

**Artwork Pending**



## Reconciliation Action Plan

November 2013 - 2014

### **Our vision for reconciliation**

Our vision for reconciliation is to improve opportunities, equality and wellbeing amongst young people and in the youth sector. The Youth Coalition of the ACT celebrates diversity and the contribution of Australia's first people with an ongoing commitment to establish relationships, respect, acknowledge and learn about the traditional custodianship of Aboriginal and Torres Strait Islander peoples and culture.

### **Our business**

The Youth Coalition is the peak youth affairs body in the ACT. Comprised of 100 members, programs, and individuals the Youth Coalition is responsible for representing and promoting the interests and wellbeing of young people aged 12 to 25 years and those who work with them.

The Youth Coalition is represented on many ACT Government advisory structures and provides advice to the ACT Government on youth issues, along with providing information to youth services about policy and program matters.

A key role of the Youth Coalition is the development and analysis of ACT social policy and program decisions for young people and youth services. The Youth Coalition facilitates the development of strong linkages and promotes collaboration between the community, government and private sectors to achieve better outcomes for young people in the ACT.

We actively promote the wellbeing and aspirations of young people in the ACT with particular respect to their social, political, cultural, spiritual, economic and educational development.

### **Our Reconciliation Action Plan**

The Youth Coalition of the ACT's RAP was developed to formalise the organisation's long-term commitment to reconciliation. Many of the actions presented in the RAP have been in place for a number of years informally, and current staff and the board were motivated to implement a document that demonstrates

their commitment to acknowledge and support Aboriginal and Torres Strait Islander peoples and culture. All staff and the board were invited to join a RAP working group after a Youth Coalition of the ACT staff meeting in July 2013, and a RAP working group of seven Youth Coalition staff and board members was formed. The working group commenced meetings in August 2013, and met every two weeks over a two month period to write the RAP. The Deputy Director of the Youth Coalition chaired these meetings. The RAP was developed in consultation with Reconciliation Australia and Aboriginal and Torres Strait Islander staff members of the ACTCOSS Gulunga program. The RAP was launched in November 2013, to coincide with the ACT Youth Affairs Conference.

### **Our reconciliation journey**

The Youth Coalition of the ACT is committed to taking an active approach to reconciliation and social justice for Aboriginal and Torres Strait Islander peoples.

In recent times, the Youth Coalition has embedded into the organisation the acknowledgement of the traditional owners and continuing custodians of the lands of the ACT. We do this formally through an Acknowledgement of Country used in meetings and publications, and extending invitations to Aboriginal elders to provide a Welcome to Country at many Youth Coalition events, and informally through the way we work together, and with others.

The Youth Coalition is proud of the relationships we have developed with Aboriginal organisations, including Gugan Gulwan and the ACTCOSS Gulunga program. The Youth Coalition is committed to including these organisations in our work with the sector, and we have done this by highlighting Gugan Gulwan in the Youth Coalition Bus Tours, and collaborating with Gugan Gulwan to host a Youth Coalition forum on the theme of reconciliation.

Our reconciliation journey is not over. We look forward to continuing to build our relationships with Aboriginal and Torres Strait Islander peoples, and we see the Reconciliation Action Plan as a significant step forward in this journey.

<b>Relationships</b>	<b>The Youth Coalition of the ACT views relationships with Aboriginal and Torres Strait Islander peoples and organisations as an important facilitator to improve equality and establish an inclusive community for young people.</b>		
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
A RAP working group made up of staff and board members of the organisation to meet regularly and support the implementation, annual report and refresh of our RAP.	RAP Working Group	Dec 2013  March 2014  June 2014  Sept 2014	Working group of Youth Coalition staff and board members established.  Working group meets regularly in the establishment phase of the RAP and then quarterly.  Working group reports to staff and board meetings of the Youth Coalition.  Aboriginal staff member from the ACTCOSS Gulunga program to provide consultancy support to the working group.

<p>Acknowledge and celebrate National Reconciliation Week (NRW) by providing opportunities for Aboriginal and Torres Strait Islander peoples and other Australians to build relationships.</p>	<p>Policy Team &amp; Sector Development Team</p>	<p>May 2014</p>	<p>Host a Youth Coalition Forum with a Reconciliation theme in the lead up to Reconciliation week, seeking partnership with Aboriginal and Torres Strait Islander organisations, and organisations who support the sector to work with Aboriginal and Torres Strait Islander peoples.</p> <p>Youth Coalition staff engage in Reconciliation Week activities.</p> <p>Reconciliation Week activities are promoted in the Youth Coalition eBulletin and Training &amp; Professional Development Calendar.</p>
<p>Represent the interests of Aboriginal and Torres Strait Islander young people</p>	<p>Policy Team</p>	<p>Nov 2014</p>	<p>Maintain a current Policy Platform on Aboriginal and Torres Strait Islander young people.</p> <p>Invite and listen to the opinions of Aboriginal and Torres Strait Islander young people.</p>
<p>Focus area: Build ongoing relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities.</p>			
<p>Continue close relationship with Gugan Gulwan Youth Aboriginal Corporation.</p>	<p>Deputy Director</p>	<p>May 2014 Nov 2014</p>	<p>Youth Coalition staff to meet with Gugan Gulwan staff at least twice a year.</p>
<p>Seek closer relationships with other Aboriginal and Torres Strait Islander Organisations.</p>	<p>Deputy Director &amp; staff</p>	<p>Nov 2014</p>	<p>Continue connections with the ACTCOSS Gulunga program and consult with them.</p> <p>Make connections with the Aboriginal and Torres Strait Islander Elected Body and the Aboriginal Justice Centre.</p> <p>Invite appropriate Aboriginal and Torres Strait Islander organisations to participate in the Bimberi Youth Services Expo.</p> <p>Invite appropriate Aboriginal and Torres Strait Islander organisations to participate in the National Youth Week Festival.</p>

Explore links with the ATSIComSec Network.	Deputy Director & eBulletin staff	Nov 2014	<p>Explore potential links with Youth Coalition networks such as the Youth Worker Practice Network.</p> <p>Promote Youth Coalition events that may be of interest to Aboriginal and Torres Strait Islander workers on the ATSIComSec Network email distribution list.</p> <p>Offer to publicise ATSIComSec events and activities in the eBulletin</p>
Explore ways to target the Champions ACT project to Aboriginal and Torres Strait Islander young people aged 18-25.	Champions ACT team	March 2014	<p>Inform Aboriginal and Torres Strait Islander organisations about the Champions ACT project.</p> <p>Explore funding opportunities for possible development of Champions ACT to include Aboriginal and Torres Strait Islander young people.</p>

<b>Respect</b>	<b>The Youth Coalition of the ACT acknowledges the traditional custodians of the land and demonstrates a desire to understand culture, heritage and the continuing contribution of Aboriginal and Torres Strait Islander peoples to the wider community.</b>		
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
Acknowledge Aboriginal peoples and Torres Strait Islander peoples as the traditional custodians of the land.	Youth Coalition Board & RAP Working Group	Nov 2014	<p>Review the Youth Coalition Acknowledgement of Country and use it in the following ways:</p> <ul style="list-style-type: none"> <li>• At the beginning of Youth Coalition meetings</li> <li>• On the Youth Coalition website</li> <li>• On all Youth Coalition publications</li> <li>• Formally displayed in the Youth Coalition office</li> </ul> <p>An official 'Welcome to Country' is provided by an elder at least one Youth Coalition event per year.</p>
Celebrate Aboriginal and Torres Strait Islander culture through visual displays in the Youth Coalition office.	RAP Working Group	Mar 2014	<p>Display in the Youth Coalition office:</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander flags</li> <li>• Map of Aboriginal Australia</li> </ul>

<p>Youth Coalition staff are provided with professional development opportunities to increase their knowledge of Aboriginal and Torres Strait Islander peoples, values, histories and cultures.</p>	<p>Director &amp; Deputy Director</p> <p>Director &amp; Deputy Director</p> <p>RAP Working Group</p>	<p>Dec 2013</p> <p>May 2014</p> <p>Feb 2014 &amp; ongoing</p>	<p>During induction, all staff are provided with the 'Aboriginal &amp; Torres Strait Islander Cultural Resource for Community Sector Workers developed by ACTCOSS' Gulunga Program.</p> <p>Engage Aboriginal and Torres Strait Islander professionals to provide cultural awareness training with the Youth Coalition staff team and board.</p> <p>Source resources on Aboriginal and Torres Strait Islander culture, history and heritage and make them available to all staff.</p>
<p>Awareness of and promotion of significant dates for Aboriginal and Torres Strait Islander peoples.</p>	<p>RAP Working Group &amp; Sector Development Team</p>	<p>Mar 2014</p>	<p>Key dates displayed on wall in Youth Coalition Office.</p> <p>Key dates included in the Youth Coalition i-Cal.</p> <p>Key dates included in the Training and Professional Development Calendar.</p>
<p>Awareness of the significance of NAIDOC, and events are openly celebrated by the organisation.</p>	<p>RAP Working Group &amp; staff</p>	<p>July 2014</p>	<p>Discuss the significance of NAIDOC with the Youth Coalition staff team.</p> <p>NAIDOC events are publicised through Youth Coalition Networks.</p> <p>Youth Coalition staff attend events in NAIDOC week.</p> <p>The Youth Coalition will promote the NAIDOC awards, and will discuss nominating for the Community Sector Worker of the Year award at a staff meeting when nominations are open.</p>

Opportunities		The Youth Coalition of the ACT recognises the economic disadvantages faced by Aboriginal and Torres Strait Islander people, and supports equality and the right of every community member to contribute and to equally benefit from opportunities.		
Action	Responsibility	Timeline	Measurable Target	
Provide and/or support economic, employment and professional development opportunities for Aboriginal and Torres Strait Islander peoples.	Director, Deputy Director & Board	Nov 2014	<p>Use Aboriginal and Torres Strait Islander networks when undertaking recruitment.</p> <ul style="list-style-type: none"> <li>• Use ATSIComSec email network to advertise Youth Coalition positions vacant.</li> <li>• Promote the ATSIComSec email network to other organisations to encourage them to also advertise employment opportunities on the network.</li> <li>• Seek information on national Aboriginal and Torres Strait Islander email networks.</li> </ul> <p>Seek Aboriginal and Torres Strait Islander members to nominate for the Youth Coalition Board.</p> <ul style="list-style-type: none"> <li>• Invest in Governance training for Aboriginal and Torres Strait Islander people who join the Board of the Youth Coalition.</li> </ul>	
Develop partnerships and/or projects with Aboriginal and Torres Strait Islander professionals, organisations or communities that are mutually beneficial.	Policy Team & Sector Development Team	Nov 2014	<p>Hold a consultation with Aboriginal and Torres Strait Islander young people, in partnership with Gugan Gulwan.</p> <p>Approach young Aboriginal and Torres Strait Islander performers to perform at Youth Coalition events.</p>	

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
Coordinate and monitor the implementation of the RAP.	RAP Working Group	Dec 2013 Mar 2014 June 2014 Sept 2014	RAP working group meet at least quarterly.
RAP working group report to and receives input from board and staff meetings to ensure whole organisation ownership of RAP.	RAP Working Group, staff & Board	June 2014 Nov 2014	RAP working group report to board and staff at least twice a year.
Work with Reconciliation Australia to report on and refresh RAP annually.	RAP Working Group & Deputy Director	Nov 2014	RAP Impact Measurement Questionnaire is completed and submitted to Reconciliation Australia annually.  Report on RAP progress is included in the Youth Coalition Annual Report.  Refreshed RAP registered on Reconciliation Australia website and published on Youth Coalition Website.

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