



Catholic Education Northern Territory Office

Reconciliation Action Plan
November 2022 - November 2024





Acknowledgement of Country

We, the staff of Catholic schools and the Catholic Education Office of the Diocese of Darwin, acknowledge the Larrakia people as the Traditional Custodians of the Land on which we meet today.

We pay our respects to the Elders; past, present and emerging, of the Larrakia Nation, and extend that respect to other Aboriginal and Torres Strait Islanders who are present.

We also respectfully acknowledge those on whose traditional lands our schools stand: the Nations of the Kardu Thithay Diminin clan, and the different clans now living in Wadeye, as well as the Malak Malak, Arrernte, Wulna and Tiwi peoples, and the Nations of the Katherine Region.

We acknowledge our gratitude that we share this land today, the sorrow for some of the costs of this sharing, and hope and belief that we can move together to a place of equity, justice, healing and partnership together.





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This painting is about Reconciliation.

This painting represents the work reflected in the Reconciliation Action Plan. It represents the importance of Indigenous voices in decision making within Catholic Education, and it represents the importance of those voices being heard and everyone working together. The middle circle represents the Indigenous leaders and advisory groups within Catholic Education. The oval circle is the Indigenous voices and Catholic Education staff meeting and working together, binding like the cross hatching within it. The dotted patterns represent all of the staff, students and people of the community. The big ripple also with the binding cross hatching is all of these voices being heard far and wide and coming together united and taking action towards reconciliation.

The Artist



Meikim Cole, also known as Mim, is a Larrakia, Wardaman and Karajarri multitalented artist from Darwin, Northern Territory, Australia. Mim has been creating art since a teenager, learning techniques through practice and observation from her mother, Uncle's and large artistic family. Mim is a natural, self-taught artist who experiments and applies her traditional and abstract compositions to her paintings. Her most recent venture is creating a luxury bedding set, Family Love, through her design business Mimmim. Her practice holds a strong connectivity to identity, family, country, nature and Community. Mim enjoys pushing the boundaries of her arts practice using a vibrant colour palette & creating movement expression in each painting.

"I created Mimmim as an artistic and valuable outlet for my passion of art whilst providing financial freedom and self-sovereignty for myself and my family. I would like to use my art to share the beauty of Aboriginal culture in unique ways and create conversation that unify all people".

Mim and her husband co-created the Balunu Foundation (Est. 2006), a charity dedicated to breaking the cycle of Indigenous youth disadvantage. The journey of supporting others has helped Mim reflect on her own journey, aiding in her own self-healing & finding her voice through her art. She hopes to encourage others towards a liberated spirit through seeking their own creative medium.

<https://www.mimmim.shop/>



Message from Reconciliation Australia

Reconciliation Australia commends Catholic Education Northern Territory on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Catholic Education Northern Territory continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Catholic Education Northern Territory will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Catholic Education Northern Territory using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Catholic Education Northern Territory to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Catholic Education Northern Territory will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Catholic Education Northern Territory's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Catholic Education Northern Territory on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from...



Many mistakes have been made in the way Aboriginal and Torres Strait Islander peoples have been treated. We apologise for any wrongdoing we have knowingly or unknowingly contributed to these mistakes and injustices. In view of these past injustices and hurts, reconciliation is essential for healing.

Many Aboriginal and Torres Strait Islander peoples continue to feel the effects of past hurts. We pledge to walk alongside our Aboriginal and Torres Strait Islander brothers and sisters in our shared quest for reconciliation. Further, we seek to educate and support the wider community in their understanding of the ongoing impacts caused by past events and policies.

We acknowledge the wrong done to so many in the Stolen Generations. This should have never happened. Hurt has happened in many ways to those involved. Many still suffer and will continue to suffer for the rest of their lives from the consequences of these actions. I have made a public apology for hurt done to Stolen Generations within the NT. Our governments too have made apologies. Hopefully we have all learnt from this part of our history and that this is never repeated. We should never make decisions for others but support them in their decision making.

There is much we can learn from Aboriginal and Torres Strait Islander peoples through their knowledge, cultures and traditions. Pope Saint John Paul II emphasised this during his homily in Alice Springs in 1986 when he declared that the Catholic Church in Australia would not be complete until it fully embraced Aboriginal spirituality, cultures, languages and traditions. Let us move forward together!

This Reconciliation Action Plan for Catholic Education Northern Territory provides a framework for how the Catholic Education community can move forward to make reconciliation a reality.

I happily support this Reconciliation Action Plan and pray for the success of the activities and initiatives outlined in it.

A blessing on all those who strive to bring it to fruition!

+ Charles Gauci
Bishop of Darwin



Message from....

I take much personal delight in celebrating the second Innovate Reconciliation Action Plan 2022 – 2024 for the Catholic Education Northern Territory office. This Reconciliation Action Plan reinforces the support for our organisation and our community. It affirms our strong commitment to National Reconciliation and our ongoing respect for the languages, cultures, traditions and diversity of Aboriginal and Torres Strait Islander Peoples.

We very much value the contribution of Aboriginal and Torres Strait Islander people to Catholic Education in the Northern Territory. The important roles Aboriginal and Torres Strait Islander people play are essential to our core business.

I acknowledge and thank the Reconciliation Action Plan Working Group for their efforts over the past months in developing this Reconciliation Action Plan. They have engaged in wide consultation and discussions, followed by periods of review and reflection, leading to this very informed and innovative Reconciliation Action Plan. I also appreciate the support and guidance Reconciliation Australia provided to the working group throughout the process.

It is now up to all of us to embrace this second Reconciliation Action Plan and to contribute in every way we can to ensure the actions outlined are implemented. I look forward to continuing our journey together towards National Reconciliation for Australia

Greg O'Mullane
Director of Catholic Education
Diocese of Darwin



Message from...



As incoming RAP Champion I acknowledge the work accomplished and fully endorse our ongoing commitment to reconciliation. Our focus is education – education with a faith community founded on Gospel values. We are part of the evangelising mission of the Catholic Church and committed to equity of opportunity for all people as we believe all are 'made in the image and likeness of God'. CENT believes that the Gospel values align rightly to this Reconciliation Action Plan. Our second Reconciliation Action Plan (RAP) confirms this commitment to equity of opportunity for all. It recognizes that as a nation we are on a journey of healing in order that we may be truly united as one. Having sought forgiveness for past wrongs, an important part of this journey now is moving forward in a way that avoids a return to the mistakes of the past.

Our RAP outlines practical measures we have in place to build positive relationships between Aboriginal and Torres Strait Islander Peoples and other Australians, and to ensure Aboriginal and Torres Strait Islander knowledges, languages, cultures and histories are heard, known, respected and preserved.

CENT is committed to working in partnership with Aboriginal and Torres Strait Islander Peoples. This RAP outlines our responsibility to provide further ongoing opportunities including engagement and employment pathways for our current Aboriginal and Torres Strait Islander colleagues.

It was exciting to join as a foundation member in 2019 for the first RAP and am honored to be the RAP Champion and work with the RAP Working Group in the development of our second CENT Reconciliation Action Plan. Since our first RAP completion our RAP numbers have grown indicating an enthusiasm for genuine fairness and equality within CENT. I thank the RAP Team for their commitment to the process, but more especially for their discernment and wisdom throughout. During the consultation phases, the CENT staff actively engaged in a positive way that indicated their desire to take ownership as the Reconciliation Action Plan was developed.

I encourage all, to wholeheartedly embrace our Reconciliation Action Plan and work to see it is fully implemented is one way of continuing the journey to National Reconciliation. I also encourage all, to connect with the 2017 Uluru Statement from the Heart, further enhancing our commitment to walk together to build a better future.

A handwritten signature in black ink, appearing to read 'Robyn Craig'.

Robyn Craig
Religious Education Secondary
RAP Champion



Our Vision for Reconciliation

Our vision for Catholic Education Northern Territory (CENT), within the Diocese of Darwin, is that we are committed to leading a culturally safe and respectful Catholic Education Office in the service of school communities. Central to our vision is for all staff, students and communities to have respect for Aboriginal and Torres Strait Islander peoples, cultures and their contribution to Australian society and education.

As the CENT Office, we are committed to embracing the richness and diversity of Aboriginal and Torres Strait Islander cultures and supporting the Schools and Colleges to address educational opportunities and challenges in a culturally safe environment. We seek to develop authentic partnerships to ensure quality Catholic education for Aboriginal and Torres Strait Islander peoples.





Our Business

CENT administers and provides support for a network of 18 schools spread across the Northern Territory. Five of these schools are Aboriginal Catholic Community Schools (very remote) - Wadeye; Nauiyu; Wurrumiyanga (2 schools); Ltyentye Apurte. There are two schools located in Alice Springs including Saint Joseph's Flexible Learning Centre where all current enrolments are from the Aboriginal and Torres Strait communities; one school is in Katherine and the remaining 10 schools are located in the Darwin and rural area.

CENT employs 66 people at the CENT Office in Darwin and a further 1095 staff in the 18 schools. There are currently 2 Aboriginal and Torres Strait Islander staff employed at the Darwin office and 238 Aboriginal and Torres Strait Islander staff employed in schools. These employees work in managerial positions in the CENT Office, leadership positions in the schools, and as teachers, school officers, assistant teachers, Aboriginal and Islander Education Workers, in clerical support, grounds and maintenance, and the nutrition program.

There are a total of 4833 students enrolled across the 18 schools. Of these students 1598 are Aboriginal and Torres Strait Islander (33%). Through the employment of Aboriginal and Torres Strait Islander peoples at the CENT Office and in the schools administered by the office, we are striving to be agents for change. We also enjoy partnerships with various government agencies including the Northern Territory Department of Education, Charles Darwin University (CDU), and Batchelor Institute, through these partnerships and programmes, we are facilitating change.

CENT has a significant partnership with the Northern Territory Department of Education (DoE). This has allowed for the collaboration in implementing key educational documents such as the NT Indigenous Languages and Cultures (ILC) framework. This curriculum was developed by a reference group lead by Indigenous educators from across the Northern Territory, and the CENT Teaching and Learning Team (T&L), assist our Aboriginal Catholic Community Schools (ACCS) with the implementation of this curriculum.

The framework was created for Aboriginal and Torres Strait Islander people to support the language and culture of students whilst also aligning with ACARA within the Language learning areas. The CENT T&L Team incorporate professional learning opportunities in their network meetings with Curriculum Coordinators to facilitate understanding and implementation of the ILC within their schools. This work then has a flow on effect to teachers and assistant teachers. CENT Education Officers also support staff, such as Teachers and Teacher Linguists, in considering ways to implement the use of the ILC.

Another dedicated CENT partnership is between the Catholic Identity and Mission (CIM) branch and ACCS network. CIM works together with our ACCS network to develop language and culture programs for their schools. For example, Religious Education (RE) and Aboriginal Spirituality complement and strengthen beliefs and understandings. The RE team work once a term with a dedicated RE Aboriginal Assistant Teacher in creating units of works based around Tyson Yunkaporta's 8 Ways. This has allowed for curriculum development that is appropriate to our four ACCS.

Our RAP

The Catholic Church has had a long standing commitment to working with Aboriginal and Torres Strait Islander peoples in the Northern Territory since the first missionaries arrived in 1847. Catholic Education continues to have a pivotal role in educating ourselves and the wider community in the richness and value of Aboriginal and Torres Strait Islander cultures.

Our history shows that there has been a continuing commitment of Church resources to Aboriginal and Torres Strait Islander education, and we reaffirm our commitment to this now, and into the future. Through this second RAP, we restate the commitment of the Church following the example of Jesus, to achieve justice and equity for Aboriginal and Torres Strait Islander peoples through quality Catholic Education.

With the approval of the Catholic Education Council NT, the Community & Culture Standing Committee initiated the first Innovate RAP for the CENT Office in 2018. A RAP Working Party was formed under the direction of Br Daniel Hollamby, Chair of the Community & Culture Standing Committee of the Catholic Education Council NT and the RAP was officially launched in August 2019 by the then Treaty Commissioner of the Northern Territory Mr Mick Dodson AM.

In June 2022 a new RAP Working Committee was established to develop a second Innovate RAP. The RAP group has three First Nations people within this committee. Members of this RWG are Robyn Craig (Education Officer; Religious Education and RAP Champion), Greg O'Mullane (Director CENT, retire December 2022), Lisa Le Gros (Education Officer; Early Years), Sherri Bryers (Manager; Aboriginal and Islander Education/Engagement and Workforce Development), Annalea McCurry (Leader; Teaching & Learning), Sr. Catherine Mead (Leader of Catholic Identity and Mission), Claire Koefoed (Education Officer; Early Years Literacy), Jessica Mitsch (School Psychologist), Christine Sutherland (Pastoral Care and Behaviour Education Officer), Angela Hollis (Education Officer; Secondary Pedagogy and Curriculum), Peter Wolbers (Youth Ministry Coordinator), Tasha Roe (Education Officer; Aboriginal Education), Sandy Stuart (Grants Accountant), and Sr Nuria Miro Sanchez (Education Officer; Curriculum and Innovation).

Since 2012 the Catholic Aboriginal Leadership Team has continued to develop and grow. Members of this group have presented at National Conferences about their role and work. They are actively involved with leading Cultural Safety Programmes in their own schools and also at the system level. Members of this group contribute on panels for the selection of staff in schools and also for the CENT Office.

Aboriginal and Islander Workforce Development Coordinators are in place in the five remote schools with a focus on professional development and opportunities for Aboriginal and Torres Strait Islander staff. They are also actively involved with the reclassification for Aboriginal and Islander staff.

In the two years of our first RAP some of the significant changes and learnings that have occurred are:

- Greater emphasis on the celebrations for National Sorry Day/Reconciliation Week and NAIDOC
- Development of a Framework for Aboriginal and Islander Workforce Development with specific and achievable targets
- Upskilling of the AIEW Network group
- Cultural safety education for all CENT employees
- Leadership from Aboriginal and Islander staff in the area of curriculum development introducing 8 Aboriginal Ways of Learning and creation of community versions in programming, engagement and instruction.



Relationships



We foster positive relationships based on the model of Jesus as servant leader, promoting a culture of systematic, informed and collaborative growth. We commit to strengthening our positive and respectful relationship with Aboriginal and Torres Strait Islander peoples.
(CENT Mission Statement)



| Action | Deliverable | Timeline | Responsibility |
|--|---|--|---|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | <ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. Consult with Catholic Aboriginal Leadership Team (CALT), NATSICC and Aboriginal and Islander Education Workers (AIEW) | <p>Week 4 NT School calendar, once a term, February, June, September, November 2022, 2023, 2024</p> <p>January, April, August, November, 2022, 2023, 2024</p> <p>Week 4 each School Term, February, May, August, October, 2023, 2024</p> | <p><i>Lead: CENT Director Support: Manager Aboriginal and Islander Education – Engagement and Workforce Development (Manager AIEEWD)</i></p> <p><i>Manager Aboriginal and Islander Education – Engagement and Workforce Development (Manager AIEEWD)</i></p> <p><i>Lead: Manager AIEEWD Support: Principal Consultants, Teaching and Learning Team</i></p> |
| 2. Build relationships through celebrating National Reconciliation Week (NRW). | <ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Organise at least one NRW event each year. Register all our NRW events on Reconciliation Australia's NRW website. Annual Sorry Day liturgy will include an Acknowledgement/ Apology for past injustices. Held in the Gab Nilgam (The Quiet) Garden for Reconciliation. Invite local Elders to share their experiences during NRW. Consult Larrakia Nation about community events - members of the RWG and others to participate in NRW events. | <p>May 2023, 2024</p> <p>27 May- 3 June, 2023, 2024</p> <p>27 May- 3 June, 2023, 2024</p> <p>27 May- 3 June, 2023, 2024</p> <p>May, 2023, 2024</p> <p>26th May, 2023, 2024</p> <p>May 2023, 2024</p> <p>April, May, 2023, 2024</p> | <p><i>Leader of Teacher and Learning</i></p> <p><i>Lead: Director CENT Support: Manager AIEEWD</i></p> <p><i>Lead: Director CENT Support: Manager AIEEWD</i></p> <p><i>Lead: Manager AIEEWD Support: Leader of Catholic Identity and Mission</i></p> <p><i>Lead: Manager AIEEWD Support: Marketing and Communications Coordinator</i></p> <p><i>Lead: Leader Catholic Identity and Mission Support: Religious Education Team, Youth Ministers Manager AIEEWD</i></p> <p><i>Manager AIEEWD</i></p> |
| 3. Promote reconciliation through our sphere of influence. | <ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. Communicate our commitment to reconciliation publicly Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. Continually consult, invite and collaborate with Catholic Aboriginal Leadership Team (CALT); Aboriginal & Islander Education Workers (AIEW) to drive reconciliation outcomes, achieved through either established or piloted programs. | <p>January, 2023, 2024</p> <p>November 2022</p> <p>May, July, 2023, 2024</p> <p>January, April, August, November, 2022, 2023, 2024</p> <p>February, April, August, October, 2023, 2024</p> | <p><i>Lead: Manager AIEEWD, Support: Education Officer: Aboriginal and Islander Education</i></p> <p><i>Lead: Director CENT Support: Marketing and Communication Coordinator, Manager AIEEWD</i></p> <p><i>Lead: Director CENT Support: Manager AIEEWD, Deputy Director Teaching and Learning</i></p> <p><i>Lead: Manager AIEEWD Support: Director CENT, Teaching & Learning Team</i></p> <p><i>Lead: Manager AIEEWD Support: Leader Catholic Identity and Mission</i></p> |

| Action | Deliverable | Timeline | Responsibility |
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| 4. Promote positive race relations through anti-discrimination strategies. | <ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | December, Yearly, 2022, 2023, 2024 | Lead: Director CENT Support: Deputy Director School Services |
| | <ul style="list-style-type: none"> Develop, implement, and communicate an anti-discrimination policy for our organisation. | July, 2023 | Lead: Human Resources Manager Support: Integrity Officer / Child Safety Coordinator |
| | <ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. | August, 2023 | Lead: Human Resource Manager Support: Manager AIEEWD |
| | <ul style="list-style-type: none"> Educate senior leaders on the effects of racism. <ul style="list-style-type: none"> - Executive Strategic Meeting | February, August, 2023, 2024 | Leader: Director CENT Support: Principal Consultants, Manager AIEEWD |
| | <ul style="list-style-type: none"> Educate CENT on positive race relations through: <ul style="list-style-type: none"> - Familiarisations of anti-discrimination CENT policies by completing online Learning Manager professional development | January, April, August, November 2022, 2023, 2024 | Integrity Officer / Child Safety Coordinator |



Respect



We work in partnership with Aboriginal and Torres Strait Islander peoples, in a spirit of generosity and mutual support to build strong, inclusive and respectful communities.
(CENT Mission Statement)

| Action | Deliverable | Timeline | Responsibility |
|--|---|--|---|
| 1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | <ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. | March, 2023, 2024 | Lead: Manager AIEEWD Support: Director CENT, Deputy Director Teaching and Learning |
| | <ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. | March, 2022, 2023, 2024 | Lead: Manager AIEEWD Support: Leader Teaching and Learning, Leader Catholic Identity and Mission |
| | <ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy document for our staff. | August, 2023 | Lead: Director CENT Support: Manager AIEEWD |
| | <ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. | January, May, July, 2023, 2024 | Manager AIEEWD |
| | <ul style="list-style-type: none"> Embed valued and respected Aboriginal and Torres Strait Islander traditions and ceremonies in Church celebrations, such as Orientations, funerals, celebrations and days of significance. | January, April, August, November 2022, 2023, 2024 | Lead: Leader Catholic Identity and Mission Support: Education Officer |
| | <ul style="list-style-type: none"> Commit to learning key words/phrases of languages of the communities - Consulting with Catholic Aboriginal Leadership Team | Once a term (Week 4), February, April, August, October, 2023, 2024 | Education Officer: Aboriginal and Islander Education |
| | <ul style="list-style-type: none"> Engage with AIEWS / CALT team to present a cultural safety program for all staff in CENT. | November, 2022, January, 2023, 2024 | Lead: Manager AIEEWD |

| Action | Deliverable | Timeline | Responsibility |
|---|--|--|---|
| 2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. | <ul style="list-style-type: none"> • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | January and August, 2023, 2024 | Lead: Manager AIEEWD Support: Education Officer: Aboriginal and Islander Education |
| | <ul style="list-style-type: none"> • Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. | January, 2023 | Lead: Manager AIEEWD |
| | <ul style="list-style-type: none"> • Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. | January, 2023, 2024 | Lead: Manager AIEEWD |
| | <ul style="list-style-type: none"> • Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. | January, April, September, December 2022, 2023, 2024 | Leader: Director CENT Support: Manager AIEEWD |
| | <ul style="list-style-type: none"> • Create and use a signature block with an Acknowledgement of Country on all email correspondence. | July 2023 | Lead: Manager AIEEWD Support: IT Department, Marketing and Communication Coordinator |
| 3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | <ul style="list-style-type: none"> • Display the AIATSIS Map of Indigenous Australia in the foyer of meeting rooms. | January, 2023 | Education Officer: Aboriginal and Islander Education |
| | <ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. | First week in July, 2023, 2024 | Manager AIEEWD |
| | <ul style="list-style-type: none"> • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. | January, 2023 | Lead: Director CENT Support: HR Manager |
| | <ul style="list-style-type: none"> • Promote and encourage participation in external NAIDOC events to all staff. | First week in July, 2023, 2024 | Manager AIEEWD |





Opportunities



We value the diverse gifts, talents and experiences of Aboriginal and Torres Strait Islander peoples together with the richness of their cultures, languages and traditions, and seek to work with them to shape our common future in a spirit of true reconciliation (CENT Mission Statement). We have a committed approach within our Workforce Development Framework to improve upon Aboriginal and Torres Strait Islander employment opportunities, retention and supporting the existing workforce.



| Action | Deliverable | Timeline | Responsibility |
|--|---|---|---|
| 1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development. | <ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. | January, August 2023, 2024 | Manager AIEEWD & Director CENT |
| | <ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. | December, July, 2022, 2023, 2024 | Lead: Director CENT Support: Manager AIEEWD, Human Resource Manager |
| | <ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. | January, 2023 | Lead: Director CENT Support: Manager AIEEWD, Human Resource Manager |
| | <ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. | August and November, 2022, 2023, 2024 | Human Resources Manager and Administration |
| | <ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. | January, 2023 | Lead: Deputy Director School Services Support: Director CENT, Manager AIEEWD |
| | <ul style="list-style-type: none"> Ensure employment opportunities encourage Aboriginal and Torres Strait Islanders to apply. | January, June, November, 2022, 2023, 2024 | Lead: Director CENT Support: Human Resources Manager |
| | <ul style="list-style-type: none"> Monitor the progress of the CENT Aboriginal & Torres Strait Islander Workforce Development Framework to ensure targets are met according to the time frame. | January, July, October, 2022, 2023, 2024 | Lead: Manager AIEEWD Support: Principal Consultant |
| | <ul style="list-style-type: none"> Build the capacity of Aboriginal workers via the CENT Office, through Internship opportunities. | January, 2023 | Lead: Manager AIEEWD Support: Human Resources and Administration |
| 2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes | <ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. | January, 2023 | General Manager Finance |
| | <ul style="list-style-type: none"> Investigate Supply Nation membership. | January, 2023 | Lead: Manager AIEEWD Support: General Manager Finance |
| | <ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. | February, 2023, 2024 | General Manager Finance |
| | <ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | November, 2022 | Lead: General Manager Finance Support: Deputy Director School Services, Infrastructure |
| 3. Promote Reconciliation Australia's Narragunnawali: Reconciliation in Education program to staff and external stakeholders | <ul style="list-style-type: none"> Encourage and support Catholic schools in the NT to develop their own RAP via the Narragunnawali platform. | Once a school term, February, April, August, November, 2022, 2023, 2024 | Lead: Manager AIEEWD Support: Education Officer, Early Years |
| | <ul style="list-style-type: none"> Host a link to Reconciliation Australia's Narragunnawali: Reconciliation in Education program on our website. | November 2022 | Lead: Leader Teaching and Learning Support: Marketing Communications Coordinator |

Governance



We accompany one another in this journey in processes that are systemic, collaborative, graduated and ongoing. (CENT Mission Statement)

Governance, tracking progress and reporting

| Action | Deliverable | Timeline | Responsibility |
|--|---|---|---|
| 1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. | <ul style="list-style-type: none"> • Maintain Aboriginal and Torres Strait Islander representation on the RWG. • Establish and apply a Terms of Reference for the RWG. • Meet at least four times per year to drive and monitor RAP implementation. | <p>January, May, August, December, 2022, 2023, 2024 July 2023</p> <p>January, May, August, December, 2022, 2023, 2024</p> | <p>Manager AIEEWD</p> <p>Lead: Manager AIEEWD Support: RWG, Director CENT</p> <p>Leader: Manager AIEEWD Support: Director CENT, RWG</p> |
| 2. Provide appropriate support for effective implementation of RAP commitments. | <ul style="list-style-type: none"> • Define resource needs for RAP implementation. • Engage our senior leaders and other staff in the delivery of RAP commitments. • Define and maintain appropriate systems to track, measure and report on RAP commitments. • Appoint and maintain an internal RAP Champion from senior management. | <p>January, May, August, December, 2022, 2023, 2024</p> <p>February, July, December, 2022, 2023, 2024</p> <p>January, 2023, 2024</p> <p>November 2022</p> | <p>Leader: Manager AIEEWD Support: Director CENT, RWG</p> <p>Leader: Manager AIEEWD Support: Director CENT</p> <p>Leader: Manager AIEEWD Support: Director CENT, RWG</p> <p>Lead: Director CENT</p> |





| Action | Deliverable | Timeline | Responsibility |
|---|---|----------------------------------|---|
| 3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | <ul style="list-style-type: none"> 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. | June annually | Manager AIEEWD |
| | <ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. | 1 August annually | Manager AIEEWD |
| | <ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September, annually | Manager AIEEWD |
| | <ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. | Quarterly, 2022, 2023, 2024 | Manager AIEEWD |
| | <ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. | July, December, 2022, 2023, 2024 | Lead: Manager AIEEWD Support: RWG, Director CENT |
| | <ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. | May 2024 | Manager AIEEWD |
| | <ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. | July 2024 | Manager AIEEWD |
| | | | |
| 4. Continue our reconciliation journey by developing our next RAP. | <ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. | January, 2024 | Manager AIEEWD |



CONTACT

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