



## Community Child Care Association

Innovate Reconciliation Action Plan  
May 2020–May 2022





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## Acknowledging our Country

Community Child Care Association (CCC) acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this nation and the Traditional Owners of the Land on which we work. We recognise their continuing connection to culture, land, water and community. We pay our respects to Elders past, present and emerging.

Our head office in Preston is located on the Lands of the Wurundjeri people, our Bendigo office on the Lands of the Dja Dja Wurrung and the Taungurung peoples, our Ballarat office on the Lands of Wadawurrung and the Dja Dja Wurrung peoples, and our Mildura office on the Lands of the Latji Latji and Barkindji peoples. Sovereignty of these Lands was never ceded.

## About the artwork



This artwork represents how **culture**, **community** and **connection** are vital to Aboriginal people.

The central circle represents CCC implementing change through their Reconciliation Action Plan and the positive impacts it will have on the community.

The pathways represent everyone's individual journey, but especially their education journey. The different colours represent different people coming together to share and learn from one another.

The two other large circles represent programs and the RAP actions being implemented that will influence individuals, families and communities.

The smaller circles represent diverse mobs and communities within our larger community.

The boomerangs signify returning to culture and adopting values that connect, nurture and sustain families.

Kangaroo and emus can't walk backwards so their footprints represent walking forward, together.

## About the artist

Dixon Patten is a proud Yorta Yorta and Gunnai man who was born and raised in Melbourne.

Dixon is the Creative Director and Lead Artist/Graphic Designer of Bayila Creative.

He has over 10 years experience in the arts and design space as an artist, curator and graphic designer, and draws his influence from his connection to his culture and family.

He is passionate about storytelling in all its forms and loves the information, wisdoms, knowledge and energy exchange that unites us and bridges the gap between people(s).





## A word about Aunty Rose, our RAP champion

Aunty Rose Bamblett – a Yorta Yorta/ Wiradjuri woman – is the Early Years Specialist Representative at the Victorian Aboriginal Education Association Incorporated (VAEAI), and Chairperson of the VAEAI Early Childhood Advisory Committee. In recognition of her dedication and commitment to early childhood education and development, Aunty Rose is now a life member of VAEAI.

Her expertise in early childhood spans over 40 years, beginning with her active involvement in the establishment of Multifunctional Aboriginal Childcare Services and Koorie playgroups in Victoria. Aunty Rose was also heavily involved in Batdja Preschool and Lidje Child Care Centre prior to them merging to form Lulla's Children and Family Centre in Shepparton.

Aunty Rose has strongly advocated for professional training and accreditation of Koorie early childhood educators and is passionate about early childhood education and support of Koorie families.

Aunty Rose has been happy to support CCC's RAP and the self-assurance CCC provides services to develop their own RAPs. Aunty Rose believes that First Nations families expect that education and care services are engaged in this work.

She has enjoyed witnessing the expanding opportunities for Aboriginal and Torres Strait Islander children and families to engage with mainstream services, as this means children can grow in programs that are safe, comfortable and culturally appropriate. She believes this work is important because First Nations families want to see educators working in ways that benefit their children.

She also appreciates that CCC is planning for our future and continuing to improve our engagement with Aboriginal and Torres Strait Islander peoples across Victoria. Aunty Rose is happy to continue providing us with guidance for ongoing connections.



## Message from CCC's Executive Director Julie Price and Chairperson Linda Davison

We are proud to present our Reconciliation Action Plan (RAP) for 2020–2022.

As the Victorian peak organisation for community-owned education and care, and outside school hours care, we know more needs to be done to create safe and inclusive services for Aboriginal and Torres Strait Islander children and families.

CCC acknowledges the true colonial history of Australia and the devastating harm caused to Australia's First Nations peoples. This legacy of trauma, racism and exclusion continues today.

We recognise the wisdom and resilience of Australia's First Nations peoples – the longest continuing culture in human history. Each First Nations community is diverse, with unique cultures which provide a rich context for early and middle childhood programs. We believe all early and middle childhood education and care services should aim to respectfully embed First Nation's perspectives, cultures and knowledge into their programs. Every child – of First Nations descent or otherwise – will benefit from this learning.

We are proud of the progress we have made since our first RAP, and hope this next plan will inspire our members and other education and care services to begin their own RAP journey. We also acknowledge the reconciliation work still to be done internally at CCC and look forward to taking these next steps with our Innovate RAP.

CCC sincerely thanks Aunty Rose Bamblett for inspiring and encouraging our reconciliation journey. We are honoured that Aunty Rose's deep knowledge and wisdom has been a guiding star for our team as well as our Innovate RAP.



**Julie Price**  
Executive Director & RAP champion



**Linda Davison**  
Chairperson



## Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome Community Child Care Association to the Reconciliation Action Plan program by formally endorsing its Innovate RAP.

As a member of the RAP community, Community Child Care Association joins over 1,000 dedicated corporate, government and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community – governments, civil society, the private sector and Aboriginal and Torres Strait Islander communities – have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Community Child Care Association with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Community Child Care Association will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Community Child Care Association well as it explores and establishes its own unique approach to reconciliation. We encourage Community Child Care Association to embrace this journey with open hearts and minds, to grow from the challenges and to build on its successes.

As the Council for Aboriginal Reconciliation reminded the nation in its final report:

*'Reconciliation is hard work – it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.'*

On behalf of Reconciliation Australia, I commend Community Child Care Association on its second RAP, and look forward to following its ongoing reconciliation journey.



**Karen Mundine**  
Chief Executive Officer, Reconciliation Australia



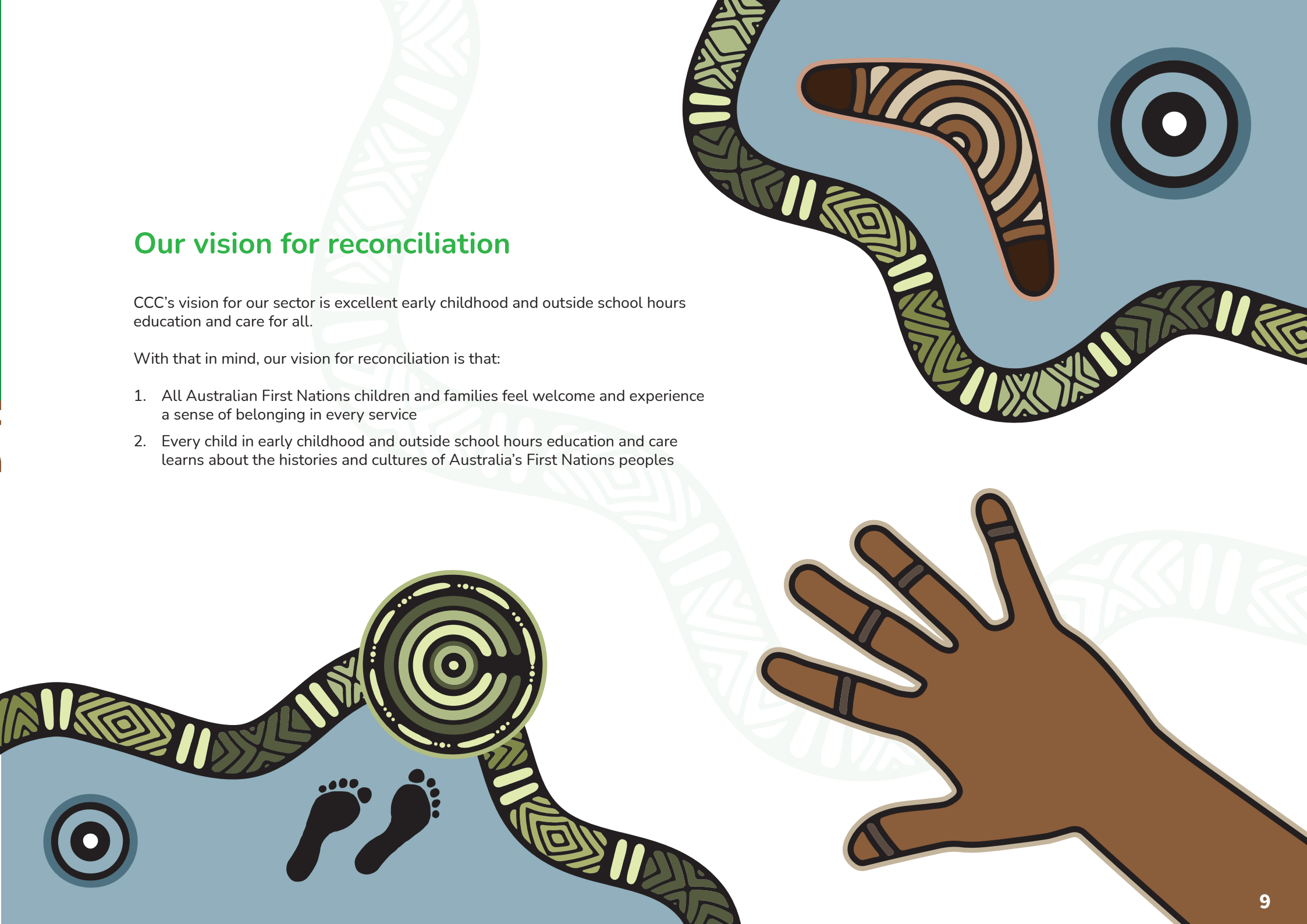


## Our vision for reconciliation

CCC's vision for our sector is excellent early childhood and outside school hours education and care for all.

With that in mind, our vision for reconciliation is that:

1. All Australian First Nations children and families feel welcome and experience a sense of belonging in every service
2. Every child in early childhood and outside school hours education and care learns about the histories and cultures of Australia's First Nations peoples





## Our journey to date

We are committed to reconciliation and ensuring that all our work is inclusive and respectful of the cultures and perspectives of Australia's First Nations peoples.

Putting our first RAP (Reflect – September 2017) into place has supported our staff, members and stakeholders to develop deeper understandings of Australia's colonial history and the histories and cultures of Australia's First Nations peoples. We have also begun to incorporate the principles of reconciliation into our organisational culture and increased staff participation in cultural events. It is important that our staff, members and stakeholders know, understand and believe that a RAP is a useful tool to guide our work in this area.

As a result of our first RAP, we are proud to share that we have:

- Coordinated with other allied organisations and businesses to share stories about reconciliation during National Reconciliation Week
- Participated in a number of NAIDOC Week celebrations
- Facilitated educator and staff participation in a number of guided walks on Country with local Elders
- Committed to and implemented cultural awareness training for all staff annually
- Provided a number of opportunities for staff to discuss the impacts of colonisation on First Nations peoples
- Achieved 80% staff attendance at Early Childhood Australia's National Reconciliation Symposium
- Developed a Yarning Circle from Healing Foundation screenings of Stolen Generation testimonies
- Introduced comprehensive discussions on the RAP and reconciliation into our staff inductions
- Developed a wall planner for educators which includes dates of significance for First Nations peoples. We developed the planner through the Victorian Inclusion Agency and circulated it to over 3,000 services across Victoria, as well as staff, stakeholders and partners.

Our CCC community – including the Board, leadership and staff – are united in doing everything necessary to ensure our reconciliation journey continues. We've taken the first steps, and now is the time to build on that momentum.

Going forward, we commit to tackling any challenges with intention and persistence. For example, new employees may join CCC with different levels of commitment to reconciliation, so our RAP orientation needs to be robust. And – despite our best efforts – CCC doesn't currently employ any First Nations staff, so we need to double down on our efforts to champion diversity and inclusion at our workplace.

Our key learnings include:

- The power of collaborating with and listening to truths from our Aboriginal and Torres Strait Islander communities
- The value of a whole-of-staff approach to reconciliation
- The importance of critical reflection when it comes to determining our next steps.

## Reflections from CCC staff

*'I feel proud that we have gone down the path of reconciliation and continue to do so. The first time I had a conversation with and introduced myself to Narragunnawali staff at Reconciliation Australia...I was able to say that I work for CCC, which has a RAP in place. It sends a message, and to me it's very powerful. I think that having a RAP is a kind of "authentication" of saying we believe in reconciliation by actually doing something with that belief. It makes it more genuine.'*



*'Previously I had absolutely no idea what a RAP was! I am now much more knowledgeable about what it means and strongly believe it is such an important part of any organisation. Now that we have it in place at CCC, I am always trying to think of ways to connect it to my usual work tasks. For example, when coming up with wellbeing activities I ask myself what we can do that will incorporate the RAP. It opens up my mind to think outside the box. It has encouraged me and made me much more inquisitive to want to know more about Aboriginal and Torres Strait Islander cultures and really embrace it.'*

*'Acknowledging the Lands we meet on is important to me, as I feel quite connected on a spiritual level. Raising my own awareness has changed my personal and professional mindset on a number of current emerging issues.'*

*'The RAP has given me a lot more confidence to reach out and ask questions to continue building my knowledge. My next steps are to make more connections personally and in my community to embed my learning throughout my life.'*

## Our second RAP

We are committed to continuing this journey through our second RAP (Innovate). We have created this Innovate RAP to reflect the five dimensions of reconciliation: race relations, equality and equity, unity, institutional integrity, and historical acceptance.

Our internal CCC RAP champions include Julie Price – Executive Director, Marli Traill – RAP Coordinator, and our RAP Working Group, which is made up of:

- **First Nations representatives**
  - o Aunty Rose Bamblett – Early Years Specialist Representative, VAEAI
  - o Matilda Darvill – Senior Policy Officer (Early Years), VAEAI
- **CCC staff representatives**
  - o Chloe Sims – Inclusion Professional (Victorian Inclusion Agency)
  - o Joanne Thorne – Database and Digital Administrator
  - o Kathryn Marks – Inclusion Professional (Victorian Inclusion Agency)
- **CCC member representatives**
  - o Lisa Heard – Victorian Outside School Hours Care Subcommittee
  - o Sigi Hyett – Northern Schools Early Years Cluster





## About CCC

Established in 1971, CCC is the voice of community-based education and care services in Victoria.

Building a strong and responsive sector is at the heart of what we do. We're active right across the state, providing leadership and advocacy, working with governments, and supporting early childhood and outside school hours education and care services.

Here to help services transform their vision into practice, we offer membership, quality training and consultancies. Proactive in the evolution of the children's education and care sector, we envision excellent education and care for all children and families.

Our heritage and reputation as a sector leader mean we're the go-to place for inquiries and projects, including the Victorian Inclusion Agency (VIA). Currently, CCC employs 33 staff across four office locations in Victoria – Preston, Ballarat, Bendigo and Mildura. We are the lead organisation behind the VIA, which delivers free state-wide inclusion support services.





## Relationships

Embracing Australia's First Nations peoples and communities strengthens our capacity to build relationships across the divides of humanity. We believe that building strong relationships will help us fulfil our mission and strive for our visions.

**Focus area:** Relationships align with CCC's strategic priorities of building community and shaping the sector

Action	Deliverable	Timeline	Responsibility
1. CCC's RAP Working Group (RWG) will actively monitor RAP development and implementation of actions, progress tracking, and reporting.	RWG to oversee the development, endorsement and launch of the RAP and will meet at least four times per year to monitor and report on our RAP implementation.	Jun, Dec 2020 & 2021	RAP Coordinator
	Ensure First Nations peoples are represented on the RWG.	May 2020	RAP Coordinator
	Honour and strengthen our relationship with First Nations education and care peak bodies and critical friends to provide cultural advice, advice on use of appropriate language and guidance throughout CCC RAP implementation.	Jul 2020	RAP Coordinator
	Encourage all CCC teams to have representation on the RWG.	Jun 2020	RAP Coordinator
	Review terms of reference for and with the RWG.	May 2020	RAP Coordinator
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between First Nations peoples and Australians of other descent.	Register our NRW events via Reconciliation Australia's NRW website.	27 May – 3 Jun 2020 & 2021, 2022	RAP Coordinator
	Organise at least one internal event at all CCC sites for NRW each year.	May 2020, 2021 & 2022	RAP Coordinator & VIA Program Manager
	Encourage staff and senior leaders to support and participate in an external NRW event to recognise and celebrate NRW.	May 2020, 2021 & 2022	Executive Director
	Respectfully invite an Aboriginal or Torres Strait Islander Elder to enter into a collaborative partnership to share their truths and perspectives on reconciliation.	May 2020, 2021 & 2022	RAP Coordinator
	Promote and invite external organisations that share our sites to participate in or collaborate with CCC reconciliation events.	May 2020, 2021 & 2022	RAP Coordinator
	Engage with and circulate Reconciliation Australia's NRW resources, website and reconciliation materials to our staff and promote to stakeholders.	May 2020, 2021 & 2022	RAP Coordinator
	RWG members to participate in an external NRW event.	May 2020, 2021 & 2022	RAP Coordinator

Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial relationships with First Nations peoples, communities and organisations to support positive outcomes.	Develop and implement an engagement plan to work with First Nations stakeholders and organisations.	Sep 2020	Executive Director
	Meet with local First Nations organisations and stakeholders to develop guiding principles for future engagement.	Mar 2021	Executive Director
	Create a stakeholder list of people and organisations who may be able to provide advice and even get involved with projects or activities.	Aug 2020	RAP Coordinator
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders and to engage our staff in reconciliation.	Aug 2020	Marketing Manager
	Promote reconciliation through our mentoring and coaching with educators and service leaders.	Aug 2020	Services Manager & VIA Program Manager
	Communicate our commitment to reconciliation publically.	Jun 2020	Policy, Advocacy and Membership Coordinator
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Aug 2020	Data and Evaluation Officer
	Collaborate with RAP organisations and Reconciliation Victoria, and strengthen continued connections with VAEAI and other like-minded organisations to develop ways to advance reconciliation.	Jul 2020	Executive Director & RAP Coordinator
5. Promote 'Narragunnawali: Reconciliation in Education' to staff and external stakeholders.	Hold a member forum to facilitate and share our RAP journey and promote the Narragunnawali online platform.	Sep 2021	Policy, Advocacy and Membership Coordinator
	Promote Reconciliation Australia's 'Narragunnawali: Reconciliation in Education' program to all early learning services in our network, and encourage these services to develop their own RAPs via the Narragunnawali platform.	Jun 2020	Marketing Manager & VIA Program Manager



Action	Deliverable	Timeline	Responsibility
	Host appropriate links to Reconciliation Australia's 'Narragunnawali: Reconciliation in Education' platform on our website.	Jun 2020	Marketing Manager
	Nominate schools/early learning services within our network who have shown exceptional commitment to reconciliation for a 2021 Narragunnawali Award.	Sep 2020	Executive Director
6. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jul 2020	HR Coordinator
	Develop, implement and communicate an anti-discrimination policy for our organisation.	Jul 2020	HR Coordinator
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Jul 2020	Executive Director & RAP Coordinator
	Educate senior leaders of CCC on the effects of racism.	Jul 2020	Executive Director
7. Provide opportunities for non-Indigenous people to grow respectful relationships with Aboriginal and Torres Strait Islander peoples.	Investigate opportunities to increase volunteer activities of staff to support Aboriginal and Torres Strait Islander not-for-profit organisations.	Mar 2021	RAP Coordinator
	Promote Indigenous voices on CCC social media, website and publications to promote cultural awareness and understanding.	Aug 2020	Marketing Manager



## Respect

Respect begins with acknowledgement. We respect Australia's First Nations peoples, cultures, Lands, waters, histories and rights, and we acknowledge and want to continue to listen to past hurts and hear truths. We will embed respect into interactions as we continue to listen to Aboriginal and Torres Strait Islander communities and develop ongoing dialogue.

**Focus area:** CCC's strategic priority of a thriving organisation

Action	Deliverable	Timeline	Responsibility
8. Engage staff in continuous cultural learning opportunities to increase understanding and appreciation of First Nations cultures, histories and achievements.	Develop and implement a First Nations cultural awareness training strategy for our RWG, staff and Board, which defines the cultural learning needs of employees, and considers various ways that cultural learning can be provided. This should include concepts of family, kinship, culture and Country as a foundation for an individual's strong mental health and wellbeing.	Oct 2020	Executive Director
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	Oct 2020	Executive Director
	Conduct a review of cultural learning needs within our organisation.	Aug 2020	Executive Director
	Provide opportunities for RWG members, HR managers, Board members and other key leadership staff to participate in formal and structured cultural learning.	Oct 2020	RAP Coordinator
	Strengthen existing opportunities to work with local Traditional Owners and/or First Nations consultants to support cultural knowledge.	Jan 2021	RAP Coordinator
	Promote online tools to all staff through induction and ongoing communication. For example: <ul style="list-style-type: none"> <li>Reconciliation Australia's 'Share Our Pride'</li> <li>Victorian Department of Education and Training's Aboriginal and Torres Strait Islander module training</li> <li>University of Sydney's 'Kinship' learning modules.</li> </ul>	Feb 2021 & 2022	RAP Coordinator
	Evaluate staff members' personal and professional learning experiences of First Nations cultural knowledge.	Sep 2020	Data and Evaluation Officer

Action	Deliverable	Timeline	Responsibility
9. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	In every Acknowledgement of Country, staff to either link a culturally significant fact to the gathering or share recent learnings on Aboriginal and Torres Strait Islander cultures.	Jun 2020	Executive Director
	Update wall planner with dates of significance and circulate to staff and services.	Feb 2021 & 2022	Marketing Manager
	Promote significant dates and practices for First Nations peoples through social and electronic media.	Jun 2020	Marketing Manager
	Share our understanding of Australia's First Nations peoples as central to Australian life and culture.	Jan 2021	Marketing Manager & RAP Coordinator
	Develop and document business processes that support our commitment to reconciliation, e.g., email and meetings acknowledgements, list of key contacts.	Jun 2021	RAP Coordinator
	Engage a Traditional Owner, who we have a partnership with, to share the meaning of appropriate protocols at CCC events.	Oct 2020	RAP Coordinator
	Organise and display an Acknowledgment of Country plaque at all our sites.	Jun 2020	RAP Coordinator
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct 2020	RAP Coordinator
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Jun 2020	HR Consultant
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Jul 2020, May 2021 & 2022	RAP Coordinator
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	May 2020	Executive Director



Action	Deliverable	Timeline	Responsibility
10. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC and National Aboriginal and Torres Strait Islander Children's Day.	Review HR policies and procedures to ensure there are no barriers to staff participating in related events.	Jul 2020	Policy Review Consultant
	Provide opportunities for all First Nations staff to participate in these events with their cultures and communities.	Jul 2020	Executive Director
	Consult with First Nations peoples to hold and support internal or external events related to these significant dates.	Jun 2020 & 2021	RAP Coordinator
	RWG to participate in an external NAIDOC Week event and promote and encourage participation in external NAIDOC events to all staff and stakeholders.	Jul 2021	Marketing Manager
11. Build respect for Aboriginal and Torres Strait Islander cultures and histories by sharing information with staff, Board and stakeholders.	Promote VAEAI Koorie Education Calendar link on CCC and VIA websites.	May 2020	Marketing Manager
	Honour First Nations storytelling (including artwork) through CCC and VIA publications and website.	Feb 2021	Marketing Manager
	Develop a yarning mechanism for staff, RWG and Board to explore topics of interest.	Nov 2020	Executive Director
	Ensure all staff teams engage in a review of our reconciliation commitments to inform progress and understandings of our RAP.	Aug 2020	RAP Coordinator
	Update staff appraisals template to include discussion of RAP deliverables.	Aug 2020	RAP Coordinator
	Raise awareness through our advocacy about issues that arise involving the education and care of First Nations children.	Sep 2020	Executive Director



## Opportunities

We will provide opportunities for non-Indigenous people to grow respectful relationships with Australia's First Nations peoples that support sharing and promote an equitable society. Building on local connections will support children and families in our community and promote self-determination and pride for First Nations peoples.

**Focus area:** CCC's strategic priority of a thriving organisation

Action	Deliverable	Timeline	Responsibility
12. Improve First Nations employment outcomes within our workplace by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Consult with key stakeholders to develop and implement a First Nations employment, retention and professional development strategy.	Nov 2020	HR Consultant
	Advertise all vacancies in First Nations media.	Sep 2020	HR Consultant
	Review HR and recruitment procedures and policies to ensure there are no barriers to First Nations employees and future applicants participating in our workplace.	Jun 2020	Policy Review Consultant
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Dec 2020	Policy Review Consultant
	Engage with Aboriginal and Torres Strait Islander staff to consult on recruitment, retention and professional development strategy.	May 2021	Executive Director
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Jul 2021	HR Consultant
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Oct 2021	Executive Director
13. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from First Nations businesses.	Dec 2020	Business Support Manager
	Investigate Supply Nation membership.	Nov 2020	Policy Review Consultant & RAP Coordinator
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Nov 2020	Executive Director & Policy Review Consultant
	Develop and communicate to staff and stakeholders a list of First Nations businesses that can be used to procure goods and services (with reference to Supply Nation).	Nov 2020	RAP Coordinator
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander owned businesses.	Dec 2020	Executive Director
	Acknowledge and promote businesses that support First Nations leadership.	Nov 2020	Marketing Manager & RAP Coordinator



Governance, tracking and reporting



Action	Deliverable	Timeline	Responsibility
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Jun 2020	RAP Coordinator
	Provide appropriate support for effective implementation of RAP commitments.	May 2020	Executive Director
	Engage senior leaders and other staff in the delivery of RAP commitments.	Jul 2020	Executive Director
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Aug 2020	RAP Coordinator & Data and Evaluation Officer
	Appoint and maintain an internal RAP champion from senior management.	Jun 2020	Executive Director
	Seek champions within our organisation to lead the implementation of our RAP.	May 2020	RAP Coordinator
15. Report RAP achievements, challenges and learnings to Reconciliation Australia.	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	30 Sep 2020 & 2021	RAP Coordinator
	Investigate participating in Reconciliation Australia's biennial workplace RAP Barometer.	May 2020 & 2022	RAP Coordinator
16. Report RAP achievements, challenges and learnings internally and externally.	Report our RAP achievements, challenges and learnings in our annual report and on our website.	Oct 2020 & 2021	RAP Coordinator & Marketing Manager
	Develop a summary sheet of our RAP journey and key commitments for staff and the Board.	Oct 2020	RAP Coordinator
	Conduct a staff and Board survey of attitudes and understanding towards reconciliation, and report findings to the Board.	Nov 2020	Data and Evaluation Officer
	Develop and implement systems and capability needs to track, measure and report on RAP progress to all staff and senior leaders quarterly.	Jun, Sep & Dec 2020, Mar, Jun, Sept & Dec 2021	Data and Evaluation Officer
17. Review, refresh and update RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Nov 2021	Executive Director & RAP Coordinator
	Build in opportunities for continual reflection to measure our progress against our reconciliation vision and role of becoming strong advocates for all children and families.	Oct 2020	Data and Evaluation Officer & RAP Coordinator

## Message from a CCC member to early childhood and outside school hours care services interested in creating their own Narragunnawali RAP

I'd never heard of a Reconciliation Action Plan until 2017 when Community Child Care Association launched their first RAP at an event I attended. I thought *this is something we could do*. After some research and conversations, I realised it was something I really wanted for Spensley Street OSHC.

Since then, I've worked with the school community to create a school-wide RAP. I've made so many new connections throughout this reconciliation process. Those conversations have been positive, important and sometimes confronting.

When I started this process, I was scared to make mistakes and say the wrong thing. I've learnt to have the courage to ask questions and to really listen to the answers. I've had my eyes opened to the truth about Australia's history. When I

brought the idea for a RAP to my school so many interested people came out and engaged – I've been so encouraged by the conversations I've had with families and teaching staff, and the enthusiasm from the community. The children have always been willing learners of First Nations culture and history.

I've spoken to a lot of coordinators and directors who are thinking about starting their own RAP. My advice is: take the plunge and make it count. Support and resources are there for you.



**Lisa Heard**  
Coordinator, Spensley Street Primary School OSHC  
CCC member and RAP champion



## What is Narragunnawali?

Reconciliation Australia's Narragunnawali: Reconciliation in Education program supports all schools and early learning services in Australia to foster a high level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

*Narragunnawali* (pronounced narra-gunna-wally) is a word from the language of the Ngunnawal people, Traditional Owners of the land on which Reconciliation Australia's Canberra office is located, meaning alive, wellbeing, coming together and peace. The word *narragunnawali* is used with the permission of the United Ngunnawal Elders Council.

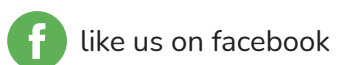
The Narragunnawali online platform is free to access and provides practical ways to introduce meaningful reconciliation initiatives in the classroom, around the school and with the community. Through the Narragunnawali platform, schools and early learning services can develop a Reconciliation Action Plan, and teachers and educators can access professional learning and curriculum resources to support the implementation of reconciliation initiatives.

Find out more about Narragunnawali here: [reconciliation.org.au/narragunnawali](https://reconciliation.org.au/narragunnawali)





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