RECONCILIATION
ACTION PLAN
STRETCH

About the Artist

Robert Paul is an Indigenous Artist & Graphic Designer based in Townsville but servicing many regions throughout Queensland & Australia wide. Robert is of JURU descent, born in Bowen in 1963. He has always had a love of art since a very young age. Robert's art incorporates many different styles but after completing cultural studies, he wanted to integrate his kndh2Tledg (e o)1 (i Indigenouaber)-39 to io(,)-9.9 ( )]TJ ET EMC /P <</Lang (en-US)/MCID615 >>BD(

Acknowledgement of Country

are located. We also acknowledge Torres Strait Islander Peoples as the Traditional Owners of the Torres Strait Islands.

We pay our respects to Ancestors, Elders and leaders of the future, as well as to Aboriginal and Torres Strait Islander members of the EREA community.

Edmund Rice Education Australia values the spiritual connectedness and relatedness to Country and to all living systems of the world's oldest, continuous living cultures - Sovereign Countrys never ceded.

We value Aboriginal and Torres Strait Islander Knowings, and recognise and honour their stories, cultures and achievements, as we walk together for mutual liberation and a truth-telling history for all Australians.
In this spirit, we are accepting the invitation contained in the Uluru Statement from the Heart *to listen to the First Peoples of Australia and to work together for reconciliation, justice, equity and healing.*

Contents

Acknowledgement of Country	03
Contents	04
Message from Executive Director: Dr Craig Wattam	05
Message from Chair of EREA RAP Working Group: Dr Nerida Blair	06
Message from Reconciliation Australia's CEO: Karen Mundine	07
EREA Vision for Reconciliation	09
EREA Vision for Learning	10
Why is EREA Developing a Stretch RAP?	11
A Co-Designed Stretch RAP	12
EREA Stretch RAP Working Group	13
EREA Innovate RAP Achievements	14
Innovate RAP Timeline	16
Learning from the Innovate RAP	22
Relationships	23
Respect	27
Opportunities	30
Governance	32
References and Contacts	34

Message from the Executive Director: Dr Craig Wattam

the *Uluru Statement from the Heart*, in which First Nations Peoples, "coming from all points of the southern sky", extended the invitation: "walk with us in a movement of the Australian people for a better future." As members of Edmund Rice Education Australia (EREA), we have publicly endorsed the *Uluru Statement* as a sign of our commitment to act for reconciliation and

[1] 2021 State of Reconciliation Report, p.4. Retrieved from State-of-Reconciliation-in-Australia-report_2021_full.pdf

as÷êÁ‰ êå¬ ñ ÌªÞì2®Í •. pEnciliation-in- is5eop52.542.1 11 Natthat w29 519e 10 13n8 (t fnee (or r)10 (econciliation and)]TJ ET EMC33/P <</Lang (en-US)/MCID(Ed358>283T8635 25 Tf 10

Message from Reconciliation Australia's CEO: Karen Mundine

On behalf of Reconciliation Australia, I congratulate Edmund Rice Education Australia (EREA) on its formal commitment to reconciliation,

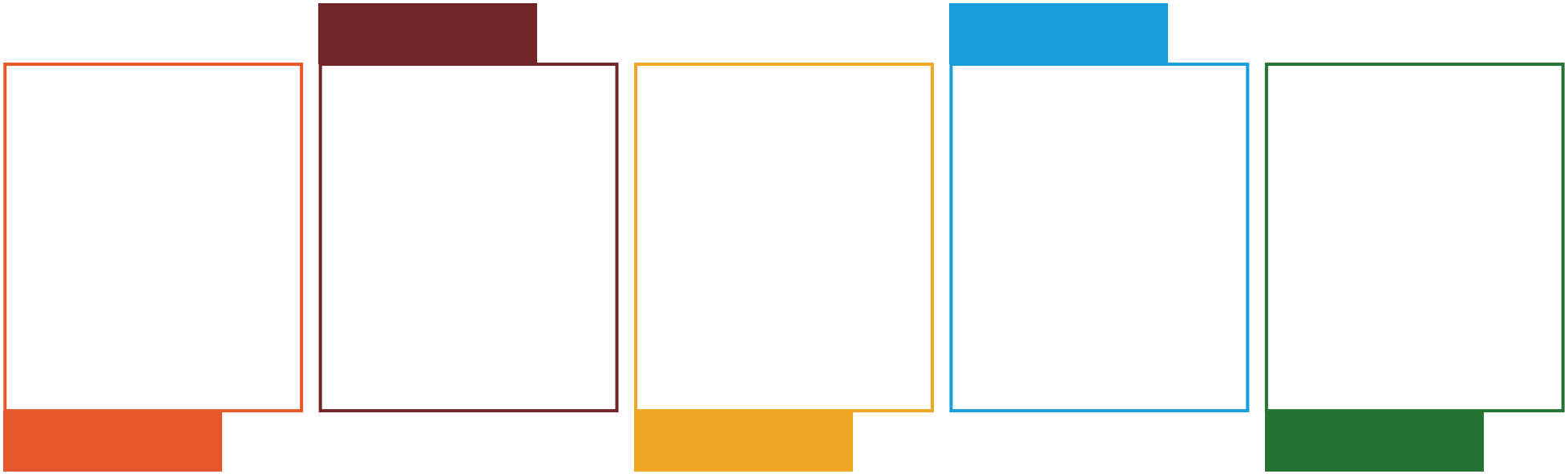
Formed around the pillars of and the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. Through the creation of this Stretch RAP, EREA continues to contribute to the ever-growing community of RAP organisations that have taken this consideration and goodwill and transformed it into action.

focussing on making its schools culturally safe, welcoming environments for Aboriginal and Torres Strait Islander peoples. This has included creating a cultural practice tool for the whole EREA community to use, as well as creating tailored processes for schools with high numbers of Aboriginal and Torres Strait Islander students and staff. The latter has involved making sure to gain input from First Nations community members on the recruitment of school leaders, to better meet the needs of the school and its students. EREA has also championed and pushed for reconciliation across its sphere

k2[3 0 en-l 1 ((ound3n-l 101991ocussinC5ing on mak3A5019113F0 01AD019101 011A 2 01CB00030199016000301325.1 010 0 0 10 56 29 301.865 Tm[(f)5 (o70s

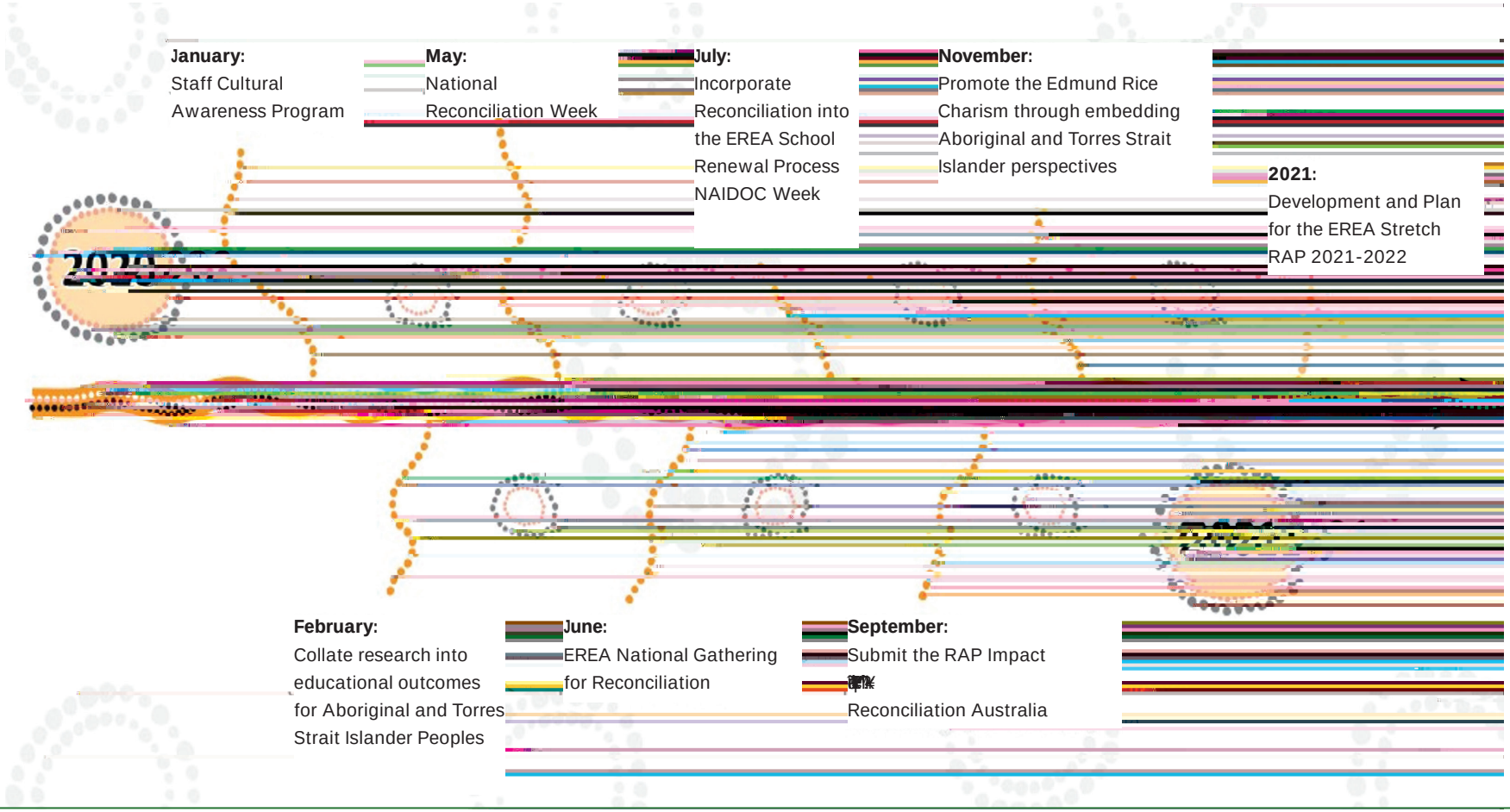
How was the RAP Developed? Who was Involved?

A Co-Designed Stretch RAP



Innovate RAP Achievements EREA National O ce 2019-2021

EREA Indigenous Staff
AITSL Consultation
EREA Rep at ACARA
National Forum
V0 10 68 4203 m


January:
Staff Cultural Awareness Program
May:
National Reconciliation Week
July:
Incorporate Reconciliation into the EREA School Renewal Process
NAIDOC Week
November:
Promote the Edmund Rice Charism through embedding Aboriginal and Torres Strait Islander perspectives
2021:
Development and Plan for the EREA Stretch RAP 2021-2022
February:
Collate research into educational outcomes for Aboriginal and Torres Strait Islander Peoples
June:
EREA National Gathering for Reconciliation
September:
Submit the RAP Impact
Reconciliation Australia

EREA Cultural Practice Support Document

Edmund Rice Education Australia (EREA) is committed to the task of reconciliation. To assist the EREA community on this journey, a Cultural Practice tool has been developed. It provides guidelines for all in the EREA k[illegible]
and schools, in how they respectfully engage/work with Aboriginal and Torres Strait Islander Peoples.

Cultural Practice, in the context of this document, engages ethical principles which guide people's behaviour in a western structural setting. These practices are designed to protect Aboriginal and Torres Strait Islander cultural and intellectual property rights. These practices provide support in the establishment and development of working relationships between EREA, Aboriginal and Torres Strait Islander partners and Aboriginal and Torres Strait Islander communities to improve educational outcomes and journey towards reconciliation.

[illegible]
Terminology, Acknowledging Diversity, Referring to Aboriginal and Torres k[illegible]
k[illegible]
documents and training. It is envisaged that a Cultural Capabilities document will be the next step in EREA's ongoing support for cultural practice.

EREA First Nations Cultural Leadership Process

In 2020-21 Edmund Rice Education Australia (EREA) recognised the need for a culturally safe process for the recruitment of leaders in schools with [illegible]
[illegible]
point, recruitment processes were the same as those carried out in all EREA schools. With the primary aim of recruiting more First Nations staff and leaders in all its schools, EREA developed a process where all stakeholders had a voice in the type of leader they sought. This included elders connected to Church, parish leaders, elders from town camps, First Nations staff (teachers, Youth Workers, Educational Assistants), First Nations Young People, First Nations Land Councils, and agencies/organisations supporting First Nations people [illegible]

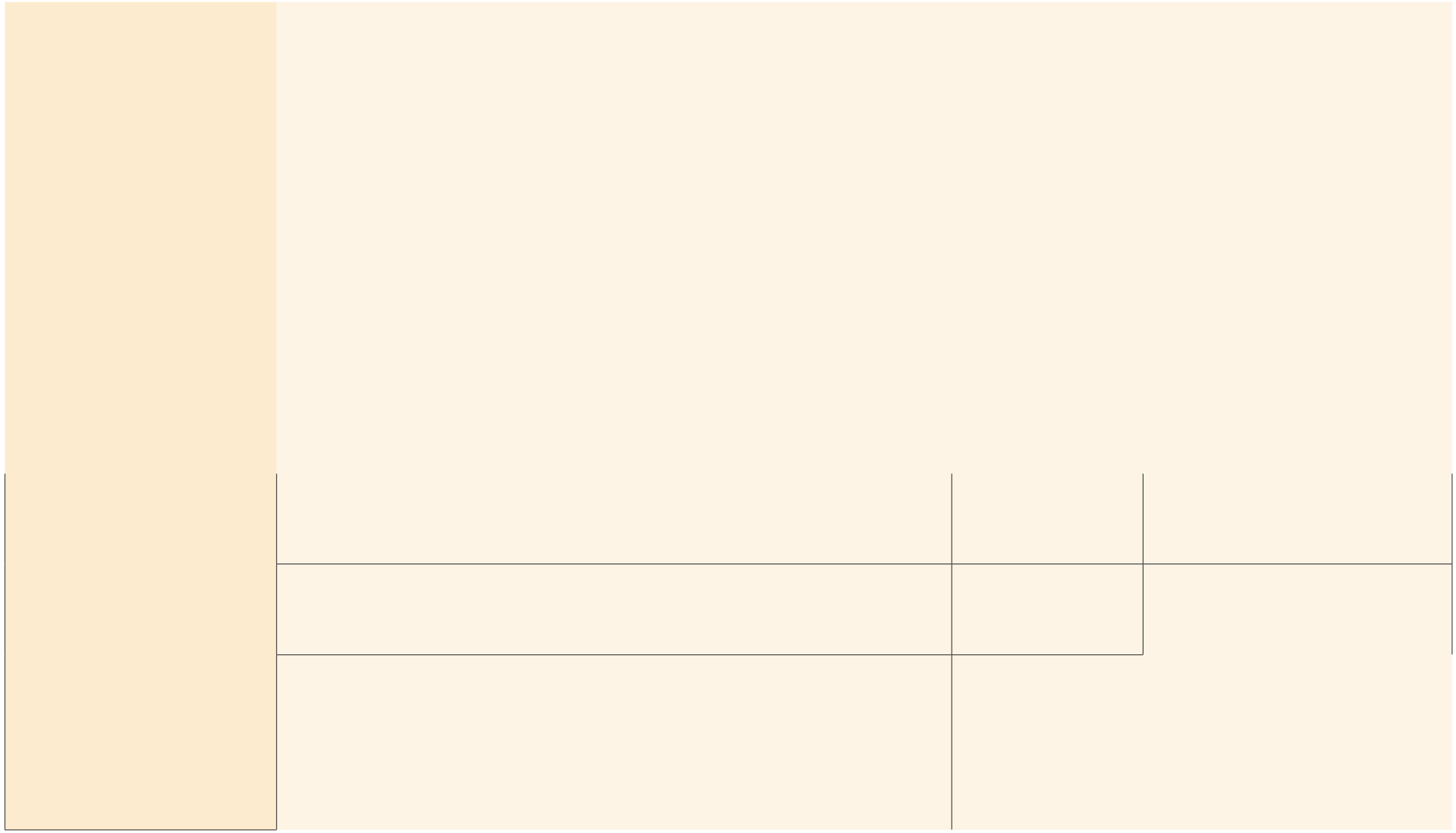
Key to this engagement was the commitment by the EREA Leadership to engaging directly with Elders, walking on Country, and valuing the wisdom and Knowings of First Nations people, whose children they are entrusting to EREA schools. This new process was implemented in Alice Springs (St Joseph's Flexible Learning Centre) and Geraldton / Carnarvon Flexible Learning Centre in 2021.

Narragunnawali RAPs

2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation [illegible]2&	May 2022, 2023,2024, 2025	

Relationships

Respect



Opportunities

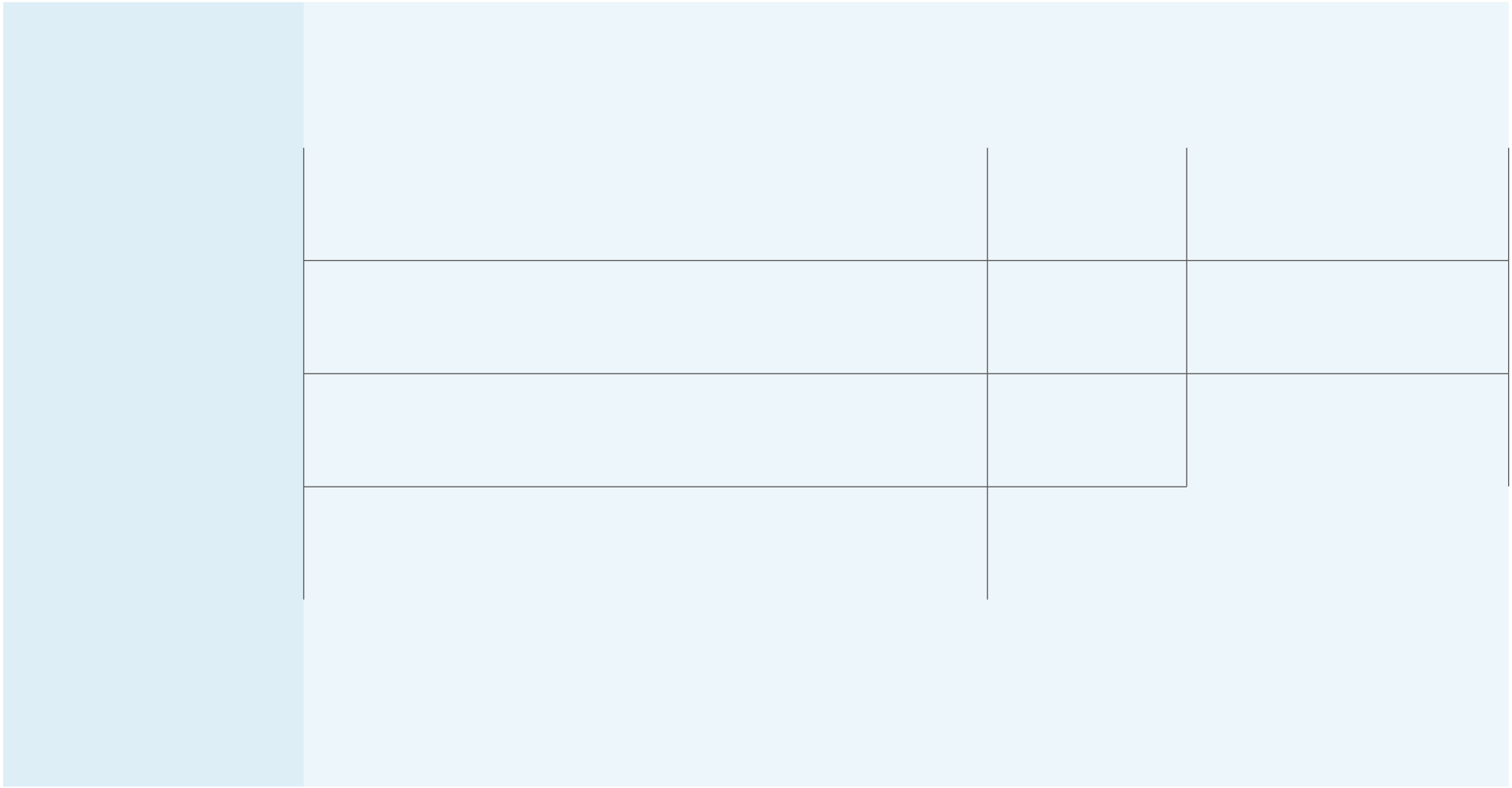
EREA commits to relearning:

- The role of Indigenous Knowings
-
- Strengths-based perspectives - seeing the strengths and richness of the oldest living cultures in the world

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	11.1 Engage with Aboriginal and Torres Strait Islander staff to consult on the effectiveness of our recruitment, retention and professional development strategy.	December 2023, 2024	National Director, Stewardship Torres Strait Islander Education
	11.2 Review and update an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	December 2023, 2024	National Director, Stewardship
	11.3 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	October 2023, 2024	National Director, Stewardship
	Aboriginal and Torres Strait Islander participation in our workplace.	December 2022 Review Dec 2023, 2024	National Director, Stewardship
	11.5 Aboriginal and Torres Strait Islander employees to be mentored and assisted in - Continuation of cadetship program for further study		

Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14. EstabliswEMC *P* 460.7956 Tmp2eaintain			



References and Signi cant Documents

AIATSIS Code of Ethics (2020).

AIATSIS Guide to Applying the Code of Ethics (2020).

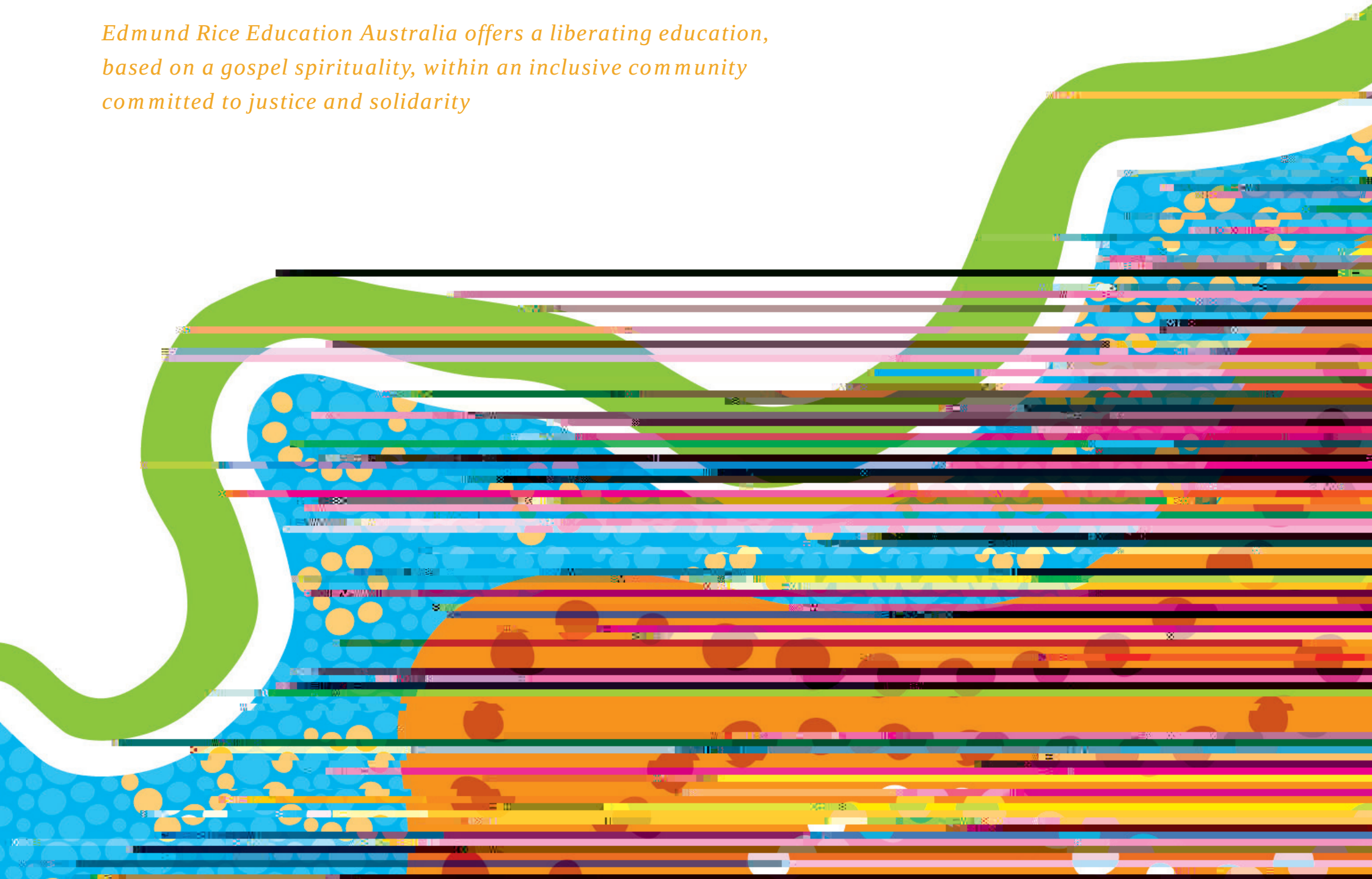
AITSL Indigenous Cultural Competency in the Australian Teaching Workforce (2017).

Alice Springs (Mparntwe) Education Declaration (2019).

Closing the Gap Report 2020.

Contact Details

Name: Ray Paxton
Position: National Director, Liberating Education
Email: ray.paxton@erea.edu.au

Name: Andrew Kirkpatrick
Position: [illegible]
Email: andrew.kirkpatrick@erea.edu.au

Edmund Rice Education Australia offers a liberating education, based on a gospel spirituality, within an inclusive community committed to justice and solidarity