



**GET UP!
STAND UP!
SHOW UP!**

3-10 JULY 2022

TSS NAIDOC WEEK INVITATION

**Participate in the
Pledge for Change event.**

2022 NAIDOC Theme

Get Up! Stand Up! Show Up!

We have a proud history of getting up, standing up, and showing up. From the frontier wars and our earliest resistance fighters to our Aboriginal and Torres Strait Islander communities fighting for change. We all must continue to *Get Up! Stand Up! Show Up!* for systemic change and keep rallying around our mob, our Elders, our communities.

Whether it's seeking proper environmental, cultural and heritage protections, Constitutional change, a comprehensive process of truth-telling, working towards treaties, or calling out racism – we must do it together. It must be a genuine commitment by all of us to *Get Up! Stand Up! Show Up!* and support and secure institutional, structural, collaborative, and cooperative reforms.

It's also time to celebrate the many who have driven and led change in our communities over generations – they have been the heroes and champions of change, of equal rights and even basic human rights. Getting Up, Standing Up, and Showing Up can take many forms.

We need to move beyond just acknowledgement, good intentions, empty words and promises, and hollow commitments. Enough is enough. The relationship between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians needs to be based on justice, equity, and the proper recognition of Aboriginal and Torres Strait Islander peoples' rights.

Get Up! Stand Up! Show Up! with us to amplify our voices and narrow the gap between aspiration and reality, good intent and outcome.

Get Up! Stand Up! Show Up!

[The official National NAIDOC Week Theme 2022](#)

SSMO invites all State Service employees to join us in the Pledge for Change event on Thursday 7 July at 10:30am for NAIDOC Week 2022.

We invite all State Service employees to come together in solidarity as Aboriginal Champions to commit to making a *Pledge for Change*. A pledge to champion institutional, structural, collaborative and cooperative change. Pledging your commitment to be Aboriginal Champions of Change, to listen to, work with and be led by Aboriginal people to make real change in the lives of all Aboriginal people in Tasmania.

The concept behind this NAIDOC event draws on the power of *unity bringing change*.

We can represent our commitment to this year's NAIDOC theme, *Get Up! Stand Up! Show Up!* by coming together simultaneously to form a human chain and each making a *Pledge for Change*.

Wear black, yellow, red clothing on the day – the colours of the Aboriginal flag, a symbol of Unity, Pride, Identity, Belonging, Connected as One People!

This is also an opportunity to acknowledge and celebrate many Aboriginal people in Tasmania who have driven and led change over generations. They have been the leaders and champions of change, of equal rights and even basic human rights.

Suggested process for participation

It is easy for you to participate in this event!

Create a team with your colleagues and nominate a NAIDOC Week Coordinator.

Before the event:

- Book your event now for 7 July, starting at 10:30am sharp for approx. 1 hour.
- Decide where you are going to participate. Recommend outdoors in the fresh air but weather dependant.
 - **NOTE:** Make sure you don't obstruct the movement of pedestrian and/or vehicle traffic.
 - Choose a 'backup' space indoors if wet weather and/or lack of access to a safe/suitable space.
- Arrange refreshments to conclude your event.
- Invite and encourage team members to think of their pledge prior to the event, to be handwritten/typed on A3 sheet of paper, large words if possible, for easy reading from a distance for photos. More information about a *Pledge for Change* is summarised on the last page.
- Arrange a photographer to take pictures of your event.
- Arrange a volunteer to conduct interviews with colleagues before/during/after the event, 'a roaming interviewer'.
 - Questions for roaming interviewer.
 - What is your pledge?
 - Why did you choose your pledge?
 - What does your pledge mean to you?

- How do you think your pledge will narrow the gap between aspiration and reality, good intent and outcome for Aboriginal people?
 - How will you reflect on your pledge?
 - How will you celebrate positive change?
- Write down your answers to the questions so you can reflect on them later.

At the event:

- Form a human chain, use the pledge signs to create space between each other. Hold onto the next person's pledge and so on.
- Take it in turns reading out your pledge.
- When everyone has read out their pledge, all read out your pledge at the same time in a loud voice for all to hear!
- Now connect your human chain with others across the State Service. The last person in your human chain to hold out their hand, symbolically linking with others across teams, agencies and the entire State Service, connecting the human *Chain of Change*.
- To finish your event, share your thoughts and feelings with each other, learn from one another and enjoy your morning refreshments.
- Send a photo and small writeup to Louise.Adams@dpac.tas.gov.au so your event can be acknowledged and celebrated in the TSS Aboriginal Employment Network Newsletter.
- Review your pledge regularly (e.g. monthly), set time aside and think about it. Look at your answers to the roaming interviewer's questions if you were interviewed.
 - Self-reflect both personally and professionally
 - Has your pledge influenced change/s? How/Why/Why not? What have you learnt? What will you continue to do? What will you do differently?
 - Do you want to change or update your pledge?
 - Do you want to add another pledge?
 - Remember to acknowledge and celebrate change.

Remember to place your pledge in a safe place, easy to view, to be reminded each day of the pledge you've made for meaningful change.

Materials/Resources required

- ✓ A3 sheet of paper to write out your pledge in large writing
- ✓ Thick black marker
- ✓ Space to form a human chain – allow suitable space between one another.

NOTE: Make sure you don't obstruct the movement of pedestrian and/or vehicle traffic.

 - Have a 'backup' space indoors if wet weather and/or lack of access to a safe/suitable space.
- ✓ Event refreshments
- ✓ NAIDOC posters – print directly from the [NAIDOC](https://www.naidoc.org.au/) website.
 - Display throughout your workplace
 - Display at your front reception area
- ✓ NAIDOC E-mail block – copy directly from [NAIDOC 2022 Signature](https://www.naidoc.org.au/2022/signature)

Pledges

Before making your *Pledge for Change*, consider how your pledge will narrow the gap between aspiration and reality, good intent and outcome for all Aboriginal people in Tasmania.

Whether it is:

- The day-to-day interactions you have with Aboriginal people and colleagues
- Refocussing on your behaviour and attitude
- Changing the process and the way you write policy (walk in Aboriginal shoes, look through an Aboriginal cultural lens)
- Changing and challenging negative attitudes towards Aboriginal people
- Calling out and addressing racism, discrimination, and prejudice
- Influencing relationships to change 'thinking and doing' (we have always done it this way, or we already have a policy on that isn't good enough anymore)
- Gaining knowledge and understanding to influence equitable change
- Gaining a deeper understanding of the position of Aboriginal employees working in the State Service – recognition and equitable remuneration for their unique and valuable expertise, knowledge, experience, culture, links to community (many Aboriginal people have a set of 'qualifications' unique to any other)
- Focusing on truth-telling, being open and honest in conversations, being willing to learn, accept and make change. This is everyone's responsibility.
- Giving more and taking less from Aboriginal people
 - What do I take from Aboriginal people? Information/advice, their connections to an Aboriginal community/ organisation, survey information, data, Aboriginal and Cultural knowledge
 - What do I give Aboriginal people? Do I need to give more and take less and what would this look like, sound like, feel like?
- Not having a 'preconceived agenda', be open, learn, listen, and build meaningful, respectful and mutual relationships and partnerships with Aboriginal people.

Have meaning and passion for your pledge, understand and commit to your pledge. ***Get Up! Stand Up! Show Up!*** for your *Pledge of Change!*