

	<b>CEB Reconciliation Action Plan Working Group</b>			
<b>Date:</b>	March 6th 2024 9:30 -11.00			
<b>Venue:</b>	Training Room & VC <a href="#">Click here to join the meeting</a>			
<b>Present:</b> <b>Apologies:</b>	<b>Present:</b> <b>Apologies:</b>			
<b>Meeting Intention</b>	<ul style="list-style-type: none"> <li>• Briefly review our work from the last meeting.</li> <li>• Consider the draft statements in our RAP document.</li> <li>• Discuss timelines for deliverables.</li> </ul>			
<b>Norms</b>	<ul style="list-style-type: none"> <li>• To speak honestly, but sensitively.</li> <li>• To recognise points of connection and respectfully acknowledge points of difference.</li> <li>• To keep in mind the needs and safety of all CEB colleagues.</li> <li>• Being present is a generous gift to the group. Leaving to be somewhere else at any time is completely understood.</li> </ul>			
<b>Acknowledgement of Country &amp; Prayer</b>	Volunteer please!			
<b>Pre task</b>	Read over <a href="#">draft statements</a> .			
<b>Agenda Item</b>	<b>Speaker</b>	<b>Time</b>	<b>Minutes / Notes</b>	<b>Actions</b>
Welcome Acknowledgement of Country Prayer	Volunteer	10		
Objectives, Norms & Recap	Joe	5		
Yarning Circle	Jeanette Helen	15		
RAP Statements <ul style="list-style-type: none"> <li>• Our business</li> <li>• Our RAP</li> <li>• Our partnerships / current activities</li> </ul>	Joe	40		
Deliverables	Jeanette Helen	30		
Next Meeting		5		

	<b>DOBCEL Reconciliation Action Plan Working Group</b>			
<b>Date:</b> <b>Venue:</b>	Wednesday November 29th 2023 9:30 -11.00 Conference Room & VC <a href="#">Click here to join the meeting</a>			
<b>Present:</b> <b>Apologies:</b>	<b>Present:</b> Sarah Page, Bec Free, Leonie Walsh, Jeanette Morris, Jo Huntley, Tania Lund, Kate Lawry, Jo Bond, Matt Byrne & Joe Ewing. <b>Apologies:</b> Bernadette Luckman, Jacqui Gore, Tim O’Farrell (tuning in while travelling), Tony Perkins, Chris Goonan, Gina Bernasconi, Vicky Hodgson			
<b>Meeting Intention</b>	<ul style="list-style-type: none"> <li>• Briefly review our work from the last meeting.</li> <li>• Contribute to a Vision Statement for our RAP.</li> <li>• Look at the next steps in 2024.</li> </ul>			
<b>Norms</b>	<ul style="list-style-type: none"> <li>• To speak honestly, but sensitively.</li> <li>• To recognise points of connection and respectfully acknowledge points of difference.</li> <li>• To keep in mind the needs and safety of all CEB colleagues.</li> <li>• Being present is a generous gift to the group. Leaving to be somewhere else at any time is completely understood.</li> </ul>			
<b>Acknowledgement of Country &amp; Prayer</b>	Jo H & Joe			
<b>Pre task</b>	Nil			
<b>Agenda Item</b>	<b>Speaker</b>	<b>Time</b>	<b>Minutes / Notes</b>	<b>Actions</b>
Welcome Acknowledgement of Country Prayer	Jeanette Jo H Joe	10	Thanks to Jo for leading our Acknowledgement of Country this morning.	The invitation will be opened up for other attendees to lead the Acknowledgement or the prayer at our next meeting in 2024.
Objectives, Norms & Recap	Joe	5	Joe recapped the work from the last meeting; examining the exemplar RAPs and becoming familiar with the <a href="#">structure of the deliverables</a> : <ul style="list-style-type: none"> <li>• Relationship</li> <li>• Respect</li> <li>• Opportunities</li> <li>• Governance</li> </ul>	
Yarning Circle	Jeanette	15	Jeanette led a yarning circle focussing again on what might be drawing people to this work and what hopes they may hold for a CEB RAP.	
Vision Statement Protocol	Joe	45	Attendees participated in a protocol to examine the structure of approved vision statements from the exemplar raps. Each deals with identity, makes reference to timeless concepts and values, includes the ‘why?’ and attends to the ‘so what?’. In rotating small groups attendees brainstormed responses to these prompts in terms of CEB.	Joe & Jeanette to thread these ideas together as a draft vision statement for presentation at our next meeting in 2024.

			<a href="#">Exemplar RAPs</a> <a href="#">Jamboard</a>	
Next Steps			Our next meeting will be held in February next year. We will consider the draft vision and our local deliverables.	Joe and Jeanette to meet and draft these.
Reconciliation Victoria Resources	Chris  Jeanette	10	Preventing Racism in Schools Webinar <a href="#">Recording</a> <a href="#">Powerpoint</a>  Promotion of resources in Wednesday's Weekly Newsletter; CEB's role on Sharing Truth and Reconciliation in Victorian Education (STRIVE) Advisory Committee	These resources can be perused but were not discussed as Chris was an apology.  These will be put on our next agenda.
Next Meeting			Discussion: would group members like Acknowledgement of Country and Prayer to be volunteer roles each meeting?  Date: 2024	









	<b>DOBCEL Reconciliation Action Plan Working Group</b>			
<b>Date:</b>	Friday November 3rd 2023 9:30 -11.00			
<b>Venue:</b>	Conference Room & VC <a href="#">Click here to join the meeting</a>			
<b>Present: Apologies:</b>	<b>Present:</b> Jeanette Morris, Joe Ewing, Sarah Page, Tim O'Farrell, Matt Byrne, Kate Lawry, Tony Perkins, Bec Free (VC), Jo Bond (VC), <b>Apologies:</b> Lee Schlooz, Sam Meerbach, Bernadette Luckman, Gina Bernasconi, Jo Huntley			
<b>Meeting Intention</b>	<ul style="list-style-type: none"> <li>• An opportunity to listen to the perspectives of all attendees.</li> <li>• Familiarisation with the RAP process</li> <li>• Examine suggestions for action</li> </ul>			
<b>Proposed Norms</b>	<ul style="list-style-type: none"> <li>• To speak honestly, but sensitively.</li> <li>• To recognise points of connection and respectfully acknowledge points of difference.</li> <li>• To keep in mind the needs and safety of all CEB colleagues.</li> <li>• Being present is a generous gift to the group. Leaving to be somewhere else at any time is completely understood.</li> </ul>			
<b>Acknowledgement of Country &amp; Prayer</b>	Jeanette & Joe			
<b>Pre task</b>	Consider: <i>What is your story in relation to the idea of 'Reconciliation'?</i> <i>What brings you to this group?</i>			
<b>Agenda Item</b>	<b>Speaker</b>	<b>Time</b>	<b>Minutes / Notes</b>	<b>Actions</b>
Welcome Acknowledgement	Jeanette Joe	10		

of Country Prayer				
Objectives & Norms	Joe	5	Above norms presented as suggestions to the group and accepted.	
Yarning Circle	Jeanette	30	Jeanette led a yarning circle session giving all attendees to respond to the stimulus questions in the pre task.	
Summary of process	Joe	15	<p><a href="#">Exemplar RAPs</a>  <a href="#">Reconciliation Australia RAP Summary</a></p> <p>Joe briefly revised the RAP structure and then spent time deconstructing the 'Reflect' level RAP. These comprise 13 actions, in which organisations can choose appropriate / contextual deliverables.</p> <p>Must have include: a Reconciliation vision , relationship goals, respect goals, opportunities goals and governance goals.</p> <p>Time was spent looking at the RAPs as similar and different kinds of organisations.</p> <p>Key point raised by Jo B - this is a RAP for Catholic Education Ballarat, not DOBCEL as a whole. Joe E confirmed that the RAP has been registered as CEB not DOBCEL. However, our sphere of influence includes encouraging schools to enter into RAPs and Fire Carrier covenants.</p>	Registration and online organisation to continue. (Joe)
Possibility discussion.	Joe / All	20	<p>Where might suggested deliverables fit into the RAP structure?</p> <p>Briefly looked back at suggestions from our mid year staff meeting to see if there are some natural fits for any of the 13 actions.</p> <p>An observation was made that many of our current actions and observances fit into the RAP actions and will now be documented and formalised within this work.</p>	
Membership	All	10	<p>Most of the staff who had responded to the invitation were from the Catholic Education Team. Agreement that the group ideally needs a broader voice.</p> <p>Acknowledgement that attendance is a generous time commitment and no one in the organisation has RAP WP membership on their job description. The invitation remains open to anyone interested to attend the next meeting for as much time as they are able.</p>	Promotion of RAP WG involvement by a broader cross section of the office.
Resources &	Jeanette	3		Jeanette to consider resources

Reading				(some already discussed with Joe E), with all staff at the next meeting to be encouraged to add to folder.
Next Meeting		2	Wednesday November 19th Vision statement Collation of possible actions within the RAP areas.	

## **Reflect RAP Actions**

### **Relationships:**

1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
2. Build relationships through celebrating National Reconciliation Week (NRW).
3. Promote reconciliation through our sphere of influence.
4. Promote positive race relations through anti discrimination strategies.

### **Respect:**

5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

### **Opportunities**

8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

### **Governance**

10. Establish and maintain an effective RAP Working Group to drive governance of the RAP.
11. Provide appropriate support for effective implementation of RAP commitments
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
13. Continue our reconciliation journey by developing our next RAP.



Recognised Actions	Suggested Deliverables
<p>Acknowledgement of country (non generic)  Prayer that incorporates / celebrates First Nations culture  Email footer  Discussion  Symbolism on documentation  Staffing – Jeanette  Work to contribute to the CECV action plan  Movie watched by CEB  Schools supported in their own RAP work  External signage on Gilles St  Message stick  NAIDOC observation  Review of library resources  Coordination of funding to schools to support First Nations students  Jeanette has advised on curriculum resources.</p>	<p><b>Our Physical Environment</b>  Flag poles  Plaque  Decal in entry  More artwork / symbolism  A visual acknowledgement of Country in each office  A consistent addition to the email signature  Indigenous planting</p> <p><b>Education / Training</b>  Cultural awareness training for all staff  Clarity around appropriate terms and language.  Asking questions respectfully.  Information to help manage our understanding of differences between Nations and language groups.  Learning about the names / boundaries of traditional lands.  Opportunities for learning: cultural talk, films</p> <p><b>Resources</b>  Localised resources  Resources available for ongoing learning.  Reference in policies</p> <p><b>Structure</b>  Better visibility of inclusivity in the organisation ie job ads  Employment opportunities for First Nations people.  Inclusion and diversity role</p> <p><b>Language</b>  Language use  Office spaces named with First Nations names / words  Recognition of place names of our schools</p>

	<p><b>Gain insight</b> Explore why First Nations populations student population might be low. Not tokenistic actions</p> <p><b>Authentic Relationship</b> Development of relationship / consultation with communities / elders in each office location Visit local sites significant to First Nations people Dialogue</p> <p><b>Connection to our schools</b> Learn from the work of our schools Assist schools with steps towards RAPs</p> <p>Embedding practices in our work</p> <p>A working party to examine this further</p>
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