

Queensland Children's Activities Network (QCAN)

Reflect Reconciliation Action Plan


July 2022 - July 2023



RECONCILIATION
ACTION PLAN

REFLECT





The Queensland Children's Activities Network acknowledges the Traditional Owners of Country throughout Australia and recognise their continuing connection to culture, land, waterways and communities.

We pay our respects to Elders past, present and emerging.

Table of Contents

About the artwork and artist	1
Message from Reconciliation Australia	2
Message from QCAN Chief Executive Officer	4
About QCAN	6
Our vision for reconciliation	7
QCAN'S RAP Working Group	8
QCAN's Reconciliation Journey	14
Relationships	24
Respect	28
Opportunities	32
Governance	34



About the artwork and artist

Jennifer Kent is a multicultural First Nations contemporary artist with ancestry from the Jinibara, Quandamooka, Wakkawakka and Darumbal tribes. Jennifer also has kinship with the Waluwarra and Kalkadoon tribes.

Jennifer spent most of her childhood in North West Queensland and attended boarding schools in Townsville where she acquired an appreciation for the arts at an early age.

Jennifer's painting style is unique and reflective of her inspirations from life experiences, spirituality, and nature. Jennifer has a unique storytelling attribute that inspires and relates to people from all over the world.

Jennifer's beautiful storytelling video about the artwork can be watched on our website: qcan.org.au/rap



Message from Reconciliation Australia Chief Executive Officer Karen Mundine

Reconciliation Australia welcomes Queensland Children's Activities Network to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Queensland Children's Activities Network joins a network of more than 2,200 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 Queensland Children's Activities Network 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 Queensland Children's Activities Network, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Message from QCAN Chief Executive Officer Kylie Brannelly

It is a significant milestone to proudly present QCAN's first Reconciliation Action Plan (RAP) for 2022-2023.

As the Queensland peak organisation for Outside School Hours Care services, we know that these steps towards reconciliation are an important part of our core business and that we need to lead by example and advocate for Aboriginal and Torres Strait Islander educators, children and families.

QCAN acknowledges the legacy of trauma, racism and exclusion suffered by Australia's First Nations peoples. In our work, we make a commitment to promoting culturally safe Outside School Hours Care services for Aboriginal and Torres Strait Islander educators, children and families.



We are grateful to work in partnership with a strong member network to influence such change. We recognise the wisdom and strength of Australia's First Nations peoples and work alongside our sector to consider thoughtfully and respectfully, the ways in which First Nation's perspectives, knowledge and culture can be incorporated into our day-to-day practice.

QCAN believe that all children stand to benefit from OSHC programs which are sensitive and responsive to First Nations peoples and when authentic histories are shared in ways that are relevant and meaningful to school age children's wellbeing, learning and development.

We value the opportunity to take these next steps with our first Reconciliation Action Plan and hope that our commitment and work is a source of inspiration for our sector. We look forward to evolving our knowledge and practice as we whole heartedly embrace the commitments we have made in this RAP.





About QCAN

The Queensland Children's Activities Network (QCAN) is an independent, not for profit organisation established to provide training, resources, information and support to the OSHC sector in Queensland.

As the peak body for Queensland OSHC services, QCAN provides advocacy services and represents the sector on both a State and Federal level. The membership services and other products offered by QCAN are developed and delivered by experienced and qualified Outside School Hours Care professionals. QCAN aims to deliver high quality professional development and support opportunities to the OSHC sector in Queensland.

As an organisation, QCAN has seven employees, one of whom identifies as an Aboriginal person. QCAN is governed by a board of directors, consisting of six individuals. At this stage, there are no Aboriginal or Torres Strait Islander people on QCAN's Board of Directors.

QCAN's Reconciliation Action Plan Coordinator Lainey Walker is appointed as QCAN's Reconciliation Champion within this Reconciliation Action Plan.

Our Vision for Reconciliation

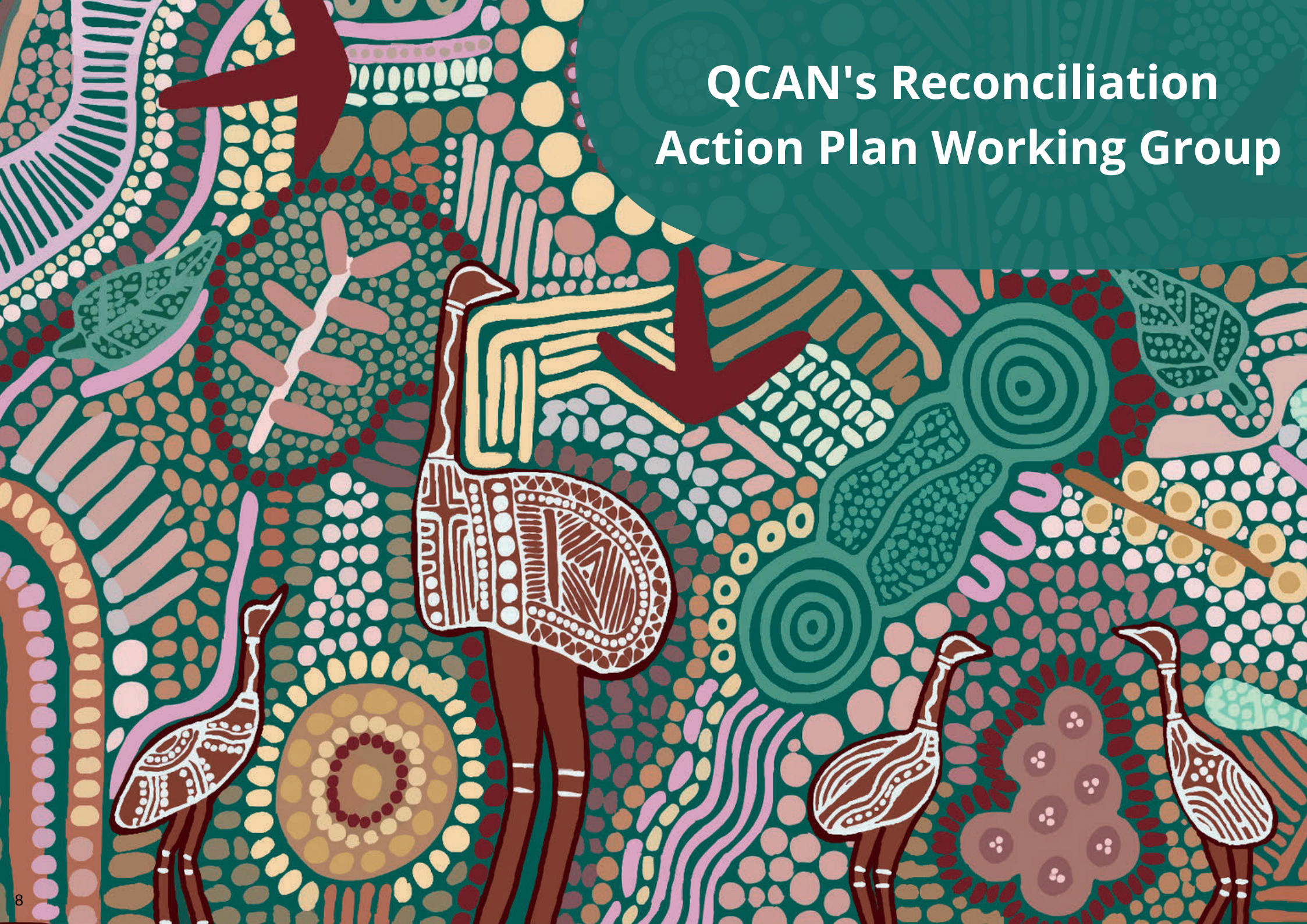
QCAN's vision for our sector is excellence in School Age Care for Queensland.

With that in mind, our vision for reconciliation is that:

1. Queensland OSHC Services are welcoming and safe places for all Australian First Nations educators, children and families
2. Queensland OSHC educators pursue an active and continuous professional and personal growth journey in partnership with Aboriginal and Torres Strait Islander communities
3. Children in Queensland Outside School Hours Care services learn about the histories, cultures and perspectives of Australia's First Nations peoples



QCAN's Reconciliation Action Plan Working Group





Anita Noiesen

QCAN Member

Grand Avenue State School OSHC

Yuggera Country

The QCAN Reconciliation Action Plan Working Group helps to foster a community of shared values, goals and a common language when it comes to reconciliation. Being a member can turn good intentions into positive actions and allows us to be an important part of the collective action for reconciliation.



Cath Hughes

QCAN Member

The Willows OSHC

Wulgurukaba and Bindal Country

My family are proud Torres Strait Islanders from the Island called Badu. When we lost our warrior in 1994 it became my business to instil their Dad's culture and make my children strong and proud. From doing this I am now considered a part and strength in my community. My grandchildren are now in the picture, so it continues now with my children passing on our strength. My Children are second generation Sampton's. Their Athe's (Granddad) changed it from Gai Gai. So when people ask me what's your super power, it's my family and the power of educating. Big Esso (thank you).



David Smithson

QCAN Employee

Principal Policy and HR Advisor

Jagera Country

I have had the privilege of being immersed in First Nations cultures, including working within some very traditional communities. My personal and professional experiences have demonstrated the unique and precious addition these cultures weave into the fabric of our country.

However, beyond the joy and pride of upholding Aboriginal and Torres Strait Islander cultures, is a sorrow of our country's history and how it has continued to manifest into ongoing injustices. I believe reconciliation is our generation's opportunity to bring about some measure of healing and unity.



Emily McKenna

QCAN Employee

LEAD Trainer

Yuggera Country

Reconciliation is a journey which requires us all to be “in this together”, including our youngest stakeholders in the sector. It’s exciting to think about a generation who endeavour to walk in harmony and grow up hearing, listening and valuing Aboriginal and Torres Strait Islander histories, cultures and contributions. To share the message of reconciliation with the children, it’s important to listen deeply, look inwards and take action to bridge gaps in my knowledge and understanding, committing to ongoing learning and growth.



Josh Adcock

QCAN Member

Kuluin OSHC

Gubbi Gubbi / Kabi Kabi Country

I am passionate about working towards true reconciliation in Australia. I want to inspire and enable all generations to learn about Aboriginal and Torres Strait Islander cultures and I believe that it is our responsibility to encourage all who we connect with to increase their own knowledge and to be brave, speak out and take action towards achieving an equitable, just and reconciled nation.



Karen Brown

QCAN Member

Grand Avenue State School OSHC

Yuggera Country

I contribute towards the QCAN Reconciliation Action Plan Working Group to increase my own knowledge and support Indigenous understanding for the children in OSHC.



Lainey Walker

QCAN Employee and Murri Woman
Reconciliation Action Plan Coordinator
Gubbi Gubbi Country

I believe that all Educators within OSHC have a social responsibility to teach Australia's true history to our children so that we may walk together on our journey towards reconciliation as nation.

Likewise, I believe that all children should have the privilege of learning about the vast knowledges, achievements and cultures of Aboriginal and Torres Strait Islander peoples.

Through the QCAN RAP, I hope that we may support many more OSHC services to be brave and make change.



Nicky Brummell

QCAN Member
Catholic Early Ed Care
Yuggera Country

I am passionate about empowering and championing educators as they grow in their knowledge of reconciliation.



Ola Goryl

QCAN Member
QCLES
Gubbi Gubbi Country

Working with Educators of young children, it is important that we have a strong voice in implementing positive actions towards reconciliation across all our Services. Being part of the QCAN RWG allows me to help facilitate this critical work across the sector.



Pam Kildey

QCAN Member

Kuluin OSHC

Gubbi Gubbi / Kabi Kabi Country

I wish to support educators to develop learning environments that truly reflect Australia's history. We need more people contributing to reconciliation and asking the hard questions. Our sector is in the perfect position to educate future generations on the shared histories, cultures, and achievements of our nation. We need to use our positions to promote and facilitate reconciliation through building relationships that enable all Australians to understand, respect and be inclusive of Aboriginal and Torres Strait Islander culture and embed this in our daily practices.



Rarni Rothwell

QCAN Employee

LEAD Manager

Yagara Country—home of the Jagera, Yuggera and Ugarapul Peoples

As an Australian I feel compelled to pursue reconciliation. The privileged work we do in OSHC, working with children, families and communities, can lead the way.



Vanessa Van Der Meer

QCAN Employee

Administration Officer

Yagara Country—home of the Jagera, Yuggera and Ugarapul Peoples

I feel that it is everyone's responsibility to seek knowledge and share the message of reconciliation. Working in this sector allows us to connect all children to Aboriginal and Torres Strait Islander culture, land, history, and traditions in a way that could bring long lasting change.



QCAN's Reconciliation Journey





2014

QCAN extended upon our relationship with Jo Goodwin, descendant of the Wonnarua and Kamilaroi peoples, and invited her to facilitate a cultural competence presentation at the 2014 QCAN Conference.

2017

QCAN facilitated group reflective discussions during Early Childhood Australia's Reconciliation Symposium.

2015

QCAN employee Rarni Rothwell participated in the Yarn Up event at Ipswich.

Relationships



2017

QCAN established our relationship with John Briggs, proud member of the Yorta Yorta and Gunnai nations.

2018

John Briggs played his didgeridoo to open our Education Minister's launch of the OSHC Professional Standards for Educators.

2018

QCAN extended upon our relationship with John Briggs, and established a partnership with Indigenous artist, Chad Briggs.

2019

Extending upon QCAN's relationship with Cultural Connections founder Cecelia Wright, we explored opportunities for a cultural tour to the Torres Strait Islands for QCAN stakeholders (paused due to the COVID-19 pandemic).

2013

QCAN began to embed an Acknowledgement of Country at all QCAN meetings and events.

2014

QCAN began creating awareness of reconciliation and Narragunnawali amongst stakeholders through regular member network meetings.

2017

QCAN began celebrating NAIDOC Week through participation at local community events in Ipswich and distribution of NAIDOC shirts to QCAN members, incorporating First Nation's artworks.

2017

Cath Hughes and Mandy Berghoef from Willows OSHC commenced their QCAN Action Research project exploring community relationships with Aboriginal and Torres Strait Islander stakeholders.

2017

QCAN began commemorating National Reconciliation Week through the delivery of professional development and training pertaining to historical acceptance and truth telling.

Respect

2018

During National Reconciliation Week, QCAN collaborated with John Paul College to facilitate a yarning circle to explore reconciliation themes with the Outside School Hours Care sector.

2020

QCAN facilitated an online National Reconciliation Week screening of "In My Blood It Runs".

2019

QCAN began facilitating the "Honouring Culture" professional development, exploring strategies for honouring Aboriginal and Torres Strait Islander cultures, histories and perspectives within OSHC services.

2019

Cath Hughes and Mandy Berghoef presented their completed QCAN Action Research project findings.

2020

QCAN facilitated a Virtual Symposium and invited John Briggs to provide a keynote speech exploring cultural competence.



2013

Dhinawan (aka Michael Baker), descendant of the Gamilaroi and Bigambul peoples delivered a keynote presentation at QCAN's 2013 Conference.

2015

QCAN began providing opportunities for Aboriginal and Torres Strait Islander businesses to participate as vendors at QCAN's annual Conference marketplace to advertise their goods and services to our stakeholders.

2013

Indigenous woman Kate Hams was invited to deliver a presentation for QCAN's 2013 Conference.

2016

Natjul Indigenous Performing Arts facilitated a presentation about Indigenous Perspectives in Play at the 2016 QCAN Conference.

Opportunities



2017

John Briggs delivered a workshop at QCAN's 2017 Conference- "Exploring Cultural Competence Through Nature".

2018

Dhinawan delivered a keynote presentation at QCAN's 2018 Conference.

2018

John Briggs presented at our 2018 QCAN Conference and delivered free (subsidised by QCAN) Cultural Competency training to QCAN members in Brisbane.

2018

QCAN commissioned a series of artworks from Indigenous artist Chad Briggs. This artwork was utilised to create QCAN member gifts outlining the pillars of reconciliation.

2021

QCAN purchased a subscription to Koori Curriculum.

2013

The QCAN board established protocols for Acknowledgement of Country to be conducted at all QCAN meetings and events.

2015

QCAN's first Reconciliation Action Plan Working Group was established, led by John Briggs.

2013

The first agenda item was tabled pertaining to QCAN's Reconciliation Action Plan.

Governance



2018

QCAN's 2018 member certificates incorporated artwork from Chad Briggs.

2021

QCAN hired a dedicated Reconciliation Action Plan Coordinator to coordinate the development of QCAN's RAP.

2018

The QCAN RWG began drafting its first Reconciliation Action Plan.

2019

QCAN established the current Reconciliation Action Plan Working Group.



Relationships

Action	Deliverable	Timeline	Responsibility
1) Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO • Principal Policy & HR Advisor • LEAD Manager
2) Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our stakeholders.	May, 2023	<ul style="list-style-type: none"> • RAP Coordinator • Administration Officer
	RAP Working Group members to participate in an external NRW event in their local area.	27th May - 3rd June 2023	<ul style="list-style-type: none"> • RAP Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27th May - 3rd June 2023	<ul style="list-style-type: none"> • CEO

Action	Deliverable	Timeline	Responsibility
3) Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to our stakeholders.	July, 2022	<ul style="list-style-type: none"> • RAP Coordinator • Administration Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO
	Develop and distribute resources to guide our members towards reconciliation.	August, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO
	Encourage and support schools and early learning services within our sphere of influence to develop their own RAP via the Narragunnawali platform.	September, 2022	<ul style="list-style-type: none"> • RAP Coordinator
	Host a link to Reconciliation Australia's Narragunnawali: Reconciliation in Education program on our website.	September, 2022	<ul style="list-style-type: none"> • Administration Officer

Action	Deliverable	Timeline	Responsibility
4) Promote positive race relations through anti-discriminatory strategies	Research best practice and policies in areas of race relations and anti-discrimination.	October, 2022	<ul style="list-style-type: none"> • CEO • Principal Policy and HR Advisor • LEAD Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	February, 2023	<ul style="list-style-type: none"> • CEO & • Principal Policy and HR Advisor • LEAD Manager



Respect

Action	Deliverable	Timeline	Responsibility
5) Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledges and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledges and rights within our organisation and sector.	August, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
	Conduct a review of cultural learning needs within our sector.	September, 2022	<ul style="list-style-type: none"> • RAP Coordinator • LEAD Manager • LEAD Trainer
6) Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July, 2022	<ul style="list-style-type: none"> • RAP Coordinator
	Increase stakeholder's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO • LEAD Trainer • LEAD Manager
	Conduct an annual review of QCAN's Acknowledgement of Country.	December, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO

Action	Deliverable	Timeline	Responsibility
7) Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our stakeholders about the meaning of NAIDOC Week.	June, 2022	<ul style="list-style-type: none"> • RAP Coordinator • Administration Officer
	Introduce our stakeholders to NAIDOC Week by promoting external events in our local area.	June, 2022	<ul style="list-style-type: none"> • RAP Coordinator • Administration Officer
	RAP Working Group to participate in an external NAIDOC Week event in their local area.	First week of July, 2022, 2023	<ul style="list-style-type: none"> • RAP Coordinator





Opportunities

Action	Deliverable	Timeline	Responsibility
8) 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 and sector.	September, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities within the organisation and sector.	September, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
9) 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.	October, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
	Investigate Supply Nation membership.	October, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
	Conduct a supply audit for QCAN's main office.	November, 2022	<ul style="list-style-type: none"> • RAP Coordinator • Administration Officer



Governance

Action	Deliverable	Timeline	Responsibility
10) Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	July, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
	Draft a Terms of Reference for the RWG.	July, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
	Increase Aboriginal and Torres Strait Islander representation on the RWG.	December, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator • QCAN Board

Action	Deliverable	Timeline	Responsibility
11) Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation including a dedicated RAP budget.	July, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator • QCAN Board
	Engage senior leaders in the delivery of RAP commitments.	July, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator • QCAN Board
	Appoint a senior leader to champion our RAP internally.	July, 2022	<ul style="list-style-type: none"> • CEO • RAP Coordinator
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August, 2022	<ul style="list-style-type: none"> • RAP Coordinator • CEO • QCAN Board

Action	Deliverable	Timeline	Responsibility
12) Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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	CEO RAP Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1st August annually	CEO RAP Coordinator
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30th September, 2022	CEO RAP Coordinator
13) Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April, 2023	CEO RAP Coordinator

Any enquiries about QCAN's Reconciliation Action Plan can be directed to:

Lainey Walker

Reconciliation Action Plan Coordinator

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