



CAMERATA

QUEENSLAND'S CHAMBER ORCHESTRA

REFLECT RECONCILIATION ACTION PLAN

APRIL 2023 – MARCH 2024



RECONCILIATION
ACTION PLAN

REFLECT

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ACKNOWLEDGEMENT OF COUNTRY

Camerata recognises that we work and create on the lands of the Yuggera and Turrbal people in the area given the name Kurilpa or place of the water rat. We acknowledge the Traditional Owners and First Peoples of the places where we perform. We acknowledge that First Peoples are the first artists, storytellers, performers and creatives of these lands. We pay our deep respects to Elders past and present.

LIST OF ACRONYMS

NAIDOC

National Aborigines and Islanders Day Observance Committee

NRW

National Reconciliation Week

RAP

Reconciliation Action Plan

RWG

Reconciliation Action Plan Working Group

MESSAGE FROM CAMERATA LEADERSHIP



BRENDAN JOYCE
ARTISTIC DIRECTOR



MICHAEL STERZINGER
EXECUTIVE DIRECTOR



DR PAMELA GREET
CHAIR

In Australia we are fortunate to live, work, and play, on the lands of the world's oldest living culture. Reconciliation in Australia is the beautiful possibility of sensitive and harmonious relationships between all Australians, and a way of life that embraces the awe-inspiring history and wisdom of its first peoples.

Camerata - Queensland's Chamber Orchestra is very excited to present our first Reconciliation Action Plan (RAP). Since mid-2021, we have worked with our musicians, team, and board, to join the RAP program of Reconciliation Australia with a Reflect RAP.

This formal RAP builds on strong connections between Camerata and First Nations peoples, including Aboriginal and Torres Strait islander elders and musicians. On the following pages, you can read more about Camerata's reconciliation journey so far, and some of the reasons why we decided on actioning a Reflect RAP.

We would especially like to acknowledge the ongoing guidance and support of our Elder-in-Residence, Aunty Nancy Bamaga, as well as the contribution of Olivene Yasso in preparing this RAP. Camerata's first Cultural Awareness training was facilitated by Aunty Flo Watson and Renai Mouton, whose story and truth telling led us to a greater understanding of many challenges Aboriginal and Torres Strait Islander Peoples are facing today, as well as steps each of us can take in building positive relationships, demonstrating respect, and creating opportunities.

Camerata is committed to the Actions and Deliverable of this RAP, and we look forward to continuing to work with Reconciliation Australia and all our stakeholders in promoting Reconciliation.

MESSAGE FROM RECONCILIATION AUSTRALIA



KAREN MUNDINE
CHIEF EXECUTIVE OFFICER
RECONCILIATION AUSTRALIA

STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA INAUGURAL REFLECT RAP

Reconciliation Australia welcomes Camerata — Queensland's Chamber Orchestra to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Camerata joins a network of more than 2,200 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 Camerata 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 Camerata, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

ABOUT CAMERATA

Camerata — Queensland’s Chamber Orchestra is a two-time Helpmann Award nominated ensemble and is known for innovative and adventurous programming, thriving on collaborations with artists across a range of artforms, including Grammy-award nominated artist Tenzin Choegyol, AIR award-winning and ARIA-nominated Emily Wurramara, writer and actor Tama Matheson, The New York Times’ multi award-winning illustrator Peter Sis, and contemporary composer, Lembit Beecher.

Performing without a conductor, Camerata’s Artistic Associates and guest artists take ownership of their music-making to form a refreshing and acclaimed voice that empowers artists, inspires audiences, and enriches communities through music.

Camerata’s core business is to present concerts and musical experiences, as well as providing musical and educational services to external presenters.

We perform our mainstage concert series at the Queensland Performing Arts Centre (QPAC) as Company-in-Residence, and we are the only Brisbane-based arts organisation to also perform their mainstage series in a regional venue at Empire Theatres in Toowoomba.

Camerata performs a variety of styles of music in traditional and non-traditional spaces throughout the state and delivers schools workshops and concerts to support the education of young people. The orchestra also performs regularly in festivals, collaborations, regional tours, live-to-air national broadcasts, recording, and fundraising activities. We provide career and performance opportunities for string players who wish to build a professional, international career from Brisbane, and as a point of attraction for those returning from overseas.

OUR VISION
**TO EMPOWER ARTISTS,
INSPIRE AUDIENCES, AND
ENRICH COMMUNITIES THROUGH MUSIC**

OUR MISSION
**TO CONTRIBUTE TO THE ONGOING
VITALITY OF LOCAL COMMUNITIES AND TO
CELEBRATE MUSIC WITH OUR AUDIENCES**

OUR ROLES
**A PRODUCER OF ADVENTUROUS
PROGRAMS. A PLACE OF LEARNING.
AN ARTISTIC COLLABORATOR.**



William Barton and Camerata at Brisbane Powerhouse 2021. Image by Atmosphere Photography

OUR RECONCILIATION ACTION PLAN

We celebrate Australian music as part of our programming. We strive to celebrate the music of our time and delight in performing new works that incorporate "non-classical" items in the production. With our RAP, Camerata would like to strengthen our relationships with First Nations people of Australia with the aim of creating collaborative musical partnerships to inspire, promote and educate our audiences.

This includes embracing the opportunities within the diversity and richness of Aboriginal and Torres Strait Islander peoples' music and instruments found in traditional and contemporary forms of performance, as well as sharing our artistic collaborations with First Nations peoples' audiences.

Camerata seeks to collaborate in true and genuine partnership, not imposing colonial thinking, but to exchange our musical practices through the co-creation and collaboration of music in harmony. We see that we can be informed and inspired by First Nations thinking and approaches, even in the projects, meetings, and activities that we currently undertake.

Our team has discussed how we might strengthen our knowledge and understanding of the histories, cultures, traditions, and aspirations of Aboriginal and Torres Strait Islander peoples. We recognise that many of us were not educated about the First Peoples of this land. We were not aware of the atrocities enacted that continue a legacy of the adverse impacts of colonisation and power imbalances in many aspects of our ongoing society and culture.

Camerata's RAP is part of our intention to empower and equip us for the change we seek, to face the good and the bad of Australia's past with the hope for a future where we walk alongside Aboriginal and Torres Strait Islander peoples in unity and harmony, being mindful not to repeat history. By bringing First Nations Peoples' lived experiences and stories to the forefront as a means of truth telling and seeking the stories of others as a mechanism for healing and for change, we can enrich our creative power. For this we are committed as an organisation and as individuals to reflect on the past as a means of learning, to use our influence to be the conductors of change within our society and building for the future.

By embarking on a RAP, we commit to doing better both as an organisation and as individuals. We lead through example and provide means of learning, partnership, and reflection

on a path to reconciliation. We forge a path to create social justice in Australia both as an organisation, but also as individuals.

We are grateful to have previously had the opportunity to partner on occasion with First Nations Peoples for musical collaborations. However, we would like to further build and strengthen our relationships with our local traditional nations in Brisbane and surrounding areas which include, but are not limited to, peoples of the Yuggera, Jagera, Turrbal, Goenpul, Noonucal and Quandamooka nations.

We hope to establish and sustain relationships also with the respected Elders and community members within our organisation's footprint and further build our knowledge of the First Peoples of the regional areas that we visit to perform and create long-lasting relationships with them.

Camerata has commenced implementing our RAP, including:

- Support from the Board and Management Team
- Support from the Artist Associates (core member musicians)
- Engaging First Nations Elders to partner with us on our journey
- Formation of a Reconciliation Working Group (RWG). Membership includes two board members, Artistic Director, Executive Director, Marketing and Development Manager, two Musicians, as well as Camerata's Elder-in-Residence Aunty Nancy Bamaga
- Nominate Executive Director, Michael Sterzinger, as RAP Champion
- Nominated board member Hayley Linthwaite as inaugural RWG Chair

Acknowledging our lack of knowledge and awareness of the history of First Nations peoples of Australia, a great starting point for us is through individual and organisational learning and development. We seek to provide training and cultural immersion activities to build Camerata's knowledge and to inform our practice.

OUR RECONCILIATION JOURNEY SO FAR

Over the years, Camerata has developed rich community partnerships that have led to performance collaborations as well as a variety of internal initiatives.

In 2014, we began a friendship with Aunty Nancy Bamaga which soon after developed into a partnership. Aunty Nancy is a respected Torres Strait Islander Elder and the Founder, Managing and Creative Director of Bamaga Productions, a full-service Indigenous-owned and operated content creator, strategy, and events consultancy.

In 2021, Aunty Nancy became Elder-in-Residence to Camerata and continues to provide her wealth of knowledge and expertise to support our work with Aboriginal and Torres Strait Islander peoples. Aunty Nancy is a member of the newly formed Camerata RAP Working Group, formed in 2021.

Aunty Leslie Williams, a respected Elder in the Brisbane area for her outstanding work and accomplishments for Queensland Aboriginal communities, joined Camerata at the beginning of our reconciliation journey.

As well as her extensive work for Aboriginal communities, Aunty Leslie has also co-produced and consulted on several documentary films including *The Ration Shed* and *For Their Own Good* and co-wrote *On The Banks of the Barambah: A History of Cherbourg*. Aunty Leslie attended an informal meeting with Camerata musicians, staff, and board members in 2021 and shared some of her personal history and reflections on reconciliation.

In July 2022, Camerata engaged consultant Olivene Yasso, a Yiman woman of the Central-west Queensland nation and an Australian born South Sea Islander, to guide us on our RAP. Olivene brings her wealth of knowledge and expertise to support the development of our RAP.

Camerata also recently worked with respected Elder Aunty Flo Watson and Renai Mouton to assist us in facilitating a cultural awareness session with our musicians, staff, and board members. This truth-telling session was a confronting but important learning session for our organisation and deepened our commitment to our RAP journey.

Artistically, Camerata has partnered with First Nations artists including Dr G, William Barton, and Emily Wurramara.

In 2015, we were delighted to have the beautiful opportunity to perform with Dr G at the Darwin Festival — a major highlight of our collaborations.

William Barton is widely recognised as one of Australia's leading didgeridoo players and composers. Several performances together over the years led to a guest appearance at Camerata's mainstage performance, *From My Homeland* (2023), with captivating violinist Vèronique Serret.

Emily Wurramara is a First Nations Australian Indi-pop and roots artist, singing both in English and Anindilyakwa (the traditional language of her home Groote Eylandt, Northern Territory). After a chance encounter performing with Brendan Joyce in a program at Ukaria in Adelaide, we invited Emily Wurramara to feature as a special guest performer in a mainstage concert in 2021.

Through this connection and partnership, we then collaborated on a full-scale performance with Emily at the Brisbane Powerhouse in October 2022.

We look forward to future collaborations across creative industries to explore new creative possibilities while acknowledging, honouring and paying our respects to the First Peoples of Australia.

ACTIONS AND DELIVERABLES

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1. Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2023	Executive Director
	1.2. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2023	RWG Chair
Build relationships through celebrating National Reconciliation Week (NRW).	2.1. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Marketing & Development Manager
	2.2. RAP Working Group members to participate in an external NRW event.	June 2023	RWG Chair
	2.3. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2023	RWG Chair
Promote reconciliation through our sphere of influence.	3.1. Communicate our commitment to reconciliation to all staff.	April 2023	Board Chair
	3.2. Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2023	Executive Director
	3.3. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2023	Executive Director
Promote positive race relations through anti-discrimination strategies.	3.4. Research best practice and policies in areas of race relations and anti-discrimination.	June 2023	RWG Chair
	4.1. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2023	Board Chair

RESPECT

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	5.1. Conduct a review of cultural learning needs within our organisation.	April 2023	Executive Director
	5.2. Develop a formal cultural learning strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	June 2023	Executive Director
	5.3. Provide opportunities for our staff to participate in formal and structured cultural learning.	Dec 2023	Executive Director
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1. Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2023	Artistic Director
	6.2. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2023	Executive Director
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1. Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Marketing & Development Manager
	7.2. Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Marketing & Development Manager
	7.3. RAP Working Group to participate in an external NAIDOC Week event.	July 2023	RWG Chair

ACTIONS AND DELIVERABLES

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1. Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Dec 2023	Board Chair
	8.2. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Dec 2023	Executive Director
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2023	RWG Chair
	9.2. Investigate Supply Nation membership.	Sept 2023	RWG Chair

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1. Maintain a RWG to govern RAP implementation.	Sep 2023	RWG Chair
	10.2. Draft a Terms of Reference for the RWG.	April 2023	RWG Chair
	10.3. Establish Aboriginal and Torres Strait Islander representation on the RWG.	April 2023	RWG Chair
Provide appropriate support for effective implementation of RAP commitments.	11.1. Define resource needs for RAP implementation.	April 2023	Board Chair
	11.2. Continue to engage senior leaders in the delivery of RAP commitments.	Review Sep 2023	Board Chair
	11.3. Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2023	RWG Chair
	11.4. Appoint a senior leader to champion our RAP internally.	April 2023	Executive Director
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sep 2023	Executive Director
	12.2. Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2023	Executive Director
	12.3. Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2023	Executive Director
Continue our reconciliation journey by developing our next RAP.	13.1. Register via Reconciliation Australia's website to begin developing our next RAP.	Dec 2023	RWG Chair



CAMERATA

QUEENSLAND'S CHAMBER ORCHESTRA



@CamerataQCO



@camerata_qco



@camerataQCO



camerata.net.au

T 07 3846 3613

E camerata@camerata.net.au

W www.camerata.net.au

Level 2, The Stores Building, 119 Lamington Street, New Farm, QLD 4005

PO Box 3065, South Brisbane QLD 4101

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