

TASMANIAN SYMPHONY ORCHESTRA

Reflect Reconciliation Action Plan

AUG 2022 - JAN 2024

T|S/O



RECONCILIATION
ACTION PLAN
REFLECT

Tasmanian Symphony Orchestra

CEO Statement



The Tasmanian Symphony Orchestra (TSO) is proud to join with Reconciliation Australia in presenting our inaugural Reflect Reconciliation Action Plan (RAP). The TSO is honoured to take a leadership role for reconciliation in Tasmania, and our RAP activity is strongly aligned with the TSO values: Artistry, Connection, and Integrity.

Orchestras are no stranger to complexity. Every day we attempt to interweave the Eurocentric tradition of our artform with the work that is important today and for the future. And every day we engage with what it means to be the orchestra of lutruwita / Tasmania and honour many views

about what a contemporary arts organisation should be and do in its community. Because we will be judged by our deeds rather than our words, our RAP is just one component of the TSO's contribution to reconciliation. It is a symbol of our willingness to be of service, to acknowledge that our contribution to the music of our place is less than the blink of an eye in the 40,000+-year continuum of Tasmanian Aboriginal culture, and to provide an invitation to share the truth of our history and hope for the future in stories told through music.

All humans are blessed with a voice and a pulse – which in musical terms are the fundamentals of pitch and rhythm. Thus, perhaps it is music that offers us the most powerful tool for building a shared identity, a shared understanding, and progressing the advancement of reconciliation in lutruwita / Tasmania and beyond.

Caroline Sharpen

*Chief Executive Officer
Tasmanian Symphony Orchestra*

Reconciliation Australia CEO Statement

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

Tasmanian Symphony Orchestra 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 Tasmanian Symphony Orchestra 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 Tasmanian Symphony Orchestra, 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*



About the Artwork



Caleb Nichols-Mansell is a visual artist, photographer, graphic designer and web developer. He is also the Founder of Blackspace Creative Arts and Cultural Hub. He is a proud palawa man with deep connections to country, community, culture and spirit. His connections trace back to his Ancestral Grandfather, Chief Mannalargenna through his daughters and their descendants. Caleb is a storyteller and tells the stories of his community while sharing the cultural knowledges and pride of palawa people more broadly. Caleb's art reflects his deep connections and intimate knowledge of, and passion for, Country.

This artwork is inspired by the community, our knowledges, and our connections to Country. The nine circular graphics depict and represent the nine nations that lived freely on these lands prior to the invasion of lutruwita. The lines represent the many layers of knowledge that exist within our community and throughout our culture which have supported and sustained our practices for thousands and thousands of years. The vibrational effect caused by the lines and circles represent our connection to country and the energy we exchange when we connect. The circles and lines could also be interpreted as graphic notation which lends itself to the core business of the Tasmanian Symphony Orchestra (TSO) through music and the creation of sound.

Our Company

Since 1948, the TSO has inspired and entertained audiences through music. Based in Hobart, the 47-piece orchestra performs an extensive and varied concert season in Hobart, a smaller season in Launceston, and concerts in regional Tasmanian venues.

TSO enjoys a high profile well beyond the shores of the island, having received major national awards in recent years for performances and recordings. Further afield, the orchestra has toured Asia, Europe, North and South America and the Middle East.

TSO is at the forefront of nurturing new generations of composers and conductors with intensive training programs such as the Australian Composers' School, Australian Conducting Academy, and the Louise Crossley Conducting Workshop.

Our digital learning and engagement activities encourage children and people of all ages to access high-quality music education. The TSO incorporates the TSO Chorus, an auditioned group of approximately 90 voices. Eivind Aadland is the orchestra's Chief Conductor and Artistic Director.

TSO currently employs 47 full time musicians, 19 full time plus 8 part time administrative staff, and an additional 15 casuals (including 10 members of the production team). In addition, the TSO community is supported by the following volunteer groups: up to 90 choristers constituting the TSO Chorus, 10 members of the TSO Friends Committee, and 13 members across the TSO Board and TSO Foundation Board. The holistic TSO community is referred to in this document as 'the One TSO cohort'.

TSO has performed in most cities and towns in Tasmania and has regularly toured nationally and internationally. Since early 2020, the orchestra's global reach has been extended thanks to our digital content, including live streamed concerts, online education resources, our music publishing house, and our YouTube channel.

Our values are connection, artistry, and integrity.

Our Reconciliation Action Plan

As a Tasmanian cultural icon, the TSO is committed to adopting a leadership position in the process of state and national reconciliation. We want to demonstrate respect, trust, and foster positive relationships with Aboriginal and Torres Strait Islander peoples. Our Reconciliation Action Plan (RAP) framework will ensure we send a message of welcome and inclusiveness to Aboriginal and Torres Strait Islander peoples and demonstrate that Aboriginal and Torres Strait Islander cultures and histories are valued by the One TSO cohort. We are committed to learning from all Aboriginal and Torres Strait Islander peoples, in particular, the *palawa-pakana* peoples of *Iutruwita/Tasmania*.

The TSO RAP Working Group consists of:

Caroline Sharpen
Chief Executive Officer

Marilyn Canterford
Board Member

Alison Nadebaum
Director People & Culture

Brooke Everingham
Philanthropy & Events Coordinator (Chair)

David Harvey
Digital Licencing & TSO House Coordinator

Frances Darcey
Marketing & Communications Executive

Levy Singleton
Customer Service Consultant

Sally Mollison
Chorister

William Newbery
Viola

Our Reconciliation Process to Date

The TSO believes our commitment to meaningful reconciliation must be authentic and wholehearted. We need to ensure the process surrounding all reconciliation activity is thoughtful, considered, and consultative. We acknowledge that we must help our long-standing audiences understand our commitment to the process of reconciliation and encourage them to feel part of the journey.

After company-wide conversations in **2019**, TSO agreed to replace all pre-recorded acknowledgements with live acknowledgements, delivered by musicians, staff or choristers. Members of the Aboriginal and Torres Strait Islander community were consulted in the creation of our current TSO Acknowledgement of Country.

Also in **2019**, the TSO began providing opportunities for members of the One TSO cohort to attend Cultural Awareness Training facilitated by the Tasmanian Aboriginal Centre.

In **2020**, the TSO (prior to COVID) commenced the 2020 Season with a Welcome to Country performed by the Trowunna Dancers. This took place at our Launceston Symphony Under the Stars concert, in front of approximately 5000 people. During NAIDOC Week 2020, TSO invited Singer/Songwriter, Dewayne Everettsmith to perform

on Daily Dose, our daily YouTube program. Dewayne performed his song, *It's Like Love*, in collaboration with a TSO string quartet.

In December **2020** two TSO musicians were invited to visit the *tagari lia* Child and Family Centre to share music and stories with local Aboriginal and Torres Strait Islander children and their families.

In July **2021**, the TSO announced an artistic collaboration with Dewayne Everettsmith to record a full-length album.

Our partnerships and activities

TSO is partnering with Reconciliation Tasmania, via their Reconciliation Collective.

The TSO is also partnering with a team aspiring to build a state-of-the-art concert hall/cultural centre on the Tamar River from a greenspace site. We have consulted with the Tasmanian Aboriginal Centre to gain permission to use the *palawa kani* name *kanamaluka* (Tamar River and Estuary). Representatives from the Tasmanian Aboriginal community will collaborate with project coordinators for the duration of this significant community project.

Our 2022 activities include

palawa kani album - TSO is working with Dewayne Everettsmith and producers Skinnyfish Records to orchestrate, perform and record the first full-length album in palawa kani. The development of this project is expected to span 2021 – 2023.

Nayri Niara, Good Spirit Festival

- TSO musicians collaborated with Aboriginal and Torres Strait Islander artists as part of a three-day music, ceremony, knowledge sharing & arts festival on lunawuni (Bruny Island).

milaythina, featuring William

Barton – For the first time an iteration of TSO's popular Obscura series will centre Aboriginal and Torres Strait Islander music, design, and language.

Relationships

We will cultivate authentic and trustworthy relationships with Aboriginal and Torres Strait Islander people and organisations

Action	Deliverable	Timeline	Responsibility
1. 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.	Jan 2024	RAP Chair
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jan 2024	RAP Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources to the One TSO cohort. Encourage participation in external events that celebrate NRW.	27 May- 3 June, 2023	Marketing Executive
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2023	RAP Chair
	Encourage and support One TSO Cohort to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2023	CEO
	Use social media platforms to celebrate NRW with TSO audiences.	27 May- 3 June, 2023	Marketing Executive
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to the One TSO Cohort and audiences.	June 2023	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Jan 2024	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Jan 2024	CEO, RAP Chair
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2022	Director People & Culture
	Conduct review of HR policies, Code of Conduct, and procedures to identify existing anti-discrimination provisions, and future needs.	July 2023	Director People & Culture

We will deepen our collective understanding and knowledge by listening to, and learning from, Aboriginal and Torres Strait Islander peoples

Respect

Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Dec 2022	RAP Chair, Director People & Culture
	Conduct a review of cultural learning needs within our organisation.	Oct 2022	Director People & Culture
	Maintain cultural awareness training and implement additional learning opportunities for One TSO Cohort, with the aim to have 50% employee completion by Dec 2023.	Jan 2024	Director People & Culture
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop a further understanding of the local Traditional Owners or Custodians of the lands and waters within our operational area and share across our organisation.	Dec 2022	RAP Chair
	Increase TSO cohort's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2023	Director People & Culture
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness about the meaning of NAIDOC Week by sharing information and resources with One TSO Cohort.	June 2023	RAP Chair
	Promote NAIDOC Week to our staff and musicians by promoting Aboriginal events in our local communities.	June 2023	CEO
	RAP Working Group to participate in an external NAIDOC Week event.	July 3 – 10, 2022, 2023	RAP Chair
	Celebrate NAIDOC Week with audiences on our social media platforms.	July 3 – 10, 2022, 2023	Marketing Executive

Opportunities

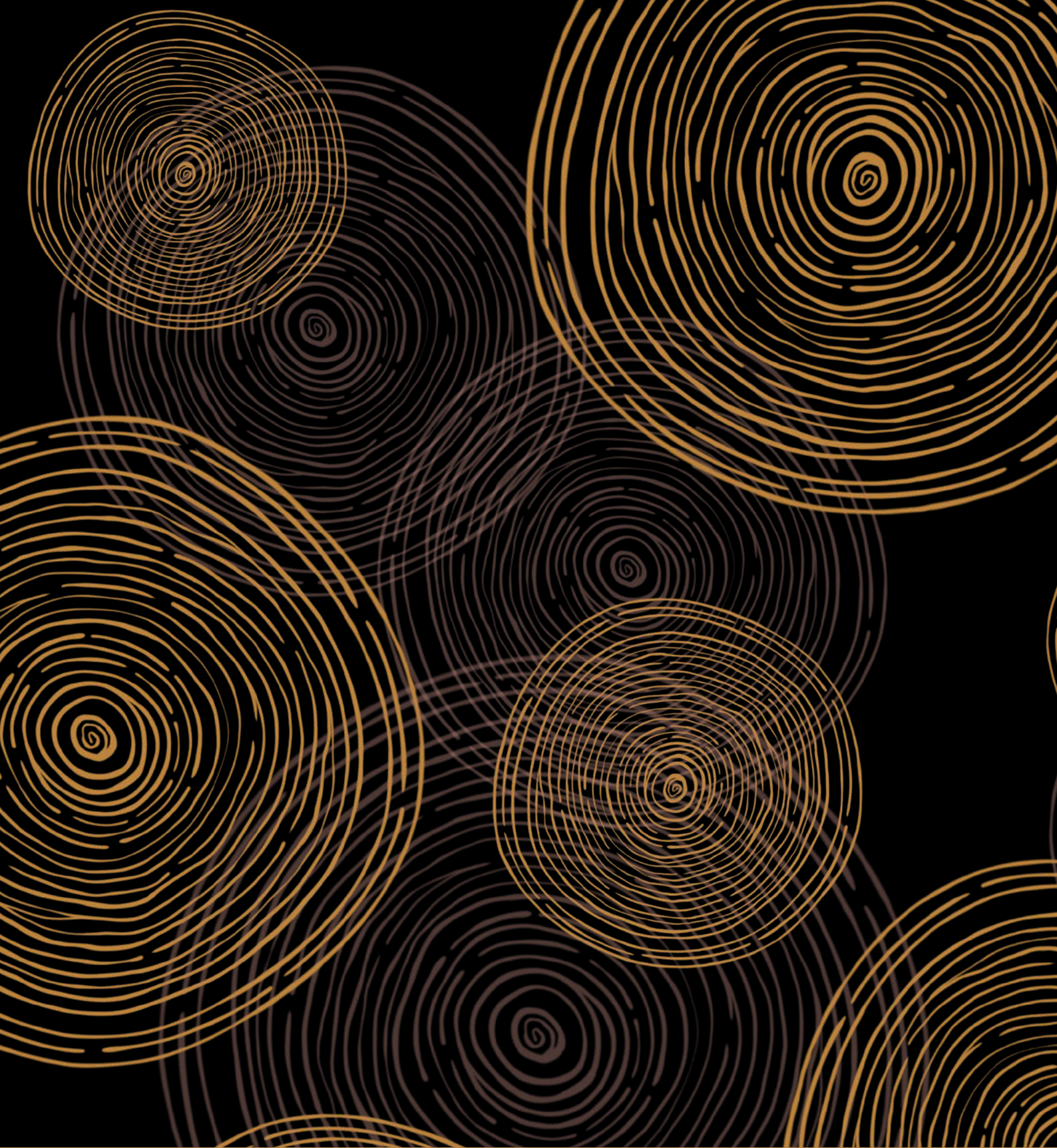
We will explore opportunities to increase employment and participation diversity, and creating a culturally safe workplace environment

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Review HR and recruitment policies and procedures and actively work to reduce barriers for Aboriginal and Torres Strait Islander employment.	Sep 2023	Director People & Culture
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sep 2022	Director People & Culture
	Develop and maintain a database of Aboriginal and Torres Strait musicians, composers, and conductors.	Dec 2022	Director Artistic Planning
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Maintain a current list of Aboriginal and Torres Strait Islander businesses relevant to our organisation.	Dec 2022	RAP Chair
	Investigate Supply Nation membership.	Mar 2023	Director Finance
3. Investigate opportunities for collaboration with Aboriginal and Torres Strait Islander people	Investigate collaborative future project opportunities with local and national Aboriginal and Torres Strait artists.	Jan 2024	Director Artistic Planning

We will hold ourselves accountable for our actions in order to build a reconciled future

Governance / Tracking Progress

Action	Deliverable	Timeline	Responsibility
1. Maintain RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to manage implementation.	Jan 2024	RAP Chair
	Review Terms of Reference for the RWG.	April 2023	RAP Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Jan 2024	CEO
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2022	Director People & Culture
	Engage executive team and boards in the delivery of RAP commitments.	July 2022	RAP Chair
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2022	RAP Chair, Director People & Culture
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Share RAP outcomes to maintain transparency and accountability.	Jan 2024	CEO
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022, 2023	RAP Chair
4. Continue our reconciliation journey by developing our next RAP.	Register and collaborate with Reconciliation Australia to begin developing our next RAP.	August 2023	RAP Chair



The Tasmanian Symphony Orchestra acknowledges the traditional owners and continuing custodians of Iutruwita/Tasmania. We pay respect to the Aboriginal community today, and to its Elders past and present. We recognise a history of truth, which acknowledges the impacts of colonisation upon Aboriginal and Torres Strait Islander people and stand for a future that profoundly respects their stories, culture, language and history.

In palawa kani, the language of Tasmanian Aborigines, with thanks to the Tasmanian Aboriginal Centre.

**For information regarding
our RAP contact:**

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