

Reconciliation Action Plans for the Neighborhood house and community sector





Acknowledgement of Country

Bridge Darebin acknowledges that we are located on the lands of the Wurundjeri Woiwurrung people of the Kulin Nations and acknowledges the Wurundjeri as the Traditional Owners of this land.

We pay our respects to Wurundjeri Woiwurrung Elders past and present.

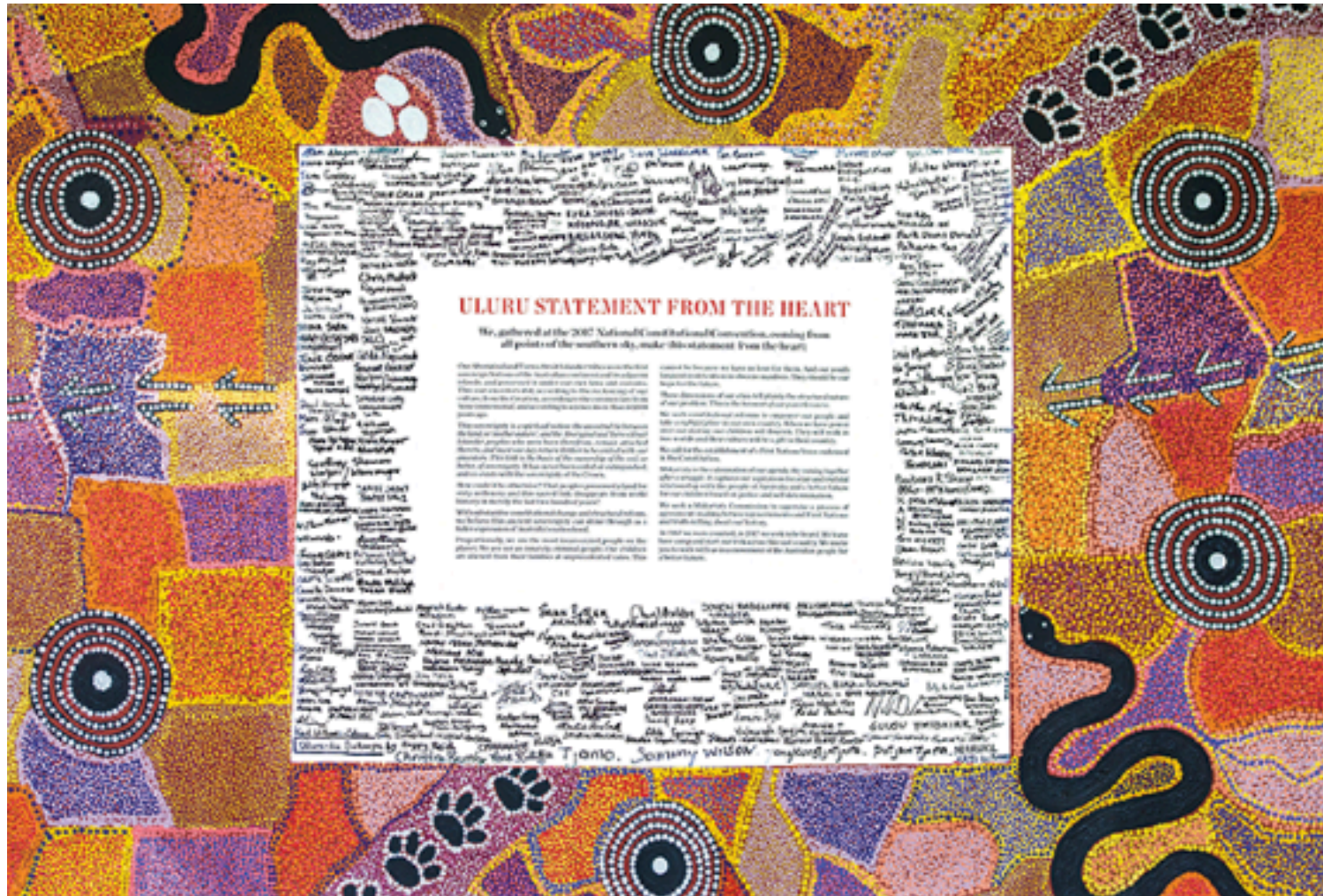
We pay our respect to Aboriginal and Torres Strait Islander people attending this session today.

Artwork from *Welcome to Country* by Aunty Joy Murphy and Lisa Kennedy. Used with permission from the author



Truth Telling: Uluru statement of the heart (2017)

‘Voice,
Treaty, Truth’



Deadly
& proud.

Our Path to Treaty

Explore deadly stories of pride
from across Victoria



Deadly and Proud

Reconciliation

reconcile • \REK-un-syle\ • verb.
1 a : to restore to friendship or harmony b : to settle or resolve (differences) 2 : to make consistent or congruous 3 : to cause to submit to or accept something unpleasant 4 : to check (a financial account) against another for accuracy.

Reconciliation Australia defines and measures reconciliation through five critical dimensions:

- race relations
- equality and equity
- unity
- institutional integrity
- and **historical acceptance**

Types of RAPS

- Reflect, Innovate, Stretch, and Elevate.

Example of RAP template: Relationships section

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	<i>[Month, year]</i>	<i>[Job title]</i>
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 		
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 		
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May-3 June, <i>[Year]</i>	
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May-3 June, <i>[Year]</i>	
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 		
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 		
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 		

Key commitments of a Reflect RAP

- Establish an effective governance structure, including RAP Working Group
- Determine your organisation's vision for reconciliation
- Scope and reflect on how the organisation can contribute to reconciliation
- Improve relationships with Aboriginal and Torres Strait Islander peoples and relevant stakeholders
- Build understanding of who, how, why and when to seek guidance and consultation
Prepare business cases to senior leaders for future reconciliation initiatives
- Not necessarily expected to make changes to policies or internal operations

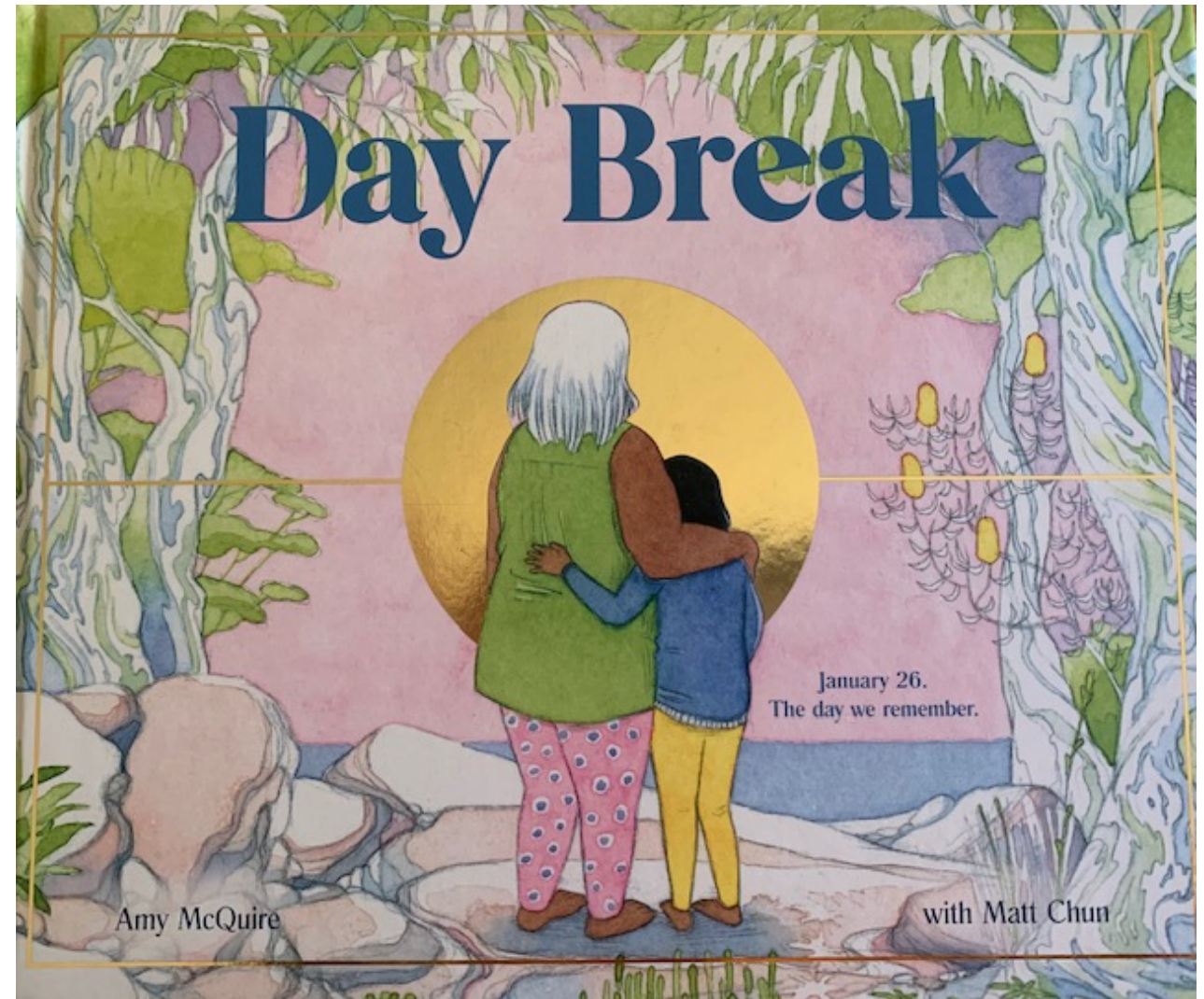
RAP aims

- Relationships – community building
- **Respect – language, protocols, cultural safety (Bridge Darebin has started here)**
- Opportunities – employment, training, education
- Governance – RAP working group



Respect: Acknowledgement of Country

- Start with the facts of dispossession – reconciliation begins with recognition of this;
- Listening to the truth of what that has meant for generations of Aboriginal people; the continued impact
- Self reflection – who we are? What role do we have in structural racism?
- Acknowledgement implies further action – pay the rent, address inequality



***Truth with justice,
rather than truth instead of
justice***

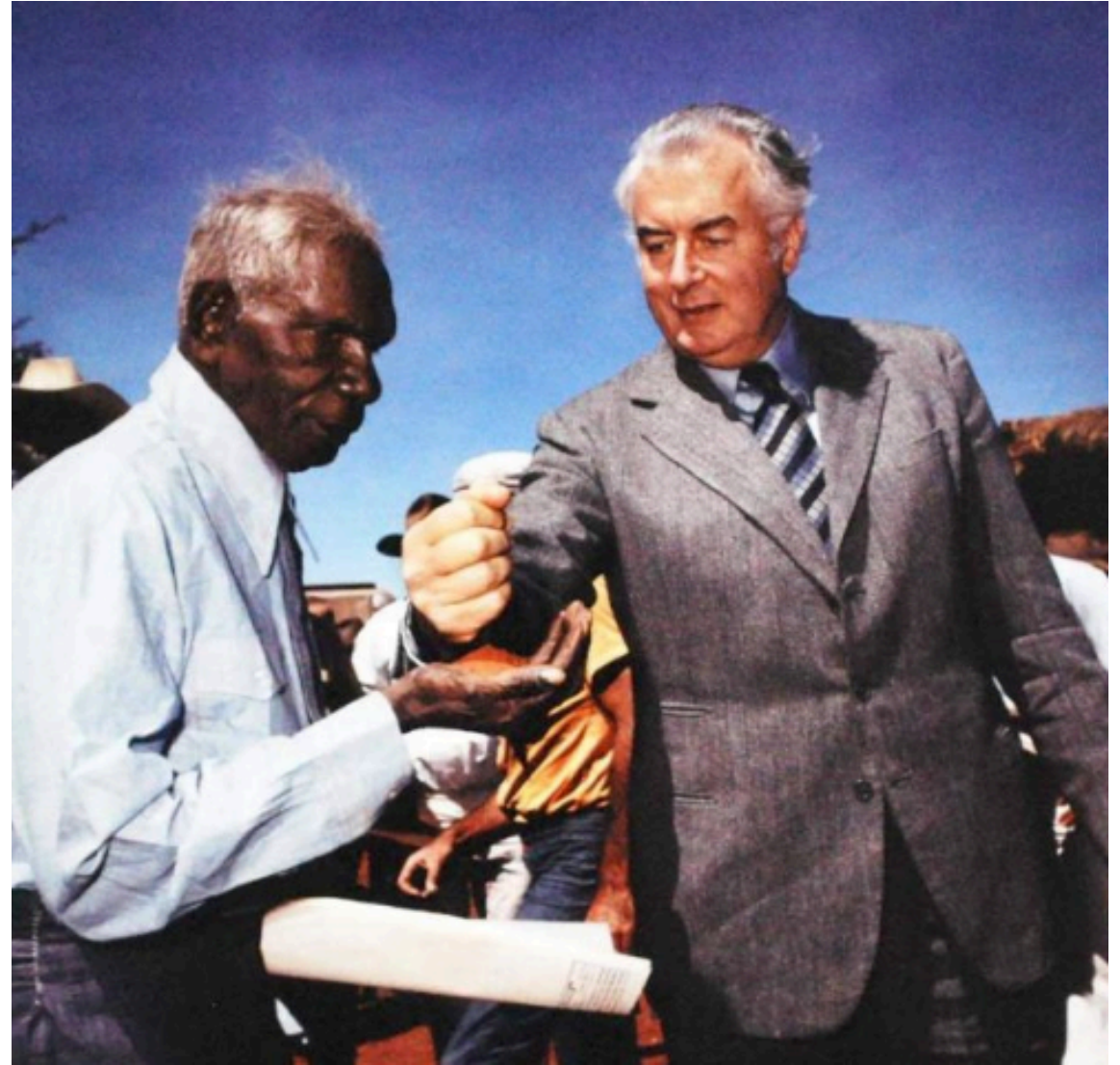


Image - Mervyn Bishop, Art Gallery NSW. Vincent Lingiari and Gough Whitlam. Gurindji 'hand-back'

Anti-racism is not just a set of values, it is a skill set

“In a racist society it is not enough to be non-racist, we must be anti-racist” – Angela Davis

[Luke Pearson](https://indigenoux.com.au/10-things-you-should-know-about-systemic-racism/) and [Mick O'Loughlin](https://indigenoux.com.au/10-things-you-should-know-about-systemic-racism/)
<https://indigenoux.com.au/10-things-you-should-know-about-systemic-racism/>

S.M.A.R.T RAP – turning good intentions into action

- Specific – a defined end point or goal.
- Measurable – progress can be tracked or measured.
- Achievable – the goal can be accomplished / is not too far out of reach.
- Relevant – the goal fits in with your plans and is worthwhile to meet your needs.
- Time-bound – there is a time limit defined to meet your goal.

Next steps for Bridge Darebin – internal and external awareness raising

- Allyship workshop
- Aboriginal Darebin public talk
- Panel discussion decolonizing local economies

Summary

- RAPs are not the end point but the beginning – the bare minimum
- Doesn't mean that racism won't continue to operate within a workplace. Ongoing commitment to anti-racism.
- Achievable even for small organizations
- Diffused responsibilities – embedded change

Neighborhood houses have many resources available to promote reconciliation – ideally placed to develop and deliver on RAPs

Networks, community outreach, venues, resources – shoestring budgets but rich in human resources!

resources

- **Reading**

- [The Boy from the Mish](#) - Gary Lonesborough
- [Living on Stolen Land](#) - Ambelin Kwaymullina
- [Fire Country](#) - Victor Steffensen
- [Day Break](#) - Amy McQuire and Matt Chun (illustrator)
- [Black and Blue](#) - a memoir of racism and resilience by Veronica Gorrie
- [Noopiming](#) - The Cure for White Ladies by Leanne Betasamosake Simpson
- [Routledge Handbook of Critical Indigenous Studies](#) - Edited by Brendan Hokowhitu, Aileen Moreton-Robinson, Linda Tuhiwai-Smith, Chris Andersen, Steve Larkin
- [Toxicity swirls around January 26, but we can change the nation with a Voice to parliament](#) – Megan Davis for The Conversation
- [The labour of death and the radical tradition of burying our own](#) - Nayuka Gorrie for IndigenousX
- [When Collingwood Football Club take the High Ground, Literally](#) – Chelsea Watego for IndigenousX
- [On Invasion Day, our calls for justice will not be silenced](#) – Opinion piece by Meriki Onus for The Age
- [10 things you should know about systemic racism](#) - Luke Pearson and Mick O'Loughlin for IndigenousX

Twitter:

Indigenous X
Amy McGuire
NITV
Clothing the Gap

Watching:

[Wrong kind of black](#) – Netflix
[The Whole Table](#) – NITV
First Australians SBS steaming

Local Aboriginal organisations offering cultural awareness training

- Victorian Aboriginal community services Association <http://www.vacsal.org.au/>
- VACCA – Victorian Aboriginal Child Care Agency <https://www.vacca.org/>
- Wurundjeri- cultural heritage and education <https://www.wurundjeri.com.au/>
- Yarn Strong Sister –Aboriginal education consultancy Owned by Taungurung educator Annette Sacks <https://www.yarnstrongsista.com/professional-development/>
- These orgs are local to Darebin and Melbourne’s northern suburbs
- If you are outside of this area, enquire at the local land council or Traditional Owners org about where to find workplace education.
- Each of these services offer cultural awareness training and other types of education of differing lengths
- Usually, participants are capped at 25 to 30 people
- Make an enquiry to see what suits your needs 😊

Thank you for coming

Was lovely to meet you all

Good luck on your reconciliation journey !

If you would like to be in touch: Jessica@bridgedarebin.org.au

