



	CEB Reconciliation Action Plan Working Group			
Date:	May 31st 2024 9:30 -11.00 & Morning Tea Following			
Venue:	Conference Room & VC Click here to join the meeting			
Present: Apologies:	Present: Jeanette Morris, Helen Christensen, Kate Lawry, Jo Anne Bond, Sarah Page, Tony Perkins, Gina Bernasconi, Vicky Hodgson, Samantha Meerbach, Joe Ewing, Rebecca Free, Leonie Walsh, Matt Byrne, Tom Sexton Apologies: Tim O'Farrell, Leigh Schlooz, Chris Goonan, Jacqui Gore, Bernadette Luckman			
Meeting Intention	<ul style="list-style-type: none"> • Terms of Reference • Briefly review our work from the last meeting. • Consider the draft statements in our RAP document. • Discuss timelines for deliverables. 			
Forward Agenda	 RAP WG Forward Agenda			
Norms	<ul style="list-style-type: none"> • To speak honestly, but sensitively. • To recognise points of connection and respectfully acknowledge points of difference. • To keep in mind the needs and safety of all CEB colleagues. • Being present is a generous gift to the group. Leaving to be somewhere else at any time is completely understood. 			
Acknowledgement of Country & Prayer	Helen			
Pre task	Read over the forward agenda and terms of reference (linked in cells above)			
Agenda Item	Speaker	Time	Minutes / Notes	Actions
Acknowledgement of Country Prayer		10	Reconciliation Prayer Thanks to Helen for acknowledging Country and leading us in prayer.	
Yarning Circle	Jeanette Helen	15	Invitation to share reflections of a tv/radio program/podcast you watched/listened to, an event you attended in person or online, this year's theme, a prayer or Acknowledgement that made an impact, what you saw/heard in a school. Thanks to all attendees who shared their thoughts and feelings about how the concept of Reconciliation has resonated with them this week.	
RAP Update	Joe	20	<ul style="list-style-type: none"> • Submission May 8th (Feedback expected next week) Rearrangement of text. Inclusive tone Work in progress: Traditional language and 	Feedback from Reconciliation Australia expected next week. There is expected to be at least 3 submissions before this is accepted. Joe will liaise with RA.

			<p>references to geography.</p> <p>We will begin working on the actions as we have noted and adjust as feedback is received from RA.</p> <ul style="list-style-type: none"> • Forward Agenda • Terms of Reference <p>Gina made the suggestion that ‘the Vision of DOBCEL’ should be amended to be ‘the Vision and Mission of DOBCEL’ - this was changed.</p> <p>Kate questioned that the creation of a new strategic plan might change the way that ToR are interpreted. It was agreed that the intent is to make clear that the actions of the RAP WG are aligned with direction of DOBCEL and would always consult with Directorate around statements and actions.</p>	
<p>Developing a Picture of First Nations People across our Diocese:</p> <ul style="list-style-type: none"> • Names of Traditional Custodians & Language Groups. • External organisations • DOBCEL schools who are engaged in RAPs or FIRE Carrier covenants. 	Jeanette Helen	40	<p> February 2024 Census Data.pptx</p> <p>This data reflects students whose families have explicitly made cultural status known. There will be families who choose not to or who are not aware.</p> <p>Lists mentioned are in development stage.</p> <p>Received 16 responses to FIRE Carrier/RAP Survey. Any suggestions for other ways (e.g. asking during contact with schools)? Helen and Jeanette are meeting with Lisa Moloney (FIRE Carrier Program Co-ordinator) on 3 June. Several schools have started planning for 2024/2025.</p> <p>PL - offer of OLOS kits has been more successful,, expecting more responses. The data gathered provides a firmer starting point as to where pertinent primary schools are at in their journey and will strengthen partnerships between various groups involved.</p> <p>ACHRIS - Online map</p>	<p>Working Group members encouraged by Helen to use the ACHRIS (and like websites) to identify Country especially when communicating with and working in schools across the Diocese.</p> <p>Jeanette will investigate how CEB documentation and references to school location could incorporate traditional names for local Country.</p> <p>Low response to recent survey of schools regarding RAP / Fire Carrier status. Jeanette and Helen to continue following up.</p> <p>Surplus money has been used to purchase multiple copies of an award winning resource ‘Our Land, Our Stories’. These copies are being directed to a number of primary schools who are high on a priority list due to the number of Aboriginal and/or Torres Strait Islander students enrolled or the work they have previously undertaken or are planning to undertake.</p>
Being an Ally of Reconciliation	Helen		<p>Helen spoke about the importance of all members of the WG seeing themselves as allies of Reconciliation, remembering that the work is not simply the domain of Aboriginal and Torres Strait Islander People.</p>	<p>Joe encouraged all members to look at the forward agenda in order to name thinking, expertise or action they could bring to these future agenda items..</p>

Future Dates:	Joe		<ul style="list-style-type: none"> • August 2 • September 6 • October 11 • November 29 	These have not been shared through Outlook but will be (Joe) .
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	CEB Reconciliation Action Plan Working Group			
Date:	March 26th 2024 9:30 -11.00			
Venue:	Training Room & VC Click here to join the meeting			
Present: Apologies:	Present: Vicky Hodgson, Kate Lawry, Tania Lund, Jo Huntley, Jacqui Gore, Chris Goonan, Leonie Walsh, Bernadette Luckman, Gina Bernasconi, Sarah Page, Helen Christensen, Jeanette Morris, Joe Ewing Apologies: Lee Schlooz, Bec Free, Matt Byrne			
Meeting Intention	<ul style="list-style-type: none"> • Briefly review our work from the last meeting. • Consider the draft statements in our RAP document. • Discuss timelines for deliverables. 			
Norms	<ul style="list-style-type: none"> • To speak honestly, but sensitively. • To recognise points of connection and respectfully acknowledge points of difference. • To keep in mind the needs and safety of all CEB colleagues. • Being present is a generous gift to the group. Leaving to be somewhere else at any time is completely understood. 			
Acknowledgement of Country & Prayer	Helen and Jeanette			
Pre task	Read over draft statements .			
Agenda Item	Speaker	Time	Minutes / Notes	Actions
Welcome Acknowledgement of Country Prayer	Helen Jeanette	10	Prayer of Acknowledgement Thanks Helen & Jeanette A warm welcome to those who joined our meeting for the first time today.	
Objectives, Norms & Recap	Joe	5	Explanation of the agreed norms. Summary of our meetings in November.	
Yarning Circle	Jeanette Helen	15	Held over	
RAP Statements <ul style="list-style-type: none"> • Our business • Our RAP • Our partnerships / current 	Joe	40	Three Levels of Text Protocol. Feedback given by the group and summarised (see following page).	Further comments or feedback welcomed either through emails or conversations. Feedback to be incorporated into the document and shared back to the group

activities				
Deliverables	Jeanette Helen	30	Mandatory RAP Actions and Deliverables Jeanette spoke to the deliverables section of the RAP document.	Further discernment required here. Items coded blue will most likely be ongoing work for the RAP WP. Items coded white will need to be shared with colleagues outside the group. Items coloured green are actions either underway or easily managed.
Next Meeting		5	During or close to National Reconciliation Week 27 May - 3 June "Now More Than Ever"	Date for next meeting to be set during NRW with a morning tea to be promoted in each office location.

Notes from 'Three Levels of Text' Protocol

Affirmation / Significant Question / Further action required

- Trauma of history
- Educational outcomes - why separate the fullness of life from educational outcomes. Fullness of life should precede educational outcomes so that it is inclusive of these. ✓
- Risk of Reconciliation being the job of Aboriginal and Torres Strait Islander staff
- Social justice and dignity are prompted by the Catholic Tradition
- The history of student participation.
- Initially founded by Anglo Irish immigrants - reference to existing community? ✓
- From the Murray to the Sea - could this be included with traditional language names?
- Safety for staff
- How do we include PJP and RI schools in this document?
- How might we best describe the geographic location of our diocese and our work? Map inclusion?
- Promote reconciliation through...
- Authentic
- The importance of story
- Enabled by relationship
- Focus on a wider employment of Aboriginal and Torres Strait Islander people. ✓
- Reorder of the RAP section of the document required. The last statement needs to be relocated to the beginning of the RAP section. However a strong finish to this section is also required. ✓
- Reference to history and a clear acknowledgement of the other is important.
- Refer to the diocesan theme for 2024 as a point of dialogue
- Investigate the names of Country to be included.
- Avoid exclusive references - 'Our mission' 'our tradition' ✓

	DOBCEL Reconciliation Action Plan Working Group			
Date:	Wednesday November 29th 2023 9:30 -11.00			
Venue:	Conference Room & VC Click here to join the meeting			
Present: Apologies:	<p>Present: Sarah Page, Bec Free, Leonie Walsh, Jeanette Morris, Jo Huntley, Tania Lund, Kate Lawry, Jo Bond, Matt Byrne & Joe Ewing.</p> <p>Apologies: Bernadette Luckman, Jacqui Gore, Tim O’Farrell (tuning in while travelling), Tony Perkins, Chris Goonan, Gina Bernasconi, Vicky Hodgson</p>			
Meeting Intention	<ul style="list-style-type: none"> • Briefly review our work from the last meeting. • Contribute to a Vision Statement for our RAP. • Look at the next steps in 2024. 			
Norms	<ul style="list-style-type: none"> • To speak honestly, but sensitively. • To recognise points of connection and respectfully acknowledge points of difference. • To keep in mind the needs and safety of all CEB colleagues. • Being present is a generous gift to the group. Leaving to be somewhere else at any time is completely understood. 			
Acknowledgement of Country & Prayer	Jo H & Joe			
Pre task	Nil			
Agenda Item	Speaker	Time	Minutes / Notes	Actions
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 structure of the deliverables : <ul style="list-style-type: none"> • Relationship • Respect • Opportunities • Governance 	
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	Joe & Jeanette to thread these ideas together as a draft vision statement for presentation at our next meeting in 2024.

			prompts in terms of CEB. Exemplar RAPs Jamboard	
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 Recording Powerpoint 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	







	DOBCEL Reconciliation Action Plan Working Group			
Date:	Friday November 3rd 2023 9:30 -11.00			
Venue:	Conference Room & VC Click here to join the meeting			
Present: Apologies:	Present: Jeanette Morris, Joe Ewing, Sarah Page, Tim O'Farrell, Matt Byrne, Kate Lawry, Tony Perkins, Bec Free (VC), Jo Bond (VC), Apologies: Lee Schlooz, Sam Meerbach, Bernadette Luckman, Gina Bernasconi, Jo Huntley			
Meeting Intention	<ul style="list-style-type: none"> • An opportunity to listen to the perspectives of all attendees. • Familiarisation with the RAP process • Examine suggestions for action 			
Proposed Norms	<ul style="list-style-type: none"> • To speak honestly, but sensitively. • To recognise points of connection and respectfully acknowledge points of difference. • To keep in mind the needs and safety of all CEB colleagues. • Being present is a generous gift to the group. Leaving to be somewhere else at any time is completely understood. 			
Acknowledgement of Country & Prayer	Jeanette & Joe			
Pre task	Consider: <i>What is your story in relation to the idea of 'Reconciliation'?</i> <i>What brings you to this group?</i>			
Agenda Item	Speaker	Time	Minutes / Notes	Actions
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>Exemplar RAPs Reconciliation Australia RAP Summary</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>Our Physical Environment 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>Education / Training 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>Resources Localised resources Resources available for ongoing learning. Reference in policies</p> <p>Structure Better visibility of inclusivity in the organisation ie job ads Employment opportunities for First Nations people. Inclusion and diversity role</p> <p>Language Language use Office spaces named with First Nations names / words Recognition of place names of our schools</p>

	<p>Gain insight Explore why First Nations populations student population might be low. Not tokenistic actions</p> <p>Authentic Relationship Development of relationship / consultation with communities / elders in each office location Visit local sites significant to First Nations people Dialogue</p> <p>Connection to our schools 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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