

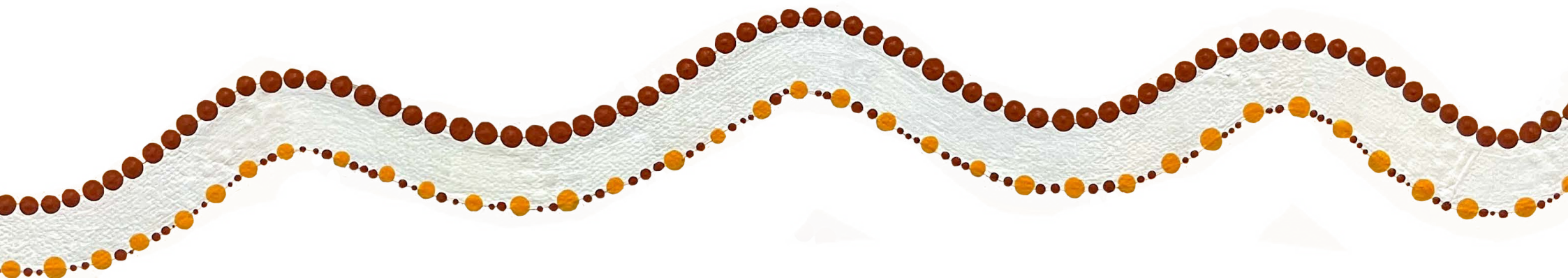


The Y Canberra Region

# REFLECT RECONCILIATION ACTION PLAN

April 2023  
to  
April 2024



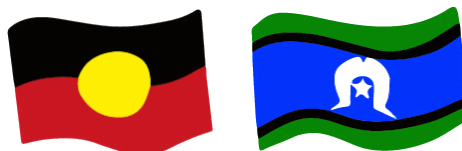


We would like to acknowledge the traditional custodians of country throughout Australia and their connections to land, sea and community.

The Y Canberra Region operates on the lands of the Ngunnawal, Ngambri and Ngarigu People.

We pay respect to their elders past and present, and extend our respect to all Aboriginal and Torres Strait Islander People.

Together, we touch the land, reach for the sky that looks over the land, and touch our heart that cares for the land.



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## A MESSAGE FROM OUR BOARD & CEO

“ At the Y Canberra Region, our vision is to see children and young people thriving in a connected community. To us, a connected community is one which is inclusive, where people from a variety of backgrounds, cultures and beliefs feel included and valued beyond family and friends. A critical aspect for us to deliberate when considering a truly inclusive community is how we approach reconciliation. To us, reconciliation means acknowledging the histories of Aboriginal and Torres Strait Islander peoples and making positive change now and into the future.

We are uniquely positioned through the services that we provide to take these learnings of Aboriginal and Torres Strait Islander peoples and their cultures and embed a celebration of the rich diversity and cultures into our programs. Our belief is that through education and awareness within our sphere of influence we can make a positive change.

Reconciliation is no one single issue or agenda but it must start with intentionality. It will be a successful contribution based only on the congruence of our words and our actions and thus we have commenced our journey in this important social matter. 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 the Y Canberra Region to advance reconciliation and a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP at Y Canberra Region, we have laid the foundations for future reconciliation initiatives. Through our actions and this RAP, we encourage all the people in our Y Community and beyond to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the 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.”

Together, we touch the land, reach for the sky that looks over the land, and touch our heart that cares for the land.

# ARTIST ACKNOWLEDGEMENT

## ‘Winyu’



### **Winyu [Sun]**

Megan Daley  
2022  
Acrylic on Canvas

### **Artist Statement: ‘Winyu’ - Megan Daley, 2022**

“Winyu” means “Sun” in Ngunnawal Language.

This painting represents a child and a parental figure standing in the glow of the sun together.

This painting speaks about the special connection between adult and child and the role of sharing knowledge and the responsibility to pass on culture to the next generation and ensuring that we instil culture, values and knowledge in our youth as it is as precious as gold.

The white curved lines in the background represent the passage of time and how learning is a lifelong journey that we take together with our young ones.

Sharing, learning, and growing.

### **Artist Biography: Megan Daley**

Megan Daley is a Ngunnawal/Wiradjuri artist living in Canberra, who works mainly with acrylic paint on canvas.

Megan spent her childhood in Wiradjuri country in Wellington, NSW, before moving to Canberra in 1999 and her art is reflective of the two environments she calls home.

She is passionate about Aboriginal social and emotional wellbeing and childhood development, and works as a child and family worker with the ACT Government.

More of Megan’s artwork can be found at the Burrunjui Aboriginal Corporation.

# ABOUT THE Y CANBERRA REGION

The Y Canberra Region (formerly YMCA) is a Not-For-Profit Organisation dedicated to supporting the local community through the delivery of a diverse range of services including accommodation, education and recreation. We have one head office located within the ACT in Deakin, however while the Y Canberra Region is its own entity, it is part of a network of YMCA's across Australia.

Our programs are funded through payment of fees for service, application of grant funding through various government and private bodies and through a dedicated network of volunteers who provide support to our programs.

Through the following programs the Y Canberra Region will seek to gain more knowledge on Aboriginal & Torres Strait Islander peoples, cultures and histories and seek to imbed this into our everyday approach to business as usual.

Our programs include:

Early Learning Education & Care; Outside Hours School Care; Vacation Care; The Sailing Club; Hospitality Services; Space Squad; The Paddle Hub; and Active Y Canberra (Health and Recreation).

The Y's mission is to strive to create opportunities for all people to grow in body, mind and spirit.

Our Values are Respect, Responsibility, Caring and Honesty.

Our Vision is a community which is connected, inclusive and resilient.

We believe in the power of inspired young people and our 380+ dedicated team members, includes permanent, casual and volunteer staff.

We currently do not know the number of Aboriginal and Torres Strait Islander staff that we employ however through our Reconciliation Action Plan journey we will seek to determine these numbers.

Globally, the YMCA works to bring social justice and peace to young people and their communities in 120 countries, reaching almost 65 million people. The World Alliance represents the Y at a global level – including at the United Nations and other international NGO bodies.

The Y in Australia is made up of 13 Member Associations, each governed by a local voluntary Board of Directors elected by its members, to enable us to have local community relevance and impact.



## OUR MISSION

The Y's mission is to strive to create opportunities for all people to grow in body, mind and spirit.

## OUR BELIEF

We believe in the power of inspired young people.

To do this, we embrace a cycle of impact and inspiration, supporting children to grow into young people, and helping adults to inspire and support them.

## OUR VALUES

Honesty, Caring, Respect and Responsibility

## RECONCILIATION AUSTRALIA CEO STATEMENT

“ Reconciliation Australia congratulates The Y Canberra Region on continuing its reconciliation journey by formally endorsing the Y Canberra's second Reflect Reconciliation Action Plan (RAP).

Through this plan, the Y Canberra Region continues to play an important role in a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP continues the journey and primes the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables the Y Canberra Region to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations the Y Canberra Region on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia





# OUR RAP

The Y Canberra Region is committed to implementing our first Reconciliation Action Plan (RAP).

Our Reconciliation Action Plan represents our commitment in driving reconciliation with Aboriginal and Torres Strait Islander peoples. We recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia, we pay respect to the history of Australia. We endeavour to turn our good intentions into actions.

Throughout this RAP we will continue to strengthen our knowledge and understanding of Aboriginal and Torres Strait Islander histories and cultures, and we endeavour to continuously support reconciliation in our organisation. We are committed to providing opportunities for Aboriginal and Torres Strait Islander peoples and to building and maintaining an inclusive and diverse workplace.

## **“What Reconciliation Means to Us”**

Statement from our Youth Representative Group

“ For all Australians to contribute to the journey and to unify to develop strong relationships built on acknowledgement and respect of the Aboriginal and Torres Strait Islander peoples and their cultures.

We all need to learn about and celebrate the rich diversity of Aboriginal and Torres Strait Islander cultures and histories together.

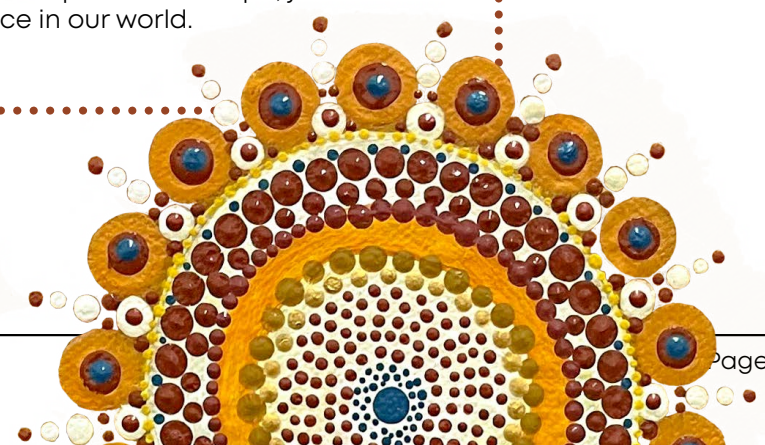
Relationships help create a trust and respect that helps to form a true reconciliation.

## **“What Reconciliation Means to Us”**

Statement from a Y Canberra Assistant Educator

“ Reconciliation to me means acknowledging the past, present and future. Working together to achieve respect, trust and equality.

It is a community where Aboriginal and Torres Strait Islander People and other Australians work together in a spirit of trust and openness to hope, justice and peace in our world.



# WHAT IS OUR PROCESS FROM NOW?

The Y Canberra Region started its RAP journey in March 2018, with the engagement of YAAMA Indigenous Personnel. Employees were offered the opportunity to join the RAP Committee to reflect and consult on the organisation's understanding of Aboriginal and Torres Strait Islander perspectives and practice.

Our first RAP meeting saw representation from all Business Units and the Senior Leadership Team (SLT). We held our initial meeting at Leumeah Lodge on July 10th, 2018 where we discussed expectations, allocated roles, responsibilities and mapped out the plan for the future.

Over the coming months we identified our strengths and areas of improvement. We found individual business units were acknowledging country, engaging in culturally recognised practices and understood the importance of reconciliation. These individual strengths were shared across business units, ensuring employee understanding and practice was consistent across the organisation. We implemented Cultural Competency Training with YAMMA. This included Aboriginal and Torres Strait Islander histories and culturally appropriate expectations and practices.

The RAP committee at this time chose to source original artwork for the RAP document and plan the launch as we were in the final draft stages of the plan. We commissioned a local First Nations artist who had a child enrolled in one of the Early Learning Centres. The work was authentic and designed to represent the Y's commitment to community and their values. We chose the MC who had worked for the Y, identified as Aboriginal, was an Early Childhood Teacher and also world recognised opera singer. The Y Canberra Region cooks and chefs began planning a bush tucker menu for the catering with the ingredients being sourced from authentic suppliers.

The RAP completion and launch was progressing. The final draft had been reviewed ready for submission when we lost members of the committee and it dissolved. During this time, we also lost the facilitator and the chair who led the project in addition to losing all the artwork. As a result, the RAP committee and planning was respectfully postponed to a later date.

The Y Canberra Region recommenced its RAP journey in May 2021. In November 2021 a smaller committee was formed, led by a RAP champion from our People and Culture team to drive its completion. The People and Culture Champion will facilitate the completion of the RAP by collaboratively working with its members.

# OUR RAP COMMITTEE

Our RAP Committee consists of:

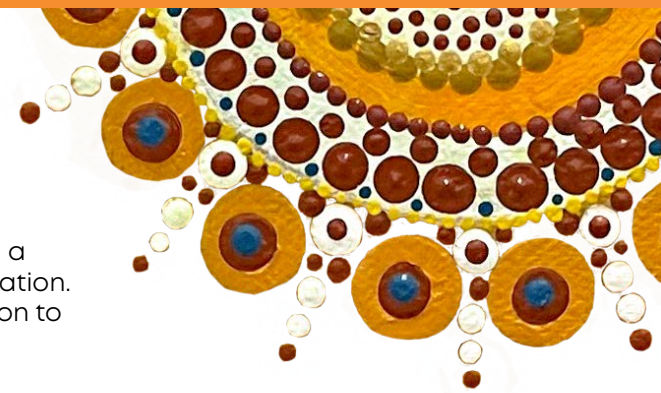
- ● ● ● **Kylie Farrugia**.....People & Culture Advisor (RAP Champion)
- ● ● ● **Sharon Mathers**.....Early Learning Manager
- ● ● ● **Sam Duffy-Yates**.....Community & Youth Engagement Manager
- ● ● ● **Melanie Crump**.....OSHC Community Liason Coordinator
- ● ● ● **Tegan Buttimore**.....Group Operations Manager, Health & Recreation
- ● ● ● **Joanne Hoare**.....People & Culture Manager
- ● ● ● **Joshua Duke**.....Y Canberra Volunteer Board Director
- ● ● ● **Robert Huntington**.....Y Canberra Volunteer Board Director

Development of our Reflect RAP has involved consultation with staff and board members across the Y Canberra Region. Our RAP will identify actions for relationships, respect, opportunities and governance that are specific to our Y. We commit to implementing the actions in this plan over the next 12 months.

# PARTNERSHIPS & CURRENT ACTIVITIES

## Community Partnerships

- Aaron Chatfield (Dream Time Connections) and the Y Canberra Region CEO have met and spoken a number of times on how the Y might improve how we integrate cultural education within the organisation. Aaron has offered to support us in establishing native gardens at our centre and provide education to our 3500+ children and young people.
- The Y is investigating the cultural significance of a site leased from the ACT Government which has historically been used for school camps. The site has 1000's of artefacts and Aaron has offered his assistance in providing support to re-establish the land back to its original state and plant Indigenous foods.
- Queanbeyan consulted with a local artist Rayne Huddleston from Urulah Cultural Art who was commissioned to complete a mural and facilitate workshops teaching children Aboriginal art within our Vacation Care programs.
- The CEO has established positive relations with Elders from the Ngunnawal and Ngambri people. Having met with Paul and Aunty Matilda House, further discussions are being held around the historical significance of the land (Camp Sturt) and what opportunities might be presented to ensure the land is respectfully used by the local First Nations people in partnership with the Y. No plans are being made without the end result being supported by the local First Nations community and without providing a real and tangible benefit to the Custodians of the land.





### Internal Activities & Initiatives

Business units begin meetings with the “Acknowledgment of Country and Acknowledgment of Survivor’s Statement” (2021). The following statement is made at every meeting conducted at Y Canberra Region.

*“We’d like to acknowledge the traditional custodians of country throughout Australia and their connections to land, sea and community. The Y Canberra Region operates on the land of the Ngunnawal, Ngambri and Ngarigu people. We pay respects to their elders past and present, and extend our respect to all Aboriginal and Torres Strait Islander people. Together, we touch the land, reach for the sky that looks over the land, and touch our heart that cares for the land”*

SBS Inclusion Training that was provided to the Y Canberra Region Management team. Modules included an Aboriginal and Torres Strait Islander Inclusion training that explored 8 themes central to the understanding of Aboriginal and Torres Strait Islander Cultures as it applies in the workplace.

Building connections and relationships with people in the community helps children to learn more about Aboriginal and Torres Strait Islander peoples’ perspectives, identity, histories, cultures and places of significance in their local community. This is achieved across Y Canberra Region programs in a variety of ways including:

Engaging in the community events e.g.

- NAIDOC week;
- Reconciliation Day;
- Tracks to Reconciliation - West Belconnen Child and Family Centre and the small committee representing Kippax Uniting Care, BCS and YMCA Holt Early Learning Centre, collaborate in the ‘Tracks to Reconciliation’ Event in the local Kippax community. (May 2019 and March 2022)



The Y Canberra Region aims to provide environments and learning curriculums that reflect the lives of the children and families using the service and the cultural diversity of the broader community, including Aboriginal and Torres Strait Islander communities. This is achieved by purchasing learning resources that provide a balanced view of contemporary Australians across the curriculum and program, examples are:

- Floor mats at Holder ELC were purchases from EMRO Designs which is owned by a Minjungbal / Bundjalung woman, Emma Rolls in Queensland;
- Duncan Smith completed artwork for the children's dining room at Holt ELC;
- Children's stories implemented into the curriculum to provoke discussions about Aboriginal perspectives e.g. Big Rain Coming Katrina Germein, Welcome to Country Joy Murphy Wandin, The Rainbow Serpent Dick Roughsey;
- Ronnie Jordan who is a Kalkadoon person from Culture on the Move was engaged to guide and support children to learn weaving at OSHC;
- Larry Brandy a local Aboriginal Story Teller was engaged at Holder ELC to share his stories and artefacts with children;
- Implementing aboriginal symbols / language into the environment to provoke discussion;
- Cushions, table cloths – Wiradjuri artist Billyara;
- Cooks in ELC engaged in a Bush Tucker workshop with Adam Ship Yarralumla Wetlands. This resulted in cooking experiences and meals using native ingredients;
- ELC's provide a dedicated space outside for children to gather and Acknowledge Country.

# 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"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	May 2023	Group Operations Manager, Health & Recreation
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	May 2023	Community & Youth Engagement Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	June 2023	Community & Youth Engagement Manager
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May - 3 June 2023	People & Culture Advisor (Champion)
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May - 3 June 2023	People & Culture Advisor (Champion)
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	April 2023	Community & Youth Engagement Manager
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	June 2023	Community & Youth Engagement Manager
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	June 2023	OSHC Community Liason Coordinator
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	September 2023	People & Culture Manager
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	September 2023	People & Culture Manager

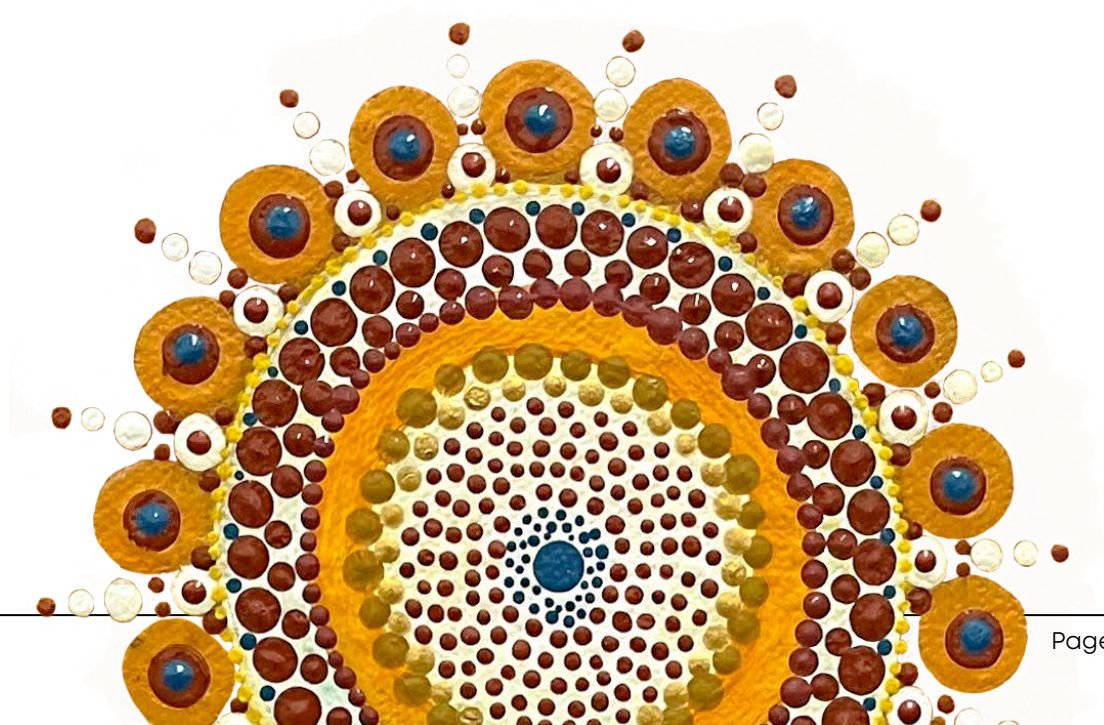
# RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	October 2023	Early Learning Manager
	• Conduct a review of cultural learning needs within our organisation.	June 2023	People & Culture Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2023	Community & Youth Engagement Manager
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2023	Early Learning Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	September 2023	OSHC Community Liason Coordinator
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	First Week July 2023	OSHC Community Liason Coordinator
	• RAP Working Group to participate in an external NAIDOC Week event.	First Week July 2023	People & Culture Advisor (Champion)



# OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	January 2024	People & Culture Advisor (Champion)
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	People & Culture Advisor (Champion)
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	January 2024	Early Learning Manager
	• Investigate Supply Nation membership.	December 2023	Early Learning Manager



# GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation. Maintain a RWG to govern RAP implementation	April 2023	People & Culture Advisor (Champion)
	• Draft a Terms of Reference for the RWG.	April 2023	People & Culture Advisor (Champion)
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2023	People & Culture Advisor (Champion)
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June 2023	People & Culture Advisor (Champion)
	• Engage senior leaders in the delivery of RAP commitments.	May 2023	People & Culture Manager
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2022	People & Culture Advisor (Champion)
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	November 2023	People & Culture Advisor (Champion)
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	November 2023	People & Culture Advisor (Champion)
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	People & Culture Advisor (Champion)
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	December 2023	People & Culture Advisor (Champion)

# CONTACT DETAILS

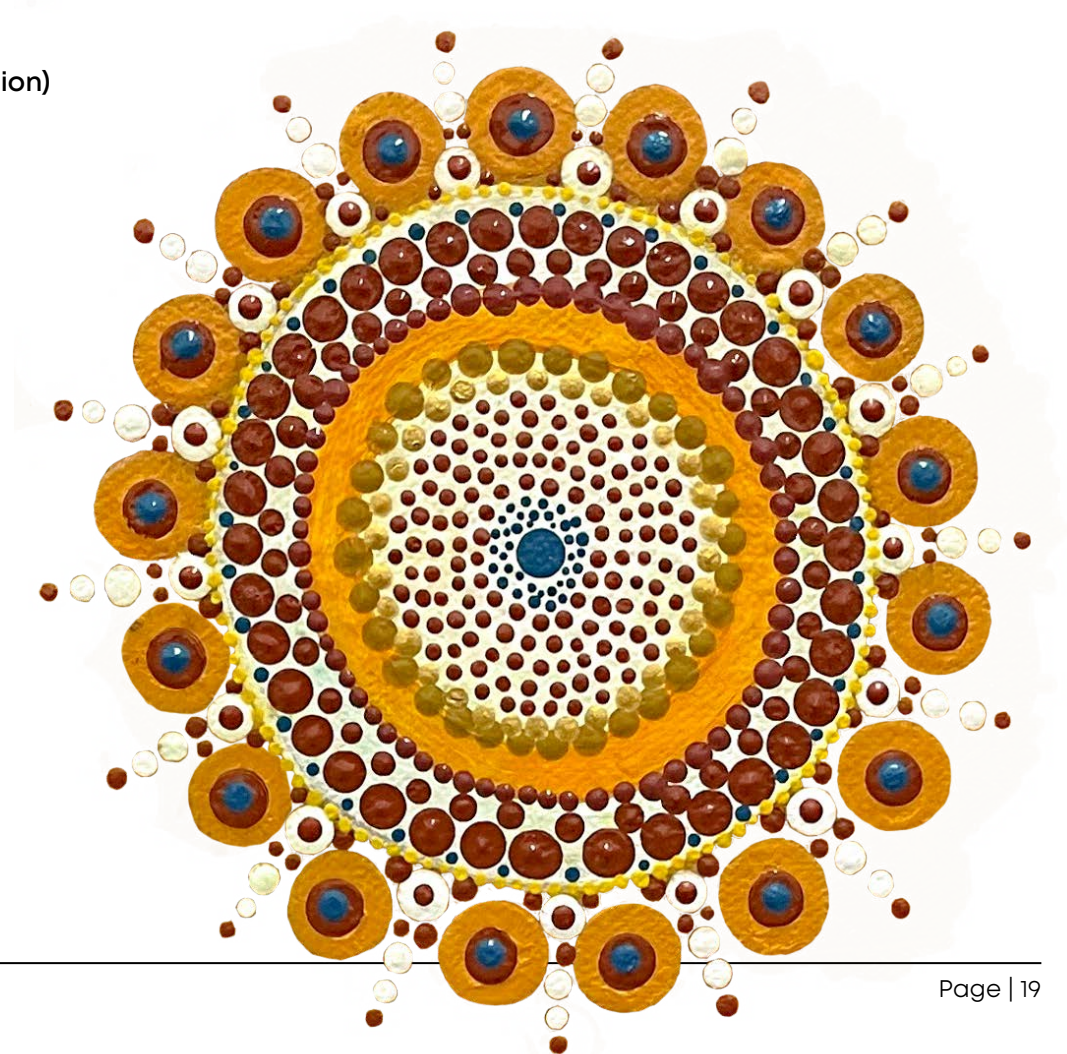
## RAP Champion

### KYLIE FARRUGIA

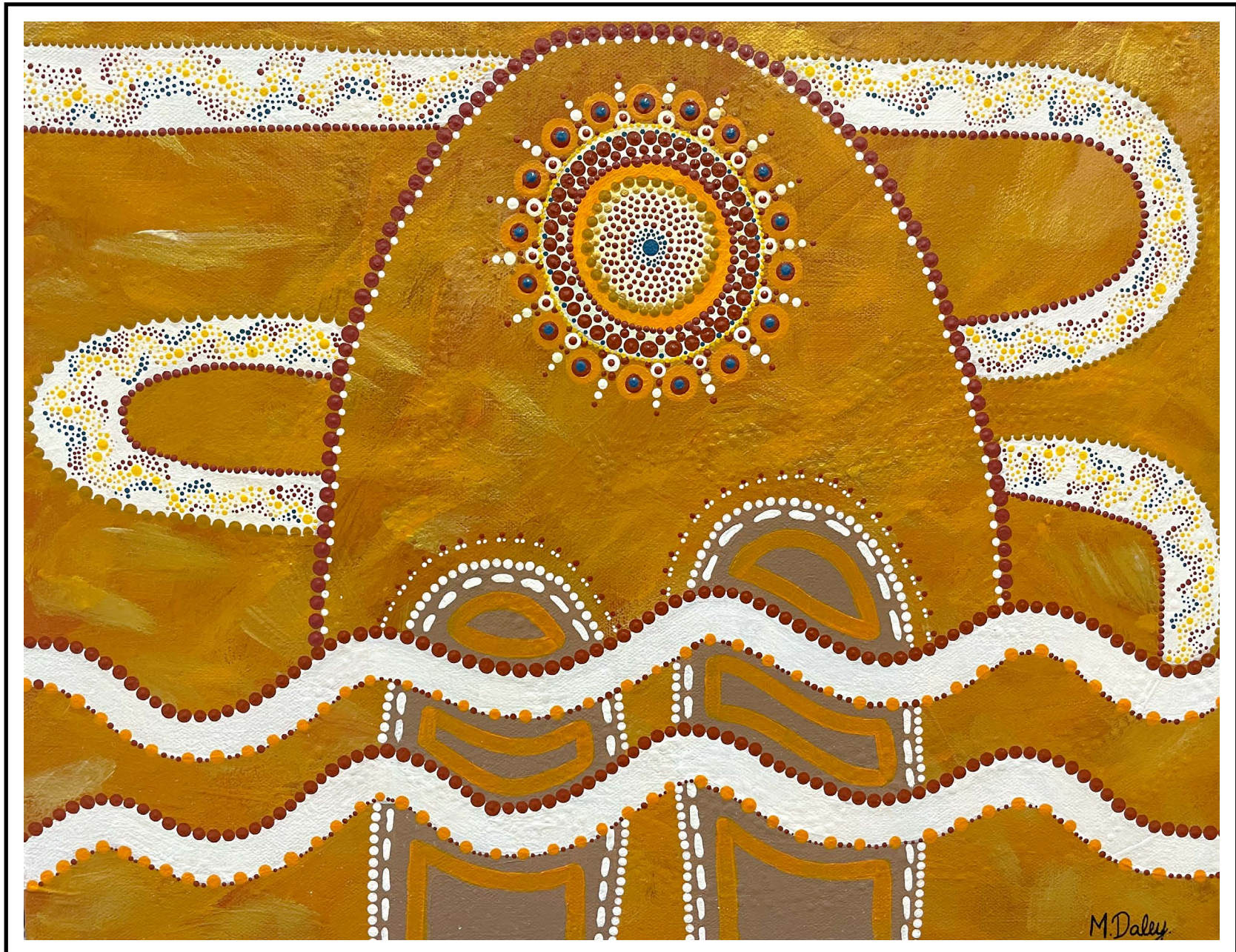
The Y Canberra Region People & Culture Advisor (RAP Champion)

E: [kylie.farrugia@ymca.org.au](mailto:kylie.farrugia@ymca.org.au)

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## FOLLOW OUR JOURNEY

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YMCA Canberra Region

