



Child Australia
REFLECT
RECONCILIATION ACTION PLAN

June 2023 - December 2024



**RECONCILIATION
ACTION PLAN**

REFLECT



About the cover art “Koorlang” by Rosie Paine

Yuwa/Kaya/Hello,



My name is Rosie Paine and I am the artist behind Rosie Made. I am a Yilka, Wongutha, Noongar and Yamatji artist living on Noongar Country with my wonderful husband and amazing two children (and our mini schnauzer Rocco). I am currently a Deputy Principal at a great primary school in Perth. I love sharing my art, my stories and my culture with others. I also love bringing other people's stories to life through my art. Thank you for supporting my small art business.

At the centre of the artwork is the child, surrounded by a community where they grow, thrive and reach their potential. This growth, potential and ability to thrive is represented by the dotted pathway that runs through the child from the top to the bottom of the artwork.

Around the Child Australia logo are six U shapes representing the values of Integrity, Respect, Collaboration, Innovation, Recognition and Commitment. The smaller U shapes represent children, while the larger U shapes represent the adults within a child's community.

The small dotted circles throughout the artwork serve as an Acknowledgement of Country to the many lands that Child Australia operates on.



Acknowledgement of Country

Child Australia acknowledges the Traditional Custodians of the land and waters on which we meet, and recognise their continuing connection to land, water and community.

We pay respect to Elders past, present and emerging and extend our respect to other Aboriginal and Torres Strait Islander peoples.

We express gratitude that we can share this land today to enable us to travel across Country to reach families and children.

Message from Reconciliation Australia

Reconciliation Australia welcomes Child Inclusive Learning and Development Australia Inc (Child Australia) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Child Australia 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 Child Australia 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 Child Australia, 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





Message from Child Australia



I am proud to share our new Reconciliation Action Plan (RAP). This plan is a commitment to embedding reconciliation into the fabric of our organisation and working towards a more just and equitable Australia for Aboriginal and Torres Strait Islander peoples.

Reconciliation is about building relationships, respect and trust between Aboriginal and Torres Strait Islander peoples and the wider Australian community. It is about working together to create a future where all Australians can thrive. Within our organisation, the opportunity to commit to raising cultural awareness of Aboriginal and Torres Strait Islander peoples through promoting diversity and inclusion is embraced at every level.

At Child Australia, we believe that every child deserves the best possible start in life. We are deeply committed to providing high quality early childhood education and care to all children and believe that it is important to educate our children about Aboriginal and Torres Strait Islander cultures and histories. Nurturing and guiding our children to respect the traditional owners of the land will always be at the core of our organisation.

I'm excited that the practical actions and framework of our RAP will result in positive and meaningful relationships with Aboriginal and Torres Strait Islander peoples. By supporting and educating our people to be on a continuous journey of understanding and reconciliation, we ensure that our organisation lives and breathes its values.

Empowering and developing our Aboriginal and Torres Strait Islander colleagues shows our authentic commitment to fostering professional growth and leadership.

Our RAP sets out a number of actions that we will take to achieve our reconciliation goals. These actions include:

- Increasing the representation of Aboriginal and Torres Strait Islander peoples in our workforce.
- Further developing culturally safe programs and services.
- Advocating for improved outcomes for Aboriginal and Torres Strait Islander children.
- Building on our partnerships with Aboriginal and Torres Strait Islander communities.

I am proud of the work that we have done so far to advance reconciliation at Child Australia, and I am confident that this RAP will help us to achieve so much more. I encourage you to read our plan and learn more about our commitment to reconciliation.

Thank you for your support and for sharing in our journey.

Tina Holtom

Chief Executive Officer
Child Australia

Our business

Child Australia is a not-for-profit incorporated organisation first established in 1987 and is governed by a board of 7 members. To date Child Australia has a strong workforce of just over 200 people. We currently employ 22 Aboriginal and/or Torres Strait Islander staff within our organisation and wish to increase this. For the past 30 years, Child Australia has grown from an organisation focused on the inclusion of children with additional needs in early childhood settings, to one that delivers an interdependent network of activities designed to achieve the best long-term outcomes for our community's children. We work with families, early childhood professionals and the community to raise the status of children in our society.

It is our commitment to pedagogy, collaboration, innovation, and our ongoing responsibility in implementing and informing government policy initiatives, that places Child Australia as one of the leading early years organisations in Australia. We are dedicated to improving children's developmental outcomes through advocacy, leadership, building the capacity of the sector, and delivering exemplar programs and services to children and their families.

Our Vision, Mission and Values

Vision

A community where children grow, thrive and reach their potential.

Mission

To support children's wellbeing, learning and development by advocating for and developing the community of professionals working for them.

Values

Integrity

We are honest, trustworthy, and accountable. We take responsibility for our actions. We do the right thing each time we face a difficult decision. We learn from our mistakes.

Respect

We treat each person as we expect to be treated. We value diversity. We communicate openly, uphold professional boundaries, maintain relationships, and keep confidentiality. We look after our shared resources and property.

Recognition

We acknowledge and celebrate the efforts and achievements of our staff.

Collaboration

We work together on common goals and look for opportunities to work collaboratively and in partnership with others. We appreciate the value of multiple perspectives and diverse expertise.

Commitment

We are determined and complete what we set out to do. We follow through on decisions and promises – we do what we say.

Innovation

We look for the best solution. We think outside the box and challenge ourselves to do things differently. We take responsible risks and continuously improve our services and practices.

What we do

Placing children at the centre of our support model, Child Australia's activities include programs that: support parents and families as children's first teachers; the delivery of Early Childhood Education and Care Services; professional development and support services to enhance the quality of care in early and middle childhood settings; and a crucial role in sector leadership and advocacy. Our organisation's geographic reach is national, with some programs designed for specific locations as outlined above. We have both metro and regional offices both in the Northern Territory including Darwin, Alice Springs and in Western Australia including Perth, Geraldton, and Port Hedland.

Children and Families

There is increasing evidence that access to good quality early and middle childhood programs, together with programs that increase parents' capacity to assist children's learning, can make a significant difference to children's life chances, with disadvantaged children benefiting most. Child Australia's range of family and children's services aim to promote children's development and enhance their long-term educational and lifelong outcomes.

Training and Consultancy

Child Australia has a team of qualified consultants who support the ongoing needs in education and care services. Our team works in partnership with services to ensure the learning and development provided can be sustained over time and is embedded in the practice of educators in each service.

All our services are based on the latest research and linked to the National Quality Standards and Learning Frameworks. We deliver conferences, in-services, workshops, consultancy visits and training both online and in person to the education and care sector across the state.

Research and Advocacy

As an organisation at the forefront of support for early year's development, we actively pursue opportunities to work with educators, researchers, family, community, corporate and government to promote good policy and practice to enable our children to reach their full potential.

We enhance our role as an industry thought leader by introducing innovation in research and practice through presenting a range of professional learning opportunities.

Child Australia provides quality initiatives and services to professionals, the community, parents, and children. These services range from professional development and online learning for educators and other professionals working with children; programs for families; and early learning services for children. Our intention is to support all children's well-being, learning and development in the context of their community and to support families in their parenting role.



Our Programs

Home Interaction Program for Parents & Youngsters (HIPPY) Hedland and Geraldton

HIPPY Geraldton and Hedland is a free, two-year early learning program helping young children and their parents/ carers make a successful transition to Kindergarten and Pre-Primary. It empowers parents/ carers to create a fun learning environment at home supports the school program and increases the chance of a successful school experience for the child.

Personal Consultancy

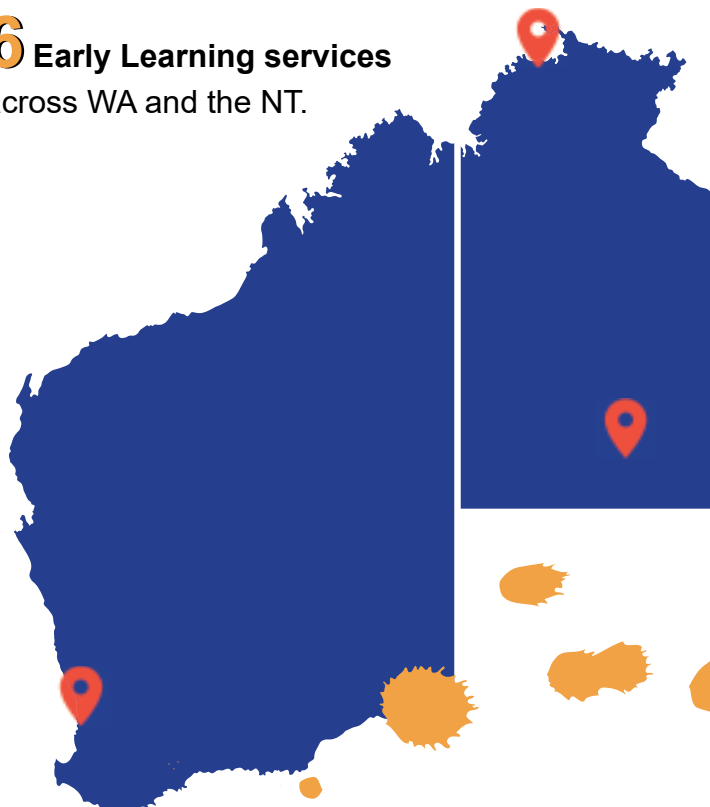
Personal Consultancy goes beyond the one size fits all delivery model. Clients have access to the specialised knowledge of highly qualified consultants to provide small group or individual support on specific issues or left-of-centre topics. Available nationally.

Training and professional development

Professional development support; in-service workshops; self-paced online courses; on demand webcasts, PD4U packages. Available nationally.

5 OSHC (Outside of School Hours Care) services for school aged children across WA and the NT.

6 Early Learning services across WA and the NT.



Our Vision for Reconciliation

Child Australia's vision for reconciliation is of a society that respects and values Aboriginal and Torres Strait Islander peoples as the First Peoples of this nation. We aim to integrate Aboriginal and Torres Strait Islander cultures in all our programs throughout WA and the NT. In the context of our organisation this represents a connected community rich in culturally safe and inclusive environments for all stakeholders, equal care and education opportunities and outcomes for Aboriginal and Torres Strait Islander families, children and communities accessing our programs.



Our RAP

Led by our RAP champion Connie Borg, Child Australia is committed to establishing an organisation that is a culturally aware and inclusive workplace for everybody. We recognise and respect Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the land and that reconciliation is built on mutual respect. We understand that to build a diverse and inclusive work culture and to respectfully work in partnership with Aboriginal and Torres Strait Islander organisations and peoples, it is important we have an awareness of our shared history and acknowledge the truths of our nation. In addition, we recognise the significance of addressing the impacts of colonisation and how it affects the children, families and communities participating in our programs. We aim to build upon it, knowing that it brings value to our people, our clients, and to Aboriginal and Torres Strait Islander peoples. Child Australia's RAP will enable our contribution towards a more equitable, just and reconciled Australia. We concur with the Uluru Statement of the Heart where it states, "When we have power over our destiny our children will flourish, they will walk in two worlds and their culture will be a gift to their country."

Child Australia has chosen to begin with a Reflect RAP as we recognise the broad role we play in the lives of young children, families, and employees and their understanding of and contribution to reconciliation. In developing a Reflect RAP, Child Australia wishes to formalise our commitments to reconciliation, improved education, and connectedness to the cultures of Aboriginal and Torres Strait Islander peoples, and improved outcomes for all children. Consistent with our values, we are committed to developing trusted relationships with Aboriginal and Torres Strait Islander peoples and businesses, providing real opportunities and collaborative working environments for all. We are committed to building a culturally aware and engaged workplace that is safe for Aboriginal and Torres Strait Islander

employees; embedding actions within our organisations that contribute to reconciliation on a daily basis in program design and delivery, communications, policies, procedures, and partnerships.

Child Australia has successfully established a RAP Working Group (RWG). Members of the group represent the wide range of programs facilitated by Child Australia and includes a number of First Nations Representatives who fill roles such as, Service Directors, Educators, Program managers, Board members and Child Australia's Executive Directors.

Child Australia's Reflect RAP will provide us with a shared vision of reconciliation and enabling accountability as we work toward embedding the five dimensions of reconciliation into our organisation: unity, race relations, equality and equity, institutional integrity, and historical acceptance.

Our Reflect RAP is a framework which allows us to build on our existing relationships and lay strong foundations for development of future RAPs, with the aim to advance to the Innovate level with our next iteration. Our goal is to build internal awareness, understanding and cultural awareness for all Child Australia employees, allowing us to lead by example within the early and middle childhood community. To achieve our goals, we will undertake the following:

- Reporting monthly on RAP progress to the board
- Engage with First Nations stakeholders to seek guidance and advice across all program areas.
- Incorporate members of each team across our programs to be involved in the RAP Working Group and to champion our RAP. Their role will be to ensure deliverables are rolled out across the organisation.
- Take a top-down approach by ensuring all senior leaders are assigned deliverables and report on these.

Our Partnerships & Current Activities

Child Australia as a whole organisation is early on in their reconciliation process however some of our individual programs have a history of working with Aboriginal and Torres Strait Islander peoples. Currently we are engaged in the following activities contributing to reconciliation at several levels:

Our community partnerships include

Bagot Aboriginal Community Partnership Program

This program consists of a suite of five interconnected projects: Child and Family Education and Support Project – focussed on the primary carers and children from birth to 5; Out of School Hours and Vacation Care Project, Families for School Attendance Project – supporting families to create a stable home environment for their children which will promote school attendance and success; Walking Bus Project – getting young children to school safely and on time; Collective Impact Project – improving community governance and management.

West Pilbara Mobile Children's Service

This Mobile Children's Service implements a Quality Education and Care program to remote Indigenous communities located in the Pilbara region of WA. Our program is influenced by the Early Years Learning Framework and reflects the individual context and culture of each community we implement the program on.

Thriving Futures

Thriving Futures is empowering communities within the Pilbara to shape the future for generations to come. Lead by Child Australia and funded by BHP, the early learning workforce development program is committed to supporting communities where children can reach their full potential with access to high quality early learning. The support we offer begins with training, recruiting, and retaining a quality, sustainable early learning workforce.

Ashburton Aboriginal Corporation

We continue to build strong relationships with Ashburton which centres around the Thriving Futures project. Our goals to improve workforce options for indigenous Australians in regional areas and offering opportunities in early years careers, are aligned.

GROW WELL, LIVE WELL

Palmerston working together for the well-being of children and young people: Child Australia is an integral part of the Grow Well, Live Well Collective Impact Initiative based in Palmerston in the Northern Territory. This Collective Impact group helps organisations and communities work together to address complex social problems, improve support for children, young people and their families informed by the voices and needs of the community.

Home Interaction Program for Parents and Youngsters (HIPPY) **Geraldton and Hedland**

The HIPPY program is a free, two-year early learning program helping young children and their parents/carers make a successful transition to Kindergarten and Pre-Primary. Empowering parents/carers to create a fun learning environment at home supports the school program and increases the chance of a successful school experience for the child.

School partnerships

We are highly experienced in managing children's services programs located on school sites with amazing results for the children and the broader school community. We believe in a true partnership that extends the value proposition of local the school. We facilitate the consideration of delivery options from the very start, working with the school management team and parent/family committees to find options that suit each School's vision. Schools involved to date include Anula Primary School NT, Wanguri Primary School NT, Wagaman Primary School NT and Nightcliff Primary School NT, who all have onsite Outside School Hours Care services. In Perth, our Lockridge Early Learning Centre continues to form strong working relationship with the local Primary School: creating close community ties and participating in KindiLink programs with the families that attend the service.



Internal Activities & Initiatives

National Reconciliation Week (NRW) and NAIDOC Week

All Child Australia programs engage in activities and celebrations for both NRW and NAIDOC week. All activities and celebrations are ingrained practices that support Indigenous culture, history & achievements.

Some of these activities include:

West Pilbara Mobile Children's Service (WPMCS) - After consulting with family members from each community playgroup, it was decided that we would celebrate NAIDOC by creating a group art piece that could be displayed in each of the school grounds where playgroup was facilitated. WPMCS added to the display providing a photo collage of everyone who contributed to the art piece.

Early Childhood and OSHC services - Individual services implement weeklong experiences for children and families which are informed by the NAIDOC and NRW themes and are chosen in consultation with families and the local community. Experiences aim to explore and extend children's understanding of concepts related to reconciliation and their understanding of the history and culture of Aboriginal and Torres Strait Islander peoples. Included in these experiences is engagement with local persons or groups who share knowledge and culture through art, cooking, storytelling, and engaging with Aboriginal lead community projects for example attending Bagot Community NAIDOC celebrations with the children participating in vacation care.

Strategic plan

Child Australia's Strategic Plan for June 2021-2024 has an agreed focus by the Board and the senior leadership team to continue with our RAP work, cultural inclusion, and continuous improvement as an organisation. This includes a generous budget for professional development, and NRW and NAIDOC activities.

2023 Budget

Child Australia's budget for 2023, endorsed by the board, includes \$20k for our RAP development. In addition, the budget includes professional development across the organisation to assist us in embedding Cultural Competence as part of our staff onboarding.

Cultural Awareness training

Recently the RAP working group and the executive leadership team engaged in a day of Cultural awareness training with Jolleen Hicks. Child Australia is now exploring Jolleen's online Cultural Awareness 101 training as part of onboarding for all new employees to Child Australia, this will be a baseline learning point for all employees. In addition, we are exploring the idea of one person from each program engaging in Jolleen's online training on "building a profile of a Type 1 Aboriginal Community" which relates specifically to developing relationships in a community that a program currently works with. We at Child Australia see this as significant to our reconciliation journey.



Policies

Child Australia's People & Culture team have been working hard on developing a policy around inclusion and diversity. We are committed to being a culturally safe workplace.

Acknowledgement of Country

All parts of our organisation have established an acknowledgment of country which is performed at internal team meetings, board meetings, professional development sessions, and external formal meetings with our investment management community and investee businesses. In addition, the Educators at each of our services and programs have developed an acknowledgment of country with the children and recite these with the children daily.

Professional development

A couple of RWG members attended the 2021 reconciliation conference with the learnings from these shared with the RAP working group. The importance of truth telling was a key takeaway from this.

Growth

RAP members delight in sharing their growth during their reconciliation journeys. Growth has included: people feeling confident to challenge bias or stereotypes they see/hear; teams clearly identifying what they do and what they want to achieve through their own program RAP; individuals unpacking their own personal bias and identifying gaps in their knowledge and seeking ways to fill them; seeking the truth and speaking the truth; acknowledging that reconciliation is more than a word, it takes action; and agreeing to creating culturally safe workplaces.





RELATIONSHIPS

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.	August 2023	<i>Lead - RAP Chair Support – Program managers</i>
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2023	<i>Lead - RAP Chair Support - Program managers/coordinators</i>
	Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations that are particularly relevant to our work with families and children.	February 2024	<i>Lead – Executive Director, RAP chair Support - Program managers/coordinators</i>
2. Participate in and celebrate National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	<i>Lead - RAP Chair Support – People & Culture (P&C)</i>
	RAP Working Group members to participate in an external NRW event.	27 th May – 3 rd June 2024	<i>Lead - RAP Chair Support - RWG</i>
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 th of May – 3 rd of June 2024	<i>Lead - RAP Chair Support - RWG</i>
	CA head office to host an internal NRW event to celebrate NRW.	27 th of May – 3 rd of June 2024	<i>Lead - RAP Chair Support - RWG</i>
	All programs to hold one NRW celebration.	27 th of May – 3 rd of June 2024	<i>Lead - RAP Chair and Executive Director Support – P&C manager and Program managers/coordinators</i>



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
3. Raise internal awareness of our RAP	Develop and implement a plan to engage and inform all employees, of our commitment to implementing a RAP, what it is about, and how they can get involved.	October 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – P&C manager and Program managers/coordinators
	Ensure that the CA RAP is included in all new employee and board member information packs.	January 2024	<i>Lead</i> - P&C manager <i>Support</i> – P&C team
	Develop and implement a RAP communication strategy.	September 2023	<i>Lead</i> - RAP Chair <i>Support</i> - Program managers/coordinators
	Add RAP actions into the service Learning and Developmental Plans.	January 2024	<i>Lead</i> – Executive Director <i>Support</i> – P&C manager and HR team





RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
4. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2023	<i>Lead</i> - RAP Chair <i>Support</i> - Program managers/coordinators
	Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool.	December 2023	<i>Lead</i> – Executive Director <i>Support</i> – RAP Chair, Program managers/coordinators
	Encourage and support schools and early learning services within our sphere of influence to develop their own RAP via the Narragunnawali platform.	October 2023	<i>Lead</i> – RAP chair <i>Support</i> – Program managers/coordinators
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> –Program managers/coordinators
	Identify other RAP working groups that we could approach to collaborate with on our reconciliation journey.	December 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – P&C manager and Program managers/coordinators
	Raise awareness of/explore opportunities to support the Uluru Statement and Racism. It Stops with Me campaign.	December 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – P&C manager and Program managers/coordinators
5. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2023	<i>Lead</i> - P&C manager <i>Support</i> – Executive director and Program managers/coordinators
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2023	<i>Lead</i> - P&C manager <i>Support</i> – Executive director and Program managers/coordinators



RESPECT

Action	Deliverable	Timeline	Responsibility
6. 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.	December 2023	<i>Lead</i> - P&C manager <i>Support</i> – Executive director and Program managers/coordinators
	Conduct a review of cultural learning needs within our organisation.	November 2023	<i>Lead</i> – RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Seek external advice and the support of specialist Aboriginal and Torres Strait Islander consultants to enhance cultural awareness across the organisation.	September 2023	<i>Lead</i> – RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Implement compulsory Cultural Awareness training for all staff members across the organisation.	September 2023	<i>Lead</i> - P&C manager <i>Support</i> – SLT, RAP chair
	Explore resources available and implement an online cultural competency training tool for all staff to access continually.	September 2023	<i>Lead</i> - P&C manager <i>Support</i> – SLT, RAP chair
	Conduct organisation survey to understand any changes in cultural awareness.	December 2023	<i>Lead</i> - P&C manager, RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Recognise and celebrate the anniversary of the National Apology internally with staff and through our social media channels.	26th of May 2024	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – P&C manager and Program managers/coordinators



RESPECT

Action	Deliverable	Timeline	Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – Program managers/coordinators
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	<i>Lead</i> - RAP Chair <i>Support</i> - Program managers/coordinators
	Display plaques in office each location acknowledging the local Traditional Owners or Custodians of the lands and waters.	December 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – Program managers/coordinators
	Include an Acknowledgement of Country at the start of all meetings, PD sessions, Children's programs, conferences, and other significant or formal meetings.	September 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – Program managers/coordinators
	All email sign offs to include an Acknowledgement of the local Traditional Owners or Custodians of the lands and waters.	September 2023	<i>Lead</i> - RAP chair <i>Support</i> - IT, CEO
	Update website to acknowledge the local Traditional Owners or Custodians of the lands and waters.	September 2023	<i>Lead</i> – IT and Marketing
	Develop a list of key contacts for delivery of a Welcome to Country, both at our sites and the Perth office	September 2023	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – Program managers/coordinators



RESPECT

Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – Program managers/coordinators
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – Program managers/coordinators
	RAP Working Group to participate in an external NAIDOC Week event.	First week of July 2024	<i>Lead</i> - RAP chair <i>Support</i> – Board rep
	All programs to hold at least one NAIDOC week celebration.	First week of July 2024	<i>Lead</i> - RAP Chair and Executive Director <i>Support</i> – Program managers/coordinators





OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander representation and employment	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2024	<i>Lead</i> - P&C manager, RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2023	<i>Lead</i> - P&C manager, RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Ensure our employment practices are culturally safe and support the recruitment of Aboriginal and Torres Strait Islander peoples.	September 2023	<i>Lead</i> - P&C manager, RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Continue to provide Aboriginal and Torres Strait Islander employment pathways via traineeships or internships.	July 2024	<i>Lead</i> – RAP Chair, CEO <i>Support</i> – SLT, program managers
10. Increase the retention and professional development of Aboriginal and Torres Strait Islander staff employed within the organisation	Ensure Aboriginal and Torres Strait Islander staff perspectives and experiences inform best practice and future employment and development opportunities within CA.	July 2024	<i>Lead</i> - P&C manager, RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Discuss with staff about their own person cultural responsibilities within their community and how to support them.	March 2024	<i>Lead</i> - RAP chair, P&C manager <i>Support</i> - Program managers/coordinators, Executive Director



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2023	<i>Lead</i> - P&C manager, RAP Chair <i>Support</i> - Executive director and Program managers/coordinators
	Investigate Supply Nation membership.	September 2023	<i>Lead</i> – RAP Chair <i>Support</i> – CEO and CFO





GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	September 2023	RAP Chair, General manager
	Draft a Terms of Reference for the RWG.	September 2023	RAP Chair, General manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2023	RAP Chair, General manager
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2023	RAP Chair, General manager
	Engage senior leaders in the delivery of RAP commitments.	October 2023	RAP Chair, General manager
	Appoint a senior leader to champion our RAP internally.	September 2023	RAP Chair, General manager
	Define appropriate systems and capability to track, measure and report on RAP commitments. This includes Board updates and a formalised RWG with terms of reference (minutes, agenda, action list) to ensure RAP is fully implemented.	September 2023	RAP Chair, General manager





GOVERNANCE

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	June annually	<i>Lead</i> - RAP chair <i>Support</i> – Executive director and Program managers/coordinators
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1st August annually	<i>Lead</i> - RAP Chair <i>Support</i> - RWG
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30th September, annually	<i>Lead</i> - RAP Chair <i>Support</i> - RWG
15. Continue our reconciliation journey by developing our next RAP.	Submit draft RAP to Reconciliation Australia for review	December 2024	RAP Chair
	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2024	RAP Chair



CONTACT US

Phone: 1300 66 11 64

Email: support@childaustralia.org.au

Web: childaustralia.org.au

Follow us

@childaustralia



RAP ENQUIRIES PLEASE CONTACT

Name: Connie Borg

Position: Consultant

Phone: 0411 045 114

Email: connieb@childaustralia.org.au

