REFLECT RECONCILIATION ACTION PLAN

Sept 2021 - Sept 2022

Catholic Education Offices South Australia (Thebarton and Port Pirie)







ACKNOWLEDGEMENT OF COUNTRY

Always was and always will be

This Acknowledgment of Country recognised that the two Catholic Education Offices of South Australia (CESA), Adelaide and Port Pirie, are located on Aboriginal land.

We live and work on country to which the Kaurna Meyunna belong – Tarndanyangga the place of the red kangaroo and the country to which the Nukunu people belong, Thalpiria, a meeting place.

We respect their living cultures and ongoing connection to these places, people who have been nurtured by this country and have nurtured this country for tens of thousands of years.

We know that the wisdom, the science, the medicine, the law, the history and the spirituality of the Kaurna Meyunna and the Nukunu are written in the geography and ecology; bound up in a deep understanding of the seasons, the waterways, the rocks, the skies, the constellations, the animals, the plants and the trees.

We recognise the first people of this Great Southern Land; a multicultural place before colonisation, home of the oldest continuous living cultures in the world.

We acknowledge Elders past, those sleeping under the sand and those standing tall in the ancestor trees.

We listen and learn from the Elders present – they can connect us more fully to the spirit of this place.

We care for the Elders of the future especially those members of our school communities.

OUR COVER

Always was, 2019



Using fire and smoke we cleanse our spirits.

Gathering by the river we remember those who came before us and we regain some of what we have lost. - Chris Crebbin

Chris Crebbin is a Waanyi Garawa man from the Gulf Country, far North Queensland. Chris works extensively in South Australian Catholic Schools as an Aboriginal Cultural Consultant sharing his cultural expertise and experience as an Aboriginal Australian with students, teachers and school communities through the following CESA programs:

- Aboriginal Cultural Residency
- Aboriginal Cultural Competency in Catholic Schools
- Aboriginal Student Mentoring and Thriving People (where this piece was created).

DIRECTOR'S MESSAGE

DR NEIL McGORAN
Director of Catholic Education South Australia

I am pleased to renew our office's commitment to Reconciliation through our Reflect Reconciliation Action Plan. As Catholic Educators we are called to action, to build a community in which all Aboriginal & Torres Strait Islander peoples are characterised as Thriving, as Capable and as Leaders.



Reconciliation is not an act of charity on the part of non-Indigenous people, rather, it is an orientation to a world founded in justice, human dignity and love/compassion – it is good for all of us and essential for the identity of our communities, institutions and this country, Australia.

Reconciliation implies "making right" or healing. Truth telling is an important aspect of healing. There is much to be learned about our history and the impact of colonisation on Aboriginal

cultures and identities. Aboriginal stories have too often been ignored, hidden or avoided. For truth telling to be effective we need to practice "Truth listening", giving opportunity for Aboriginal voices to speak, being open to sitting with discomfort and also hearing the call to action – responding with compassion rather than responding to discomfort.

Within our Reconciliation Action Plan are three major intentions/objectives:

- To support the learning of all CEO staff about Aboriginal Histories and Cultures, particularly through opportunities to learn from Aboriginal & Torres Strait Islander peoples about culture, identity and the experience of being Aboriginal Australians.
- To increase the employment opportunities for Aboriginal & Torres Strait Islander peoples in our organisation and ensuring that Aboriginal & Torres Strait Islander peoples can see themselves as belonging in our workplaces.
- To give Aboriginal businesses authentic consideration in procurement processes for goods and services that includes, but goes beyond, cultural consultation.

It is my belief that the actions we take to achieve these will have a real and positive impact on the lives of Aboriginal & Torres Strait Islander peoples and communities.

CHAIRPERSON'S REFLECTION

PAM RONAN
Chair, CEO SA, Reconciliation Action Plan Working Group
Manager: Learning and Wellbeing

We recognise the importance of Aboriginal & Torres Strait Islander spirituality, language, education and culture.

We work in partnership with parents, children and communities of the oldest living culture on earth, celebrating First Nations peoples' wisdom and deep understanding of the spiritual connections to country, culture, heritage and sustainability.



We strive to ensure that Aboriginal & Torres Strait Islander children and families receive the same educational opportunities and outcomes in our schools as non-aboriginal families. With joyful hope, we are committed to acknowledging the wrongs of the past and working with our Aboriginal & Torres Strait Islander families, educators and community Elders to embrace an inclusive, culturally respectful and diverse system of Catholic schools where every child flourishes as a thriving person, capable learner and leader of the world God desires.



OUR VISION

Always Learning, Always Growing

"The more we learn about Aboriginal Culture the more Australian we become, the more Australian we are" John Lochowiak, Wati (initiated Man).

We believe it is essential to our identity as Australians to know that Aboriginal & Torres Strait Islander peoples belong to this country.

This calls us to:

- Listen to the voices of Aboriginal & Torres Strait Islander peoples sharing their ancient stories, their colonial histories and their contemporary experience as Aboriginal Australians
- · See and value Aboriginal cultures, civilisations and achievements
- Learn from the wisdom of the oldest continuous living cultures on Earth
- Dance, paint, speak language, sing songs, tell stories, cook, build, celebrate, learn, heal, and thrive together.

We are committed to moving forward in partnership with Aboriginal & Torres Strait Islander peoples by:

- · Striving to understand and respect that this country always was and always will be Aboriginal land
- · Pursuing, acknowledging and accepting our shared histories, particularly the uncomfortable truth
- Bringing an energy to Reconciliation action that is life giving, healing, ongoing and sustainable.

As an organisation that leads and supports Catholic Education South Australia we make Reconciliation uniquely visible and recognisable in our communities, the work of the South Australian Catholic Education Offices is underpinned by the values of:

- · Openness to God's Spirit at work in our midst and living in Catholic faith
- Respect for the dignity of each person
- Commitment to processes of learning that are formative, challenging, engaging, life-long and life-wide
- · Inclusivity of those at the edges
- Sensitivity, justice and compassion.

The term "Aboriginal" used to refer to programs, roles and teams in the SA Catholic Education Office is consistent with the protocol outlined in the SA Dept. for Education Aboriginal Education Strategy.

"Department for Education use the term 'Aboriginal' to refer to people who identify as Aboriginal, Torres Strait Islander, or both Aboriginal & Torres Strait Islander.

This term is preferred by Aboriginal South Australians and the department."

https://www.education.sa.gov.au/sites/default/files/dept-ed-aboriginal-education-strategy-2019-2029.pdf

OUR BUSINESS

The Catholic Education Offices lead and support the work of CESA - all Catholic schools and their communities in South Australia. CESA employs over 8,000 staff and has more than 48,000 young people and children in 102 schools.

Currently there are approximately 969 Aboriginal & Torres Strait Islander students in 92 of our school sites. 19 people who identify as Aboriginal and/or Torres Strait Islander people, are employed by CESA in a range of roles across the sector, including teaching, education support and school leadership.

The Catholic Education Offices work in partnership with all South Australian Catholic school communities and families to set directions, to allocate resources and to develop systems, policies and guidelines supporting effective education, safety, wellbeing, safety and ethical practices.

Staff at the Catholic Education Office are committed to ensuring that all students develop as Thriving people, Capable Learners and Leaders for the world that God desires.

This RAP covers the two Catholic Education Offices in South Australia – Thebarton in the Adelaide Archdiocese and the Port Pirie Office in the Diocese of Port Pirie. The Adelaide office of the CEO SA employs 205 people, and the Port Pirie office employs 6 people. Two people in the Adelaide office identify as Aboriginal and currently no people who identify as Aboriginal or Torres Strait Islander are employed in the Port Pirie office.

The Aboriginal Education Team works with school leaders, teachers, communities and Aboriginal consultants, organisations and community members. We strive to enhance the learning and wellbeing of Aboriginal & Torres Strait Islander students by attending to the impact of language, culture and identity on their education; and we promote reconciliation by ensuring all students gain an understanding and respect for Aboriginal & Torres Strait Islander histories and cultures.



OUR RECONCILIATION ACTION PLAN (RAP)

We believe that it is important that we have a Reflect Reconciliation Action Plan that is focused on the Catholic Education Office (CEO SA) but is consistent and supportive of each individual school's RAP in the system (CESA), that is visible to each member of the Catholic Education Office, has investment from all sections across the Catholic Education Office and is consultative and collaborative with Aboriginal & Torres Strait Islander peoples organisations and communities.

We have formed a RAP Working Group with representation from across all sections in the office, including for the first time – finance, human resources and senior leadership.

Pam Ronan - Chair	Manager: Learning and Wellbeing	
Matthew Jolly - Champion	Aboriginal Education Advisor	
Laura Beres	Human Resources Services Officer	
Amanda Cescato	Senior Education Advisor: Learning Diversity and Wellbeing	
Dave Edwards	Schools Performance Leader	
Pamela Edwards	Acting Aboriginal Education Advisor	
Andrew McLeod	Finance Business Partner	
Christina Jonas	Religious Education and Faith Formation Advisor: Catholic Identity	
John Lochowiak	National Aboriginal & Torres Strait Islander Catholic Council Parent of Aboriginal student at Sacred Heart College	
Christina Moutos	OSHC, Supported Playgroups and Preschools Advisor	
Frankie Roberts	Education Advisor: Learning Diversity and Equity (Port Pirie)	
Karl Telfer	Kaurna Meyunna Cultural Custodian and Aboriginal Cultural Consultant - Aboriginal Cultural Residency Program	
Michael Vial	Manager: Religious Education and Faith Formation, Catholic Identity Education	
Emma Fowler	Education Advisor: Technologies and Aboriginal Staff Representative	

The CESA RAP Working Group will work across all sections of the office to meet our objectives: support the learning of all CEO staff about Aboriginal & Torres Strait Islander Histories and Cultures, particularly through opportunities to learn about culture, identity and the experience of being Aboriginal & Torres Strait Islander Australians from Aboriginal & Torres Strait Islander people, to increase the employment opportunities for Aboriginal & Torres Strait Islander peoples in our organisation and ensuring that Aboriginal & Torres Strait Islander peoples can see themselves as belonging in our workplaces and to give Aboriginal & Torres Strait Islander businesses authentic consideration in procurement processes for goods and services that includes, but goes beyond, cultural consultation.

Our Reflect RAP Journey began in 2019. The expiration of our previous Reconciliation Action Plan coincided with a change in leadership of Catholic Education South Australia and a review and restructure in the Catholic Education Office. Significant change in personnel in the Aboriginal Education Team meant that no-one from the original Reconciliation Action Plan Working Group was still employed at the office. While many of the initiatives from that RAP had become embedded in our practice and continued as part of our work, there was not a co-ordinated, office-wide, intentional and visible approach to Reconciliation. In the spirit of renewal and regrowth, we took time in 2020 to reflect appreciatively on the Reconciliation actions undertaken in the Catholic Education Offices in previous years.

OUR PARTNERSHIPS & CURRENT ACTIVITIES

Our engagement with reconciliation includes establishing and supporting programs focused on Reconciliation in education. These programs encompass pedagogies and practices for supporting Aboriginal & Torres Strait Islander student's learning, but are primarily further focused on engaging all students, staff, and indeed all members of the educational community with the importance of reconciliation, and Aboriginal & Torres Strait Islander peoples, histories and cultures. These programs are Aboriginal Cultural Residencies in Catholic Schools (ACR), ACR Network for teachers and leaders, ACR for Regional Schools (Carclew), Thriving People and Aboriginal Cultural Competency in Catholic Schools.

The following programs employ Aboriginal & Torres Strait Islander peoples to work in school and system communities to share their cultural expertise and experience as Aboriginal & Torres Strait Islander Australians:

- Aboriginal Cultural Residencies in Catholic Schools 63 out of 85 metropolitan schools in 2021
- Regional Aboriginal Cultural Residencies 11 out of 19 Regional Catholic schools in 2020/21 and 22
- Aboriginal Cultural Competency in Catholic Schools 47 schools (since 2017)

Thriving People:

- Primary School Celebration 180 Aboriginal & Torres Strait Islander Students from 34 CESA schools (2019)
- Secondary Consultation 122 students from 20 CESA schools (2019)
- Year 12 graduation smoking ceremony (2019), online video (2020).

Other activities focused in the Catholic Education Offices include: Reconciliation Garden Project, Aboriginal Art Workshops for staff, celebration National Reconciliation Week & NAIDOC Week, representation in Reconciliation SA celebrations (Apology Breakfast, RNRW Breakfast).

Through the work of the Aboriginal Education Team we have strengthened our connections with Aboriginal & Torres Strait Islander stakeholders, families, communities and organisations. We collaborated with Tauondi Aboriginal College, Reconciliation South Australia, Reconciliation Australia, the SACE Aboriginal & Torres Strait Islander Education Strategy working groups and steering committees, Kaurna Living Culture Centre, Yellaka, Carclew Arts Education, Gully Winds Elders, and Red Dust Consultancies.

RELATIONSHIPS

Action		Deliverable	Timeline	Responsiblity
1.	Establish and strengthen mutually beneficial relationships with Aboriginal & Torres Strait Islander stakeholders and organisations.	 Identify Aboriginal & Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	December 2021	Aboriginal Education Advisor Education Advisor: Learning Diversity and Equity (Pt. Pirie)
		 Research best practice and principles that support partnerships with Aboriginal & Torres Strait Islander stakeholders and organisations. 	July 2022	Schools Performance Leaders
2.	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2022	OSHC, Supported Playgroups and Preschools Advisor
		RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2022	Human Resources Services Officer
		 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June 2022	Manager: Learning and Wellbeing Education Advisor: Learning Diversity and Equity (Pt. Pirie)
3.	Promote reconciliation through our sphere of influence.	Review and monitor communication of our commitment to reconciliation to all staff.	December 2021	Manager: Learning and Wellbeing
		 Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	December 2021	Aboriginal Education Advisor Education Advisor: Learning Diversity and Equity (Pt. Pirie)
		 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	December 2021	Aboriginal Education Advisor Education Advisor: Learning Diversity and Equity (Pt. Pirie)
4.	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July 2022	Human Resources Services Officer
		 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	July 2022	Human Resources Services Officer

RESPECT

Action		Deliverable	Timeline	Responsiblity
5.	Increase understanding, value and recognition of Aboriginal & Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	 Develop a case for increasing understanding, value and recognition of Aboriginal & Torres Strait Islander cultures, histories, knowledge and rights within our organisation in view of our organisation's mission. 	July 2022	Aboriginal Education Advisor
		Conduct a review of cultural learning needs within our organisation – interviews, surveys.	July 2022	Senior Education Advisor: Learning Diversity and Wellbeing
		Ensure professional Learning for all office staff is focused on Aboriginal Cultural Competency.	July 2022	Manager: Learning and Wellbeing
		 Ensure all team leaders commit by July 2022 to undertake Aboriginal Cultural Competency Professional Learning for their teams. 	July 2022	Education Advisor: Learning Diversity and Equity (Port Pirie)
		 Ensure office Leadership and RAP WG undertake Aboriginal Cultural Competency Professional Learning before July 2022. 	July 2022	Manager: Learning and Wellbeing
6.	Demonstrate respect to Aboriginal & Torres Strait Islander peoples by observing cultural protocols.	 Develop an office-wide understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	December 2021	Manager: Religious Education and Faith Formation Catholic Identity
				Education Advisor: Learning Diversity and Equity (Port Pirie)
		 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	December 2021	Religious Education Faith Formation Advisor Catholic Identity
7.	Build respect for Aboriginal & Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2022	Religious Education Faith Formation Advisor Catholic Identity
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	OSHC, Supported Playgroups and Preschools Advisor
		RAP Working Group to participate in an external NAIDOC Week event.	July 2022	Human Resources Services Officer

OPPORTUNITIES

A	ction	Deliverable	Timeline	Responsiblity
8.	Improve employment outcomes by increasing Aboriginal & Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal & Torres Strait Islander employment within our organisation.	July 2022	Human Resources Services Officer
		 Build understanding of current Aboriginal & Torres Strait Islander staffing to inform future employment and professional development opportunities. 	July 2022	Human Resources Services Officer
		Audit employment opportunities across the office	July 2022	Human Resources Services Officer
		 Develop strategies that will have long term impact on employment opportunities and Aboriginal representation on staff 	July 2022	Human Resources Services Officer
		Utilise resources available under the Employment Strategy RAP Action page on Reconciliation Australia's Narragunnawali: Reconciliation in Education online platform	October 2021	Human Resources Services Officer
		Identify organisations that can promote opportunities to Aboriginal & Torres Strait Islander candidates.	December 2021	Finance Business Partner
		Measure and record number of Aboriginal applications for positions in office	January 2022	Human Resources Services Officer
9.	Increase Aboriginal & Torres Strait Islander supplier diversity to support improved economic and social outcomes.	 Develop a business case for procurement from Aboriginal & Torres Strait Islander owned businesses. 	January 2022	Finance Business Partner
		Investigate Supply Nation membership.	December 2021	Aboriginal Education Advisor
		 Engage with the information and resources available under the Employment Strategy RAP Action page on Reconciliation Australia's Narragunnawali: Reconciliation in Education online platform. 	December 2021	Human Resources Services Officer
		 Increase opportunities for procurement from Aboriginal providers across the CEO organisation and include Reconciliation Action Plan as a consideration in the Procurement Policy. 	January 2022	Finance Business Partner
		Audit procurement opportunities within the office.	December 2021	Finance Business Partner
10.	Promote Narragunnawali: Reconciliation in Education to staff and external stakeholders.	 Promote Reconciliation Australia's Narragunnawali: Reconciliation in Education program to all early learning services in our network and encourage these schools to develop their own RAPs via the Narragunnawali platform. 	December 2021	OSHC, Supported Playgroups and Preschools Advisor
		 Encourage all staff to engage with the professional learning (including webinar) resources available via Reconciliation Australia's Narragunnawali: Reconciliation in Education online platform. 	December 2021	Aboriginal Education Advisor
		 Encourage all staff/all early learning services in our network to sign up to the Narragunnawali News mailing list. 	December 2021	Aboriginal Education Advisor
		 Host an appropriate link to Reconciliation Australia's Narragunnawali: Reconciliation in Education platform on our website. 	December 2021	Aboriginal Education Advisor
		 Nominate schools/early learning services within our network who have shown exceptional commitment to reconciliation for a 2022 Narragunnawali Award. 	December 2021	Aboriginal Education Advisor
		 Help promote and encourage schools/early learning services within our network who have shown exceptional commitment to reconciliation to apply for the Narragunnawali Award at https://www.narragunnawali.org.au/awards 	April 2022	Aboriginal Education Advisor

GOVERNANCE

	Action	Deliverable	Timeline	Responsiblity
11.	Establish, monitor maintain an effective RAP Working Group	Monitor and review RAP Working Group to govern RAP implementation.	December 2021	Aboriginal Education Advisor
	(RWG) to drive governance of the RAP.	 Monitor and review a Terms of Reference for the RAP Working Group. 	December 2021	Manager: Learning and Wellbeing
		 Establish, monitor and review Aboriginal & Torres Strait Islander representation on the RWG. 	December 2021	Aboriginal Education Advisor
12.	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2021	Manager: Learning and Wellbeing
		Monitor and review engagement of senior leaders in the delivery of RAP commitments.	December 2021	Manager: Learning and Wellbeing
		 Monitor and review appropriate systems and capability to track, measure and report on RAP commitments. 	December 2021	Manager: Learning and Wellbeing
13.	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2021	Aboriginal Education Advisor
14.	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia' website to begin developing our Innovate RAP https://www.reconciliation.org.au/reconciliation-action-plans/submit-your-rap/	September 2022	Aboriginal Education Advisor
15.	Ensure that engagement and investment in Reconciliation goes beyond the Aboriginal Education	 Review and Monitor representation from across the office in RAP Working Group – each team/unit. Review and monitor responsibility for RAP Actions spread across CEO Teams 	December 2021 August 2022	Manager: Learning and Wellbeing Chair, RAP Committee

