

# Reconciliation Action Plan

APRIL 2022 -  
APRIL 2023



RECONCILIATION  
ACTION PLAN

REFLECT



Connect.Ed  
trauma-informed education & care





# Acknowledgement of Country



We acknowledge and honour Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of our land. We recognise and respect their cultural heritage and beliefs. We also acknowledge their stories, traditions and relationship with this land. We are committed to building a brighter future together for children who are the leaders of the future.



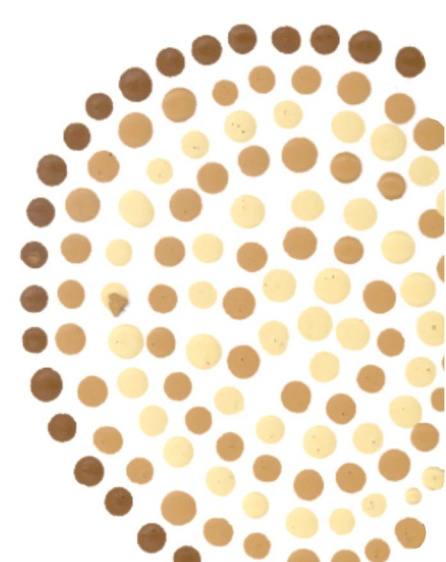
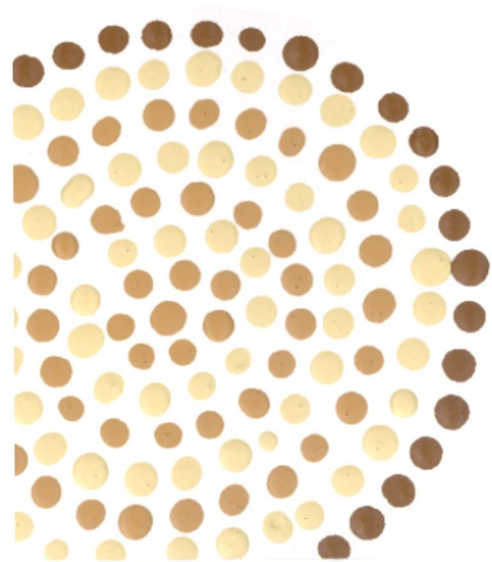
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# Contents



Our RAP Artwork.....	pg. 1
Reconciliation SA CEO Message .....	pg. 2
Our Business.....	pg. 3
Our RAP.....	pg. 4
Relationships.....	pg. 5
Respect .....	pg. 7
Opportunities .....	pg. 9
Governance .....	pg. 10







# Connected

This painting represents people from different backgrounds and groups connected by a meeting place, which represents Connect.Ed.

The different sections represent paths to the meeting place from various regions of the country. It also represents that all peoples are welcome at Connect.Ed.

As an Aboriginal woman, when asked to create a piece for Connect.Ed's Reconciliation Action Plan, I was proud to be a part of the process and show respect to my Ancestors.

Using the Connect.Ed earth colours, I created a painting that represents connection, which is what Connect.Ed represents. Each part was painted with respect to Aboriginal and Torres Strait Islander peoples.

**Rebecca, South Australia**





## **Karen Mundine CEO Reconciliation Australia**

Reconciliation Australia welcomes Connect.Ed to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Connect.Ed 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 Connect.Ed 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 Connect.Ed, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine  
Chief Executive Officer**



## Our Business

Connect.Ed was founded in 2019, and offers training, mentoring, and consultancy services to a range of professionals across the early childhood, school age, allied health, and community services sectors. The focus of our work is to support professionals who work alongside children and families to embed relational pedagogy via a trauma-informed approach. We support teams to facilitate reflection on their current practices and offer ongoing training and mentoring to help them identify areas for improvement, with suggestions and support to implement any changes. Our core business is based on principles of attachment theory, the neurobiology of trauma, relational pedagogy, nervous system regulation, the window of tolerance and the education environment as the third teacher. The work of Dr Bruce Perry, Dr Dan Siegel, Dr Bessel Van Der Kolk, Dr Dan Hughes, John Bowlby and many others have been particularly influential in guiding our practice. Our services are available to professionals throughout South Australia, with most of our client base being within Adelaide. We have just acquired our first office location in Keswick, SA, where we hope to continue to extend the services we offer.

Our team consists of 8 passionate professionals. Our Director, 4 Child Development Practitioners, 1 Psychologist, 1 Movement Coordinator and 1 Learning and Development Coordinator. At present, none of our team identify as Aboriginal and/or Torres Strait Islander people.





## Our Reconciliation Action Plan

Many of the services Connect.Ed works with have Aboriginal and Torres Strait Islander families attending their settings. Due to the nature of the trauma-informed work that Connect.Ed offers, it would be remiss of us to not acknowledge the significant impact that Australia's history has on the experiences of Aboriginal and Torres Strait Islander Peoples. Although trauma-informed work can support all individuals, we see it as especially important to ensure the professionals we train, and mentor are able to offer relationship-focused and empathic connections with Aboriginal and Torres Strait Islander children, families, and communities.

Many members of our team have been involved in Reconciliation work in other organisations and have a strong passion to continue this with Connect.Ed. Our Reflect Reconciliation Action Plan (RAP) will be the first formal step in Connect.Ed's reconciliation journey.

As part of our Reflect RAP, we will create a RAP Working Group to continue to propel our reconciliation journey forward. This work will be led by one of our Child Development Practitioners, Chloe King, who has held a place on a RAP Working Group previously and is passionate about beginning this journey with Connect.Ed. Chloe will be both the chair of the RAP Working Group, and Connect.Ed's RAP Champion.



The Connect.Ed team connecting with and learning from Sonya at Lakun Mara. Connect.Ed invited Sonya to deliver a weaving workshop at their team meeting as part of reviewing their first Reconciliation Action Plan.

# 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"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	August, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	June, 2022	Child Development Practitioner
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May-3 June, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May-3 June, 2022	Director, RWG Chair
	<ul style="list-style-type: none"> <li>Share National Reconciliation Week resources to our networks</li> </ul>	May, 2022	Learning and Development Coordinator
	<ul style="list-style-type: none"> <li>Organise a National Reconciliation Week event each year</li> </ul>	27 May - 3 June, 2022	Director, RWG Chair
	<ul style="list-style-type: none"> <li>Register our National Reconciliation Week event on Reconciliation Australia's website</li> </ul>	May, 2022	Child Development Practitioner



Promote reconciliation through our sphere of influence.

3.

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|--|-----------------|--|
| <ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff during team staff meeting.</li> </ul>   | April 2022      | Director, RWG Chair  |
| <ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>  | September, 2022 | Child Development Practitioner                                       |
| <ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>   | July, 2022      | Director, Child Development Practitioner                             |
| <ul style="list-style-type: none"> <li>Collaborate with First Nations people and/or local Aboriginal and Torres Strait Islanders advocacy organisations on a resource on Intergenerational Trauma to share with clients and on social media</li> </ul> | March, 2023     | Child Development Practitioner, Director                             |
| <ul style="list-style-type: none"> <li>Promote the <i>Narragunnawali: Reconciliation in Action</i> program to our networks</li> </ul>  | December 2022   | Learning and Development Coordinator, Child Development Practitioner |

Promote positive race relations through anti-discrimination strategies.

4.

- |   |               |  |
|---|---------------|--|
| <ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>   | July, 2022    | Child Development Practitioner   |
| <ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>   | August, 2022  | Director, Child Development Practitioner, Learning and Development Coordinator |
| <ul style="list-style-type: none"> <li>All staff to engage in training to increase knowledge on racism, and how to be an ally and engage in anti-racism, as well as building competence of culturally appropriate practices.</li> </ul> | February 2023 | Child Development Practitioner, Director                                       |



# Respect



Action	Deliverable	Timeline	Responsibility
<b>5.</b> 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"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	May 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	June 2022	Learning and Development Coordinator. RWG Chair
	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	June 2022	Child Development Practitioner
<b>6.</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	September, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Promote our commitment to reconciliation via our website by including an Acknowledgement of Country</li> </ul>	April 2022	Director
	<ul style="list-style-type: none"> <li>Begin all meetings, internal and external, with an Acknowledgement of Country</li> </ul>	April, 2022	Director, Child Development Practitioner
	<ul style="list-style-type: none"> <li>Display and Acknowledgement of Country plaque at our office site</li> </ul>	December, 2022	Director, Child Development Practitioner
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation by Acknowledging the Traditional Custodians and the lands on which we work via our social media platforms</li> </ul>	March 2023	Learning and Development Coordinator, Child Development Practitioner



	<ul style="list-style-type: none"> <li>Promote our commitment to reconciliation by including an Acknowledgment of Country in our email signatures</li> </ul>	April 2022	Director, Child Development Practitioner
<p>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p> <p>7.</p>	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	June, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	June, 2022	Child Development Practitioner
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July, 2022	RWG Chair



# Opportunities



Action	Deliverable	Timeline	Responsibility
<b>8.</b> Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	October, 2022	Director
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	October, 2022	Director
	<ul style="list-style-type: none"> <li>Include 'Aboriginal and Torres Strait Islander Peoples are encouraged to apply' on all job advertisements.</li> </ul>	March, 2023	Director, Learning and Development Coordinator
	<ul style="list-style-type: none"> <li>Advertise 'Cultural Advisor' position. The cultural advisor will provide consultation and feedback on current and newly developed training packages offered by Connect.Ed to ensure they are culturally safe and appropriate. Additionally, they will support the Connect.Ed team to connect with the local community where possible. Only Aboriginal and/or Torres Strait Islander applicants will be considered for this position.</li> </ul>	April 2023	Director, Learning and Development Coordinator
<b>9.</b> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	May, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	June, 2022	Child Development Practitioner



# Governance



Action	Deliverable	Timeline	Responsibility
<b>10.</b> Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> </ul>	July, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	November, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	April, 2023	RWG Chair
<b>11.</b> Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	May 2022	Director, RWG Chair
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	August, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Appoint a senior leader to champion our RAP internally.</li> </ul>	April, 2022	Director
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	October, 2022	Learning and Development Coordinator, Director
<b>12.</b> Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>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.</li> </ul>	June 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	1 August 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, 2022	RWG Chair

Continue our reconciliation journey by developing our next RAP.

13.

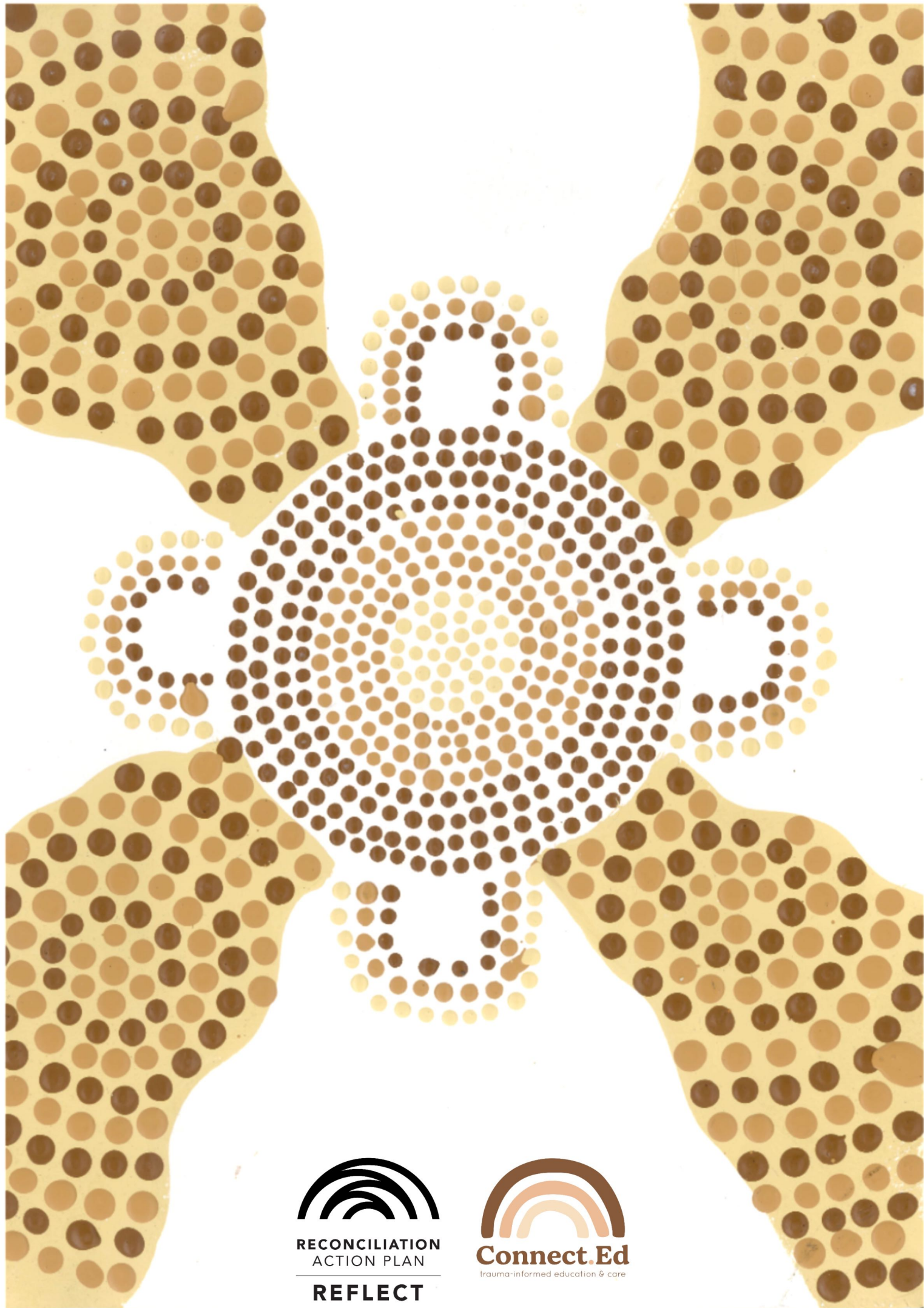
- Register via Reconciliation Australia's website to begin developing our next RAP.

January, 2023

RWG Chair







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## Contact details

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