

iCapisce



Where Learning Starts



RECONCILIATION ACTION PLAN

2017 - 2022

Message from Managing Director

iCapisce as a company and as a Foundation is dedicated to the development and expansion of the Aboriginal community and culture.

In the 1980's I worked amongst the Wiliri people in the Northern Territory. I spent mornings in school, afternoons playing sport and evenings swimming and cooking down by the water-hole. After a time I was honoured by the elders with a Wiliri name – they called me Jackamurra, or “still waters”. I was overwhelmed by the warmth that emanated from a profoundly peaceful people. My time there shaped my understanding of both Aboriginal and western culture.

In 2010 I co-created iCapisce to record the meaning of words, phrases and stories in any language. Our Creative Director had spent the previous decade learning the ways of the Wajuk people and he wanted a tool to preserve their language and culture.

Five years later that tool is now a reality and our organisation is

committed to engaging Indigenous people to capture the language of every tribe in such a way that we can protect it and pass it on to successive generations.

Our plan is no longer a plan. It's an operating commitment from each member of our team to equip the first inhabitants of the land with skills, tools and resources to record and preserve their culture. It's not about head-counts and back-office jobs. It's about equipping our modern Aborigines with modern skills to preserve their ancient culture.

I welcome your participation in this reconciliation process.



Harvey Rough
Managing Director

Reconciliation

The road to reconciliation in Australia has been long, slow and incremental. It is a journey that has been plagued with major setbacks and challenges, but the victories and goodwill of those fighting for it continue to move us forward as a community and as a nation. Since the Council for Recognition Act (1991) passed through the Australian Parliament, the term 'reconciliation' has become a major focus in political and social debates.

However, defining reconciliation has been a source of discussion - this may be due to the amorphous nature of the term and its ability to incorporate a range of views. The Oxford Dictionary defines reconciliation as the restoration of friendly relationships and the action of making one view or belief compatible with another. In Australia, reconciliation has been defined more specifically as an action of unity, respect and acknowledgement amongst Indigenous and non-Indigenous Australian's.

The act of reconciliation has both symbolic and practical significance;

- Symbolically, it unites us as a cohesive nation and recognises the injustice and effects of colonisation upon Australia's first people.
- Practically, it is helping to improve the quality of life amongst Aboriginal and Torres Strait Islander peoples in areas such as health, education and employment.

At iCaspice we uphold the belief that reconciliation creates a call of action for every person. That means that by supporting reconciliation, we must actively work together to overcome the social, economic and political inequality that is present between Indigenous and non-Indigenous Australian's.

Our Commitment

iCapisce is committed to the preservation of Australian Aboriginal language. Our focus is to capture and record the words, phrases and stories that ultimately define the rich ancient culture that they describe.

We are engaging Indigenous people in this exercise on commercial terms and transferring to them modern skills that will be very valuable in ongoing commercial projects.

It is our stated goal to capture each of the 260 Indigenous languages and make the resulting content freely available to all tribal-group members. This repository may also be used by non-Indigenous people to develop a deeper understanding of the rich, ancient culture that is communicated through language.

Our Working Group

iCapisce has a core team responsible for training Indigenous people. The core team is made up of both indigenous and non-indigenous people. Their specific objective is to train indigenous people in each tribal language group to capture their local language. We envisage a total project team made up of predominantly Indigenous people.

Project Lead	- Doug Robertson – iCapisce Director
Academic Director	- Professor Leigh Straw - Notre Dame University
Language Lead	- Melissa Simmons – Aboriginal Spokesperson
Music Lead	- Paul Simmons – Nyoongar Musician - Djiridoo
MarComms Lead	- Alex Rough
Product Lead	- Harvey “Jackamurra” Rough – Managing Director

Action Plan 2017 - 2022

Principle 1 - Relationships

iCaspice believes it is necessary to build relationships with Aboriginal and Torres Strait Islander Australians in order to participate in the reconciliation process. Stronger relationships will result in more confident and trusting interactions with Aboriginal and Torres Strait Islander stakeholders and enable Bank Australia to better address identified needs within our sphere of influence.

Action	Responsibility	Timeline	Measurable Target
1 RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	Project Lead	2017 - 2022	RAP Working Group has met quarterly, to measure progress with RAP actions.
2 Inform, communicate and make available our RAP to stakeholders and users.	Project Lead MarComms Lead	2017 - 2022	Communications plan developed. Communication happens quarterly.
3 Celebrate and promote National Reconciliation Week to stakeholders and users.	Project Lead MarComms Lead	2017 - 2022	National Reconciliation Week is communicated to all employees and users. 100% of employees encouraged to participate in National Reconciliation Week, both internally and externally of iCaspice
4 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Project Lead Language Lead	2017 - 2022	Implement our engagement/business plan to work with our Aboriginal and Torres Strait Islander stakeholders.

Principle 2 - Respect

Building awareness of and respect for Aboriginal and Torres Strait Islander peoples, histories and culture is pivotal for our participation in the reconciliation process. By encouraging respectful relationships, iCaspice is working towards a more inclusive workplace culture that will ultimately better support its employees.

Action	Responsibility	Timeline	Measurable Target
5 Topics will be made available to health professionals to improve the range of diagnostic and care services to the Indigenous people of Australia	Project Lead	2017 - 2022	Continually checking topics are available. Employing health professionals to monitor and create in depth topics
6 Language resources will be developed to ensure that all 260 Indigenous languages are preserved.	Project Lead MarComms Lead	2017 - 2022	Development of the Indigenous Language Preservation Project
7 Engage our employees and other businesses in understanding the significance of Aboriginal and Torres Strait Islanders cultural protocols to ensure there is shared meaning	Project Lead Product Lead Academic Director Language Lead MarComms Lead	2017 - 2022	At the commencement of all meetings, ensure there is a Welcome to Country and or an Acknowledgment of Country. Invite a Traditional Owner to provide a Welcome to Country to all major events.

Principle 3 - Opportunities

iCapisce recognises the need to provide equal opportunity to Aboriginal and Torres Strait Islander People in the workplace, through education and training service. This will create a more diverse employment opportunity and strengthen the Aboriginal and Torres Strait Islander community.

Action	Responsibility	Timeline	Measurable Target
8 Periodically review Aboriginal and Torres Strait Islander recruitment and retention strategies, in collaboration with Indigenous stakeholders and employment professionals, to identify best practice for recruiting Aboriginal and Torres Strait Islander employees.	HR Manager	2017 - 2022	By 2022, have Aboriginal and Torres Strait Islander employment within the Aboriginal and Torres Strait Department at 80% employment and retention levels.
9 Strengthen iCapisce's capacity to develop new business relationships with Aboriginal and Torres Strait Islander customers.	General Management Project Lead	2017 - 2022	Developed new business opportunities that show engagement with Aboriginal and Torres Strait Islander people.
10 Encourage all partners and interacting businesses to develop a RAP.	General Management Project Lead MarComms	2017 - 2022	100% of all Bank Australia tender documents to encourage applicants and potential contractors to develop RAPs.
11 Leaders and developers of each language group will be employed from that community to ensure the authenticity and traditional nuances are upheld	Project Lead HR Manager	2017 - 2022	100% employment of local Aboriginal people for Language Development.
12 Training will be provided for Aboriginal and Torres Strait Islanders to use iCapisce	Project Lead Product Lead	2017 - 2022	Training programs regularly scheduled with invitations to local Aboriginal and Torres Strait Islanders.

Conclusion

As a nation and as a society, reconciliation is a process that must happen.

It is vital for our government to acknowledge the sins of the past and begin taking major steps to establish and develop areas of social justice and economic sustainability.

In the meantime iCapisce is dedicated to doing as much as we can to promote reconciliation, build strong foundations for the Aboriginal community and find ways to change the economic and social imbalance that is present within the Australian community.

We want to enhance the Aboriginal culture through the development of their language and cultural practices.

For more details please contact us at:
Reconciliation@iCapisce.com

About iCapisce

About iCapisce and The iCapisce Foundation

iCapisce is bite-size learning at its best. iCapisce teaches the terms that make up any subject so that students can move quickly and confidently to higher-order learning activities such as problem solving, discussion and debate.

iCapisce uses visual, auditory and kinaesthetic modalities to build strong neural pathways. The learn-practice-test pedagogy ensures students of any age have knowledge, comprehension and rapid recall of essential facts. iCapisce is perfect for primary, secondary, tertiary, post-grad, professional, corporate, mature age and community education programs.

Our Vision: What We Aim To Achieve

We aim to accelerate learning for every student and every teacher, everywhere. We want education to be available and accessible for people of any nation, in any area of learning.

Our Purpose: What We Do

Our purpose is to provide the tools and resources for people to learn the foundational terms in any given subject, at the lowest sustainable price. The iCapisce Foundation aims to provide the tools and assistance to further equip non-for-profit organisations to develop and extend their reach within their given community.

Our Values: How We Do It

iCapisce is built on four key values and principles that guide and direct our company in all areas of business. At iCapisce we value performance, quality, continuous improvement and above all, integrity. Through these values, iCapisce is changing the way in which content is learnt and remembered.