



REFLECT RECONCILIATION ACTION PLAN

September 2023 to September 2024



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About the Artwork

This artwork was developed for ChildFund Australia and depicts six ochre circles representing the six key values of ChildFund Australia: Respect, Integrity, Collaboration, Change, Excellence and Empowerment. The circles are interlinked and form the foundation for all the work ChildFund Australia does to reduce poverty for children. Various circles and shapes represent the families and communities that partner with ChildFund Australia to uphold children's rights. A weaving pathway featuring waterways and natural land forms is evocative of Country.

About the Artist

Charmaine Mumbulla is a Kurna and Narungga woman from Point Pearce SA, with family ties to the Gumbaynggirr people of the NSW Mid-North Coast. Together with her partner she runs an Aboriginal creative agency called Mumbulla Creative. Charmaine is passionate about working on projects that support social justice and works closely with organisations to tell their stories through her art.





FOREWORD FROM THE CHIEF EXECUTIVE OFFICER

ChildFund Australia is proud to be part of the Reconciliation Action Plan Program and delighted to commit to the implementation of our Reflect RAP 2023-2024.

We acknowledge that we don't have a national programming presence. However, as a child focused development organisation we recognize the special place of First Nations children and young people in Australia.

Australia is a living story and Aboriginal and Torres Strait Islander children have an important and continuing role in shaping our nation's future. They belong to the oldest living continuous cultures on earth.

A core part of ChildFund Australia's mandate is to protect, educate and empower children. In carrying out our mandate we:

- recognize connection to culture as an essential foundation for Aboriginal and Torres Strait Islander children and young people
- value the transformative role of education and commit to truth telling in relation to Australia's history
- understand the importance of cultural and spiritual practices in nurturing pride, strong identity and healthy social and emotional development.

ChildFund Australia acknowledges the vital place of First Nations peoples and their knowledge and language systems in creating sustainable development. We are guided by the:

- United Nations Declaration on the Rights of Indigenous Peoples
- Uluru Statement from the Heart
- United Nations Convention on the Rights of the Child (the Children's Declaration)
- Sustainable Development Goals 2030.

As a whole organisation and as individual staff members we commit to a process where we self-examine, learn, and grow. To reflect our commitment to this plan, it has been endorsed by ChildFund Australia's Board and a RAP Working Group will work with ChildFund Australia's Executive Team to coordinate its implementation.

ChildFund Australia wishes to acknowledge the tireless contribution of Aboriginal and Torres Strait Islander Elders, leaders, and community organizations in promoting self-determination and reconciliation. We recognise the Traditional Owners of the land on which ChildFund Australia's Office is located - the Gadigal peoples of the Eora Nation.

MARGARET SHEEHAN
CEO



A STATEMENT FROM RECONCILIATION AUSTRALIA CEO

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

ChildFund Australia 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 ChildFund Australia 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 ChildFund Australia, 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



ABOUT CHILDFUND AUSTRALIA

ChildFund Australia is an independent international development organisation that works to reduce poverty for children and young people in developing communities. Our vision is to create a world without poverty where all children and young people can say: “I am safe. I am educated. I contribute. I have a future.” Our mission is to create community and systems change which enables vulnerable children and young people, in all their diversity, to assert and realise their rights.

In collaboration with local partners, ChildFund Australia delivers quality programming across the Asia Pacific region in the following sectors:

- Education
- Child protection
- Social and emotional learning
- Health
- Disaster risk management.

A crosscutting focus for all sectors is promoting Gender Equality, Disability and Social Inclusion (GEDSI), including for First Nations peoples where present in our project areas.

ChildFund Australia directly manages and implements programs with a range of local partners in Cambodia, Laos, Myanmar, Papua New Guinea, Timor-Leste, Vietnam, and other Pacific Island nations, and manages projects delivered by partner organisations throughout Asia, Africa,

and the Americas. Our work is funded through community sponsorship, government grants as well as donations from individuals, trusts and foundations, and corporate organisations.

ChildFund Australia is a member of the ChildFund Alliance – a global network of 12 organisations which assists almost 23 million children and their families in 70 countries. ChildFund Australia is a registered charity, a member of the Australian Council for International Development, and fully accredited by the Department of Foreign Affairs and Trade which manages the Australian Government’s overseas aid program.

ChildFund Australia currently employs 362 people in Australia, Cambodia, Laos, Myanmar, Papua New Guinea, Timor-Leste and Vietnam. Seventy of our people work in our Sydney office. Currently our organisation has no known staff that identify as Aboriginal and/or Torres Strait Islander people.

ChildFund
Australia



OUR RECONCILIATION ACTION PLAN

We acknowledge that we don't have a programming presence. However, as a child focused development organisation we recognise the special place of First Nations children and young people in Australia. ChildFund Australia's mandate is to protect, educate and empower children. In particular, we focus on children in many of the world's most disadvantaged communities.

In the countries in which we program, we prioritise sustainable and impactful programs that will support children and young people to claim their rights to health care, an education, a safe home and community, and to fulfill their potential.

In line with our organisation vision, our vision for reconciliation is one where Aboriginal and Torres Strait Islander children and young people are safe, are educated, contribute and can fulfill their potential. While our focus is on international development, through our work we have a commitment to supporting First Nations populations in the countries where we work and consider it important to also recognise this in our Australian office.

We believe that everyone in our organisation is responsible for reconciliation, and only with shared responsibility can we achieve meaningful and lasting change. To achieve this, we will focus on learning and capacity building for our staff members, to enable them to develop a more meaningful understanding of Aboriginal and Torres Strait Islander cultures and histories, and build relationships with Aboriginal and Torres Strait Islander peoples.

We also understand that reconciliation is a continuous and evolving process. We are firmly committed to bringing our vision to life at every level of our organisation and through every aspect of our programs, policy work and relevant operations.

We have established a Reconciliation Working Group (RWG) in 2023 to develop our first RAP.

The group is comprised of:

- Education Advisor
- Head of People and Culture
- Gender Equality, Disability and Social Inclusion Advisor
- Project Support Officer
- Donor Care Manager

None of the RWG members identify as Aboriginal and/or Torres Strait Islander peoples.

Our RAP also has strong senior support at both the Executive and Board level of our organization.



**RECONCILIATION
ACTION PLAN**

REFLECT

CHILDFUND AUSTRALIA'S COMMITMENTS



RELATIONSHIPS			
Action	Deliverable	Timeframe	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander led organisations that have shared purpose and that are in ChildFund Australia's sphere of influence.	Jul 2024	Gender Equality, Disability, and Social Inclusion Advisor
	1.2 In line with ChildFund Australia's partnership framework, conduct research on good practice principles for partnering/collaborating with Aboriginal and Torres Strait Islander stakeholders and organisations.	Mar 2024	Project Support Officer
2. Build relationships through celebrating National Reconciliation Week (NRW)	2.1 Internal event for NRW, including circulating Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Education Advisor
	2.2 RAP Working Group members to participate in an external NRW event.	27 May – 3 Jun 2024	Head of People and Culture
	2.3 Encourage senior leadership to participate in at least one external event to recognize and celebrate NRW.	27 May – 3 Jun 2024	CEO
	2.4 ChildFund Australia and ChildFund Australia Board Members communicate celebration of NRW via social media channels.	May 2024	Head of Public Affairs
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all staff Internally educate and communicate our organizational position in support for The Voice to Parliament.	Oct 2023	Lead: CEO Support: Senior Policy and Advocacy Advisor
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Dec 2023	Gender Equality, Disability, and Social Inclusion Advisor
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Dec 2023	Gender Equality, Disability, and Social Inclusion Advisor
	3.4 Consider our contribution to relevant national campaigns (e.g. Family Matters Campaign) from a child rights perspective to ensure that Aboriginal children and young people grow up strong in family, culture and community.	Dec 2023	Lead: Global Programs Director Support: Senior Policy and Advocacy Advisor
	3.5 Develop a position on supporting a dedicated Aboriginal and Torres Strait Islander Commissioner for Children and Young People.	Jun 2024	Lead: Global Programs Director Support: Senior Policy and Advocacy Advisor
	3.6 Acknowledge National Aboriginal and Torres Strait Islander Children's Day annually on the 4th August and amplify the messaging of Aboriginal and Torres Strait Islander-led peer organisations.	4 - Aug 2024	Head of Public Affairs
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2023	Gender Equality, Disability, and Social Inclusion Advisor
	4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2023	Head of People and Culture



RESPECT

Action	Deliverable	Timeframe	Responsibility
5. Increase understanding of Aboriginal and Torres Strait Islander histories, knowledge, and rights through cultural learning.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organization.	Dec 2023	Head of People and Culture
	5.2 Conduct a review of cultural learning needs within our organisation.	Mar 2024	Head of People and Culture
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Jan 2024	Education Advisor
	6.2 Cultural protocol document that explains the meaning and relevance of Acknowledgement of Country and Welcome to Country is developed and shared with all staff.	Jan 2024	Head of Public Affairs
	6.3 ChildFund Australia staff observe cultural protocols as part of our day-to-day core business (Acknowledgement of Country as a requirement for any key internal meeting and all meetings with external stakeholders).	Jan 2024	CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories through celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Jun 2024	Education Advisor
	7.2 Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun 2024	Education Advisor
	7.3 RAP Working Group members to participate in an external NAIDOC Week event.	First week in July 2024	Head of People and Culture



OPPORTUNITIES			
Action	Deliverable	Timeframe	Responsibility
8. Improve employment outcomes by increasing opportunities for Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	8.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Dec 2023	Head of People and Culture
	8.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Aug 2024	Head of People and Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Dec 2023	Gender Equality, Disability, and Social Inclusion Advisor
	9.2 Investigate Supply Nation membership.	Aug 2024	Deputy CEO



GOVERNANCE AND REPORTING

Action	Deliverable	Timeframe	Responsibility
10. Establish a RAP Working Group initially and then work towards a RAP Advisory Committee.	10.1 Maintain a RAP Working Group to govern RAP implementation.	Jan 2024	Head of People and Culture
	10.2 Draft a Terms of Reference for the RWG.	Jan 2024	Head of People and Culture
	10.3 Establish Aboriginal and Torres Strait Islander representation on the RWG.	Aug 2024	Head of People and Culture
11. Provide appropriate support for effective implementation of RAP commitments.	11.1 Define resource and budget needs for RAP implementation.	Sep 2023	Education Advisor
	11.2 Engage the Executive Team and Board in the delivery of RAP commitments and include as an ongoing agenda item on Executive Team and Board meetings.	Sep 2023	CEO
	11.3 Appoint a senior leader to champion our RAP internally.	Sep 2023	CEO
	11.4 Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2023	Head of People and Culture
12. Build accountability and transparency by reporting performance of RAP outcomes internally and to Reconciliation Australia.	12.1 Progress report to the Executive Team quarterly.	Dec 2023, Mar, Jul, Sep 2024	Head of People and Culture
	12.2 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.	Jun annually	Head of People and Culture
	12.3 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 Aug annually	Head of People and Culture
	12.4 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sep annually	Head of People and Culture
13. Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	May 2024	Head of People and Culture

If you would like additional information on **ChildFund Australia's Reconciliation Plan** our progress, or related activities, please contact:

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**BECAUSE
EVERY CHILD
NEEDS A
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