

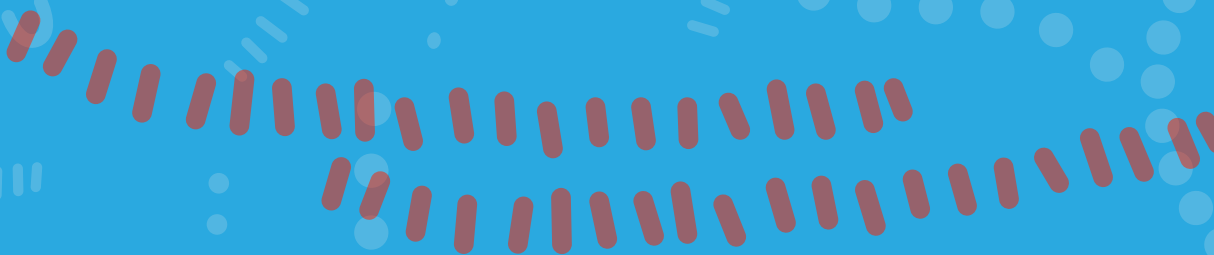
Reconciliation ACTION PLAN

September 2019 – July 2021



Brisbane Catholic Education acknowledges
the Traditional Custodians of this land,
who have walked and cared for this land for thousands
of years, and their descendants who maintain their
spiritual connection and traditions. We pay respect to
Elders past, present and emerging.

Warning:
Aboriginal and Torres Strait Islander readers should be aware that this document
may contain images or names of people who have passed away.





Story Behind the Artwork

Mary McMurtrie
Artist

This artwork is more than just a painting, it's a story. Central to the artwork is a large cross; symbolic of the heartbeat of Brisbane Catholic Education's vision, mission and identity as a Catholic Christian faith community manifested through the life, mission and gospel stories of Jesus.

In the centre of the cross is a large circular layered design representative of the employees which include our Aboriginal and Torres Strait Islander brothers and sisters: employees gathering together to share perspectives, learn and develop effective ways and means of bringing systemic collective action to life on our journey towards authentic reconciliation.

Extending from the centre circle to the outer arms of the cross are numerous message sticks carrying guidelines, resources and action plans to encourage and support employees, students, offices and whole school communities in ways to genuinely recognise and respect Aboriginal and Torres Strait Islander peoples, perspectives, histories and cultures.

Radiating out from the cross are multiple journey lines leading to six large layered circles. Each circle representing the offices; Dutton Park, West End, O'Shea Centre, School Services North, School Services South and Ngutana-Lui Cultural Centre. Each working collaboratively, sharing professional knowledge, guiding systemic processes, building capacity and partnering closely with school communities.

Beyond the cross lies a circular background containing blue, aqua and cream layers representing our oceans, waterways and our Torres Strait Islander brothers and sisters. Each layer is representative of waves carrying keystone messages of faith, hope, justice and integrity from the centre to the very outer edges and across every one of our school communities. The dots located on each wave are symbolic of our students and families coming to school with unique and diverse narratives.

The rich reddish-brown and ochre coloured background reflects the energy and vitality of Country; its unwavering sacredness to First Peoples' culture, First Peoples' identity, First Peoples' sense of belonging and perpetual source of First Peoples' spiritual sustenance. Swirls imprinted upon the land and across the waterways represent Ancestral spirits; roaming Country, holding energy, carrying songlines and sacred story; their voices often heard in the quietness and gentle winds. Dots loosely spread across Country are our Ancestors gathered in sacred places giving us strength, nourishing, nurturing and healing our spirits.

This painting holds a story about Brisbane Catholic Education's journey towards genuine reconciliation; a story of recognition, respect and healing through action. This is just one step of many. Together we can make change happen.

Foreword



Most Reverend Mark Coleridge
Archbishop of Brisbane

Our nation continues to be deeply wounded by the initial and ongoing treatment of the First Peoples. The Catholic Church continues to work toward bringing reconciliation, and to this end Brisbane Catholic Education's Reconciliation Action Plan has been developed.

By embracing this Reconciliation Action Plan, Brisbane Catholic Education recognises that the nation's First Peoples need space for healing, acknowledgement of past injustices and commitment to move forward as a community. The Reconciliation Action Plan will help Brisbane Catholic Education schools work towards a shared future.

On the thirtieth anniversary of Pope John Paul II's Apostolic Visit to Alice Springs in 1986, Pope Francis

wrote in support of Aboriginal and Torres Strait Islander peoples and their cultures. He echoed the words of Pope John Paul II:

Your culture, which shows the lasting genius and dignity of your race, must not be allowed to disappear. Your songs, your stories, your paintings, your dances, your languages, must never be lost!

By embracing and enacting their first Reconciliation Action Plan, Brisbane Catholic Education commits to ensuring Aboriginal and Torres Strait Islander cultures and traditions are not lost but are protected and allowed to thrive. I thank Brisbane Catholic Education for taking these steps on the journey of reconciliation which will lead to healing both now and for generations to come.



Pam Betts

Executive Director of Catholic Education, Archdiocese of Brisbane

It gives me great pleasure to introduce Brisbane Catholic Education's first Reconciliation Action Plan. This Plan is more than an initiative to promote diversity and inclusivity; it is a commitment to create and maintain an organisational culture that is welcoming and culturally safe for Aboriginal and Torres Strait Islander peoples. Disparities in education and employment are two of the key issues in creating a gap in the outcomes for Aboriginal and Torres Strait Islander peoples compared to non-Indigenous Australians. Brisbane Catholic Education recognised it is in a strong position to address these issues by developing and embracing our own Reconciliation Action Plan (RAP).

Our RAP recognises the powerful contribution of Aboriginal and Torres Strait Islander peoples to education for thousands of years, and commits us

to honour that contribution as we look to the future and work towards closing the gap in education outcomes. Our Vision for the future is centred around the celebration of our faith, where each person gives witness to God's hope of promoting dignity for all people through advocating for equity and justice. This RAP is an important tool to assist each of us in the realisation of that Vision and provide greater support, understanding and opportunities for our Aboriginal and Torres Strait Islander students and staff.

I congratulate the RAP Working Group and all those involved for their hard work and commitment towards developing our first Reconciliation Action Plan. I thank Reconciliation Australia for their partnership, and their endorsement of our RAP. I encourage everyone within our Brisbane Catholic

Education community to embrace the actions in this plan and through working together make reconciliation a reality.

This Reconciliation Action Plan (RAP) was developed by Brisbane Catholic Education. Feedback was sought and incorporated from the BCE RAP Working Group (established Oct 2017), the BCE Diversity and Inclusion (D&I) Committee, Yuggera Elder, Uncle Des Sandy and in consultation with Reconciliation Australia. BCE Aboriginal and Torres Strait Islander employees were also consulted on the content and language used within this plan.



Message from Reconciliation Australia

Karen Mundine
Chief Executive Officer

Reconciliation Australia is delighted to welcome Brisbane Catholic Education to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, Brisbane Catholic Education 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 increase 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 Brisbane Catholic Education with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Brisbane Catholic Education 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 Brisbane Catholic Education well as it explores and establishes its own unique approach to reconciliation. We encourage Brisbane Catholic Education 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 Brisbane Catholic Education on its first RAP, and look forward to following its ongoing reconciliation journey.



Year 12 Aboriginal and Torres Strait Islander Graduation Liturgy

Brisbane Catholic Education

Brisbane Catholic Education (BCE) is an Agency of the Archdiocese of Brisbane with a mission to teach, challenge and transform students through a faith-filled learning journey. At our schools, all students are encouraged to realise their full potential through high-quality Catholic education delivered in accordance with the ethos and values of the Catholic Church.

Working in partnership with parents, community and governments, our focus is to promote social responsibility and self-discipline to help shape lives, nurture individuals and support communities in their faith journey.

As one of the largest non-Government employers in Queensland, BCE is a dynamic and growing organisation supporting more than 72,000 students from Prep to Year 12, across 141 schools covering most of south-east Queensland; spanning metropolitan Brisbane, the Gold and Sunshine Coasts, Ipswich and the Lockyer and Brisbane Valleys, the South Burnett district and the Fraser Coast.

In May 2019, 2.7% of students and approximately 0.39% employees identified as Aboriginal or Torres Strait Islander peoples. Our aim is to create a workforce that is representative of the students we serve and we hope that initiatives from this RAP will attract more Aboriginal and Torres Strait Islander peoples and will create an environment where all Aboriginal and Torres Strait Islander peoples feel welcomed, included and comfortable to identify.

Our Reconciliation Action Plan

Brisbane Catholic Education has developed a RAP to improve and strengthen relationships and respect between Aboriginal and Torres Strait Islander peoples and other Australians within BCE and the wider community. Dr Paul Thornton, Director of School Services North, is the Chair of the BCE Diversity and Inclusion (D&I) Committee and champions the BCE RAP.

As of April 2019, the BCE RAP Working Group members included:

Ken Millar	A Wulli Wulli man with connections to the Gureng Gureng People. Coordinator Ngutana-Lui Aboriginal and Torres Strait Islander Cultural Studies Centre, Inala
Mary McMurtrie	A Kalkadoon woman, Kalkatungu Language Group Education Officer, Aboriginal and Torres Strait Islander Engagement, Student Wellbeing (North)
Kevin Eastment	A Torres Strait Islander man with connections to Erub and Mabuiag Island Education Officer, Aboriginal and Torres Strait Islander Engagement, Student Wellbeing (South)
Nick Ede	Human Resource Advisor, Role Design and Evaluation, Recruitment Services
Jodie Roach	Senior Advisor, Organisational Development
Dionne Lloyd	Senior Education Officer, Attainment, Engagement and Inclusion
Natalie Dean	Education Officer, Catholic Identity and Leadership
Patricia Pledger	Senior Service Management Officer, School Information Services
Tom Hannawi	Manager, O'Shea Centre, Wilston
Hannah Curran	Diversity & Inclusion Project Officer, Organisational Development
Curtis Goode	Senior Demographic Analyst, School Development Services
Benjamin Van Trier	Senior Education Officer, ResourceLink

BCE recognises the importance of all BCE schools and offices having a strong focus on reconciliation, as such, one of the initiatives of the *BCE Diversity & Inclusion Strategy 2017-2020* is for BCE to: 'continue the Aboriginal and Torres Strait Islander reconciliation journey' with the key action to: 'develop a BCE RAP'. The BCE Organisational Development (OD) Team is responsible for the development of the BCE RAP but the commitment to deliver on the RAP initiatives is shared across the organisation.

School's Reconciliation Action Plans

The *BCE Molum Sabe Aboriginal and Torres Strait Islander Education Strategy 2017-2020* encourages schools to create their own localised RAP using Reconciliation Australia's *Narragunnawali: Reconciliation in Education Program*, a free online platform, www.narragunnawali.org.au, which provides practical ways to introduce meaningful reconciliation initiatives in the classroom, around the school and with the community. Through the Narragunnawali platform, BCE schools can develop a RAP, and teachers and educators can access professional learning and curriculum resources to support the implementation of reconciliation initiatives.



Archbishop Mark Coleridge, Uncle Eric Law, Aunty Joan Hendriks and Uncle David Miller

Vision Statement

Reconciliation within Brisbane Catholic Education is acknowledging and working towards a better understanding of the importance of and contributions of Aboriginal and Torres Strait Islander peoples, their histories, beliefs, spirituality and cultures. We believe that in a reconciled Australia everyone is valued for their own unique contribution. We recognise the unique place of Aboriginal and Torres Strait Islander peoples as Australia's First People. By living the Brisbane Catholic Education Reconciliation Action Plan, we envision all associated with Brisbane Catholic Education offices and within our community of schools across the Archdiocese of Brisbane will become life-long leaders, committed to effecting change in our country. As the second largest education system in Queensland we hope to be known in all communities as living the spirit of reconciliation through our words and actions.

BCE's vision is to demonstrate commitment to reconciliation by developing and implementing a RAP which aims to:

- Raise BCE employees and students' knowledge, pride and respect of Aboriginal and Torres Strait Islander peoples' cultures, history and achievements.
- Improve BCE's employees understanding of how their work impacts on the lives of Aboriginal and Torres Strait Islander peoples and communities.
- Increase the enrolment and retention of Aboriginal and Torres Strait Islander students, as per the *Molum Sabe Aboriginal and Torres Strait Islander Strategy 2017-2020*.
- Increase diversity by encouraging Aboriginal and Torres Strait Islander employment.
- Develop a culture where all Aboriginal and Torres Strait Islander people who interact or engage with BCE, feel welcomed and respected.
- Promote reconciliation in all aspects of employees' work.

Our partnerships/current activities

Within BCE schools and offices numerous commitments to reconciliation exist. Examples include:

- Acknowledgement of Country at beginning of meetings/gatherings.
- Displaying Aboriginal and Torres Strait Islander flags at schools and offices.
- Ngutana-Lui – Cultural Visitation Programs: promotes reconciliation through development and delivery of educational programs that foster the development of cultural understanding and respect for Aboriginal and Torres Strait Islander peoples.
- The BCE Aboriginal and Torres Strait Islander Mentoring Program: which offers support for Aboriginal and Torres Strait Islander Brisbane Catholic Education year 12 students who are interested in a career in teaching in Catholic schools. This support continues into their teaching studies and they are offered part-time employment as a school officer at a BCE school.
- Employment of Aboriginal and Torres Strait Islander employees working across BCE in response to the *Molum Sabe Aboriginal and Torres Strait Islander Education Strategy 2017-2020*.
- BCE Aboriginal and Torres Strait Islander Scholarships:
 - Aboriginal and Torres Strait Islander year 12 students considering a career in teaching;
 - Aboriginal and Torres Strait Islander university students completing a Bachelor of Education;
 - Vince O'Rourke scholarships help Aboriginal and Torres Strait Islander employees who are studying towards a teaching degree or undertaking other studies relevant to their work at BCE.

Relationships



Torres Strait Islander Dance Workshop
Ngutana-Lui Aboriginal and Torres Strait
Islander Cultural Studies Centre

Relationships



Focus area

We are hopeful that continuing to build authentic and positive relationships with Aboriginal and Torres Strait Islander peoples in our schools and offices will aid in organisational and individual reconciliation.

Relationships align with the key strategic themes of 'Strong Catholic Identity' and 'Building a Sustainable Future', and our core values of Justice and Hope.

Action	Deliverable	Timeline	Responsibility
Maintain a working group that includes Aboriginal and Torres Strait Islander employees to support the implementation of the Reconciliation Action Plan	RAP Working Group oversees the development, internal endorsement and launch of the BCE RAP.	September 2019 Achieved	Manager - OD
	RAP Working Group will meet quarterly to discuss the progress of the RAP.	July 2021 Reviewed	D&I PO – OD
	Ensure the RAP Working Group members are comprised of Aboriginal and Torres Strait Islander employees and employees from across the BCEO.	January 2020 Reviewed	Senior Advisor – OD
	Ensure the BCE RAP Working Group works collaboratively with the BCE D&I Committee and the Brisbane Catholic Archdiocese RAP Working Group.	January 2020 Monitored	Coordinator – Ngutana-Lui
	Establish Terms of Reference for the RAP Working Group.	September 2019 Achieved January 2020 & 2021 Reviewed	Senior Advisor – OD
Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Organise at least one internal event for NRW each year.	May 2020 & 2021 Achieved	D&I PO – OD
	Register all NRW events via Reconciliation Australia's NRW website.	May 2020 & 2021 Achieved	D&I PO – OD
	Support an external NRW event.	May 2020 & 2021 Achieved	Director ES
	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	May 2020 & 2021 Achieved	Senior Advisor – OD

Relationships

Action	Deliverable	Timeline	Responsibility
Build internal relationships with employees who identify as Aboriginal and/or Torres Strait Islander Peoples	Consider how Aboriginal and Torres Strait Islander peoples (employees and visitors) will be made to feel welcome at any BCE location.	February 2020 & 2021 Reviewed	PM - BCEO Relocation
	Review existing employee induction processes to maximise workforce engagement opportunities for Aboriginal and Torres Strait Islander employees across Brisbane Catholic Education.	December 2019 Achieved December 2020 Reviewed	HR Advisor – Recruitment
	Review, update and advertise Aboriginal and Torres Strait Islander employee scholarships (Vince O'Rourke).	September 2019 Achieved February 2020 & 2021 Reviewed	HR Officer - OD
Build external relationships with local Aboriginal and Torres Strait Islander communities, organisations and individuals	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that could be approached to connect with on our reconciliation journey.	October 2020 Achieved	EO – Aboriginal and Torres Strait Islander Engagement
	Extend an invitation to the Aboriginal and Torres Strait Islander community to be involved with the BCE RAP Working Group.	January 2020 Achieved January 2021 Reviewed	EO – Aboriginal and Torres Strait Islander Engagement
	Collate information from across the Offices about current/potential relationships or activities, including engagement processes with Aboriginal and Torres Strait Islander communities and organisations.	March 2020 Achieved	EO – Aboriginal and Torres Strait Islander Engagement
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	July 2021 Achieved	EO – Aboriginal and Torres Strait Islander Engagement
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	July 2021 Achieved	EO – Aboriginal and Torres Strait Islander Engagement

Action	Deliverable	Timeline	Responsibility
Raise internal and external awareness of the BCE RAP to promote reconciliation in our business and sector	Develop and implement a communication and engagement plan to raise awareness among employees of our reconciliation journey commitments: Publish information about reconciliation, the BCE reconciliation journey and a link to Narragunnawali on the BCE intranet and school portals. Hold a RAP launch event.	September 2019 Achieved July 2021 Reviewed	D&I PO - OD
	Promote reconciliation through ongoing active engagement with all stakeholders.	January 2021 Achieved	D&I PO - OD
	Develop and implement a strategy to communicate the BCE RAP to all internal and external stakeholders.	January 2020 Achieved January 2021 Reviewed	D&I PO - OD

Relationships



Aboriginal Smoking Ceremony to cleanse the spirit

Respect



Respect for Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories and rights are important for the journey of reconciliation.

**Focus
area**

Respect aligns to the key strategic themes of 'Strong Catholic Identity' and 'Excellent Learning and Teaching.'





Action

Deliverable

Timeline

Responsibility

Engage employees and students in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander culture, histories and achievements

Promote professional learning opportunities for employees to build their cultural competence in Aboriginal and Torres Strait Islander history and cultures.

March 2020 Achieved

Senior EO – ResourceLink

Develop a plan for rollout of cultural awareness training for students and employees.

March 2021 Achieved

Senior EO – ResourceLink

Promote online reconciliation learning resources available via BCE intranet, including the Narragunnawali platform.

December 2019 Achieved

Senior EO – ResourceLink

Investigate local cultural experiences and immersion opportunities for teams to participate in.

January 2020 Achieved
January 2021 Reviewed

ASO – OD

Encourage teams to visit local Aboriginal and Torres Strait Islander sites and/or attend events of spiritual significance.

January 2020 Achieved
January 2021 Reviewed

Director ES

Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training/formation strategy for all BCE employees which defines cultural learning needs of employees in schools and offices and considers various ways cultural learning can be provided (Ngutana-Lui Cultural Centre, South Service Centre, North Service Centre and Aboriginal and Torres Strait Islander Employees).

January 2020 Achieved
January 2021 Reviewed

Director ES

Investigate opportunities to work with local Traditional Custodians and/or Aboriginal and Torres Strait Islander consultants to review cultural awareness training/formation.

March 2021 Achieved

Coordinator - Ngutana-Lui

Provide opportunities for the BCE RAP Working Group members and other key leadership employees to participate in cultural training/formation.

January 2020 Achieved
January 2021 Reviewed

Director ES

Raise awareness and share information amongst our employees and students of the meaning of NAIDOC week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.

July 2020 & 2021
Achieved

Administrative Support Officer – OD



Action	Deliverable	Timeline	Responsibility
Participate in and celebrate National Aboriginal and Islander Day Observance Committee (NAIDOC) Week	Use internal communication mediums to publish information about external NAIDOC week events and encourage teams to participate.	July 2020 & 2021 Achieved	Administrative Support Officer – OD
	Theme the office or school Sacred Space during NAIDOC week.	July 2020 & 2021 Achieved	Senior Service Management Officer – SIS
	Review HR policies and procedures to ensure there are no barriers to employees participating in NAIDOC Week.	October 2020 Achieved	Employee Relations Advisor
	Provide opportunities for all Aboriginal and Torres Strait Islander employees to participate with their cultures and communities during NAIDOC Week.	July 2020 & 2021 Achieved	Employee Relations Advisor
	Raise awareness and share information amongst our employees and students of the meaning of NAIDOC week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	July 2020 & 2021 Achieved	D&I PO – OD
	Have a Brisbane Catholic Education NAIDOC week stall at the Musgrave Park NAIDOC family day.	July 2020 & 2021 Achieved	D&I PO – OD

Respect

Action**Deliverable****Timeline****Responsibility****Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols**

Invite a Traditional Custodian to provide a Welcome to Country at the RAP Launch and investigate further opportunities for a Welcome to Country at other significant school/office events.

February 2020 Achieved

Director ES

Organise and display an Acknowledgement of Country plaque or signage in offices and schools.

March 2021 Achieved

Senior Advisor – OD

Organise and display Aboriginal and Torres Strait Islander flags in our offices and schools.

March 2021 Achieved

D&I PO – OD

Consider purchasing and displaying Aboriginal and/or Torres Strait Islander artwork or artefacts with relevance to our local community in offices and schools.

March 2021 Achieved

Senior EO – ResourceLink

Provide Aboriginal and Torres Strait Islander resources in the induction of new employees (BCE Acknowledgement of Country, information on Ngutana-Lui Cultural Centre, cultural protocol guidelines, Molum Sabe etc.).

January 2020 Achieved
January 2021 Reviewed

HR Advisor –Recruitment

Consider other ways to acknowledge Country outside of meetings – intranet, school portal, email signatures.

December 2020 Achieved

Senior EO – ResourceLink

Include an Acknowledgement of Country at the commencement of all important internal and external meetings.

September 2019
Achieved

Director ES

Encourage employees to include an Acknowledgement of Country at the commencement of all meetings.

September 2020
Achieved

Director ES

Review, update and continue established protocol for Welcome to Country and Acknowledgement of Country at the commencement of meetings/gatherings

January 2020 Achieved

Manager - O'Shea Centre

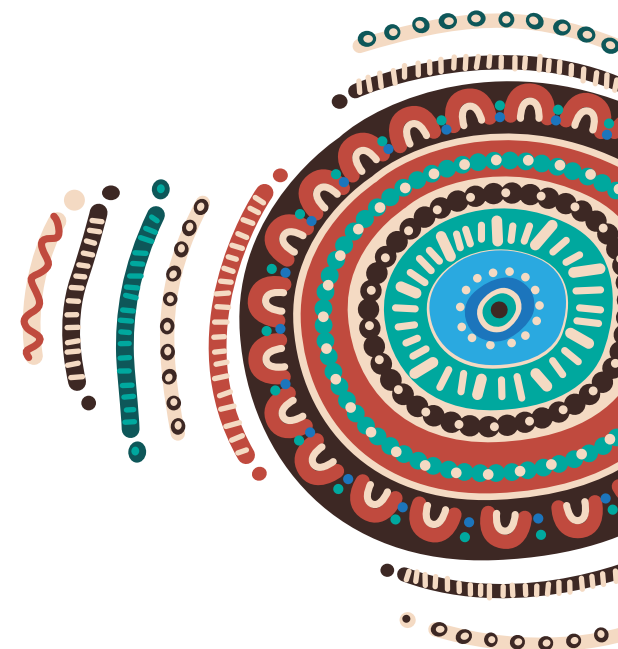
Respect



Respect

Action	Deliverable	Timeline	Responsibility
Participate in and celebrate significant Aboriginal and Torres Strait Islander cultural events and dates	Circulate resources and materials related to cultural events and dates to employees.	September 2019 Achieved January 2021 Reviewed	Administrative Support Officer - OD
	Establish dialogue with Aboriginal and Torres Strait Islander people within the office, school and wider community on the possibility of expressing culture within liturgies.	January 2020 Achieved April 2021 Reviewed	EO - Catholic Identity & Leadership
	Use internal communication mediums to publish information about Aboriginal and Torres Strait Islander cultural events and dates and encourage employees and students to attend.	January 2020 Achieved	Senior Communications Officer
Provide opportunities for Aboriginal and Torres Strait Islander people to discuss ways in which their culture can be expressed within liturgies	Establish dialogue with Aboriginal and Torres Strait Islander people within the office, school and wider community on creating opportunities and physical spaces devoted to rituals and practices of cultural significance.	February 2021 Achieved	Demographic Analyst

Respect





Aboriginal Dance Workshop
Ngutana-Lui Aboriginal
and Torres Strait Islander
Cultural Studies Centre

Opportunities



Opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to BCE because it builds sustainability through improving reputation, processes, governance, procurement, attraction and retention of employees and professional development.

**Focus
area**

Opportunities aligns with our key strategic theme of 'Building a Sustainable Future'.

Action

Deliverable

Timeline

Responsibility

Enhance Aboriginal and Torres Strait Islander employment

Create a culturally safe environment in our offices and schools by encouraging all staff to engage with the RAP and ongoing professional learning.	September 2019 Reviewed September 2020 Reviewed	Director ES
Advertise vacancies in Aboriginal and Torres Strait Islander media and via recruitment agencies.	November 2019 Achieved November 2020 Reviewed	HR Advisor - Role Design and Evaluation
Investigate including in all job advertisements, ' <i>Aboriginal and Torres Strait Islander people are encouraged to apply</i> ' and specifically identify Aboriginal and Torres Strait Islander positions.	November 2019 Achieved November 2020 Reviewed	HR Advisor - Role Design and Evaluation
Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	November 2019 Achieved November 2020 Reviewed	HR Advisor - Role Design and Evaluation
Collect information on our current Aboriginal and Torres Strait Islander employees to inform future employment opportunities.	April 2021 Achieved	HR Advisor - Role Design and Evaluation
Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	December 2020 Achieved	HR Advisor - Role Design and Evaluation
Engage with existing Aboriginal and Torres Strait Islander employees to consult on employment strategies, including professional development.	March 2020 Achieved	HR Advisor - Role Design and Evaluation

Opportunities

Action	Deliverable	Timeline	Responsibility
Investigate Aboriginal and Torres Strait Islander supplier diversity	Research the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2020 Achieved	Director AS
	Undertake market analysis to obtain preferred supplier status for Aboriginal and Torres Strait Islander owned businesses.	September 2020 Achieved	Director AS
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses, in accordance with BCE procurement requirements.	June 20201 Achieved	Director AS
	Investigate opportunity for BCE to use organisations from Supply Nation.	September 2019 Monitored September 2020 Monitored	Director AS
	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2019, Reviewed	Director AS
	Develop and communicate to employees a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	April 2020 Achieved April 2021 Reviewed	Demographic Analyst, School Development Services
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	September 2019 Monitored September 2020 Monitored	Director AS
	Investigate Supply Nation membership.	September 2020 Monitored	Demographic Analyst, School Development Services

Action	Deliverable	Timeline	Responsibility
Review, update and continue to support the Aboriginal and Torres Strait Islander mentoring program	Ask and encourage Aboriginal and Torres Strait Islander students and employees to participate in the mentoring program.	January 2020 Achieved January 2021 Monitored	PO – OD
	Ensure that information about the mentoring program is accessible to all eligible students and employees.	January 2020 Achieved January 2021 Monitored	PO – OD
Review, update and continue to support scholarships for Aboriginal and Torres Strait Islander secondary and university students	Review current scholarships on offer to Aboriginal and Torres Strait Islander people for areas of improvement in attracting and retaining Aboriginal and Torres Strait Islander employees.	November 2019 Achieved November 2020 Reviewed	PO – OD
	A BCE representative to attend a minimum of two events promoting scholarships for Aboriginal and Torres Strait Islander secondary and university students.	December 2019 & 2020 Achieved January 2020 & 2021 Reviewed	PO – OD
	Provide support to the current scholarship cohort by organising a networking event per semester.	September 2019 Achieved January 2020 & 2021 Reviewed	PO – OD
Encourage offices and schools to help each other in the development of localised RAPs	Publish localised school RAPs on the BCE intranet, with contact details for each RAP.	December 2019 Achieved December 2020 Monitored	D&I PO – OD
	Publish BCE RAP and Archdiocese RAP on the BCE intranet.	December 2019 Achieved December 2020 Monitored	D&I PO – OD
	Provide BCE employees with the link to published RAPs through Reconciliation Australia and the Narragunnawali platform.	December 2019 Achieved December 2020 Monitored	D&I PO – OD

Opportunities

Opportunities



Action

Deliverable

Timeline

Responsibility

Promote Narragunnawali: Reconciliation in Education to BCE employees and external stakeholders

Promote Reconciliation Australia's Narragunnawali: Reconciliation in Education program to all BCE schools and other schools and early learning services in our network.

February 2020 Achieved
February 2021 Monitored

EO – Aboriginal and
Torres Strait Islander
Engagement

Promote and encourage BCE schools to develop their own RAPs via the Narragunnawali platform.

February 2020 Achieved
February 2021 Monitored

D&I PO – OD

Encourage all employees to engage with the professional learning (including webinar) resources available via Reconciliation Australia's Narragunnawali: Reconciliation in Education online platform.

February 2020 Achieved
February 2021 Monitored

EO – Aboriginal and
Torres Strait Islander
Engagement

Encourage all BCE employees and other schools and early learning services in our network to sign up to the Narragunnawali News mailing list.

March 2021 Achieved

EO – Aboriginal and
Torres Strait Islander
Engagement

Host appropriate links to Reconciliation Australia's Narragunnawali: Reconciliation in Education platform on the BCE Intranet.

September 2019
Achieved

D&I PO – OD

Help promote and encourage schools/early learning services within the BCE network who have shown exceptional commitment to reconciliation to apply for the Narragunnawali Awards.

February 2020 Achieved
February 2021 Achieved

EO – Aboriginal and
Torres Strait Islander
Engagement

Encourage the organisers of the Primary Leaders Conference to invite Reconciliation Australia's Narragunnawali team to deliver a presentation about reconciliation in education at the annual conference.

September 2019
Achieved
January 2020 Reviewed

Cluster 1 - Senior Leader -
Learning & Identity

Opportunities



Governance & Tracking Process



Action	Deliverable	Timeline	Responsibility
Build support for the BCE RAP	Establish processes that support directorates to incorporate relevant RAP initiatives into their directorate operational plans and report on progress. (e.g. information sessions).	December 2020 Achieved	Manager - Strategy & Planning
	Wherever possible, seek advice on the BCE RAPs from Aboriginal and Torres Strait Islander people in the community.	September 2020 Monitored	Coordinator – Ngutana-Lui
Report achievements, against the BCE Reconciliation Action Plan annually	RAP progress is reported each year through the Leadership Performance Report and BCE Annual Report.	October 2020 Achieved	Manager - Strategy & Planning
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	September 2020 Achieved	Senior Advisor – OD
	Investigate participating in the RAP Barometer.	August 2020 Achieved	D&I PO – OD

Governance & Tracking Process

Action	Deliverable	Timeline	Responsibility
Report BCE RAP achievements, challenges and learnings internally and externally	Publicly report BCE RAP achievements, challenges and learnings.	May 2021 Achieved	Manager - OD
Ensure internal accountability for the delivery of RAP actions and deliverables	Providing a process that ensures responsibility for the implementation of RAP actions and/or deliverables is included in directorate operational plans.	November 2020 Achieved	Manager - Strategy & Planning
	Ensure the RAP Working Group continues to meet quarterly to review the RAP and continue to endorse RAP initiatives.	August 2020 & 2021 Monitored	Senior Advisor – OD
Review and refresh RAP	Liaise with Reconciliation Australia to review, update and refresh RAP based on learnings, achievements and challenges from previous RAP.	April 2021 Achieved	D&I PO – OD
	Submit draft RAP to Reconciliation Australia for review and formal endorsement.	July 2021 Achieved	D&I PO – OD
	Ensure schools consider submitting draft RAPs for review through Narragunnawali online platform.	July 2020 Achieved July 2012 Reviewed	EO – Aboriginal and Torres Strait Islander Engagement



Aboriginal Dance Workshop Ngutana-Lui Aboriginal and Torres Strait Islander Cultural Studies Centre

Abbreviation	Title
AS	Administrative Services
ASO	Administrative Support Officer
BCE	Brisbane Catholic Education
BCEO	Brisbane Catholic Education Office
D&I	Diversity and Inclusion
EO	Education Officer
ES	Employee Services
HR	Human Resources
Ngutana-Lui	Ngutana-Lui Aboriginal and Torres Strait Islander Cultural Studies Centre
OD	Organisational Development
PM	Project Manager
PO	Project Officer
RAP	Reconciliation Action Plan
SIS	School Information Services

For further information contact our Organisational Development team on:

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