



REFLECT
Reconciliation Action Plan

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Acknowledgements

One Tree Community Services acknowledges the traditional owners of the country where we operate. In the spirit of reconciliation, we recognise their continuing cultural connections to their land, waters and communities. We pay our respect to their Elders both past and present and to all First Australians of today.

In particular we would like to acknowledge the traditional owners and custodians of the lands where our head offices are located:

Perth: the Nyungar Boodjar people
Melbourne: the Wurundjeri people
Darwin: the Larrakia people



Reconciliation Australia CEO



Reconciliation Australia is delighted to welcome One Tree Community Services to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, One Tree Community Services joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning

good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides One Tree Community Services a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, One Tree Community Services will lay the foundations for future RAPs and reconciliation initiatives.

We wish One Tree Community Services well as it takes these first critical steps in its reconciliation journey. We encourage the organisation 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.”

On behalf of Reconciliation Australia, I commend One Tree Community Services on its first RAP, and look forward to following its ongoing reconciliation journey.

A handwritten signature in blue ink, likely belonging to Karen Mundine.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

RAP Vision

One Tree Community Services value and respect the knowledge and heritage of Australia's First Nations People. Our vision is to continue our journey working in collaboration with and walking alongside Aboriginal and Torres Strait Islander people, identifying them as our teachers and drawing on their strengths and knowledge.

One Tree's vision is for the wisdom of Elders past and present to continue to be harnessed for good and for the history, language and culture of our Indigenous employees, stakeholders and clients to be recognised, celebrated and honoured. One Tree looks to nurture the growth and skills of emerging Indigenous leaders from early childhood through to adulthood. We believe in fostering a sense of belonging and deep connection with community and country. From our experience of working in some of Australia's most remote regions, we have witnessed firsthand the healing power of strong, supportive communities. We believe in a both ways approach, working in partnership and recognising Aboriginal and Torres Strait Islander people as our teachers and experts on Indigenous culture, land, history, heritage and traditions.



Our business

One Tree Community Services works with people and communities to transform challenges into possibilities. Our strength is providing services in rural and remote areas, or challenging environments. We are a not-for-profit organisation providing early childhood education and care, community services, professional support and training. We believe that working with communities rather than in communities is essential for achieving the best possible results. We have found that the willingness and spirit of local people and organisations to become part of the solution is often the greatest influence for positive change. Our spirit of working together, meeting the challenge and being determined to lead inspires everything we do. Creating a sense of belonging—for our staff and the children, families and communities we work with is important to us.

One Tree currently employs approximately 300 staff and approximately 10% of our staff identify as Aboriginal or Torres Strait Islander peoples.

One Tree provides services across 30 communities within Western Australia, the Northern Territory and Victoria. We have seven offices; in Perth, Karratha, Port Hedland, Broome, Darwin, Kununurra and Melbourne.



Our RAP

One Tree is developing a Reflect RAP to set foundations at a leadership and governance level so that we can share the reconciliation journey with all staff, children and families who use One Tree services. One Tree has a strong footprint in regional and remote parts of Australia, and supports many Aboriginal and Torres Strait Islander families, communities and staff. We are committed to working in the spirit of reconciliation and creating a Reflect RAP is considered an important next step for our journey.

One Tree's reconciliation journey to date has been focused on building a genuine footprint and trusted relationships in the communities we work in. We have been focused on providing services that work with communities, and value their history, culture and environment, and reflecting their strengths in the way we work. This has included embedding Indigenous languages and cultural activities in the programming of all our services, as a part of our broader commitment to cultural diversity, as well as recognising the unique place of Aboriginal and Torres Strait Islander cultures. One Tree has developed and delivered programs to support Indigenous training, education and employment, as well as working with Aboriginal and Torres Strait Islanders, to co-design service models that reflect their culture and deliver practical outcomes that make a difference in their lives.

- **Who champions your RAP internally?**
Our RAP is championed by the Executive Manager – Judith Reen.
- **Who was involved in the development of your RAP?**
Our RAP has been developed with the support of local community organisations that have been part of our reconciliation discussions. These have included Reconciliation WA, Bringing Them Home Committee and Stolen Generations Alliance (through Yokai WA). The Working Group includes representatives from our Board and corporate management staff, as well as our frontline service staff, from each State and Territory. It includes both Aboriginal and non-Aboriginal members.



Our partnerships/current activities

One Tree has numerous current partnerships and reconciliation activities in place at our services across the country. These include: partnerships with Aboriginal language and cultural groups who deliver language and cultural program activities at our children's services examples include the AIEO (Aboriginal and Islander education officer) attending the service from the school in Pannawonica, partnerships with Ngarluma Aboriginal Corporation and Ngurrangga Indigenous Tour at our Millars Well service in Karratha, and in Kununurra the Mirima Dawang Woorlab-gerring Language and Culture Centre deliver the Miriwoong Language Nest program; Aboriginal Medical Services and Corporations provide practical supports delivered in partnership at our community services in Roebourne; and we have informal relationships with Aboriginal families in the communities we work in, such as the Aunties of some of our staff that visit and read to children, or share morning tea and stories with women.

Through our long standing presence in communities such as Laverton in the Goldfields, we have been fortunate to build close relationships with the local families. Through community consultations we have not only employed local staff who are now leaders in our services but we have also supported local women to organise and participate in a number of community led cultural activities. We regularly cook bush tucker for the women's groups and help to source foods such a kangaroo tails. We have had the privilege to be invited on to land where we have set up camps on Country, these events have been invaluable for building our cultural awareness and allowing us to connect with the lands and the people we work alongside. In our children services we have witnessed the joy and honour that the children feel when raising the Aboriginal and Torres Strait Islands flags each morning and saying an Acknowledgement of Country together.





Action	Deliverable	Timeline	Responsibility
1. Maintain a RAP Working Group	<ul style="list-style-type: none"> Maintain a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation. 	September 2018	Executive Manager Services (EMS)
	<ul style="list-style-type: none"> Bring RAP Working Group members together from their respective communities to meet with each other and organisations leading reconciliation to discuss our RAP at the Perth office. 	March 2019	EMS
2. Build internal and external relationships	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. Develop a list of RAP organisations and other like-minded organisations that we are able to connect with on our reconciliation journey. Register with Supply Nation 	October 2018	Service directors and managers to create. EMS to compile.
	<ul style="list-style-type: none"> Include the lists above in service Integrated Service Plans to support community engagement and service integration activities. 	October 2018	Service directors and managers
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage our staff to attend a NRW event. Where possible, Directors/Managers to source local events through Narragunnawali websites and organise excursion for the children and families. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	27 May- 3 June 2019	EMS
	<ul style="list-style-type: none"> All services recognise National Reconciliation Week at the local level, by holding an event or activity. One Tree staff to participate in a Sorry Day activity. AM/RM to identify appropriate Reconciliation events in the local to display on the One Tree Facebook pages Register events on Reconciliation Australia's website 	27 May- 3 June 2019 26 May 2019	Service directors and managers EMS
4. Raise internal awareness of our RAP	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. 	October 2018	RAP WG EMS/WG
	<ul style="list-style-type: none"> Promote opportunities for staff at services to be involved in the delivery of the RAP – to help build their awareness of how they are actively deliver RAP activities and relationships at the local level. Area and Regional Managers to support Directors and monitor reconciliation activities and relationships using existing audit tools. At leadership meeting share the Narragunnawali website information with all staff, with the intent of Area/Regional Managers and RTO trainers to encourage services to work with Narragunnawali to each develop a service-based RAP, using the One Tree organisation RAP as a foundation. 	October 2018	Service directors and managers Area and regional managers
5. Support organisations that are championing reconciliation.	<ul style="list-style-type: none"> Support organisations championing reconciliation in the community by: <ul style="list-style-type: none"> Becoming a member of Reconciliation WA. Continuing to build our relationship with SNAICC. Continuing to build our relationship with Yokai. 	October 2018 June 2019	Board, Area and regional managers

Action	Deliverable	Timeline	Responsibility
1. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. Conduct a review of cultural awareness training needs within our organisation. 	October 2018 January 2019 January 2019	EMS Coach Coach
	<ul style="list-style-type: none"> Research and create an evaluation tool to help measure cultural learning and development 	September 2019	Coach
2. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. Introduce our staff to NAIDOC Week by promoting community events in our local area. Ensure our RAP Working Group participates in an external NAIDOC Week event. AM/RM to support Directors to identify local events that the services can participate in during NAIDOC week, events to be shared on Facebook pages. Encourage services to refer to Narragunnawali to source culturally appropriate activities to share with the children during this time. 	June 2019 June 2019 First week in July 2019	RAP WG EMS EMS
	<ul style="list-style-type: none"> Ensure all services participate in an event/activity at a local level 	First week in July 2019	Service managers and directors
3. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Explore who the Traditional Owners are of the lands and waters in our local area. Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	October 2018 October 2018 December 2018	Service directors and managers EMS EMS
	<ul style="list-style-type: none"> Each service to develop a list local Traditional Owners and protocols, and information resources about local tradition such as (Sorry Business, Consultation and Invitation with local Elders) to include in their QIP/ISP Consult with Local Land Councils and families to seek the information about appropriate cultural protocols for this area. Display Acknowledgement of Country and National Apology at our Perth office and in all One Tree service's. Create a resources list of organisations to support services to access information and activities to support reconciliation activities and cultural awareness e.ge Narragunnawali. Share information with Services Directors on the Narragunnawali so they can directly access this website and following them on social media. 	May 2019	Service directors and managers
4. Involve families and communities in ways to promote reconciliation through our events and programming.	<ul style="list-style-type: none"> Create a One Tree calendar of events/key reconciliation dates Invite and involve families and/or community stakeholders to participate in exploration of activities that can support reconciliation Incorporate these research results into the services curriculum and programming. 	December 2018 September 2018	EMS Service directors and managers

Opportunities



Action	Deliverable	Timeline	Responsibility
1. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation (Aboriginal and Torres Strait Islander workforce development strategy). Include information on One Tree recruitment details forms to ascertain employees identify preference. Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities. 	March 2019	EMS/WG
		November 2018	EMS/WG
	<ul style="list-style-type: none"> Invite all services to contribute ideas in support of increasing the number of Aboriginal and Torres Strait Islander staff at One Tree Develop a policy with targets for the employment of Aboriginal and Torres Strait Islander staff at One Tree 	March 2019	EMS/WG
		May 2019	EMS/WG
2. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. Register with Supply Nation 	November 2018	EMS/WG
		November 2018	
	<ul style="list-style-type: none"> Share One Tree's Aboriginal and Torres Strait Islander procurement practices and explore new ideas by participating in the Yokai Forum. 	September 2019	EMS/WG
3. Explore and support opportunities for Aboriginal and Torres Strait Islander mentoring and placements.	<ul style="list-style-type: none"> Explore opportunities for One Tree staff and Board to access mentoring from a cultural advisor/consultant. Support Aboriginal and Torres Strait Islander traineeship, work experience and TAFE work placements. 	November 2018	EMS
		April 2019	EMS

Governance and Tracking Progress



Action	Deliverable	Timeline	Responsibility
1. Build support for the RAP	<ul style="list-style-type: none">Define resource needs for RAP development and implementation.Define systems and capability needs to track, measure and report on RAP activities.Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	October 2018 October 2018	EMS/WG EMS/WG EMS/WG
	<ul style="list-style-type: none">Involve the RAP Working Group in the preparation of the Annual Report to Reconciliation AustraliaCreate a page for the RAP on the One Tree website.	Aug-Sept 2018 November 2018	EMS/WG MarComs Officer
2. Review and Refresh RAP	<ul style="list-style-type: none">Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.Submit draft RAP to Reconciliation Australia for reviewSubmit draft RAP to Reconciliation Australia for formal endorsement.	June 2019	EMS/WG
	<ul style="list-style-type: none">Host a Reconciliation Roundtable for the RAP WG with stakeholder input from other reconciliation organisations and traditional owners.	March 2019	EMS/WG

Contact details for public enquiries about our RAP.

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