



alannah & madeline
foundation

Reconciliation Action Plan

For their right to be safe



Acknowledgement statement

The Alannah & Madeline Foundation acknowledges Aboriginal and Torres Strait Islander peoples as the first inhabitants of the land now referred to as Australia and that sovereignty was never ceded.

We acknowledge and pay respects to the hundreds of First Nations and Traditional Custodians of the land and waters encompassing where we live, work and provide our services. We recognise and celebrate their spiritual and ongoing connection to culture and Country. We pay our respects to all Elders past and present, and with their guidance we are committed to working to ensure Aboriginal and Torres Strait Islander children and young people are safe and inspired with the freedom to flourish.

Always was, always will be Aboriginal land.

More information

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About the artwork

The story of the artwork is one of people coming together in strength and support as a sign of unity. The Alannah & Madeline Foundation purple is dispersed through the mob to represent the recognition and the allyship they have with First Nations peoples. The artwork also acknowledges the historical injustices that Indigenous people have faced and how they are healing. The feet moving forward ensure these wrongs are never repeated and that moving forward the Foundation will play whatever role is in its sphere of influence to support reconciliation and fight to uphold it. The manna gum is present in the artwork as a tree of cultural significance to the people of the Kulin Nation – the location of the Foundation's head office. Its leaves surrounded by its yellow flowers represent the cultural knowledge and significance that deserves to prosper.

Marumali burrulaa nhama mari (to heal many people)

Acrylic on canvas
50cm x 75cm

About the artist

Kamilaroi artist, Katie Bugden

Katie is currently a high school teacher specialising in English and science and is the Indigenous Mentor at her school. She has a passion for teaching and is driven with the goal of equipping her students with the tools they need to become active and engaged members of society while they are at school and in their future endeavours. As a proud Kamilaroi woman, she has a personal interest in providing students and schools with important Aboriginal cultural knowledge.

In 2021 Katie developed her own contemporary Aboriginal art business that allows her to connect with her culture and country. She has painted murals at a number of early learning centres across Victoria and has attained approval from the Woi Wurrung council to share Aboriginal knowledge to Melbourne staff and students. She has also designed jerseys for Indigenous sporting rounds including for the South East Melbourne Phoenix in the NBL and the Melbourne Rebels in the Super Rugby. This Reconciliation Action Plan for the Alannah & Madeline Foundation is the first RAP artwork that Katie has completed.





Chair and CEO statement

The Alannah & Madeline Foundation is excited about and committed to implementing our first Reconciliation Action Plan (RAP). We want to be active contributors and partners in building an equitable, just and inclusive Australia, where Aboriginal and Torres Strait Islander peoples have the same life opportunities as all other Australians.

We all walk in the footprints of First Australians and fully support the call for Voice, Treaty, Truth, as expressed in the Uluru Statement from the Heart. We acknowledge and pay our respects to all Elders, and to their ancestors and spirits, and acknowledge their continuous connection to Country, Community, and Culture, knowing that their lands and waters were never ceded.

Through our journey of reconciliation, the Foundation wants to learn and grow. We want to build our strengths and value as partners, so we can address historical injustice and learn how to best build our shared future together.

For the last 25 years, the Foundation has worked to keep children safe and strong. Founded out of tragedy and loss, our vision is that all children and young

people are safe and inspired with the freedom to flourish. We champion and strengthen the rights of children and young people in the communities where they live, learn and play. We know that connection to Culture and Community is fundamental to a child's identity and wellbeing.

Through our Reflect Reconciliation Action Plan, we want to understand how to be good allies, partners and collaborators, both to advance our shared reconciliation goals, as well as achieve the desired impact for our children and young people. We will undertake authentic reflection and review of our current practice, systems and relationships in order to develop a meaningful understanding of how we support Aboriginal and Torres Strait Islander staff, children, communities and partners.

We are not starting this process lightly, but with energy and commitment, as well as deep gratitude for the strength, resilience and generosity of Aboriginal and Torres Strait Islander people and cultures. We look forward to sharing our progress, our learnings and our inevitable mis-steps and to knowing and experiencing how this process will change us, so we will be better.



Greg Sutherland,
Chair



Sarah Davies AM,
Chief Executive Officer



Reconciliation Australia CEO statement

Reconciliation Australia welcomes the Alannah & Madeline Foundation to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Alannah & Madeline Foundation joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

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

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

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

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

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

Congratulations Alannah & Madeline Foundation, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Who we are

On 28 April 1996, Alannah and Madeline Mikac, aged six and three, were tragically killed alongside their mother and 32 other people at Port Arthur in Tasmania.

One year later, the Alannah & Madeline Foundation was launched in the girls' honour by their father Walter Mikac AM and a small group of volunteers, driven by the belief that all children and young people should be able to live a happy and safe life, free from violence and trauma.

Today our work continues through care, prevention and advocacy – from supporting children experiencing family violence to online bullying and fighting for the rights of young people everywhere. After 25 years, that fight continues. The challenges facing children and young people may have changed, but our mission has not. We fight for their right to be safe, so their future is strong.

Whilst our head office is located on the lands of the Bunurong Boon Wurrung peoples of the Eastern Kulin Nation, the Foundation's nearly 100 staff aim to create a positive impact on a national scale across three key areas – Care, Prevention and Advocacy. The Foundation currently facilitates programs in every Australian State and Territory and has expanded some programs Internationally.

Our vision

All children and young people are safe and inspired with the freedom to flourish.

Our purpose

We champion and strengthen the rights of children and young people through participation and practice in the communities where they live, learn and play.

Our values

- We act with courage
- We are stronger together
- We are curious
- We believe accountability matters
- We act with empathy, always.



Our Reconciliation Action Plan

The Alannah & Madeline Foundation is committed to actively participating in Australia's journey to reconciliation and acknowledging our country's true history. Not only are we committed to being active contributors, but we also want to better understand how to be the strongest allies and partners that we can be. As a Foundation with a national and international sphere of influence, we aspire to be braver and more vocal leaders in advocating for and contributing to building an equitable, just and inclusive Australia.

However, we also acknowledge we have much to learn and many to listen to and guide us before we can safely enter that space. We see this Reflect RAP as one of the many important steps we need to take on that journey.

Our team and the children, young people and families we work with come from a wide variety of cultures and backgrounds. The Reflect RAP provides a strategic framework to promote inclusivity, education, awareness, equal job opportunities, and further reflect and grow as an organisation. Part of the Foundation's service model is recognising an individual's experience and culture and empowering them to direct their own journey. However, we want to continue to improve this and provide the most culturally safe environment possible, especially given many of our clients are at extremely vulnerable stages of their lives having witnessed or experienced extreme trauma.

To strive for improvement, authentic reflection will be a constant and important process. As will the review of our current practice, systems and relationships to ensure that our support and connection with Aboriginal and Torres Strait Islander staff, children, communities and partners can be one of strength, trust and empowerment.

Our partnerships and current activities

The Foundation has a history of forming strong and meaningful relationships with Aboriginal and Torres Strait Islander peoples and organisations to guide and in some cases co-create our work. Our work naturally has many touchpoints with First Nations peoples and cultures. Many of the children, young people and families who benefit from our programs are Aboriginal and/or Torres Strait Islander people. We also play a strong influencing role in the lives of young people, making it even more crucial that our commitment to reconciliation is visible, culturally appropriate and authentic.



To assist the Foundation in the design and implementation of some of our online safety programs we have connected and sought guidance from young people who are part of The Korin Gamadji Institute and the Stars Foundation.

To complement this work and as part of the process of the development of this first RAP, we have also completed some preliminary work under the guidance of the Victorian Aboriginal Child Care Agency (VACCA) in the areas of cultural safety and cultural learning.

Since the establishment of our RAP Working Group we have increased our internal activities and initiatives to encourage and assist staff on their reconciliation journey. The weekly all staff meeting always commences with an acknowledgement to country, the duty of which is shared around the organisation. This is followed by a story of significance. This story ranges from an update on a relevant national issue impacting First Nations peoples, an inspiring story about an individual or something historical and local to the Bunurong Boon Wurrung peoples of the Eastern Kulin Nation.

A shared hub has also been set up by the RAP working group to collate resources for staff to learn more about Aboriginal and Torres Strait Islander peoples and cultures. Acknowledging that people learn differently, this is a hub for staff to share anything from academic papers, books, articles, podcasts, videos and documentaries.

As a national charity we are also fortunate to have many major corporate partners that are Stretch and Elevate RAP partners. Partners such as the Richmond Football Club and Cricket Australia have played an active role in guiding us on our reconciliation journey. Aboriginal and Torres Strait Islander staff and allies from those organisations have regularly joined all staff and RAP working group meetings.

We acknowledge that all of the above is only one small step on our journey, but believe it is a solid base to advance from. With the guidance of our existing network and partners, combined with a relentless commitment to grow this network, we are committed to working to ensure Aboriginal and Torres Strait Islander children and young people are safe and inspired, with the freedom to flourish.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	August 2022	RAP Executive Sponsor
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September 2022	RAP Executive Sponsor
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. 	May 2022, 2023	Connect Facilitator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June 2022	Media Manager
	<ul style="list-style-type: none"> 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	Media Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June 2022	CEO
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	August 2022	Head of Program Innovation & Design
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	August 2022	Head of Program Innovation & Design
	<ul style="list-style-type: none"> Explore items to celebrate First Nations peoples and cultures to include within the Foundation's Buddy Bags. 	December 2022	RAP Project Lead
	<ul style="list-style-type: none"> Review upcoming marketing and fundraising campaigns to incorporate Aboriginal and Torres Strait Islander peoples, languages and respect for Country. 	September 2022	RAP Executive Sponsor
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	October 2022	Head of People and Culture
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	October 2022	Head of People and Culture



Respect

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"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	July 2022	Head of People and Culture
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	July 2022	Head of People and Culture
	<ul style="list-style-type: none"> Commence formal cultural learning opportunities for staff, contractors and board. 	October 2022	Head of People and Culture
	<ul style="list-style-type: none"> Plan at least one cultural experience annually for all staff. 	April 2022	EA to the CEO
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	June 2022	Program Manager, Children Ahead
	<ul style="list-style-type: none"> Consult appropriately on the new office to ensure appropriate and visible First Nations representation throughout. 	July 2022	Strategy and Planning Specialist
	<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. 	June 2022	Head of People and Culture
	<ul style="list-style-type: none"> Include an Acknowledgement of Country across external facing Foundation communications. 	July 2022	Media Manager
	<ul style="list-style-type: none"> Facilitate 1 x Board Meeting per year 'On Country' in place of cultural significance. 	May 2023	CEO/Chair
	<ul style="list-style-type: none"> Facilitate 1 x Executive Meeting per year 'On Country' in place of cultural significance. 	May 2023	RAP Executive Sponsor
	<ul style="list-style-type: none"> Include an Acknowledgement of Country at the commencement of all important internal and external meetings. 	May 2022	All staff
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2022	Program Advisor
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2022	Children's Therapeutic Practitioner
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2022	Children's Therapeutic Practitioner



Opportunities

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2023	RAP Executive Sponsor
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2022	RAP Executive Sponsor
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2023	Strategy and Planning Specialist
	• Investigate Supply Nation membership.	December 2022	Strategy and Planning Specialist



Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain RWG to govern RAP implementation.	May 2022	RAP Project Lead
	• Maintain and update Terms of Reference for the RWG.	May 2022	RAP Project Lead
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2022	RAP Project Lead
2. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	May 2022	Strategy and Planning Specialist
	• Engage senior leaders in the delivery of RAP commitments.	March 2022	EA to the CEO
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2022	Strategy and Planning Specialist
	• Budget appropriately for remaining Reflect RAP and potential future Innovate RAP deliverables.	November 2022	CEO
3. 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 2022	RAP Project Lead
	• Include a RAP update in board papers four times per year with a minimum of one presentation.	May 2022 – ongoing	RAP Executive Sponsor
4. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	January 2023	RAP Project Lead



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