



RECONCILIATION
ACTION PLAN

REFLECT



FareShare
Rescue.Cook.Feed.



Reflect Reconciliation Action Plan

FareShare Australia Incorporated

January 2022 – June 2023

Acknowledgement of Country

FareShare respects and honours Aboriginal and Torres Strait Islander Elders past, present and future. We acknowledge the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples on this land and commit to building a brighter future together. We acknowledge the traditional custodians of the lands where our charity is located and where we operate. FareShare is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

About the artist

Our cover artwork was painted by esteemed artist Joe Malone. Here is his bio and description of the custom artwork.

Artist bio

My name is Joe Malone and I am a proud Wangan and Jagalingu/Kangalou man from Brisbane with a strong connection to family and friends in Cherbourg. Our traditional lands are around the Central/Western Queensland region, Clermont, Emerald and surrounding areas.

In 1988 I was taught the craft of making aboriginal artefacts and art by Joe Skeen Snr., a Kuku Thaypan elder. I have been manufacturing Aboriginal Artefacts and creating works of art ever since.

Shortly after, I worked for 13 years with Aboriginal & Torres Strait Islander Youth at the same time as heading up my own business, Jagalingu Aboriginal Creations. I have also been involved with Brisbane Natives RLFC since 1985 to the present as a player, coach, and board member.

For the past 9 years, I have been employed at the Aboriginal & Torres Strait Islander Community Health Service in a community engagement role where I can really appreciate the great community service that FareShare provides.

Artwork description

The handprints at the bottom are the communities reaching out for a hand up, not a handout. The handprints at the top are FareShare's helping hands that are more than willing to help.

The footprints and the lines in between the circles represent travel, showing FareShare delivering meals to the most vulnerable members of our local, regional and remote communities.

The large circle in the centre depicts the FareShare kitchens, the traditional symbols for Men and Women are the caring staff preparing the meals.

Each dot in this painting signifies just a fraction of how many meals are prepared each week and how many individuals and families benefit from our community service.

Joe Malone
Artist
Jagalingu Aboriginal Creations



A message from Reconciliation Australia

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

FareShare Australia 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 FareShare Australia 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 FareShare Australia, 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



A message from our CEO

I am proud to present FareShare's Reflect Reconciliation Action Plan (RAP).

For FareShare, reconciliation starts with acknowledging the injustices caused by the colonial past, and the impact this has had, and continues to have, on First Nations peoples. We are committed to deliberate action to ensure a better future for all Australians, including First Nations peoples.

FareShare is developing a Reconciliation Action Plan (RAP) because we are committed to helping improve food insecurity for First Nations peoples living in urban, regional and remote parts of Australia.

Our Reflect RAP sets measurable targets for us to achieve over the course of the next year and captures the resounding commitment, enthusiasm and desire of our board, staff and volunteers to contribute to the initiatives set out in this RAP.

I believe that:

- formalising a RAP will build our knowledge of, and respect for, First Nations histories and cultures and help us to develop that knowledge in both our staff and also our wider community of volunteers, stakeholders, and donors;
- our entire organisation is committed to strengthening our relationships, and creating meaningful partnerships, with First Nations communities in everything we do; and
- the actions we are committing to provide solid foundations to ensure our future RAPs pave the way for long term sustainable reconciliation and to Closing the Gap.

I appreciate the valuable input provided by our First Nations partners in preparing our RAP, and also thank Reconciliation Australia for their endorsement of our inaugural RAP.

As we begin an important journey towards deep and meaningful engagement, we look forward to sharing our progress with you.



Paul Conroy
FareShare CEO



About FareShare

FareShare is a registered charity that rescues food that would otherwise go to waste and cooks it into free, nutritious meals for people facing food insecurity.

We operate Australia's largest charity kitchens in Melbourne and Brisbane where a lean team of chefs and over 1,500 volunteers work side by side to prepare tasty and nutritious meals for Australians facing homelessness, hunger and disadvantage.

Each day FareShare cooks 12,000 free, nutritious meals. For many people experiencing adversity, accessing healthy food is challenging; so our chefs make sure that every meal counts. A typical FareShare meal contains around 65% of the daily recommended intake of vegetables and 51% of protein, thereby boosting the diet and assisting the physical and mental health of people who are doing it tough.

FareShare tackles food waste head on by rescuing surplus, quality food from supermarkets, farmers and other businesses that would otherwise go to landfill. In 2020 FareShare saved over 1.3 million kilograms of quality surplus meat, vegetables, fruit, dairy, legumes, rice and pasta from going to waste and used it to cook 3.3 million meals.

FareShare meals are distributed free of charge to charities, services and communities in Victoria, Queensland, New South Wales, South Australia and the ACT. We have 46 full-time employees and recently welcomed our new First Nations Officer whose role will be pivotal in guiding and implementing our RAP and First Nations food relief program.

To cook nutritious meals at scale, FareShare needs a constant supply of the right ingredients. Sourcing enough fresh vegetables to meet the growing demand for FareShare meals is one of our biggest challenges and FareShare's kitchen gardens were developed in response to this problem. We now grow vegetables on three sites in and around Melbourne to supplement our incoming stream of rescued produce. We aim to grow at least one third of the vegetables we need for our Melbourne kitchen with our garden manager working closely with our chefs to optimise the flow of fresh vegetables.

FareShare's Brisbane kitchen was launched in late 2018 and is powered by 500 volunteers under the guidance of four experienced chefs. We are progressively adding shifts and scaling the number of meals our Queensland staff and volunteers cook. While our meals initially supported local agencies in South-east Queensland, as we increase production, we are now supplying more meals into regional and Indigenous communities in Queensland and northern New South Wales.

The COVID-19 pandemic saw a significant increase in demand for our meals with many people seeking emergency food relief for the first time. Designed for growth, the flexible design of our kitchens enabled meal production to scale up rapidly in response. By working with our collaborative partners as well as directly with scores of community groups, we were able to provide over 600,000 meals to struggling international students and 50,000 meals to Indigenous communities in lockdown in Queensland and New South Wales.

A main priority of FareShare is to work in collaboration with First Nations communities to reduce food insecurity and help Close the Gap. FareShare is partnering with a range of First Nations groups to provide appealing, healthy meals to regional and remote communities where it is difficult to access affordable, nutritious food.



Our RAP

FareShare is developing a Reconciliation Action Plan (RAP) because we are committed to helping improve food insecurity for First Nations peoples living in remote, very remote, regional, outer regional, discrete communities and urban parts of Australia. We believe that formalising a RAP will support us to build our knowledge of, and respect for, First Nations history and culture and help us to develop that knowledge in both our staff and also our wider community of volunteers, stakeholders, and donors.

FareShare recognises the immense importance of partnering with First Nations organisations and through this RAP we hope to deepen and build on those relationships by taking time to recognise their value, reflect on our responsibilities within these partnerships and learn how we can improve. We recognise the importance of First Nations controlled services and communities in leading service delivery and will actively involve the community at all stages in the planning and delivery of FareShare programs.

FareShare wishes to partner with First Nations services and communities in ways that are respectful and mutually beneficial, and we want to be proactive in using FareShare kitchens and facilities to provide opportunities for Indigenous communities and services.

FareShare intends to implement our RAP by establishing a dedicated RAP Working Group (RWG) consisting of staff members across both state sites and two external members. Our FareShare RWG members are; First Nations Officer, Chief Executive Officer, Board Director, Executive Director-Queensland, Program Manager Queensland, Volunteer & Administrative Support Officer-Queensland, Volunteer Coordinator-Victoria and Digital Content & Marketing Officer. We have approached one of our First Nations partners, Heart Futures, to help us develop and implement our RAP and their founder and CEO, Levi-Joel Tamou, has joined our RWG. Aunty Ravina Deen from Murri Ministries will also be joining the RWG and will provide advice and invaluable community insight. The RWG will provide updates to the Executive and Board during the development and implementation of the RAP to allow the leadership group to review and comment.

Our First Nations Officer and our Chief Executive Officer will champion our RAP and encourage FareShare staff, board members, volunteers and stakeholders to be aware of our RAP commitments and to engage with all aspects of the RAP.

The RWG will engage in dialogue with Aboriginal and Torres Strait Islander groups to seek advice on how to demonstrate respect and honour and acknowledgement in the best possible way our daily work with First Nations peoples.

The RWG will meet monthly to drive the RAP and action deliverables according to the timeline. Our First Nations Officer will diarise important dates on shared calendars and advertise them on internal message boards, social media and in shared spaces so that all staff and volunteers are informed of opportunities to participate in and celebrate National Reconciliation Week, NAIDOC week and other culturally important events. Each year the RAP will be re-examined at our annual strategy meeting.

The RWG will develop protocols for Welcome to Country to be conducted at FareShare events. This will be done in collaboration with Aboriginal and Torres Strait Islander Traditional Custodians. The RWG will aim to increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country.

The RWG will identify and engage with external partners who have already commenced on a reconciliation journey and who can provide us with valuable insight and support. We will develop an ongoing plan for cultural education, providing our employees with a deeper understanding of Aboriginal and Torres Strait Islander cultures and heritage, strengthening respect and tolerance and seeking to reduce barriers within our society.



Our partnerships

FareShare provides weekly or fortnightly deliveries of free, nutritious meals to the following First Nations charities, communities and agencies;

- Burringilly Aboriginal Corporation, Woodridge. Burringilly act as a food relief hub and provide FareShare meals to 13 other local First Nations services
- Toomelah Public School
- Murri Watch, West End
- Joyce Wilding Hostel, Brisbane
- Mindle Bygul, Deception Bay
- We Care ATSI, Redbank Plain
- Mullum Mullum Indigenous Gathering Place, Dandenong
- IUHU, Morayfield
- Manoora Community Centre, Cairns
- Cape York Partnerships - Cairns with further distribution to Hopevale, Mossman Gorge, Wujal Wujal and Coen
- Goondir Health Service, St George, Dalby and Oakey
- Kalwun medical centres, Gold Coast and Tweed River regions
- Hambleton House, Edmonton
- Cherbourg Aboriginal Council
- Rekindling the Spirit Aboriginal Medical Service who run 4 sites and support the local Ngulingah Aboriginal Land Council, Lismore region
- Bulgarr Ngaru Aboriginal Medical Service who run 6 sites and service Tabulam Aboriginal community, Casino region
- Bullinah Aboriginal Medical Service who are in partnership with Bunjum Aboriginal Corporation and Jarjum Bugal Nah Childcare, Ballina and surrounds



Our journey so far

2019

- NAIDOC event with Heart Futures serving up 1,000 free meals at the Gold Coast titans NAIDOC event. Subsequent similar events in 2020 and 2021 had to be cancelled due to COVID
- Aboriginal and Torres Strait Islander students from Heart Futures assisted our chefs in cooking meals in our Brisbane kitchen
- Heart Futures CEO was invited to formally speak and share their experiences and stories at events where high net worth stakeholders such as QTC and Google were present, facilitating introductions and encouraging long term relationships

2020

- Provided Cherbourg Aboriginal Shire with free nutritious meals during COVID lockdowns
- Established a monthly inter-agency meeting with Queensland food relief agencies Foodbank, OzHarvest and SecondBite regarding logistics and food relief to First Nations communities under COVID lockdown
- Developed a partnership with Goondir Health Service to provide meals to the Western Downs Communities.
- FareShare hosted students from the Clontarf Foundation's Woree Academy (Cairns) in our kitchens as part of their leadership excursion to Brisbane

2021

- Catered for and spoke at the launch of Goondir Health Service's 'Health and Wellbeing Centre' in St George. Our chefs worked alongside 7 First Nations students from the Big Buddy program to serve 200 guests
- Catered and spoke at Goondir Health Service's event to attract medical and dental students to complete their field practice at their St George clinic
- Partnered with Metcash and Linfox to develop pro bono distribution to enable meals to reach predominantly Aboriginal and Torres Strait Islander communities and services in Far North and South West Queensland. To date this program has delivered over 50,000 meals.
- FareShare's Director, Queensland was invited by Indigenous charity Heart Futures to co-present at the Cooktown Expo on the topic of food insecurity. Connections made at the expo have resulted in weekly deliveries to services in Cooktown and discussions about deliveries to Hopevale are underway
- FareShare employed our First Nations Officer (FNO), Jason Mollenhauer
- Staff members attended two National Reconciliation Week events hosted by IUHI and ATSIHCS

- Conducting pilot of “Meals for the Mob” (MFTM). Planned in consultation with the community and involving First Nations peoples as key decision makers, MFTM sees urban First Nations groups including Murri Watch, Gallang Place, Heart Futures and Burrungilly Aboriginal Corporation prepare meals for regional and remote communities. These meals are designed to be tasty, familiar, appealing meals that pack a heavy nutritional punch. These meals were chosen by community consultation and developed by our Head Chef in collaboration with post graduate dietician students overseen by Professor Helen Truby, Chair of Human Movement and Nutrition Sciences at the University of Queensland.
- FareShare FNO and Director, Queensland attended the Aboriginal and Torres Strait Islander Food Security for Remote and Far North Queensland forum, hosted by Health & Wellbeing Queensland. Mayors from TCICA, representatives from Cape and Gulf communities, NGO agencies and Government bodies all had representation at this round table event.





Relationships

| Action | Deliverable | Timeline | Responsibility |
|--|--|----------------------|-------------------------------------|
| 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. | January, 2022 | First Nations Officer |
| | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. | January, 2022 | Program Manager, QLD |
| Build relationships through celebrating National Reconciliation Week (NRW). | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. | April, 2022 | Communications Director |
| | RAP Working Group members to participate in an external NRW event. | 27 May- 3 June, 2022 | First Nations Officer |
| | 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 | Lead: CEO Support: Director, QLD |

| Action | Deliverable | Timeline | Responsibility |
|--|--|----------------|--|
| Promote reconciliation through our sphere of influence. | Communicate our commitment to reconciliation to all staff. | January, 2022 | Lead: CEO Support: Communications Director |
| | Identify external stakeholders that our organisation can engage with on our reconciliation journey. | February, 2022 | Lead: First Nations Officer Support: RAP Working Group |
| | Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. | March, 2022 | Lead: Program Manager Support: RAP Working Group |
| Promote positive race relations through anti-discrimination strategies. | Research best practice and policies in areas of race relations and anti-discrimination. | February, 2022 | Lead: First Nations Officer Support: Manager Corporate Services |
| | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | March, 2022 | Lead: First Nations Officer Support: Manager Corporate Services |



Respect

| Action | Deliverable | Timeline | Responsibility |
|--|--|---------------|---|
| Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | Develop a cultural learning strategy for our staff. To increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories and rights within FareShare. | March, 2022 | Lead: First Nations Officer Support: RAP Working Group |
| | Conduct a review of cultural learning needs within our organisation. | January, 2022 | First Nations Officer |
| Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. | Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. | January, 2022 | First Nations Officer |
| | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | January, 2022 | First Nations Officer |

| Action | Deliverable | Timeline | Responsibility |
|---|---|--------------------------|---|
| Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. | May, 2022 | Lead: First Nations Officer Support: Program Manager |
| | Introduce our staff to NAIDOC Week by promoting external events in our local area. | May, 2022 | First Nations Officer |
| | RAP Working Group to participate in an external NAIDOC Week event. | First week in July, 2022 | First Nations Officer |



Opportunities

| Action | Deliverable | Timeline | Responsibility |
|---|---|-----------------|----------------------------|
| Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | Develop an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. | January, 2023 | Manager Corporate Services |
| | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. | January, 2023 | Director Queensland |
| Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. | Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. | September, 2022 | Program Manager |
| | Investigate Supply Nation membership. | September, 2022 | Director, Queensland |



Governance

| Action | Deliverable | Timeline | Responsibility |
|--|--|------------------------------------|-----------------------|
| Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP. | Maintain a RWG to govern RAP implementation. | Ongoing Review August, 2022 | First Nations Officer |
| | Draft a Terms of Reference for the RWG. | January, 2022 | First Nations Officer |
| | Maintain Aboriginal and Torres Strait Islander representation on the RWG. | Ongoing Review August, 2022 | First Nations Officer |
| Provide appropriate support for effective implementation of RAP commitments. | Define resource needs for RAP implementation. | March, 2022 | First Nations Officer |
| | Engage senior leaders in the delivery of RAP commitments. | January, 2022 | Director, QLD |
| | Define appropriate systems and capability to track, measure and report on RAP commitments. | January, 2022 | Program Manager |

| Action | Deliverable | Timeline | Responsibility |
|--|---|------------------------------|-----------------------|
| Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally | Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence. | June, 2022 and annually | First Nations Officer |
| | Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire. | July, 2022 and annually | First Nations Officer |
| | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | September, 2022 and annually | First Nations Officer |
| Continue our reconciliation journey by developing our next RAP. | Register via Reconciliation Australia's website to begin developing our next RAP. | May, 2023 | First Nations Officer |



Jason Mollenhauer

FareShare First Nations Officer

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