



Cancer Council Victoria's Stretch Reconciliation Action Plan 2016-2019



**Cancer
Council**
Victoria



**RECONCILIATION
ACTION PLAN**

Our vision for reconciliation

Aboriginal health is everyone's responsibility at Cancer Council Victoria.

Our values of excellence, integrity and compassion inspire us to actively contribute to achieving health equality and improved life expectancy for Aboriginal and Torres Strait Islander Peoples* and to reduce the impact of cancer on the community.

Our business

Since our establishment in 1936, Cancer Council Victoria has become internationally renowned for its pioneering and innovative work in cancer prevention, research and support. As an independent, not-for-profit organisation, Cancer Council plays a leading role in reducing the impact of all cancers on all Victorians.

Cancer Council has played a major role in reducing the burden of tobacco-related illness by advocating for smokefree environments and a legislation on all tobacco advertising. Our efforts helped facilitate the passing of plain packaging legislation, banning branding on tobacco products. In an evaluation of the first year of the ban, our researchers found that it had successfully reduced the appeal of tobacco products, particularly in adolescents and young adults.

Cancer Council is one of the largest funders of cancer research in Victoria. We support research in hospitals, universities and medical institutions across Victoria. At Cancer Council we have some of the brightest minds in behavioural science, whose research underpins our prevention work. Our epidemiologists conduct population studies to identify factors that cause and protect against cancer.

Each year we support thousands of Victorians affected by cancer, offering practical and compassionate services to improve quality of life. Our support services cater for individuals diagnosed with cancer, as well as their family and friends from the time of diagnosis, through treatment and beyond.

Cancer Council - our challenges

One third of all cancers can be prevented

Thousands of Victorians die every year as a result of cancers that are linked to lifestyle factors. We are committed to reducing the cancer risk of the community through programs such as SunSmart, Quit Victoria and LiveLighter and in working to improve screening participation.

Research underpins improved survival

Advances made in early detection, treatment and care has improved survival rates to 67%. We invest in the best epidemiological, behavioural and lab-based research, aimed at finding breakthroughs in the causes, treatment and prevention of cancer.

As Victorians live longer with cancer, the need for support will increase

Cancer is Victoria's largest disease burden. By 2025-2029 it is estimated nearly 42,000 Victorians will be diagnosed with cancer, while cancer-related deaths will increase by about 20% to more than 14,000 annually. This is, in part, due to the growth and ageing of the population. It is critical those affected by cancer are able to access support services and credible information. We offer a number of services via our information and support line 13 11 20, including financial and legal

advice, peer support, and assisting people after treatment.

Aboriginal Peoples, culturally diverse, low socio economic communities and rural/regional Victorians experience poorer cancer outcomes and require tailored strategies

While data is incomplete, evidence suggests Victorian Aboriginal communities have lower participation in breast, bowel and cervical screening programs compared to non-Aboriginal Victorians. We work with Aboriginal communities to improve participation in cancer screening through community awareness, health professional training and enhancing systems within health services.

Victorians with incurable cancer require palliative care that promotes quality of life and dignity

Cancer Council is a strong advocate for improved quality of life, and recommends earlier integration of palliative care and greater investment in services.

Research published by the Victorian Cancer Registry shows the rate of cancer mortality is higher for Aboriginal men and women than for non-Indigenous men and women in Victoria

Through our prevention and support work, and together with partner organisations, we are working to improve cancer outcomes for the Victorian Aboriginal community.

*Where the term Aboriginal is used in this document, it is inclusive of Aboriginal and Torres Strait Islander Peoples.

Our staff

Cancer Council employs 372 full-time and part-time employees that work across our key functions of research, prevention, support and advocacy, fundraising and enabling services. Currently, Cancer Council has five Aboriginal employees (1.3%) and two program areas that specifically engage Aboriginal Victorians (Quit and cancer screening).

We have a dedicated Aboriginal Cancer Prevention team and, together with the Aboriginal Quitline team, have nine positions dedicated specifically to working with the Victorian Aboriginal community.

In addition, we have 59 casual employees (non-Aboriginal), who support us by delivering a range of cancer prevention education sessions

and capacity building activities, as well as assisting with research studies.

Cancer Council also has many dedicated volunteers supporting us in several key areas of the organisation, such as fundraising events and cancer support services across all our divisional activities.

Our Reconciliation Action Plan

Reconciliation is an essential element of who we are and what we aim to achieve as an organisation. This is reflected in our core values. We are committed to Closing the Gap on health and to diversity, in order to deepen respect and provide greater opportunities for Aboriginal Peoples.

Cancer Council launched its first 12-month Reconciliation Action Plan (RAP) in March 2015, and is now proud to implement its next three-year Stretch RAP. This expands and builds upon our commitment and activities to support Reconciliation Australia's three fundamental principles: Relationships, Respect and Opportunities.

The development of the Stretch RAP reflects the organisation's commitment to acknowledging and respecting Australia's First Peoples and Traditional Custodians of the land and waters; and the recognition of their loss of land, children and families, languages and health.

The RAP provides a framework in which Cancer Council will continue to build relationships, demonstrate respect and create opportunities for Victorian Aboriginal communities. We will do this through expanding



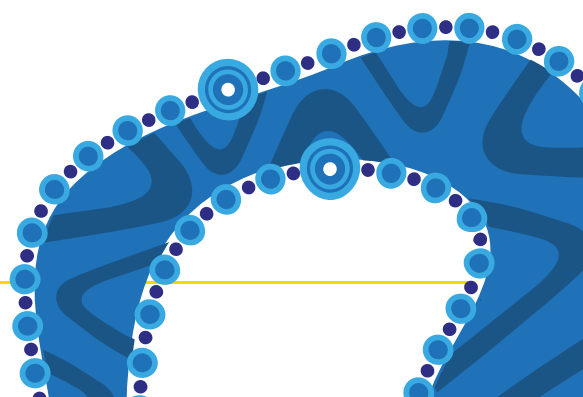
The Yappera Children's Service helped us celebrate NAIDOC Week in 2016. Photo: Kat Clay.

upon and increasing existing activities, as well as identifying opportunities in research, prevention, support, fundraising, advocacy and organisational activities.

Our plan contains meaningful and measurable actions that provide direction and milestones of our progress, while offering a framework for cultural change that will deliver better employment opportunities and health outcomes for Aboriginal communities.

Our RAP Advisory Group is chaired by the Head of Prevention Division and includes the CEO and two other Division Heads to form our

organisation's Executive champions. Representation from each of the organisation's divisions include Aboriginal employees and an Aboriginal representative from the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) - a key partner in the development and provision of our cancer programs with Aboriginal communities.



Our Reconciliation Advisory Group Members

The RAP Advisory Group comprises of employees across the organisation, including two Aboriginal employees and an Aboriginal representative from VACCHO.

- Head of Division, Prevention
- Manager, Screening Programs
- Aboriginal Cancer Prevention Program Manager
- Aboriginal Tobacco Control Coordinator
- Cancer Screening Coordinator – Aboriginal Programs
- Chief Executive Officer
- Head of Division, Strategy and Support
- Business Manager, Strategy & Support
- People Leader, Behavioural Science Division
- Victorian Cancer Registry Information Manager
- Head of Division, Fundraising and Communications
- Internal Communications Manager
- People, Leadership and Teams Advisor
- Financial Reporting Leader
- Senior Legal Policy Officer, McCabe Centre
- Victorian Aboriginal Community Controlled Health Organisation – Victorian Aboriginal Palliative Care Project Officer

Our journey

Cancer Council commenced the RAP process at the second level, Innovate, and now commits to a three-year Stretch RAP. This acknowledges the existing relationships that have been formed with the Victorian Aboriginal community to provide a range of programs and services in prevention and support.

Our Quit, screening and support teams provide a range of culturally appropriate information and resources for the community and work with Aboriginal organisations across the state to address the needs of the local communities within Victoria.

It also recognises and commits to expanding opportunities around employment and student placements for Victorian Aboriginal Peoples and exploring partnership opportunities with Aboriginal businesses.

We have revised our second Memorandum of Understanding with VACCHO that underpins the principles of our engagement and, as part of our Stretch RAP, will establish a working group to develop and implement a collaborative workplan across the two organisations. Significantly, VACCHO is now

represented as a Member of the Cancer Council.

We show our respect by having local Aboriginal Elders provide a Welcome to Country ceremony at significant public events, provide an Acknowledgement of Country at key employee meetings and host and celebrate key cultural events - such as National Reconciliation Week, National Aborigines and Islanders Day Observance Committee (NAIDOC) Week and the Long Walk.

Aboriginal and Torres Strait Islander flags are visible in our foyer and main training room, while our commissioned Aboriginal artwork, depicting the cancer journey, is displayed prominently in our foyer, and used in our resources.

In addition, we have developed a Cultural Training Plan that identifies a baseline level of cultural awareness that is required across the whole organisation. This is achieved through participation in the online resource developed by Reconciliation Australia, *Share our Pride*, and then tailors cultural training according to the role of the person in the organisation.

We also identify that participation in cultural events, such as National Reconciliation Week and NAIDOC Week provides opportunities to enhance and build upon current knowledge and acts as a continuous learning journey.

The cultural immersion program that our executives, together with senior and middle managers, will participate in is built into our Stretch RAP to further embed our cultural learnings.

The development of our Communications Strategy has also provided a coordinated approach to understanding the appropriate protocols to follow when engaging Aboriginal stakeholders and has expanded our knowledge and awareness regarding the value of having Victorian Aboriginal communities represented in our resources.

We set a high bar when developing our Innovate RAP and now are committed to sharing greater responsibility across the organisation to develop and embed the actions identified in our Stretch RAP over the next three years.



Employees and volunteers take part in a smoking ceremony as part of NAIDOC Week celebrations in 2015. Photo: Tegan Forder.

Cancer Council employees and volunteers have shown tremendous support for our ongoing commitment to a Reconciliation Action Plan.

Responses to our survey include:

"I think that the treatment of Aboriginal communities by the wider Australian community has been dominated by an attitude of neglect and lack of respect for far too long. Because of this and other circumstances the burden of cancer falls disproportionately heavily on the Aboriginal community and I feel a duty to help correct this imbalance."

"It is essential this [RAP] be understood and followed by employees and taken into the broader community."

Our staff survey at the commencement of our Innovate RAP was very positive and our comparison survey at the commencement of 2016 continues to provide positive support for our activities. We have 75% of respondents that have completed our online 'Share our Pride' resource and the Stretch RAP aims to increase that to 100%. Staff knowledge of Victorian Aboriginal culture has improved from low to high, based on their self-reflection.

The majority of survey respondents (94%) were aware that Cancer Council acknowledged Traditional Custodians of the land at key staff meetings and that Cancer Council promoted key dates and events, such as Reconciliation Week and NAIDOC Week (84%). Some volunteers were less aware.

Staff and volunteers also identified preferred ways of communicating our RAP progress, which will be incorporated into our ongoing communications.

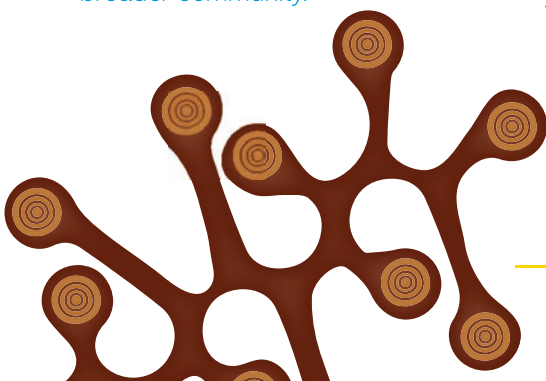
As an organisation, we are proud to know the vision and principles we hold are strongly supported by our employees and volunteers.

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Relationships

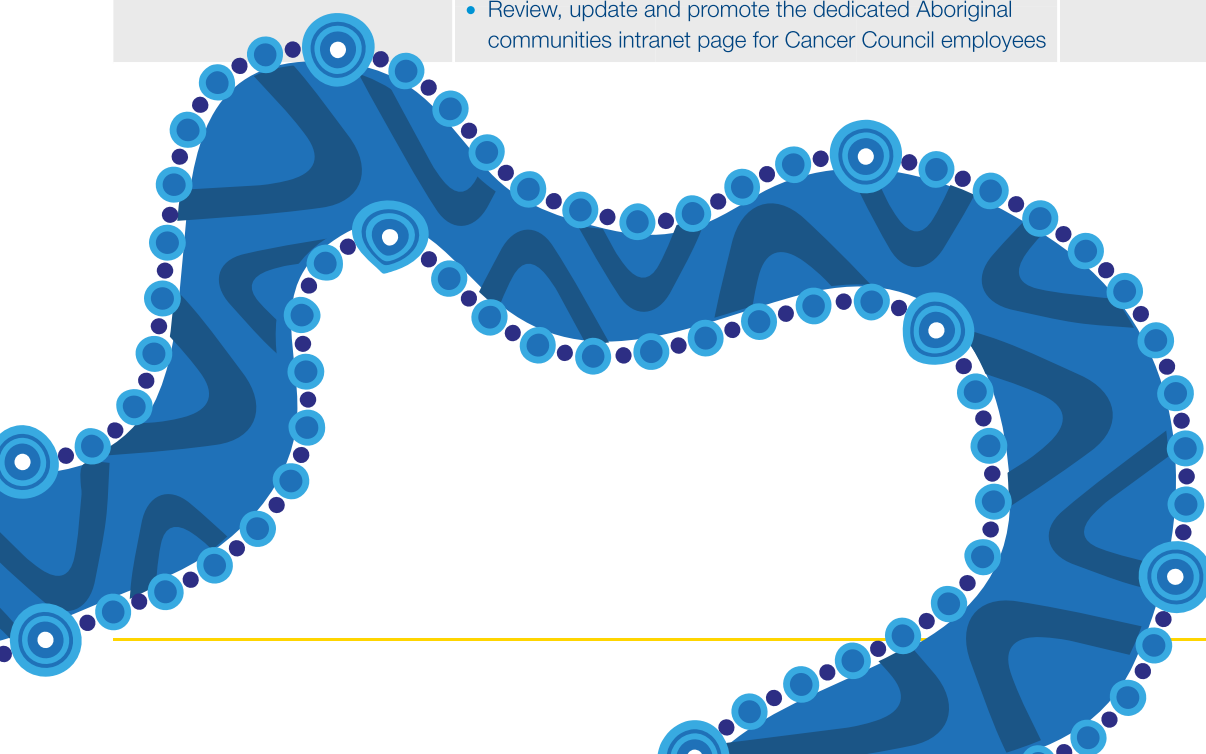
Cancer Council understands that building strong relationships between Aboriginal Peoples and other Australians is important to our organisation and its core business activities. The development of relationships and trust between employees at Cancer Council and the Aboriginal health sector, along with community members forms the basis of sound working partnerships. This recognises the added value brought by working respectfully with the community.



Focus area: To build and continue developing meaningful relationships with Victorian Aboriginal Peoples and organisations based on respect.

Action	Target	Timeline	Responsibility
1. RAP Advisory Group (RAP AG) actively monitors RAP development and implementation	<ul style="list-style-type: none"> Oversee the development, endorsement and launch of the Stretch RAP Review and revise Terms of Reference for the RAP AG 	July, 2016	RAP AG Chair
	<ul style="list-style-type: none"> Ensure there are Aboriginal employees and a representative from VACCHO on the RAP AG Appoint 3 Executive RAP Champions on the RAP AG 	July, 2016	
	<ul style="list-style-type: none"> Meet quarterly to monitor and report on RAP implementation 	June, September, December, March, annually	
	<ul style="list-style-type: none"> Identify and establish RAP AG sub-committees Ensure at least one Aboriginal employee is represented on each RAP AG sub-committee 	July, 2016	
	<ul style="list-style-type: none"> Allocate an annual budget for RAP development and implementation and inform RAP AG 	October, annually	CEO
2. Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal employees and other Cancer Council employees	<ul style="list-style-type: none"> Organise one internal NRW event each year Register our NRW events via Reconciliation Australia's NRW website Promote to all employees and volunteers through email, intranet posting and flyers and include in the Aboriginal team newsletter (distributed internally and to external stakeholders) Encourage all employees and senior leaders to participate in external events to recognise and celebrate NRW 	27 May – 3 June, annually	Aboriginal Cancer Prevention Program Manager
	<ul style="list-style-type: none"> Invite Victorian Aboriginal community member/s to Cancer Council organised event to connect and share experiences during NRW 	27 May – 3 June, 2017 & 2018	
3. Maintain and leverage mutually beneficial relationships with Victorian Aboriginal communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Establish working group between Cancer Council and VACCHO as specified in our Memorandum of Understanding (MOU) Implement and review a work plan for collaboration on screening and prevention, support services and training and building capacity in the Aboriginal workforce 	June, September, December, March, annually	Head of Prevention

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Review and update MOU between Cancer Council and VACCHO, including its guiding principles 	June, September, December, March, annually	Head of Prevention
	<ul style="list-style-type: none"> CEOs of VACCHO and Cancer Council to meet annually to discuss progression of work plan 	December, 2018	CEO
	<ul style="list-style-type: none"> Commit to establishing up to six new partnerships with Aboriginal organisations and businesses across our organisation, identified through the MOU work plan. Our strategy will consider opportunities including: procurement of businesses; joint training facilitators; and dedicated positions at Aboriginal Community Controlled Health Organisations (ACCHOs) Continue and strengthen existing partnerships with Aboriginal businesses and consultants 	December, annually	Head of Prevention
	<ul style="list-style-type: none"> Explore opportunities for cultural information exchange and immersion including: <ul style="list-style-type: none"> familiarisation visits at ACCHOs by Division Heads, senior and middle managers partnering with new Aboriginal organisations to add value to existing programs at both organisations 	December, annually	Aboriginal Cancer Prevention Program Manager
	<ul style="list-style-type: none"> Identify one Victorian ACCHO each year for Division Heads, senior and middle managers to visit to increase understanding of the health services and how they operate and to develop new and/or strengthen existing relationships 	December, annually	
4. Raise internal and external awareness of our RAP to promote reconciliation across the organisation and our sector	<ul style="list-style-type: none"> Implement and review a strategy to communicate our RAP to internal and external stakeholders Promote reconciliation through ongoing active engagement with our stakeholders Our 3 Executive RAP AG champions are engaged in the delivery of RAP outcomes 	December, annually	Head of Brand and Communications Division Heads Prevention, Strategy & Support, Fundraising & Communications
	<ul style="list-style-type: none"> Review, update and promote the dedicated Aboriginal programs and services portal on the Cancer Council website Review, update and promote the dedicated Aboriginal communities intranet page for Cancer Council employees 	March, annually	Head of Brand and Communications



Respect

Cancer Council understands that respect for Aboriginal Peoples, along with an understanding of cultures, lands and histories is important to our core business. Partnerships that work towards improving the health of Aboriginal Peoples will only be fostered and sustainable if there is respect. Respect enables flexibility in approach and the preparedness to work in a way that supports a community controlled approach.

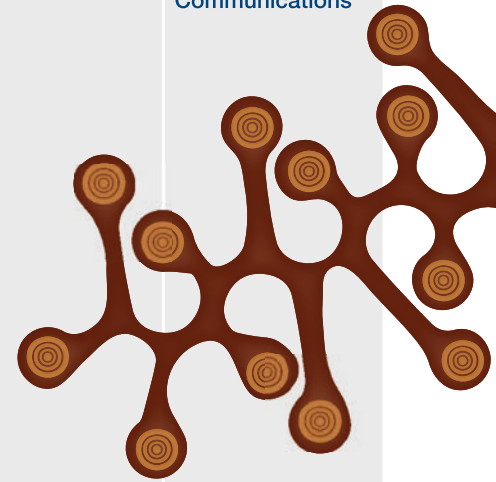


Cultural awareness encourages regular questioning of our own practices and attitudes and creates a conscientiously respectful environment.

Focus area: Promote cross-cultural understanding, communication and competence.

Action	Target	Timeline	Responsibility
5. Increase internal awareness, knowledge and understanding of Aboriginal cultures, histories and achievements	<ul style="list-style-type: none"> Implement and review the Cultural Training Plan for all employees and regular volunteers working with the public which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or informal cultural learning opportunities) 	June and December, annually	Head, People, Leadership & Teams
	<ul style="list-style-type: none"> 100% of new and current employees (including our Division Heads) undertake the Reconciliation Australia's <i>Share Our Pride</i> online cultural learning resource 100% of full-time and part-time employees working directly with the Aboriginal community undertake face to face cultural workshop learning activities 100% of casual employees and regular volunteers working directly with the Victorian community undertake <i>Share Our Pride</i> online learning resource All non-Aboriginal leaders (currently 4) supervising Aboriginal employees have undertaken face to face cultural safety training as well as supervision/training in managing Aboriginal employees Cultural awareness is embedded in performance related documents for all employees to ensure <i>Share Our Pride</i> is completed and opportunities for further cultural training is reviewed 	June, September, December, March, annually	
	<ul style="list-style-type: none"> Explore opportunities and information exchange including: <ul style="list-style-type: none"> familiarisation visits at ACCHOs by Division Heads and/or their direct reports visits to Traditional Countries in Victoria with Traditional Custodians by 15 Division Heads, senior and middle managers 	December, 2016	CEO
	<ul style="list-style-type: none"> 5 (yr 2) & 10 (yr 3) Division Heads and/or their direct reports (senior and middle managers) to undertake a familiarisation visit at a local ACCHO 10 (yr 2) & 15 (yr 3) Division Heads and/or their direct reports (senior and middle managers) to meet with local Traditional Custodians on their land to learn about their connection with land, culture, history and vision for the future as directed by the Elders 	December, 2017 & 2018	
	<ul style="list-style-type: none"> All RAP AG members undertake face to face cultural awareness workshops 	June, annually	RAP AG Chair

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal Peoples and communities by embedding cultural protocols as part of the way our organisation functions	<ul style="list-style-type: none"> Implement and communicate a cultural protocol document. This document will be posted on the intranet and will include: <ul style="list-style-type: none"> Welcome to Country An up to date list of key contacts for organising a Welcome to Country Acknowledgement of Country protocol, list of Traditional Countries and Custodians and corresponding map to guide who to acknowledge in an Acknowledgement of Country is delivered, including at all employee meetings, Divisional meetings and meetings including external guests, training and public events Reference to Cancer Councils Acknowledgment of Country plaque in our foyer Importance of and obligatory inclusion of Cancer Council employee email signature block Acknowledging Traditional Custodians 	June 2016	Head of Brand and Communications
	<ul style="list-style-type: none"> Employee orientation includes a description of Aboriginal programs and services offered by Cancer Council, the Acknowledgement of Country and rationale for its importance and Victorian Aboriginal cancer statistics 	Reviewed March, June, September, December, annually	Aboriginal Cancer Prevention Program Manager
	<ul style="list-style-type: none"> Invite a local Traditional Owner to provide a Welcome to Country for a minimum of two public Cancer Council events each year 	December, annually	CEO
	<ul style="list-style-type: none"> Embed Aboriginal and Torres Strait Islander cultural protocols within a protocol document relevant to Victorian Aboriginal communities 	June, 2019	Head of Brand and Communications
7. Celebrate NAIDOC Week and other Aboriginal cultural events to provide opportunities for Aboriginal employees to engage with culture and community during NAIDOC Week	<ul style="list-style-type: none"> Review policies and procedures to ensure there are no barriers to employees participating in NAIDOC Week Provide opportunities for all Aboriginal employees to participate in local NAIDOC Week events Management participate in and encourage employees to attend Cancer Council internally organised NAIDOC Week and other external cultural events/activities Employees working directly with Victorian Aboriginal communities actively participate in an external NAIDOC Week community event 	July, annually	Head, People, Leadership & Teams
8. Improve service provision by recording Aboriginal and Torres Strait Islander Peoples' status through online service	<ul style="list-style-type: none"> Review process and practice for recording Aboriginal and/or Torres Strait Islander status for: Victorian Cancer Registry, Cancer Council 13 11 20, Quitline, surveys (where appropriate) and new employee/volunteer personal details form Review to include provision of a clear explanation for asking and recording identification status and process for retention of anonymity 	December, annually	Division Heads, Prevention and Strategy & Support
9. Increase representation of Victorian Aboriginal communities in marketing and communications resources specific to Aboriginal communities as well as non-Aboriginal communities to make it more inclusive and to increase engagement	<ul style="list-style-type: none"> Implement and review Communications Strategy for marketing and media Meet with Aboriginal employees to review consent forms and processes for using and storing images of Aboriginal community members and discuss with community members 	December, annually	Head of Brand and Communications



Opportunities

Opportunities for Victorian Aboriginal Peoples, organisations and communities are important to Cancer Council and its core business activities as it reflects our commitment towards health and employment equity. We understand that we need to actively target activities in all our program areas so that we work towards achieving equity in how we provide our services and who we provide them to. To do this well our intention is to focus on strategies to recruit Aboriginal Peoples into our organisation and importantly, to build strategies and an organisational culture that will work towards achieving retention rates in line with our non-Aboriginal employees. Our Aboriginal employee network provides an informal environment for our Aboriginal employees to come together to provide support to each other and an opportunity to have a yarn, connect and reduce isolation.

Focus area: Support improved health outcomes for Victorian Aboriginal Peoples through community engagement, capacity building and affirmative action.



Action	Target	Timeline	Responsibility
10. Increase Aboriginal recruitment and retention	• Increase Aboriginal employment by two additional employees each year, across the organisation	December, annually	Head of Peoples, Leadership & Teams
	• Retention of Aboriginal employees is at the same rate as non-Aboriginal employees	December, annually	
	• Develop, pilot, implement, and review strategies, activities and resources to support the attraction and retention of Aboriginal employees such as: <ul style="list-style-type: none">- recruitment and induction- professional development including mentoring- leadership opportunities- participation in cultural events- sorry business and- cultural leave	August, annually	
	• Explore opportunities to support emerging Aboriginal leaders within our existing employee group	December, annually	
	• Explore opportunities for student placements	December 2016	
	• Establish a student placement program, including two placements concurrently each year	December, 2017 & 2018	
	• Engage with existing Aboriginal employees to consult on attraction and retention strategies	August 2016, review bi-annually	
	• All job advertisements to continue to include the statement: "Aboriginal and/or Torres Strait Islander Peoples are encouraged to apply"	Since August 2014, review annually	
	• Advertise all job vacancies through Victorian Aboriginal networks (such as VACCHO and Aboriginal Affairs Victoria Local Aboriginal Networks)	Since June 2015, review bi-annually	
	• Identify and host a Cancer Council stall at an Aboriginal community careers expo	May, annually	

Tracking progress and reporting

Focus area: Monitor our organisation's progress on Reconciliation activities, evaluate and continually improve our strategies.

Action	Deliverable	Timeline	Responsibility
14. Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	• Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia	30 September annually	RAP AG Chair
	• Investigate using the RAP Barometer as a tool to provide benchmark data with like RAP organisations	Biennial	
15. Report RAP achievements, challenges and learnings internally and externally	• Collect and report on employee/volunteer awareness and attitudes on RAP and Reconciliation more broadly.	March, annually	CEO
	• Provide regular updates to the Board	January, April, July, October, annually	
	• Provide regular updates to the Executive Group		Internal Communications Manager
	• RAP achievements reported in Annual Report	April, annually	
16. Review, refresh and update RAP	• Develop and implement systems to track, measure and report (internally and externally) on progress towards targets identified in the RAP	September, annually	RAP AG Chair
	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	April - June, 2019	
	• Identify resources to develop the third Cancer Council RAP	March, 2019	CEO
17. Seek feedback on engagement with partner organisations	• Send draft RAP to Reconciliation Australia for formal feedback and endorsement	June 2016	RAP AG Chair
	• Seek feedback from ACCHOs to identify how well Cancer Council engages with partner organisations and to gauge community awareness of our programs	March, 2017 & 2019	Head of Division, Prevention
18. Provision of a Victorian Aboriginal Cancer Statistics report	• Victorian Aboriginal cancer statistics recorded and reported as a stand-alone document • Fact sheet distributed to VACCHO, key stakeholders and employees for use in cancer screening training and program planning	October, annually	Victorian Cancer Registry Information Manager



This artwork represents one's sickness and healing journey with cancer.

The water depicts life and its constant flow. The journey starts with **'diagnosis'**, then moves onto **'despair'**, **'treatment'** and **'support'**.

The next phase is the **'small victories'** a person has and then finally onto **'spiritual healing'**, as not everyone heals physically but at the least, one can heal their spirit and I view this as the means to truly beat cancer.

Along the journey our ancestors are always with us, helping to channel strength, protection and perseverance.

We also draw strength and energy from the land with the various colours depicting the different traditional boundaries within Victoria.

Skin cells depict the body and also the regeneration of cells, while DNA represents everything being connected. The red blood cells feature a hand in the middle, the hand being us and the cells being our family and blood ties to our ancestors. The wavy lines represent our life force and the energy that surrounds us. It is a constant that was here before us and will be here after we depart. The larger circles portray community and our circle of influence that we draw upon.

The three large blue circles with the centred daffodil represent Cancer Council Victoria's three pillars: Support, Prevention and Research, and their commitment to reduce the impact of all cancers for all Victorians. It shows the organisation's respect for Aboriginal culture, including the importance of land, family, community and the holistic approach to health.

Dixon Patten Jnr – Yorta Yorta and Gunaai.

For the full artist description visit: www.cancervic.org.au/dixon-patten