



Plan International Australia acknowledges the people of the Kulin Nation as the custodians of the land on which our office stands. We pay our respects to their Elders past, present and emerging.

We recognise Aboriginal and Torres Strait Islander peoples' ongoing connection to land, waters and community and believe our nation has a lot to learn from First Nations' approaches to caring for country and for each other.

Sovereignty was never ceded. We honour the enduring resilience and resistance of Aboriginal and Torres Strait Islander peoples and we stand in solidarity with the **Uluru Statement from the Heart**. We support its call to enshrine a First Nations' voice in the Australian constitution and establish a Makarrata Commission.

We commit to act in solidarity with Australia's First Peoples to build a shared future where we can all thrive.





Message from the CEO, Susanne Legena

Plan International has as its core mission a commitment to social justice. As part of this, Plan International is committed to rooting out structural racism, inequities, systemic oppression and all other forms of discrimination within our work. In our work globally, we support the rights of all Indigenous and First Nations peoples.

The history of Australia is bound inextricably with the story of invasion, colonialism and dispossession of Indigenous people. Yet, it is also a story of incredible resilience and resistance by Aboriginal and Torres Strait Islander peoples in the face of systematic discrimination and theft.

Plan International Australia acknowledges that Indigenous sovereignty was never ceded, and that as an Australian organisation, we commit ourselves to support Aboriginal and Torres Strait Islander peoples in their quest for social justice and restitution. In doing so, we will need to recognise that the legacy

of invasion and dispossession remains, and that racism in our country is entrenched. We are dedicated to addressing racism and injustice in the way we operate, our relationships and our work in the world.

By committing ourselves to reconciliation as a key part of our strategy, we are undertaking the important step to listen, reflect and act. Our staff, our Board and our partners will be with us throughout this process and will guide us as we go. It is likely to be a challenging journey, but we are resolved to walk it together.

We are also thankful for the leadership and support of Reconciliation Australia and look forward to meeting their expectations of us and their vision for Australia.

A handwritten signature in black ink that reads "Susanne Legena". The signature is written in a cursive, flowing style.

Susanne Legena
CEO, Plan International Australia

Our Reconciliation Action Plan

Our reconciliation journey

As an organisation working within Australia, we are committed to standing in solidarity and working in partnership with Aboriginal and Torres Strait Islander peoples. Having begun work on our Reconciliation Action Plan (RAP), we are committed to continuing with this process and our journey towards reconciliation.

Aboriginal and Torres Strait Islander peoples embody a spirit of resilience to which we aspire. Just as our work around the world is characterised by working with and respecting local knowledge, history and culture, we are committed to reconciliation in Australia.

Our vision is to build a greater sense of agency and self-determination for communities in Northeast Arnhem Land through our programmatic work and partnership with Goṇ-Ḍāl Aboriginal Corporation. We will also act as a platform to amplify the voices of Aboriginal and Torres Strait Islander peoples, to build respect for history and culture among our supporter-base and the wider public, and create an inclusive workplace where Aboriginal and Torres Strait Islander peoples and cultures are understood and valued.

This vision is upheld by Plan International's global commitment to the UN Declaration on the Rights

of Indigenous Peoples and enshrined in our Reflect Reconciliation Action Plan. As we come to different stages of our reconciliation journey, we aim to elevate our ongoing commitment through the development and implementation of a more comprehensive Innovate RAP by 2023.

Plan International Australia stands in solidarity with the Uluru Statement of the Heart and recognises our need for a Reconciliation Action Plan to acknowledge the ongoing injustices, learn from Aboriginal and Torres Strait Islander cultures and histories and clearly reflect our belief that sovereignty was never ceded.

We pledge to stand alongside Aboriginal and Torres Strait Islander peoples to build a brighter future for their young people and their communities based on justice, truth-telling and self-determination.

Who is involved?

The Reconciliation Action Plan has been developed by a RAP Working Group comprised of representatives from every department across the organisation. Each working group member was selected through an expression of interest process and had a strong reason for committing to this RAP, as detailed in the table below.

Name	Role	Reason for involvement
Dave Husy	Deputy CEO, Impact	I chose to be in the RAP Working Group because I believe deeply in the right of Aboriginal and Torres Strait Islander peoples to control their own destiny, and that non-Indigenous Australians need to acknowledge and reconcile their role and responsibilities in denying Aboriginal and Torres Strait Islander peoples this right. I want to ensure that our organisation, including staff, volunteers and governors, makes a real commitment to reconciliation and lives up to it.
Melanie Sleep	Inclusion, Gender and Child Safeguarding Specialist	I wanted to be involved in seeing our organisation make a strong commitment to reconciliation and creating clear actions to move towards all of us building knowledge about the rich cultures, relationships and connections of Aboriginal and Torres Strait Islander peoples, understanding their histories and our part in that, learning from their resilience and strength and moving towards healing. I have been so enriched and deeply challenged by the process so far and look forward to learning more.

Evelyn Lewis	Business Partner, Business and Project Analyst	I have always been an advocate for Aboriginal and Torres Strait Islander rights and I want to be a part of positive change at Plan International Australia. It is easy to forget the bloody history of colonisation in Australia, especially when it is sanitised in schools, and I wanted to contribute to Plan International Australia's steps towards reconciliation.
Catherine Caton	Programs Officer	I chose to join the RAP Working Group because although Plan International Australia's programmatic and advocacy work is primarily internationally focused, I believe we still have a duty to stand alongside those facing disadvantage and injustice at home. I am passionate about working for a socially progressive Australia and reconciliation must be a key component of this objective. Being part of Plan International Australia's RAP Working Group has also been an opportunity for me to gain a better understanding and appreciation of Aboriginal and Torres Strait Islander peoples' strength and resilience, histories and cultures.
Rachida Hunting	Acting Inclusion, Gender and Child Safeguarding Specialist	I chose to join the RAP Working Group because I want to make a genuine contribution towards reconciliation. Through my work at Oxfam Australia, in particular the Close the Gap campaign, I learned how much of a gap there is between our First Nations peoples and non-Indigenous Australians. One statistic that I still remember which is shocking is that on average, Aboriginal and Torres Strait Islander peoples have a life expectancy that is 10-17 years shorter than other Australians. This should not happen in a country as prosperous as Australia. First Nations cultures, knowledge and contribution is not celebrated and respected in this country as much as it should be. Plan International Australia's RAP, developed in partnership with Reconciliation Australia, means that, we as an organisation can take meaningful steps to support the reconciliation movement. It means building relationships, respect and opportunities together with Aboriginal and Torres Strait Islander peoples - so we can create a just and equitable nation for all Australians.
Zana Volkanovski*	Data Integrity and Process Analyst	I chose to be involved in the RAP Working Group because I believe that to continue moving forward with reconciliation, many more people need to actively do more to support it, including myself. It did not seem enough to just talk about it and want it to happen. Joining the RAP group has provided opportunities to educate myself more about the truth of Australia's history, share knowledge and culture, and to engage with more Aboriginal and Torres Strait Islander peoples. It has also made me more reflective and aware of the issues caused by colonisation and the continued systematic discrimination and disadvantage Australia's First Peoples experience in their own country. It is a little close to the heart, because my own parents and relatives still share their moving stories of the horrific genocide, forced occupation and discrimination our families and ancestors have experienced. I admire them all for their incredible pride, courage and resilience to maintain whatever they could of their identities, languages and cultures to share with each generation after them.

Joy Toose*	Digital Campaigner	As someone working and living on stolen land, I wanted to be part of our RAP Working Group. I think we have so much to learn from this land's First Peoples - their care for Country and each other and their enduring resilience and resistance in the face of violent colonisation. As a campaigner, I wanted the opportunity to grapple with how our organisation should act in solidarity with First Australians' campaigns in ways that are welcome and practical. I also want to make sure we use this process to establish standards and safeguards that will help make Plan International Australia a better ally, partner and employer for Aboriginal and Torres Strait Islander peoples.
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Kirk Marshall*	Philanthropy Coordinator	Having undertaken diversity and cultural competency days in my previous work with Oxfam, Australian Red Cross, and literary/arts organisation Going Down Swinging – including intensive training with members of Wurundjeri Tribe Council and Footscray Community Arts Centre, and a Birrarung Marr walking tour with Melbourne's own Dean Stewart – I've become increasingly conscious that the best and most substantive channel by which to personally support both culturally and linguistically diverse people and particularly, Aboriginal and Torres Strait Islander communities is to prioritise their needs through a consultative and empathetic two-way learning approach. This has led me to want to actively engage in Plan International Australia's RAP-development process over its lifecycle, and my continuing interactions with representatives of Goṇ-Däl Aboriginal Corporation and Gapuwiyak Culture and Arts throughout the past two years has expanded my understanding of the ways in which values-aligned organisations such as Plan International Australia can become champions and allies for Yolṇu empowerment. This is a continuing process I feel passionate about contributing to.
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* These staff members have left Plan International Australia.

Previous working group staff members that have collaborated to develop this RAP and contributed to our reconciliation journey to date include: Jessica Barrette (Business Analyst), Molly Garcia-Underwood (Grants Officer), Kelsey Wilson (Child Rights and Protection Officer), Saul Zavarce (Campaigns Officer) and Adam Greig (Australian Programs Advisor).

The background of the page features a stylized illustration in white and grey on a reddish-brown background. At the top, there is a simple drawing of a house with several windows. Below it, there are silhouettes of people, some appearing to be in conversation or working together. The bottom half of the page is filled with a dense pattern of white line drawings depicting various human activities: people sitting on the ground, some holding objects like baskets or tools, and others in dynamic poses. The overall style is reminiscent of traditional indigenous art or a community mural.

Our partnerships and current activities

So far in Plan International Australia's reconciliation journey, we have organised a number of initiatives and activities in order to increase cultural awareness within the organisation.

For key awareness days, such as National Reconciliation Week, NAIDOC Week and Aboriginal and Torres Strait Islander Children's Day, daily emails are sent to all staff with each day focusing on a different topic relating to the overall theme. Our Executive Team sponsor and some of the RAP Working Group members have met with the Wurundjeri Tribe Council and plans are in place to meet with other local Aboriginal and Torres Strait Islander Networks and Councils.

For January 26, Plan International Australia gives employees the opportunity to show solidarity with Aboriginal and Torres Strait Islander communities by not recognising the public holiday and opting to work instead. While at work, some staff members can choose to attend the Invasion/Survival Day rally together.

Increasing internal cultural awareness and competency through training is also an important initiative. In January 2019, a group of 17 employees attended an all-day training session at the Koori Heritage Trust. The RAP Working Group is currently exploring options for this type of training to be made available to all staff and envisage to have something in place for FY2022. During October-November 2021, all Plan International Australia staff and Board members participated in a series of anti-racism workshops to help develop literacy, empathy, and understanding

of race-related issues and identities and to improve safety and support for People of Colour and First Nations staff in our organisation.

It is our intention that the Reflect RAP will further inform our engagements with reconciliation as we seek to establish new partnerships and internal initiatives.

We have also established a partnership in Arnhem Land with Goṇ-Ḍäl Aboriginal Corporation, which aims to improve the health, social and economic outcomes of the Yolṇu clans and peoples living in Gapuwiyak and its Homelands.

Plan International Australia's partnership with Goṇ-Ḍäl Aboriginal Corporation is focused on helping the organisation progress its strategy and aspirations for Yolṇu homeland communities in North East (NE) Arnhem Land. To date, Plan International Australia has provided funding support for program activity, as well as seconding a staff member to assist their management and Directors. This has helped the corporation to develop two businesses that are now generating enough income to employ a manager, as well as to successfully pursue a range of opportunities.

Plan International Australia has committed to work with Goṇ-Ḍäl Aboriginal Corporation over an initial period of five years, but we see this as being a long-term commitment. We see this partnership as one where we can fulfil our commitment to support Yolṇu children and young people to live and grow up in Homeland communities that promote and protect their identity and their rights.



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.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Deputy CEO, Impact
	Following our program commitment and the establishment of our partnership with Goṅ-Däl Aboriginal Corporation, continue to engage with the diversity of Aboriginal organisations in North East (NE) Arnhem Land for example, Laynhapuy Homelands Aboriginal Corporation, Arnhem Land Progress Association and the Northern Land Council, providing governance and operational advice as requested.	June 2022	Associate Director, Program, Support, Partnerships & New Ventures
	Investigate opportunities to act in solidarity with organisations advocating on issues affecting Aboriginal and Torres Strait Islander peoples.	May 2022	Manager, Community Campaigns and Solidarity
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	Inclusion, Gender and Child Safeguarding Specialist
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Key NRW events chosen by RAP Working Group to be circulated to encourage staff to attend.	May 2022	Inclusion, Gender and Child Safeguarding Specialist

Action	Deliverable	Timeline	Responsibility
	Senior leaders and management to initiate conversations to encourage staff to attend NRW events.	27 May - 3 June 2022	Executive Team and People managers
	Senior leaders and management to create space in calendars, minimising meetings and training, to ensure staff have opportunity to attend NRW events.	27 May - 3 June 2022	Executive Team and People managers
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2022	Chief Executive Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Publish the RAP on our organisational intranet for staff to access.	March 2022	Inclusion, Gender and Child Safeguarding Specialist
	Publish the RAP on our website for the public to access.	March 2022	Website Officer
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2022	Associate Director, Organisational Development and Culture



RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Conduct a review of cultural learning needs within our organisation.	August 2022	Inclusion, Gender and Child Safeguarding Specialist
	Prepare a cost/benefit analysis of existing training options, ensuring training providers are approved Aboriginal and Torres Strait Islander suppliers.	June 2022	Data Analyst
	Cultural competency training to be offered to all staff via online introductory module and face to face Aboriginal walking tour.	August 2022	Associate Director, Organisational Development and Culture
	Include dates of significance into wider organisational calendar of cultural events.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Raise awareness of dates of significance by sharing information with staff.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Send communication to staff regarding January 26, an education piece regarding our commitment, sharing Aboriginal and Torres Strait Islander perspectives and voices and outlining human resource options for work.	Jan 2022	Inclusion, Gender and Child Safeguarding Specialist and Associate Director, Organisational Development and Culture
	Embed cultural competency expectations into core competency framework.	Jan 2022	Associate Director, Organisational Development and Culture

Action	Deliverable	Timeline	Responsibility
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.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2022	Digital Campaigner
	Provide a written guidance to staff on how to create their own Acknowledgement of Country to encourage personal reflection and connection.	March 2022	Digital Campaigner
	Embed written Acknowledgement of Country by including in written publications (annual report, newsletters, Ubuntu) and email signatures.	March 2022	Manager of Brand and Strategic Communications
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Inclusion, Gender and Child Safeguarding Specialist
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022	Inclusion, Gender and Child Safeguarding Specialist
8. Investigate opportunities to increase levels of cultural safety within the organisation.	Incorporate design aspects recognising Aboriginal and Torres Strait Islander cultures, histories and achievements into office re-design.	March 2022	Chief Operations Officer
	Investigate and research the development of a cultural safety policy for the organisation.	August 2022	Inclusion, Gender and Child Safeguarding Specialist



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
9. 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.	August 2022	Inclusion, Gender and Child Safeguarding Specialist
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Associate Director, Organisational Development and Culture
	Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).	June 2022	People Business Partner
	Review and improve our recruitment practices to ensure an attractive, inclusive and accessible process for Aboriginal and Torres Strait Islander peoples.	June 2022	People Business Partner
10. 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.	August 2022	Inclusion, Gender and Child Safeguarding Specialist
	Investigate Supply Nation membership.	March 2022	Chief Operations Officer
	Review current procurement policy and include key considerations for ensuring engagement of Aboriginal and Torres Strait Islander supplier.	March 2022	Chief Operations Officer
	Curate a list of Aboriginal and Torres Strait Islander suppliers.	June 2022	Inclusion, Gender and Child Safeguarding Specialist



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
11. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	May 2022	Inclusion, Gender and Child Safeguarding Specialist
	Draft a Terms of Reference for the RWG.	April 2022	Inclusion, Gender and Child Safeguarding Specialist
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2022	Inclusion, Gender and Child Safeguarding Specialist
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation. Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2022	Inclusion, Gender and Child Safeguarding Specialist
	Engage senior leaders in the delivery of RAP commitments.	March 2022	Deputy CEO, Impact
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept 2022	Inclusion, Gender and Child Safeguarding Specialist
	Monitor, track and report on the progress of the RAP implementation across all areas of the organisation to the Executive Team on a quarterly basis.	April 2022	Inclusion, Gender and Child Safeguarding Specialist
	Report on the progress of RAP implementation to the Programs and Influence Committee (PIC), a sub-committee of the board, quarterly.	April 2022	Deputy CEO, Impact
	Report on the progress of RAP implementation to the board annually.	Dec 2022	Deputy CEO, Impact
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Oct 2022	Inclusion, Gender and Child Safeguarding Specialist



Contact details

Dave Husy

Deputy CEO, Impact

Phone: 13 75 26

Email: dave.husy@plan.org.au

13 75 26

PLAN.ORG.AU

Plan International Australia
18/60 City Road, Southbank VIC 3006
GPO Box 2818, Melbourne VIC 3001
Tel: 13 75 26 Fax: +61 (3) 9670 1130
Email: info@plan.org.au

ABN 49 004 875 807

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