

# BLUEARTH FOUNDATION INNOVATE RECONCILIATION ACTION PLAN

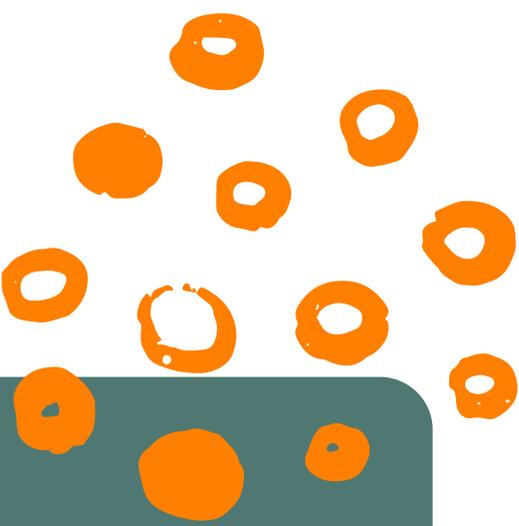
JULY 2022 TO JUNE 2024





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## THE COVER ARTWORK

### **Children catching desert frogs after the rain**

This beautiful painting reflects one of the core values of Bluearth Foundation – encouraging children to engage in physical activity as a part of everyday life. It depicts grandmothers, mothers and children enjoying a shared experience, doing something that all children like to do. This activity demonstrates the close family connection achieved through caring for children on Country. Bluearth recognises that physical activity is essential for growing bodies and that creating positive memories is important for children’s development.

### **The artist**

Kathleen Buzzacott, of Pitjantjatjara descent, lived with her family in a remote Aboriginal community in Central Australia from a young age. Life experiences inspire her paintings – family hunting trips, searching for bush tucker, seeking out desert waterholes and playing with desert creatures. Kathleen still lives in the bush with her husband and their two sons and has an art studio close to Simpsons Gap, west of Alice Springs.

# ACKNOWLEDGEMENT OF COUNTRY

Bluearth Foundation acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we live. We recognise the Woiwurrung, Garigal, Ngunawal, Wiradjuri, Yorta Yorta, Djadjawurrung, Boonwurrung, Wurundjeri, Waveroo, Warlpiri, Arrernte, Luritja, Pitjantjatjara, Pintupi, Miriwoong, Kija and Yuggera peoples as the Traditional Custodians of the land on which we work. We celebrate the laughter, joy and education of all people on Country.

We pay our respects to the Elders of the past, present and future, and acknowledge their deep spiritual connection to Country, and the richness of their legacy and knowledge.





# OUR VISION FOR RECONCILIATION

At Bluearth Foundation, we believe in using physical activity to equip all Australians with the skills and motivation they need to experience the simple joy of moving so that they can live happy, healthy, active lives. Bluearth is passionate about improving whole-body wellbeing for Aboriginal and Torres Strait Islander peoples and their communities, encompassing better physical, mental, social and emotional health.

We are patiently committed to building genuine relationships and authentically sharing capacity to see this vision become a reality. We aim to create educational opportunities and initiatives for Aboriginal and Torres Strait Islander peoples to become affiliates and accredited practitioners. This platform will allow First Nations peoples to share their narratives, cultivating greater cultural understanding and respect.

## BLUEARTH'S MISSION

Since 2000, Bluearth Foundation has been changing people's lives through movement and mindfulness, improving their physical, emotional and mental health. We are committed – through activating the Bluearth Approach – to enabling community leaders, health and movement practitioners, and coaches to deeply impact the broader community in metropolitan, rural and remote communities. This includes, but is not limited to, early childhood settings, primary schools and secondary schools.

We work with practitioners in the fitness industry to support the sport and recreation sector. Through our networks and advocacy efforts, we bring physical activity to the forefront of the health plan in government, corporations and the media.

Our strategy and vision continue to evolve and grow through ongoing, honest and open conversations with Aboriginal and Torres Strait Islander peoples as we strive to meet our communities' needs while drawing attention to the significant issues faced by the wider community.

# RAP OVERVIEW



A Reconciliation Action Plan (RAP) is like competing in a sport or as an athlete – you need to honestly assess where you are at, determine where you want to be, and create a training or game plan about how to make that the reality.

At this stage, for our organisation, achieving our end game and being successful includes:

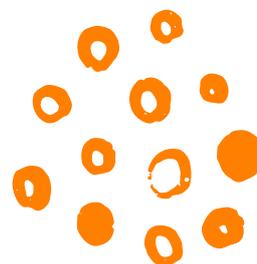
- 20 per cent of our staff, affiliates and accredited practitioners identifying as Aboriginal and Torres Strait Islander peoples.
- Minimum one-week cultural immersion experience for all staff, affiliates and accredited practitioners within the first 12 months of employment.
- Strong training and traineeship programmes in place with national organisations such as Clontarf Foundation.
- Development of a training model focused on training leaders and practitioners in the community to create a large resource of experienced potential employees.
- Showcasing Aboriginal and Torres Strait Islander talent through ambassador roles.
- Inspiring a minimum of two corporate partners or organisations each year to create a RAP.

Bluearth Foundation views this RAP not only as a continued commitment to genuine reconciliation but also as an integral part of our organisation and the way we operate. This RAP commits us to further practical, meaningful actions for a more united and equitable nation.

At the time of this RAP commencing, Bluearth employs five people at our head office in Melbourne. We work with six affiliates based in three states and territories who engage a further three accredited coaches to fulfil our mission and impact the community. We also provide live and pre-recorded online workshops.

Over the life of our previous RAP, we employed six First Nations staff members, four of whom have left the area. Our focus moving forward is to strengthen our engagement and retainment strategies of accredited practitioners and affiliates. Over the life of this new RAP, we plan to employ one First Nations staff member for a minimum of 12 months and engage three First Nations people to start the affiliation pathway.

In the previous RAP we offered employment contracts that directly reflected the needs of the community regarding employment time frame. In this document we want to create a more desirable outcome through our affiliate pathway. We will implement a traineeship structure to support the community colleges and create a pool of potential affiliates.





# MESSAGE FROM OUR CEO

Bluearth Foundation is a not-for-profit charity that improves the health and wellbeing of Australians by making movement a part of everyday life. It is our long-term mission to instil a love of moving in ALL Australians.

Our country is currently faced with a national crisis around sedentary living, which is dramatically visible in our First Nations communities. It is a priority for Bluearth Foundation to nurture and empower Aboriginal and Torres Strait Islander peoples to help improve their physical, psychological and social health.

We are very proud of the great work we have done since our formation in 2000 and we are dedicated to positively impacting even further on our Indigenous communities. Our RAP signifies our commitment and passion to help improve the wellbeing of all First Nations peoples and their communities. Through our RAP, we are supporting Australia's first peoples to achieve self-determination and address the sedentary crisis they are experiencing.

We hope this evolving RAP reflects our strong desire to see our contribution grow into a meaningful plan that benefits all Australians. As our journey continues, we are open to learning ways of how we can be more effective in inspiring and assisting our First Nations peoples.

## MALCOLM FREAKE OAM





# OUR KEY LEARNINGS, ACHIEVEMENTS AND CHALLENGES

We initiated our first RAP in August 2018; our journey over the life of the plan has been exciting, inspiring and rewarding for our organisation, employees and stakeholders. After a gradual start, we have now made good progress, especially in meeting our goals to develop genuine, trusting relationships and embed cultural integrity and understanding at our organisation's heart.

In the year following our previous RAP launch, our organisation underwent significant changes as we welcomed new senior leaders and moved from a model that is no longer reliant on government support. We are grateful to have had the space to reflect on the unique learnings and experiences offered in our reconciliation journey, which has assisted us in understanding our shortcomings better.

One lesson stands out above all others in our conversations with First Nations peoples: spreading our resources and energy across many unconnected programs creates little substantial change. Quality, not quantity, is the key to actual impact. With this in mind, we have evaluated and formulated a more robust strategy to urge us to continue striving to close the education and employment gap between Aboriginal and Torres Strait Islander peoples and other Australians.

We pride ourselves on our long-lasting and viable relationships with remote Aboriginal and Torres Strait Islander communities, with over a decade of work in the Kimberley and the central desert regions. We one day hope all our affiliates can visit these places for cultural immersion trips and learning.

There was no hesitation when it came time to create a second RAP. For Bluearth, the RAP process is all about committing to work hard towards reconciliation, making ourselves accountable to our community, and driving awareness of racism and capacity sharing. Team building does not have to be hanging off high-wire courses together on a staff weekend; it can simply be engaging in something that highlights your individual and group strengths and having a shared passion.

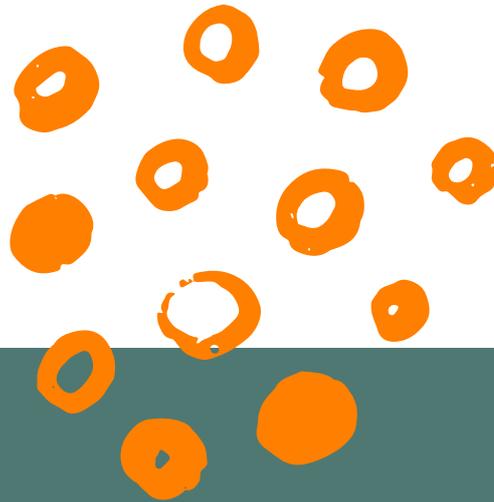
For the staff at Bluearth, reconciliation and better outcomes for all Australians is what drives us to meet the commitments outlined in this document and, beyond that, to exceed them. Creating a second RAP helps to create a stronger vision for our organisation and communities; it shows them what they can expect and gives them an opportunity to be a part of something bigger. Our RAP is the driving force of our organisation.





From our first RAP, we learned:

- Patience when seeking conversations and feedback from stakeholders or communities. Although the delay may seem unproductive, the scope of their perspective and depth of their consideration saves time when implementing programmes.
- To use our RAP commitments as the raw structure to create new programmes.
- To use our experience and knowledge as a tool for creating strong corporate partnerships and support for organisations in the initial steps of creating a RAP.
- Engaging stakeholders and employees in our plan's actions increased the RAP's momentum across our entire organisation.
- It is vital to ensure our employees have the capacity and resources to contribute to and drive the RAP.
- Senior leaders' support and understanding is vital to the strength of the plan.
- Rapport is fostered quickly with First Nations peoples when you listen, admit your ignorance, and seek advice in respectful ways.
- To best support First Nations staff members, the key is creating a multifaceted approach.



#### KEY ACHIEVEMENTS

- Communicated a fundamental level of cultural integrity and awareness about reconciliation across Bluearth.
- Provided staff members with an Acknowledgement of Country card to carry with them.
- Developed a cultural integrity training slideshow through a collaboration with Aboriginal education officers and community members.
- Developed a programme addressing the obstacles First Nations young women face in participating in physical activity.
- Developed a programme to connect young people with local elders on Country for physical activity and cultural learning.
- Partnered with local schools to offer physical activity work experience to First Nations students.



# TIMELINE

## 2018

- Launched Bluearth's first RAP at Sadadeen Primary School.
- Held first meeting of the Reconciliation Action Plan Working Group (RAPWG).
- Created the terms of reference for the RAPWG.
- Recognised culturally significant days with internal events and participated in external events.
- Consulted and partnered with local First Nations organisations.
- Participated in mentorship programmes with First Nations students.

## 2019

- Conducted a Bluearth staff cultural knowledge baseline survey.
- Continued consulting and partnering with local First Nation organisations.
- Created a cultural protocol document and Bluearth Acknowledgement of Country.
- Created our Acknowledgement of Country business card.
- Created Bluearth Foundation cultural integrity training.
- Implemented strategy to communicate our RAP and progress to stakeholders.

## 2020

- Created Bluearth engagement strategy.
- Presented on Country programme to Aboriginal education officers (Mparntwe).
- Created Active Leaders programme with on Country delivery after extensive consultation.
- Presented to our corporate partner about our RAP and experiences.
- Started a conversation with additional corporate partners around supporting them with the creation of their RAPs.
- Hosted and participated in NAIDOC Week celebrations.
- Investigated Supply Nation membership.
- Commenced the second RAP.
- Offered corporate partners the opportunity to join Bluearth staff in remote spaces to experience cultural immersion.
- Participated in Reconciliation Australia's Workplace RAP Barometer.



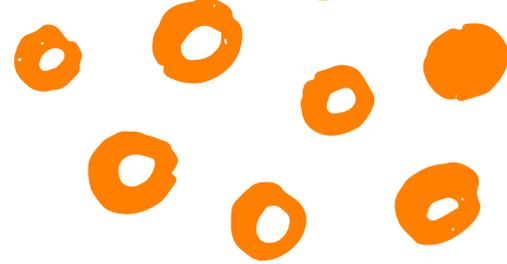
## RECONCILIATION ACTION PLAN WORKING GROUP

We take great pride in introducing our Reconciliation Action Plan Working Group and acknowledge the immense knowledge they bring to us through education and lived experience.

- Naomi Hayes – proud Kaytetye woman, living and working on Arrernte Country.
- Kristy Kennedy – proud Ngarrindjeri, Barkindji woman, living and working on Ngemba Country.
- Katie Thompson – proud woman from Aotearoa, living and working on Arrernte Country.
- Sarah Keegan – proud Australian woman, living and working on Wurundjeri Country.
- Blake Fletcher – proud Larrakia man, living and working on Jawoyn, Dagoman and Wardaman Country.
- Chantelle Un – proud Asian, Cambodian woman living on Miriwoong Country.
- Tracey Thompson – proud Dunghutti woman living on Mianjin Country.
- Rhonda Inkamala - proud Western Arrernte woman, living on Western Arrernte Country.



# RELATIONSHIPS



Relationships anchor Bluearth. To successfully create positive change regarding healthier lifestyles and physical activity, we acknowledge we must respect all relationships in the communities in which we work. We established strong networks with Aboriginal and Torres Strait Islander organisations and peoples throughout our first RAP. We look to develop this further and expand that network throughout this RAP.

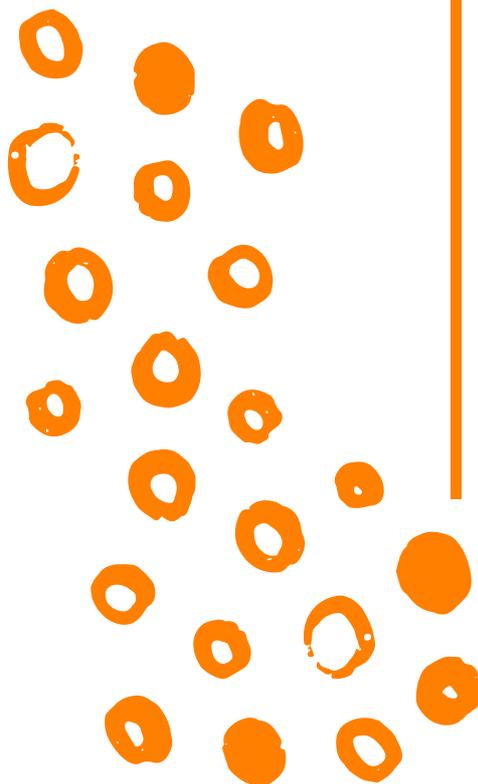
In surrounding ourselves with organisations and businesses that value reconciliation as we do, we have company on our journey and a vast resource of people to support and help us identify where we need to create connections and facilitate those significant introductions. The opportunities we have embraced have given us confidence and inspiration, along with a greater understanding of Aboriginal and Torres Strait Islander cultures, peoples and organisations.

By establishing genuine relationships with Aboriginal and Torres Strait Islander communities, we have learned that patience is vital. Engaging and listening to their needs and valuing our differences is the gateway to success. We have learned to take the time to talk with the community, recognise our inexperience in areas in which they are knowledgeable, and understand that they may require time and space to process information and reach a decision. This aligns with our Bluearth Approach – being present and authentic and using reflection as a means of growth and learning.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Continuously update the list of Aboriginal and Torres Strait Islander organisations and people that we have relationships with.</li> </ul>	August 2022	RAP champion
	<ul style="list-style-type: none"> <li>Continuously update a list of Aboriginal and Torres Strait Islander organisations we would like to develop relationships within the future.</li> </ul>	August 2022	RAP champion
	<ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement over the life of this RAP.</li> </ul>	October 2022	RAP champion
	<ul style="list-style-type: none"> <li>Seek opportunities to partner with new local Aboriginal and Torres Strait Islander organisations and continue to strengthen existing partnerships so that they can guide us in future engagement and activities.</li> </ul>	December 2022	CEO
	<ul style="list-style-type: none"> <li>Continue to reflect on and update our engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	December 2022	RAP champion



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Build relationships by celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>• Create a minimum of four collaboration programmes with Aboriginal or Torres Strait Islander organisations that work in the youth sector.</li> </ul>	October 2023	CEO
	<ul style="list-style-type: none"> <li>• Create space in the calendar twice a year to present, discuss and work on NRW events. Reflect on the intentions and engagement of the events; gather feedback from external sources to share at the first training post-NRW.</li> </ul>	January 2023 & 2024	CEO
	<ul style="list-style-type: none"> <li>• Circulate Reconciliation Australia's NRW resources and materials early in the year to our staff, affiliates and accredited practitioners as well as throughout our communication channels to keep the event in the forefront of everyone's minds.</li> </ul>	April 2023 & 2024	RAP champion
	<ul style="list-style-type: none"> <li>• Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories in our online cultural talks, including NRW events.</li> </ul>	May 2023 & 2024	RAP champion
	<ul style="list-style-type: none"> <li>• Register all our NRW events on Reconciliation Australia's NRW website.</li> </ul>	May 2023 & 2024	RAP champion
	<ul style="list-style-type: none"> <li>• RAP Working Group members to participate in an external NRW event to recognise and celebrate reconciliation.</li> </ul>	27 May-3 June 2023 & 2024	RAP champion
	<ul style="list-style-type: none"> <li>• Give staff and encourage affiliates' capacity to support at least one external NRW event hosted by a RAP partner or Aboriginal and Torres Strait Islander organisation in each of the communities we operate.</li> </ul>	27 May-3 June 2023 & 2024	CEO
	<ul style="list-style-type: none"> <li>• Affiliates to organise at least one internal NRW event each year in each of our regional hubs. For example, focus on using First Nations activities/games at school events.</li> </ul>	27 May-3 June 2023 & 2024	RAP champion





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publicly.</li> </ul>	July 2022	Communications manager
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and/or Torres Strait Islander peoples to design a culturally appropriate uniform that recognises and promotes our commitment to both our RAP and reconciliation.</li> </ul>	July 2022	CEO
	<ul style="list-style-type: none"> <li>Continue to include information on reconciliation as part of induction for staff and volunteers, including a copy of the current RAP.</li> </ul>	August 2022	Administrative manager
	<ul style="list-style-type: none"> <li>When creating new corporate partnerships, ensure we convey how our organisation values reconciliation and only work with organisations that share our vision.</li> </ul>	August 2022	CEO
	<ul style="list-style-type: none"> <li>Continuously review our strategy for communicating our RAP to all internal and external stakeholders.</li> </ul>	October 2022	Communications manager
	<ul style="list-style-type: none"> <li>Continuously update our social media channels and our stakeholders with relevant RAP information to generate conversations about reconciliation.</li> </ul>	October 2022	Communications manager
	<ul style="list-style-type: none"> <li>Implement strategies to engage our staff and affiliates in reconciliation.</li> </ul>	December 2022	RAP champion
	<ul style="list-style-type: none"> <li>Actively seek opportunities to present on our RAP and journey to Aboriginal and Torres Strait Islander groups and organisations, including Aboriginal education officers.</li> </ul>	December 2022	RAP champion
	<ul style="list-style-type: none"> <li>Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories throughout the year in our online cultural talks.</li> </ul>	January 2023	RAP champion



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	July 2023	CEO
	<ul style="list-style-type: none"> <li>Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation.</li> </ul>	December 2023	RAP champion
	<ul style="list-style-type: none"> <li>Continue discussions and offer opportunities for affiliates to raise any issues or queries they have regarding racism at fortnightly Advisory Group meetings.</li> </ul>	August 2022	CEO
	<ul style="list-style-type: none"> <li>Screen "The Final Quarter" (or other relevant, thought-provoking film) in our online training for staff, affiliates and accredited practitioners. Facilitate a discussion afterwards utilising the associated resources.</li> </ul>	September 2022 & 2023	RAP champion
	<ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism.</li> </ul>	January 2023	RAP champion
	<ul style="list-style-type: none"> <li>Revisit, reflect, amend and communicate our anti-discrimination policy.</li> </ul>	April 2023	CEO
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or advisors regarding our anti-discrimination policy.</li> </ul>	June 2023	RAP champion
<ul style="list-style-type: none"> <li>Conduct an annual review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.</li> </ul>	June 2023	CEO	





# RESPECT



Bluearth has been operating in remote communities for two decades. We respect those who came before us and recognise the extensive knowledge First Nations peoples have captured in stories, art and dance. First Nations peoples have cultures to be proud of, stereotyping to rise above, and cultural practices that deserve recognition.

When we request advice from First Nations peoples, we are offered the opportunity to see the world from their perspective. Only when we truly comprehend the challenges that they face every day and acknowledge them, will we see a brighter future.

To honour our commitment to reconciliation, we seek input from First Nations peoples through our Reference Group and actively pursue open, honest conversations. With their support and acceptance, we continue to make a difference in the lives of their children.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Increase understanding and recognition of Aboriginal and Torres Strait Islander histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Continue to create opportunities for our staff, affiliates and volunteers to work with local traditional owners and Aboriginal and Torres Strait Islander peoples to build greater cultural understanding.</li> </ul>	August 2022	CEO
	<ul style="list-style-type: none"> <li>Continue to update staff on our cultural learning strategy and seek feedback from them.</li> </ul>	September 2022 & 2023	RAP champion
	<ul style="list-style-type: none"> <li>After compiling the survey data, present it to senior leaders to help identify areas more learning is required. Take this information back to the Reference Group and seek feedback and advice on how to fill these knowledge gaps.</li> </ul>	September 2022 & 2023	RAP champion
	<ul style="list-style-type: none"> <li>Actively seek cultural immersion opportunities locally for staff, affiliates, volunteers and corporate partners, and reflect on the experience.</li> </ul>	October 2022	CEO
	<ul style="list-style-type: none"> <li>Review and implement a cultural learning strategy for staff.</li> </ul>	January 2023	RAP champion
	<ul style="list-style-type: none"> <li>Promote Reconciliation Australia's Share Our Pride online tool to all staff, affiliates and accredited practitioners annually and encourage staff to share this online tool across their personal social media channels. Share it across our organisation's media channels at least twice a year.</li> </ul>	April 2023 & 2024	RAP champion

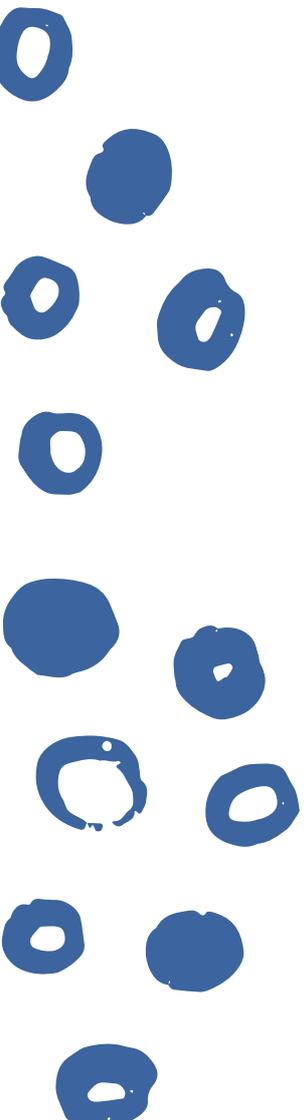


**ACTION**

**DELIVERABLE**

**TIMELINE**

**RESPONSIBILITY**



	<ul style="list-style-type: none"> <li>Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance both internally and externally, using these days to generate conversations and offer opportunities for local Aboriginal and Torres Strait Islander peoples to join our leaders in various settings, including schools and classrooms.</li> <li>Harmony Day</li> <li>Sorry Day</li> <li>National Reconciliation Week</li> </ul>	<p>21 March 2023 &amp; 2024</p> <p>26 May 2023 &amp; 2024</p> <p>27 May-3 June 2023 &amp; 2024</p>	RAP champion
	<ul style="list-style-type: none"> <li>Continue to gather feedback from local traditional owners and Aboriginal and Torres Strait Islander advisors on our current cultural learning strategy and how we implement it.</li> </ul>	July 2023	RAP champion
	<ul style="list-style-type: none"> <li>Present our Aboriginal and Torres Strait Islander cultural survey to staff, affiliates and volunteers to monitor our organisation's knowledge of cultural awareness and reconciliation.</li> </ul>	July 2022 & 2023	RAP champion
	<ul style="list-style-type: none"> <li>Provide cultural learning opportunities for professional development to RAP Working Group members and senior leaders annually including conferences, presentations and forums that will increase understanding.</li> </ul>	August 2022	RAP champion
2. Ensure a visible presence of Aboriginal and Torres Strait Islander cultures in our head office, on our website and in our printed promotional material.	<ul style="list-style-type: none"> <li>Include an acknowledgement of our RAP in all printed promotional material along with our commitment to reconciliation and artwork and designs by First Nations peoples, showcased in a respectful way.</li> </ul>	February, June, October 2023	Communications manager
	<ul style="list-style-type: none"> <li>Include videos, photographs and stories highlighting the success of First Nations peoples on our website and social media streams.</li> </ul>	February, June, October 2023	Communications manager



**ACTION**

**DELIVERABLE**

**TIMELINE**

**RESPONSIBILITY**

3. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

- Acknowledge our RAP and include an Acknowledgement of Country in our organisation’s email signatures.

February, June, October 2023

Communications manager

- Continue to update our list of language groups to acknowledge when we are speaking about the land we work and live on nationally as our programme and delivery expand into new areas.

August 2022

Administrative manager

- Continue to include Acknowledgement of Country business cards in induction packs for staff, affiliates and accredited practitioners to keep on their person.

August 2022

RAP champion

- Create a video of traditional custodians explaining the significance of Welcomes to Country and Acknowledgements of Country to share internally and externally; include a demonstration of a culturally appropriate delivery of Blueearth Foundation Acknowledgement of Country.

September 2022

RAP champion

- Continue to update our list of key contacts for organising a Welcome to Country as our programme and delivery expand into new areas.

December 2022

CEO

- Review and implement our cultural protocol document.

December 2022

RAP champion

- Refresh staff, affiliates, accredited practitioners and volunteers throughout the year on our online learning platform regarding the contents of our cultural protocol document, including protocols for Welcomes to Country and Acknowledgements of Country.

January, March, June 2023 & 2024

RAP champion

- Invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.

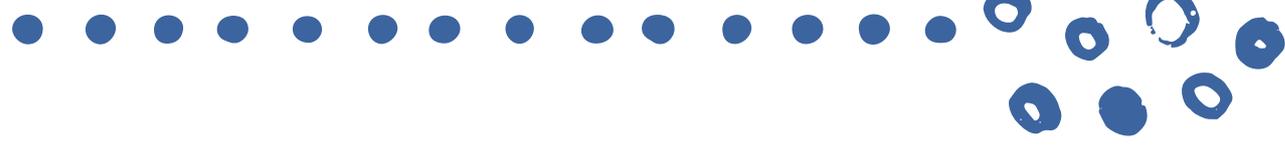
June 2023 & 2024

CEO





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Continue to encourage staff, affiliates and accredited practitioners to deliver our Acknowledgement of Country at the commencement of all meetings.</li> </ul>	July 2023	CEO
	<ul style="list-style-type: none"> <li>Provide capacity and opportunities for all Aboriginal and Torres Strait Islander staff, affiliates and accredited practitioners to participate with their communities during NAIDOC Week.</li> </ul>	June 2022, 2023 & 2024	CEO
	<ul style="list-style-type: none"> <li>Review HR policies and procedures to remove barriers to staff, affiliates and accredited practitioners participating in NAIDOC Week.</li> </ul>	June 2022 & 2023	Administrative manager
	<ul style="list-style-type: none"> <li>Promote and encourage participation in external NAIDOC events to all staff, affiliates and accredited practitioners and give them the capacity to attend.</li> </ul>	First week in July 2022 & 2023	CEO
	<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 & 2023	RAP champion
	<ul style="list-style-type: none"> <li>Encourage staff, affiliates and accredited practitioners to create videos with local Aboriginal or Torres Strait Islander peoples, sharing their thoughts and feelings around what NAIDOC Week means to them; post the videos on our organisation's social media channels and send them to corporate partners.</li> </ul>	First week in July 2022 & 2023	RAP champion
	<ul style="list-style-type: none"> <li>Work with local Aboriginal organisations in our communities to create and run external NAIDOC Week event in all states and territories where our affiliates are practising. Share the successes from these activities on our social media platforms.</li> </ul>	July 2022 & 2023	RAP champion



# OPPORTUNITIES

In the past, Bluearth has offered short-term Aboriginal and Torres Strait Islander-identified positions. In this second document, we narrow our vision and focus our energy on the spaces where our communities have determined we can make the most impact.

Bluearth is committed to ensuring that our programs are sustainable. We want to create a pool of potential affiliates and accredited practitioners by completing the training pathways that will see them supported every step of the way, with the framework and capacity to keep them as they move into long-term roles.

We have established rapport with Aboriginal and Torres Strait Islander organisations which have successful mentor programs in place and continue to actively listen to their experiences, allowing us to reflect their knowledge in our strategy and approach.

In creating long-term opportunities for Aboriginal and Torres Strait Islander peoples within our organisation, we help cultivate robust and influential role models to promote healthy choices within First Nations communities.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Promote and advertise training and affiliate opportunities to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	August 2022	Administrative manager
	<ul style="list-style-type: none"> <li>Continue to include Aboriginal and Torres Strait Islander representation on recruitment into training pathways. These pathways include but are not limited to professional development workshops, teacher/coach accreditation training, mentorship/ apprenticeship training and pathways to becoming a Bluearth affiliate.</li> </ul>	August 2022	Administrative manager
	<ul style="list-style-type: none"> <li>Include in all job advertisements: "Aboriginal and Torres Strait Islander peoples are encouraged to apply".</li> </ul>	August 2022	Administrative manager
	<ul style="list-style-type: none"> <li>Revisit and update Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy with learnings from previous RAP.</li> </ul>	December 2022	RAP champion
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in the training and affiliation pathway.</li> </ul>	December 2022 & 2023	Administrative manager

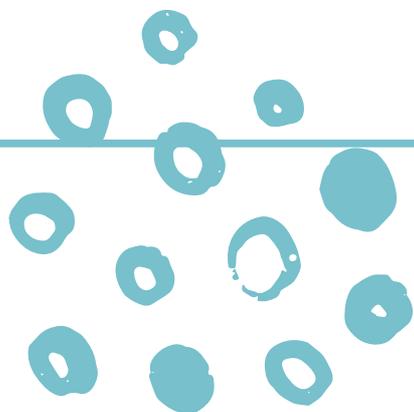
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Investigate opportunities to support and promote professional development and employment pathways.	<ul style="list-style-type: none"> <li>• Create an internal mentor relationship with an experienced coach when inducting new Aboriginal or Torres Strait Islander staff, affiliates and accredited practitioners. The coach needs to have the capacity and time to provide daily check-ins and feedback.</li> </ul>	February 2023	CEO
	<ul style="list-style-type: none"> <li>• Review Aboriginal and Torres Strait Islander engagement in affiliation pathways biannually to examine our recruitment, retention and professional development strategy.</li> </ul>	February, August 2023	CEO
	<ul style="list-style-type: none"> <li>• Monitor and reflect biannually on Aboriginal and Torres Strait Islander engagement with affiliate pathways to inform future professional development and employment opportunities.</li> </ul>	February, August 2023	CEO
	<ul style="list-style-type: none"> <li>• Increase the percentage of Aboriginal and Torres Strait Islander staff, affiliates and accredited practitioners in our workforce and volunteers.</li> </ul>	December 2023	CEO
	<ul style="list-style-type: none"> <li>• Identify remote communities and organisations to work with and seek grants and funding to provide professional development and activity sessions on their Country.</li> </ul>	January 2023	RAP champion
	<ul style="list-style-type: none"> <li>• Create strong relationships with education providers and sporting clubs with large numbers of Aboriginal and Torres Strait Islander peoples; offer a free annual professional development session and opportunities for mentorship.</li> </ul>	July 2023	RAP champion
	<ul style="list-style-type: none"> <li>• Create strong relationships with organisations in our communities who assist Aboriginal and Torres Strait Islander peoples with employment and offer opportunities for training and mentor programmes.</li> </ul>	December 2023	RAP champion



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>• Create a clear pathway for Aboriginal and Torres Strait Islander volunteers or trainees to move into paid roles within our affiliate organisations.</li> </ul>	December 2023	CEO
	<ul style="list-style-type: none"> <li>• Investigate Supply Nation membership.</li> </ul>	August 2022	Administrative manager
	<ul style="list-style-type: none"> <li>• Develop commercial relationships with Aboriginal and Torres Strait Islander businesses.</li> </ul>	December 2022	Administrative manager
	<ul style="list-style-type: none"> <li>• Review and update procurement practices to remove barriers to acquiring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>	December 2022	Administrative manager
	<ul style="list-style-type: none"> <li>• Continue to update and revise Aboriginal and Torres Strait Islander procurement strategy and share this with affiliates.</li> </ul>	January 2023	RAP champion
	<ul style="list-style-type: none"> <li>• Deliver a minimum of eight professional development sessions on physical activity and mindfulness to Aboriginal and Torres Strait Islander Groups each year, at no cost.</li> </ul>	January 2023	CEO
	<ul style="list-style-type: none"> <li>• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li> </ul>	August 2023	Administrative manager
4. Understand and promote Aboriginal and Torres Strait Islander experiences in sport.	<ul style="list-style-type: none"> <li>• Regularly share an Aboriginal or Torres Strait Islander game or activity on the Blueearth Teacher Hub Facebook page and across our social media channels; encourage teachers and staff to embrace the game and share feedback on their sessions.</li> </ul>	January, April, July, October 2022 & 2023	RAP champion



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<ul style="list-style-type: none"> <li>Encourage staff, affiliates and accredited practitioners to seek opportunities to learn some basic local Aboriginal and Torres Strait Islander language from traditional custodians and incorporate it into their delivery respectfully. For example, terms such as hello, goodbye, hat, water.</li> </ul>	January 2023	CEO	
<ul style="list-style-type: none"> <li>Encourage all staff, affiliates and accredited practitioners to include Aboriginal and Torres Strait Islander activities and games in their programmes and share information on the traditional aspects of the activity when delivering.</li> </ul>	January 2023	RAP champion	
<ul style="list-style-type: none"> <li>Send out the Traditional Indigenous Games booklet and other resources with Aboriginal and Torres Strait Islander games and activities to all staff, affiliates and accredited practitioners once a year and include with induction resources for new staff, affiliates and accredited practitioners.</li> </ul>	April 2022 & 2023	RAP champion	
<ul style="list-style-type: none"> <li>Share Aboriginal and Torres Strait Islander peoples' stories regarding physical activity and health with staff, affiliates and accredited practitioners, as well as on our internal platform and social media channels, to develop a greater understanding of the resilience and obstacles Aboriginal and Torres Strait Islander peoples have overcome and continue to be faced with.</li> </ul>	July 2022 & 2023	Communications manager	



# GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</p>	<ul style="list-style-type: none"> <li>RWG to meet at least six times per year to drive and monitor RAP implementation and share success stories.</li> </ul>	<p>February, April, June, August, October, December 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Once a year invite the RWG to annual training so staff, affiliates and accredited practitioners can build rapport and better support the group, creating a path for stronger internal communication regarding reconciliation. The training would be offered at no cost to the RWG.</li> </ul>	<p>June 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Evaluate and update the terms of reference at the commencement of this RAP.</li> </ul>	<p>July 2022</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG with a minimum of three positions.</li> </ul>	<p>July 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>RWG to include representation from all Australian states and territories we operate in.</li> </ul>	<p>July 2022</p>	<p>RAP champion</p>
<p>2. Provide appropriate support for effective implementation of RAP commitments.</p>	<ul style="list-style-type: none"> <li>Regularly update the RAP spreadsheet to track progress against deliverables. Regular survey to be conducted by affiliates.</li> </ul>	<p>January, April, July, October 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Continue to support our Advisory Group – Aboriginal Programme and Participation with capacity to actively work to meet deliverables.</li> </ul>	<p>July 2022</p>	<p>CEO</p>
	<ul style="list-style-type: none"> <li>Engage our senior leaders and all other staff, affiliates and accredited practitioners in the delivery of RAP commitments. RAP and related policies to be included in the affiliation agreement pack.</li> </ul>	<p>October 2022</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	<p>February 2023</p>	<p>CEO</p>

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>3. Build accountability and transparency through reporting RAP achievements, challenges and learnings, internally and externally.</p>	<ul style="list-style-type: none"> <li>Report on RAP commitments quarterly to senior leaders, staff, affiliates, accredited practitioners and the community, both verbally and in writing.</li> </ul>	<p>January, April, July, October 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Report our RAP achievements, challenges and learnings on our Bluearth Foundation RAP Updates Facebook and website pages, Teacher Hub Facebook group and in our organisation's newsletters.</li> </ul>	<p>January, April, July, October 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Meet with board quarterly for updates and discussion on progress of RAP requirements; include material for annual report.</li> </ul>	<p>March, June, September, December 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Email all Aboriginal and Torres Strait Islander organisations within our communities annually, introducing ourselves, our RAP and our progress.</li> </ul>	<p>July 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Complete and submit annual RAP impact measurement questionnaire to Reconciliation Australia.</li> </ul>	<p>September 2022 &amp; 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Continue to work closely with corporate partners in creating and/or implementing their own RAP, sharing our learnings, challenges and successes.</li> </ul>	<p>December 2022</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Continue to seek out organisations in our communities with current RAPs and capacity share with conversations and support. Include a copy of their RAPs in our database.</li> </ul>	<p>July 2023</p>	<p>RAP champion</p>
	<ul style="list-style-type: none"> <li>Have staff, affiliates and accredited practitioners participate in workplace RAP barometer (WRB) during the life of this plan and measure data against initial WRB data from 2020.</li> </ul>	<p>May 2024</p>	<p>RAP champion</p>
<p>4. Continue our reconciliation journey by developing our next RAP.</p>	<ul style="list-style-type: none"> <li>Include RAP review as part of board's annual work plan.</li> </ul>	<p>January 2023</p>	<p>CEO</p>
	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	<p>January 2024</p>	<p>RAP champion</p>



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