
INDIGENOUS COMMUNITY VOLUNTEERS RECONCILIATION STATEMENT



ACKNOWLEDGEMENT STATEMENT

ICV acknowledges and celebrates Aboriginal and Torres Strait Islander people, culture, and country.

OUR BUSINESS

Indigenous Community Volunteers' (ICV) core business embodies reconciliation. ICV is a not-for-profit, non-government registered charity. We support Aboriginal and Torres Strait Islander Australians to harness opportunities and assets available to them to overcome social and economic disadvantage through community and human development projects. ICV works in partnership with Aboriginal and Torres Strait Islander people - we do things 'with', not 'to' or 'for' Aboriginal and Torres Strait Islander people.

We are 'closing the gap' on Indigenous disadvantage.

OUR VISION FOR RECONCILIATION

Reconciliation is a way of life. ICV is reconciliation in action. ICV is committed to reconciliation between Aboriginal and Torres Strait Islander people and the broader Australian community. ICV is unlike many other organisations in that it personifies, embodies, lives, monitors, measures and reports on the reconciliation it enables. ¹

¹ Because everything ICV does promotes reconciliation, we do not see the need for a Reconciliation Action Plan (RAP). Our Strategic and Annual Plans are our RAPs. However, we encourage mainstream organisations to do RAPs and are happy to discuss being included in RAPs through staff giving programs and release of staff as volunteers for ICV projects.



OUR VISION

An Australia where all Australians live in harmony and where Aboriginal and Torres Strait Islander people share the same rights, respect and access to opportunities and rewards, and where Aboriginal and Torres Strait Islander culture is valued and recognised as an asset to Australian society.

OUR CORE VALUES

ICV's core values reflect our commitment to and embodiment of reconciliation. The spirit of these Core Values applies to all ICV interactions within and outside our organisation.

- 1) ICV staff and volunteers engage with Aboriginal and Torres Strait Islander people with honesty, integrity, and trust at all times. ICV acknowledges and respects the human rights and cultural diversity of Aboriginal and Torres Strait Islander people.
- 2) ICV staff and volunteers look, listen, and learn from communities. ICV is accountable to Aboriginal and Torres Strait Islander clients by responding appropriately to requests and following up in a timely manner.
- 3) ICV is flexible and adaptive.
- 4) ICV develops reciprocal obligations with Aboriginal and Torres Strait Islander communities to build sustainable partnerships.
- 5) ICV takes a positive approach in working with Aboriginal and Torres Strait Islander people to provide opportunities for them to develop their community and human capacity. ICV takes a longer-term view and pursues flexible approaches that meet development needs that emerge from them and their organisations.
- 6) ICV proactively seeks opportunities to work with Aboriginal and Torres Strait Islander people at their request to design and establish projects.
- 7) ICV implements high quality project and volunteer screening procedures to achieve the best results and displays best practice in project and volunteer management.
- 8) ICV values and supports its volunteers. ICV recruits volunteers of the highest standard and diverse capabilities, then prepares them with cultural training and supports them in communities.

WHAT RECONCILIATION IN ACTION MEANS:

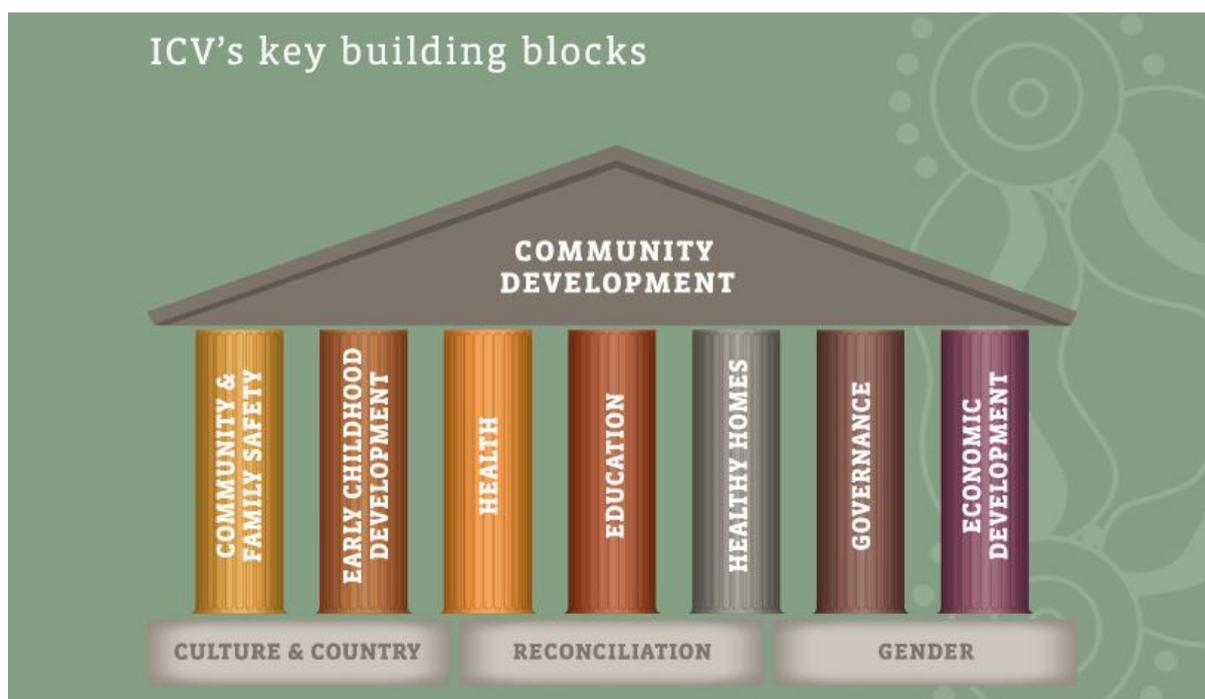
ICV operates by a principle of 'Invitation', doing projects 'with' Aboriginal and Torres Strait Islander communities at their 'request'.

ICV does reconciliation both ways. We connect volunteers from the broader Australian community with Aboriginal and Torres Strait Islander communities, thus promoting reconciliation between Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people. In addition, ICV connects Aboriginal and Torres Strait Islander volunteers with other Aboriginal and Torres Strait Islander communities promoting reconciliation between and within Aboriginal and Torres Strait Islander peoples.

ICV's Constitution requires it to have a Board that is 50% Aboriginal or Torres Strait Islander and 50% that is non-Aboriginal and Torres Strait Islander.

ICV has approximately 60% Aboriginal and Torres Strait Islander staff and 40% non-Aboriginal and Torres Strait Islander staff.

ICV actively monitors and tracks its reconciliation impacts through its Project Impact Analysis Tool (PIAT). Eighty-one (81) per cent of our clients - community and volunteers - report that reconciliation is equally or more important than our community development outcomes. The diagram below shows the Council of Australian Governments (COAG) Building Blocks for overcoming disadvantage and ICV's own foundations. Reconciliation is one of these foundations. They are where ICV targets its program and impacts.



Reconciliation is a journey towards understanding, unity, trust and respect between Aboriginal and Torres Strait Islander peoples and the broader Australian community. ICV is on that journey.

