page is a vibrant Indigenous Australian artwork. It features a dark blue base with intricate white and light blue wavy lines, possibly representing water or land. Scattered throughout are numerous small dots in white, yellow, and blue. Larger, irregular shapes in orange, yellow, and pink are also present, some filled with patterns of dots or wavy lines. The overall style is traditional and expressive.

# Vision 20/20 Australia

JUNE, 2022 – JUNE, 2023



## Reflect Reconciliation Action Plan





*When many come together with a vision, we break down barriers,  
share knowledge, enrich our lives and see beyond tomorrow.*

*Iris, 2022  
by Timothy Buckley*

# Message from our Board

**The Board of Vision 2020 The Right to Sight Australia (Vision 2020 Australia)  
is pleased to present its Reflect Reconciliation Action Plan.**

Improving the eye health and vision of Aboriginal and/or Torres Strait Islander peoples and supporting community leadership and control through that work is a high priority for Vision 2020 Australia and its members.

While addressing the current inequities that exist in this area between First Nations peoples and other Australians is important, how we do that – and how our organisation gives practical effect to its commitment to reconciliation and healing – is equally important.

This Reflect Reconciliation Action Plan sets out how our organisation will progress its reconciliation journey through a combination of actions spanning relationships, respect, opportunities and governance.

As a Board we are strongly committed to the actions outlined in this Plan and the process of reconciliation.

We look forward to reporting on our progress and seeing the benefits this will deliver for Aboriginal and Torres Strait Islander people.

The Hon Christopher Pyne

Maureen O'Keefe

Dale Cleaver

Tony Starkey

Associate Professor Heather Mack AM

Jaki Adams

Jane Schuller

Dee Hopkins

Dr Jessica Gallagher

Andrew Harris

Shaun Tatipata





## Our Work

Vision 2020 Australia is the peak body for eye health and vision in Australia.

Our mission is to prevent avoidable vision loss and improve opportunities and outcomes for people living with blindness or low vision. We do this by working to ensure that eye health and vision care remains high on the health, disability and international development agendas of Australian governments.

Vision 2020 Australia works with member organisations, governments and other relevant stakeholders to develop effective policy solutions focussed on improving eye health and vision. Our member organisations have the knowledge and expertise to identify the crucial issues that need to be addressed for improved eye health outcomes and come together through Vision 2020 Australia to speak with a united voice.

Vision 2020 Australia has a national focus, engaging with members to exchange views, share information, collaborate and develop policy positions, strategies

and submissions to improve eye health and vision care for all Australians, including Aboriginal and Torres Strait Islander peoples. Alongside this, it delivers the Victorian Government funded Vision Initiative, which is focused on eye health promotion in Victoria.

Vision 2020 Australia is a small organisation (12 staff in total) operating from a Melbourne based office. Whilst the organisation does not currently have staff who identify as Aboriginal and/or Torres Strait Islander people, we do encourage Aboriginal and Torres Strait Islander people to apply for positions when they become available and will look for opportunities to encourage this as part of our Reconciliation Action Plan.

## Our Reconciliation Action Plan


Vision 2020 Australia is developing a RAP to formalise its commitment and pursue a deliberate approach to Reconciliation. This is being championed by the organisations Chief Executive Officer and Leadership team and supported by the RAP Working Group which consists of the following staff members:

- Policy & Advocacy Manager
- Vision Initiative Manager
- Communications Coordinator

Vision 2020 Australia's RAP development provides opportunities for the organisation to demonstrate leadership and build and enhance staff cultural capacity by:

- Embedding cultural sensitivity in our practise
- Guiding staff on relationship building with Aboriginal and Torres Strait Islander peoples
- Embedding a culture of continuous learning and improvement in relation to Aboriginal and Torres Strait Islander peoples, their health, practice, communities and histories.

At the organisation level the development of the RAP gives Vision 2020 Australia the opportunity to promote Aboriginal and Torres Strait Islander self-determination, by modelling practices to our members that support and enhance self-determination in Aboriginal and Torres Strait Islander health. This includes:

- Making our work with Aboriginal and Torres Strait Islander members, Aboriginal and Community Controlled Organisations (ACCOs) and stakeholders effective and appropriate;
  - Adopting and promoting culturally safe health practise;
  - Promoting attitudinal change;
  - Acknowledging our place in Australia and our relationship with Traditional Owners and First Nations peoples.
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## Our approach to implementing the RAP

Vision 2020 Australia staff members will lead the implementation of the RAP and will seek advice and guidance from Aboriginal and Torres Strait Islander peoples and organisations. This includes board and committee members and representatives from Vision 2020 Australia members who operate as Aboriginal community-controlled organisations (ACCOs).

## Our reconciliation journey to date

Vision 2020 Australia endeavours to increase the involvement and voice of Aboriginal and Torres Strait Islander peoples in its work. We do this by:

- Adopting a strengths-based approach in the way we interact and work with Aboriginal and Torres Strait Islander people and communities.
- Actively including Aboriginal and Torres Strait Islander people and community-controlled organisations in relevant areas of work, including in leadership roles on national committees and as spokespeople for that work.
- Embedding the practice of Acknowledging Country and Traditional Owners at meetings and seeking out an Elder (as appropriate to the context) to offer a Welcome to Country at external meetings and forums.

- Improving consultation and engagement with our member representatives who are Aboriginal and Torres Strait Islander people.
- Including an Acknowledgement of Country in the staff email signature and the homepage of the Vision 2020 Australia website.
- Displaying the Aboriginal and Torres Strait Islander flags in the national office.
- Including Aboriginal and Torres Strait Islander people in the organisation's governance, including one or more people on its Board.
- Amending formal governance frameworks to increase the emphasis on involvement of Aboriginal and Torres Strait Islander people in the organisation's governance and reflecting this in associated processes.
- Amending annual reporting to include a specific report on activities undertaken to increase the involvement of Aboriginal and Torres Strait Islander people in the organisation's operations and governance.
- Where possible, prioritising Aboriginal and Torres Strait Islander suppliers and consultants.
- Amending position descriptions and recruitment processes to encourage applications from candidates who identify as Aboriginal and/or Torres Strait Islander people.
- Supporting staff to participate in cultural awareness training to ensure staff members understand Aboriginal and Torres Strait Islander cultures and culturally respectful ways of working with Aboriginal and Torres Strait Islander people.

## Our Partnerships/ Current Activities

- Supporting the work of the eye sector's Aboriginal and Torres Strait Islander Committee which advocates for equal access to eye care for Aboriginal and Torres Strait Islander people and contributes to health policy development.
- Partnering with the Victorian Aboriginal Community Controlled Health Organisation as part of the Vision 2020 Australia Vision Initiative, which has led to the development of community focussed materials to promote eye health and training for Aboriginal and Torres Strait Islander Health Workers and Practitioners.
- Entering funded partnerships with community-controlled organisations to deliver specific projects, including the National Spectacle Supply Scheme, and advocating for funding to go to those organisations to support community leadership and delivery.
- Contributing to a range of steering and advisory groups, including -
  - Steering Committee of the University of Melbourne Aboriginal and Torres Strait Islander Eye Health Conference (NATSIEHC)
  - Australian Institute of Health and Welfare, Indigenous data development group
  - VACCHO, Aboriginal Eye Health Advisory Group.
- Advocating for a sustained focus on research on Aboriginal and Torres Strait Islander eye health and vision as part of the Medical Research Future Fund.





# Strong Eyes, Strong Communities

In 2018 the Vision 2020 Australia Aboriginal and Torres Strait Islander Committee led the development of *Strong Eyes, Strong Communities*: A five year plan for Aboriginal and Torres Strait Islander eye health and vision, 2019-2024. To prepare the document and proposed directions and recommendations, the Committee undertook consultation with Aboriginal and Torres Strait Islander people, including:

- Health workers, providing eye health and vision care in community-controlled health settings;
- Health leaders from a range of organisations providing Aboriginal and Torres Strait Islander health policy leadership.

The recommendations made in *Strong Eyes, Strong Communities* focus on embedding eye health and vision care in Aboriginal and Torres Strait Islander communities and community-controlled health organisations. We continue to advocate to the Australian Government to fully support the recommendations outlined in *Strong Eyes, Strong Communities* and work with the *Strong Eyes Strong Communities* Implementation Working Group (IWG) to provide expert advice on a wide range of issues related to the plan's implementation and progress.



# Continuing Our Reconciliation Journey – Next steps for Vision 2020 Australia

## Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence	April 2022	Policy & Advocacy Manager
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2022	Human Resources Manager
	• Develop a strategy to establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander organisations and increase Vision 2020 Australia membership.	April 2022	Policy & Advocacy Manager
	• Establish and/or strengthen relationships with key peak and national bodies representing Aboriginal and Torres Strait Islander people.	Nov 2022	CEO
	• Explore the possibility of implementing an Aboriginal and Torres Strait Islander community eye health ambassador/champion program to help engage the community around eye health issues.	June 2022	Policy & Advocacy Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2022, 2023	Communications Officer
	• Circulate Reconciliation Australia's NRW resources and material to Vision 2020 Australia staff.	June 2022, 2023	Communications Officer
	• RAP Working Group members to participate in an external NRW event	27 May – 3 June 2022, 2023	Policy & Advocacy Manager





## Relationships (cont)

Action	Deliverable	Timeline	Responsibility
<b>3. Promote reconciliation through our sphere of influence.</b>	• Communicate our commitment to reconciliation to all staff by delivering an annual presentation highlighting RAP progress, opportunities for engagement and key issues	June 2022	Policy & Advocacy Manager
	• Communicate our commitment to reconciliation to external stakeholders by promoting Reconciliation Australia resources, reports and other relevant material via the Vision 2020 Australia sector news alert and viewpoint platform.	June 2022	Communications Officer
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2022	Policy & Advocacy Manager
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	May 2022	Policy & Advocacy Manager
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	• Research best practice and policies in areas of race relations and anti-discrimination.	May 2022	Human Resources Manager
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2022	Human Resources Manager



## Respect

Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	May 2022	Human Resources Manager
	• Conduct a review of cultural learning needs within our organisation.	July 2022	Human Resources Manager
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by continuing to embed cultural protocols throughout the organisation.</b>	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area	June 2022	Policy & Advocacy Manager
	• Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	June 2022	Public & Advocacy Manager
	• Build relationship with representatives of the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and invite Elders to a morning tea event to meet staff.	June 2022	Policy & Advocacy Manager
	• Include information about cultural protocol documents for Welcome to Country and Acknowledgement of Country in new staff and director induction process.	March 2022	Human Resources Manager
	• All staff to include an Acknowledgement of Country at the commencement of all meetings and public events	June 2022	Communications Officer
	• Invite an Elder to perform a Welcome to Country at public or media events which Vision 2020 Australia is hosting.	Nov 2022	Human Resources Manager
	• Investigate the possibility of renaming one or more meeting rooms in the national office with local Aboriginal names.	February 2022	Office & Governance Coordinator
	• Investigate the possibility of using traditional place names in staff email signatures/mailling addresses for correspondence.	February 2022	Office & Governance Coordinator





## Respect (cont)

Action	Deliverable	Timeline	Responsibility
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	• Introduce our staff to NAIDOC Week by promoting external events in our local area and holding an internal event	First week in July 2022	CEO
	• Raise awareness and share information among staff about the meaning of NAIDOC Week	First week in July 2022	CEO
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	Policy & Advocacy Manager
	• Promote community led NAIDOC week events via communication channels to both Vision 2020 Australia and Vision Initiative networks	First week in July 2022	Communications Officer
	• Encourage and support staff to participate in at least one external NAIDOC Week event/activity.	First week in July 2022	Policy & Advocacy Manager



## Opportunities

Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	May 2022	Human Resources Manager
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2022	Human Resources Manager
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	March 2022	Human Resources Manager
	• Investigate Supply Nation membership	March 2022	Human Resources Manager
	• Implement a policy to include quotes from at least one Aboriginal or Torres Strait Islander owned business when seeking quotes for services where possible.	July 2022	Office & Governance Coordinator
<b>10. Build awareness of reconciliation and matters affecting Aboriginal and Torres Strait Islander peoples and proactively advocate for positive change</b>	• Develop clear policy positions on key issues relating to reconciliation	April 2022	Policy & Advocacy Manager
	• Investigate opportunities for V2020A to participate in campaigns that provide practical support for reconciliation, such as the 'Uluru Statement from the Heart' and 'Close the Gap' campaigns.	April 2022	Communications Officer
	• Continue to coordinate national advocacy efforts that prioritise Aboriginal and Torres Strait Islander eye health and vision care	July 2022	Policy & Advocacy Manager
	• Continue to fund partnerships with community-controlled organisations to deliver specific projects and advocate for funding to go to those organisations to support community leadership and delivery	November 2022	CEO



Action	Deliverable	Timeline	Responsibility
<b>11. Establish and maintain an effective RAP Working Group (RWG) to drive implementation of the RAP</b>	• Review RWG membership to ensure adequate support and oversight of RAP implementation and monitoring	October 2022	Policy & Advocacy Manager
	• Review TOR of RWG to reflect focus on implementation and monitoring	July 2022	Policy & Advocacy Manager
	• Establish Aboriginal and Torres Strait Islander representation on the RWG	July 2022	Policy & Advocacy Manager
	• Investigate the possibility of establishing an Aboriginal and Torres Strait Islander advisory or reference group to provide advice and guidance throughout the RAP planning, implementation and governance processes.	May 2022	Policy & Advocacy Manager
	• Develop appropriate systems and capability to track, measure and report on RAP commitments.	January 2022	Policy & Advocacy Manager
<b>12. Provide appropriate support for effective implementation of RAP commitments.</b>	• Define resource needs for RAP implementation.	January 2022	Policy & Advocacy Manager
	• Engage Vision 2020 Australia Leadership Team and Board in the delivery of RAP commitments.	July 2022	CEO
	• Develop appropriate systems and capability to track, measure and report on RAP commitments.	January 2022	Policy & Advocacy Manager
<b>13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 Sept 2022	CEO
	• Provide reports to the Board on the implementation of RAP activities.	June & Dec 2022	Policy & Advocacy Manager
<b>14. Continue our reconciliation journey by developing our next RAP</b>	• Register via Reconciliation Australia's website to begin developing a innovate RAP	January 2023	Policy & Advocacy Manager



In 2018 the Vision 2020 Australia Aboriginal and Torres Strait Islander Committee led the development of *Strong Eyes, Strong Communities*.





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**Vision  
20/20  
Australia**