

MIGRATION REVIEW TRIBUNAL-REFUGEE REVIEW TRIBUNAL

Reconciliation Action Plan for the Year 2010

Our vision for reconciliation

The Tribunals' vision for reconciliation is to build respect, support and understanding of Aboriginal and Torres Strait Islander peoples and cultures through activities that increase awareness and promote cultural diversity within the agency.

Our business

The Migration Review Tribunal (the MRT) and the Refugee Review Tribunal (the RRT) (the Tribunals) are statutory bodies providing a final, independent merits review of visa and visa-related decisions made by the Minister for Immigration and Citizenship or by officers of the Department of Immigration and Citizenship, acting as delegates of the Minister.

The MRT reviews a wide range of decisions in relation to visas other than protection visas. The RRT reviews decisions in relation to protection visas. A visa is required by anyone who is not an Australian citizen and who wishes to travel to, and remain in, Australia.

In reviewing a decision to refuse to grant or to cancel a visa, the Tribunals are required to conduct a 'merits review' that is 'fair, just, economical, informal and quick'.

Our RAP

This Reconciliation Action Plan (RAP) was developed by the Human Resources Section, in consultation with the Workplace Diversity Steering Committee (WDSC). Employees were invited to provide input to the RAP and it was endorsed by the National Consultative Committee (NCC) and the Management Board. The RAP will be reviewed annually.

Our goal is to demonstrate, through our behaviours, activities and relationships, that we are supportive of Aboriginal and Torres Strait Islander peoples and their cultures. The RAP forms part of our Workplace Diversity Program and has achievable outcomes.

The development of the RAP has taken into account the small size of the agency and the fact that many of the Tribunals' clients are not Australian citizens. The actions will be built on, where appropriate, when the RAP is reviewed.

Relationships			
Focus area: Building respectful relationships with Aboriginal and Torres Strait Islander peoples.			
Action	Responsibility	Timeline	Measurable Target
Develop and promote awareness of Indigenous culture in the Tribunals by publishing articles in the newsletter	WD Coordinator	Bi-annually	2 articles published in <i>The Tribune</i>
Internally launch RAP on <i>express</i> news page to bring it to the attention of employees	WD Coordinator	April 2010	RAP published on <i>express</i>
Develop and adopt protocol for 'welcome to country' and acknowledging traditional owners	WDSC	June 2010	Use of protocol endorsed by NCC and Management Board
Investigate plaque for each office to recognise local Indigenous people	WDSC	June 2010	Plaque displayed in reception areas in Melbourne and Sydney

Respect			
Focus area: Developing awareness, understanding and appreciation of Aboriginal and Torres Strait Islander cultures.			
Action	Responsibility	Timeline	Measurable Target
Celebrate and commemorate Indigenous events in the Tribunals	WDSC/WD Coordinator	May/July/August 2010	Evidence of participation in National Sorry Day (26 May); NAIDOC Week (July) and International Day of the World's Indigenous Peoples (9 August)
Seek opportunities to appropriately use, purchase and display Indigenous artwork and use Indigenous consultants whenever possible	WD Coordinator	Ongoing, report December 2010	Number of Indigenous artworks/designs used in MRT-RRT publications Indigenous consultants or services utilised by the MRT-RRT. Number of Indigenous artworks displayed in MRT-RRT offices and appropriately labelled.

Opportunities			
Focus area: Encouraging and supporting the employment of Aboriginal and Torres Strait Islander peoples to add to the diversity and experience of all employees.			
Action	Responsibility	Timeline	Measurable Target
Attract Indigenous employees by regularly participating in the APSC Indigenous Employment Strategy, including utilising APSC trainee, cadet and graduate programs.	Director HR & WD Coordinator	December 2010	One placement, preferably in Melbourne
Set up mentorship for Indigenous employees	Director HR & WD Coordinator	Ongoing, as Indigenous employees commence	Number of mentor relationships established
Investigate possible involvement in DIAC Indigenous employment program	Director HR & WD Coordinator	December 2010	One placement, if appropriate
Retain Indigenous employees by supporting and adequately funding their involvement in networking opportunities	Director HR & WD Coordinator	Ongoing	Number of networking events attended
Support professional development of Indigenous employees	Director HR & WD Coordinator	Ongoing	Number of training opportunities made available
Allow Indigenous employees to use paid personal leave to observe culturally significant events and recognise work-life balance challenges	Managers	Ongoing	Evidence of use of paid personal leave in accordance with Certified Agreement
Explore opportunities for Indigenous students to access work experience placements at the Tribunals	Director HR & WD Coordinator	December 2010	One placement in 2010

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
WDSC to monitor the implementation of the MRT-RRT RAP against targets	WDSC	Quarterly at WDSC meetings	Number of times per year RAP considered by WDSC
Update RAP annually	WD Coordinator	December 2010	New RAP developed and approved by NCC and Management Board and uploaded on MRT-RRT and Reconciliation Australia websites
Report on implementation of RAP in the MRT-RRT Annual Report	WD Coordinator	June 2010	Reference to RAP included in Annual Report
Provide annual implementation report on RAP to Reconciliation Australia	WD Coordinator	December 2010	Implementation report provided to Reconciliation Australia