

Reconciliation Policy

Policy Statement

This Reconciliation Policy is a commitment by Altaira to respect, recognise and build relationships with Aboriginal and Torres Strait Islander people while encouraging others in our community to do the same. Importantly, the policy recognises that the impacts of colonisation, dispossession and forced removal on Aboriginal and Torres Strait Islander people are still being felt today. The policy also highlights that Aboriginal and Torres Strait Islander people have shown extraordinary resilience as one of the world's oldest surviving cultures. Altaira is committed to working with our broader community to promote reconciliation, awareness and understanding of our shared history, historical injustices and the place that Aboriginal people hold in Australian society today. The policy will be implemented through action plans focusing on respect, recognition and building partnerships.

Statement of Commitment to Kurna people and to all Aboriginal and Torres Strait Islander people

A Statement of Commitment has been signed by Altaira's management and is displayed in Altaira's foyer.

The Reconciliation Policy reaffirms Altaira's commitment to Kurna people and to all Aboriginal and Torres Strait Islander people.

Respect

Altaira respects:

- The Kurna people as the first Australians on this land.
- The unique status of Aboriginal peoples as the original custodians of traditional lands and waters.
- The special and distinctive spiritual and material relationship that Aboriginal people have with the land, water, trees, rocks, hills and valley creeks, rivers and flood plains of the Adelaide area.
- The value of the diversity and strength of Aboriginal and Torres Islander people and cultures to the heritage of all Australians.

Recognition

Altaira recognises:

- Aboriginal and Torres Strait Islander people as having a distinct culture, history and legacy that all Australians can share in with vibrancy, diversity and richness.
- The unique spirit and contribution of Aboriginal and Torres Strait Islander people, and the richness of traditional languages.

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- The historical and environmental importance of the significant and sacred sites, and special places within the city.
- The past injustices inflicted on Australia’s Aboriginal and Torres Strait Islander communities by this and previous generations of non–Aboriginal Australians, and expresses its profound regret that these injustices occurred. In particular, Altaira is sorry for the forced removal of Aboriginal children from their families, confiscation of their traditional lands, the implementation of policies designed to extinguish Aboriginal practices, language and culture and for the pain these actions have caused and continue to cause the Aboriginal and Torres Strait Islander community.

Relationships

Altaira will advocate for:

- Respect towards and recognition of the contribution of Aboriginal and Torres Strait Islander peoples to Australian society past and present.
- The rights of Aboriginal and Torres Strait Islander people.
- Increased opportunities and self-determination for Aboriginal and Torres Strait Islander people.
- The sustainability of Aboriginal organisations and programs.

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Altaira will strengthen relationships with Aboriginal and Torres Strait Islander representative organisations.

Altaira will:

- Offer practical assistance to community groups that work with Aboriginal and Torres Strait Islander people.
- Develop working partnerships with local, state, community and industry groups to create opportunities that are in line with the needs and desires of Aboriginal and Torres Strait Islander people.
- Promote opportunities for Aboriginal and Torres Strait Islander people to participate in training, education, and employment
- Ensure that training is available to all staff on Aboriginal and Torres Strait Islander issues.
- Include the Reconciliation Policy and its action plans in Altaira’s reporting systems.

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