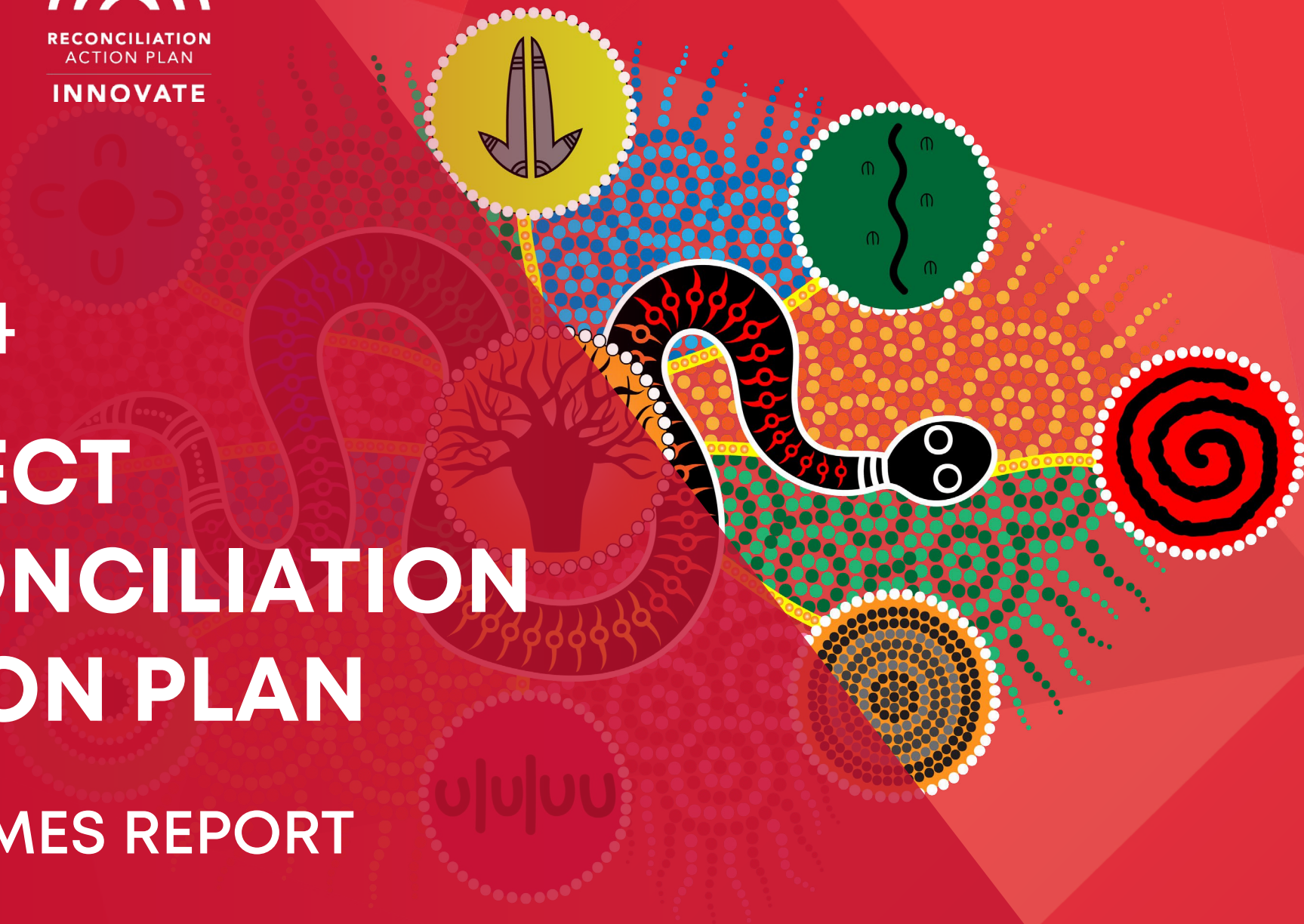




2024

REFLECT RECONCILIATION ACTION PLAN

OUTCOMES REPORT



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A Message from our CEO and Board

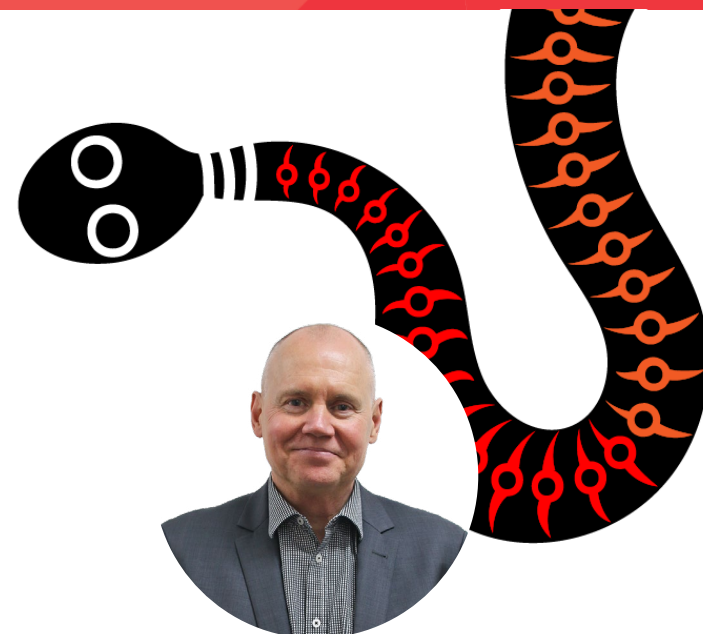
We are proud to present to you the YMCA Queensland Reflect - Reconciliation Action Plan (RAP) outcomes report.

Our Reflect RAP, as articulated by Reconciliation Action Australia, 'helps prepare an organisation to engage in reconciliation meaningfully'. We trust this Reflect RAP has indeed helped YMCA Queensland prepare for the next steps in the RAP process.

We have learnt much in the process and understand whilst we have much to learn, we also have a lot to contribute to this Reconciliation process. Moreover, we have a duty to do what we can to contribute to the Reconciliation process. We acknowledge that various parts of the organisation are more

advanced than others in this process. Our school, for example, has wonderful connections to local elders and provides deep and meaningful First Nations cultural development programs. Our childcare services have rich First Nations learning opportunities embedded in their curriculum. We will learn from each other, our First Nations staff, friends and like-minded organisations.

We commit to facilitating the time and effort to moving YMCA Queensland to the next stage in the RAP process and will embark on the next stage of this work to develop an Innovate RAP through the guidance of and in unison with our First Nations people.



Damian Foley, Chief Executive Officer



Heather Allan, Board President

About YMCA Queensland

YMCA Queensland has been working in local communities across Australia since 1851. YMCA Australia is a federation of 13 member associations; YMCA Queensland is one association. A local voluntary Board of Directors elected by its members governs each association, including YMCA Queensland, to enable YMCAs to have a local community relevance and impact.

YMCA Queensland is the third-largest member association in Australia and was established in 1864. We have long held the belief that the community prospers when services are provided that identify, understand, and meet community needs.

While originally built on the effort of a dedicated and passionate base of volunteers, YMCA Queensland now employs over 1400 passionate and dedicated staff members and over 250 generous volunteers who donate their valuable time and talent. At YMCA Queensland *'We create healthy, connected and thriving communities'*.

We seek to make a difference by providing each person with the opportunity to be healthy, happy, and connected.



YMCA Queensland Volunteer, 2024

About YMCA Queensland

Our Impact



Affordable Housing

Over 140 people have been provided with a safe, permanent place to call home.



School Breakfast Program

We have provided over 1 million free breakfast meals in more than 170 schools this year.



Camping

Around 12,800 people have taken advantage of our camping and outdoor education facilities.

About YMCA Queensland

Our Impact



Children's Services

Over 18,500 children attend one of our childcare services (Early Learning and OSHC).



Youth Programs

More than 9,700 young people have benefited from involvement in our youth programs.



Y Schools Queensland

Almost 900 students have been enrolled across the 11 vocational school campuses.

About YMCA Queensland

Our Impact



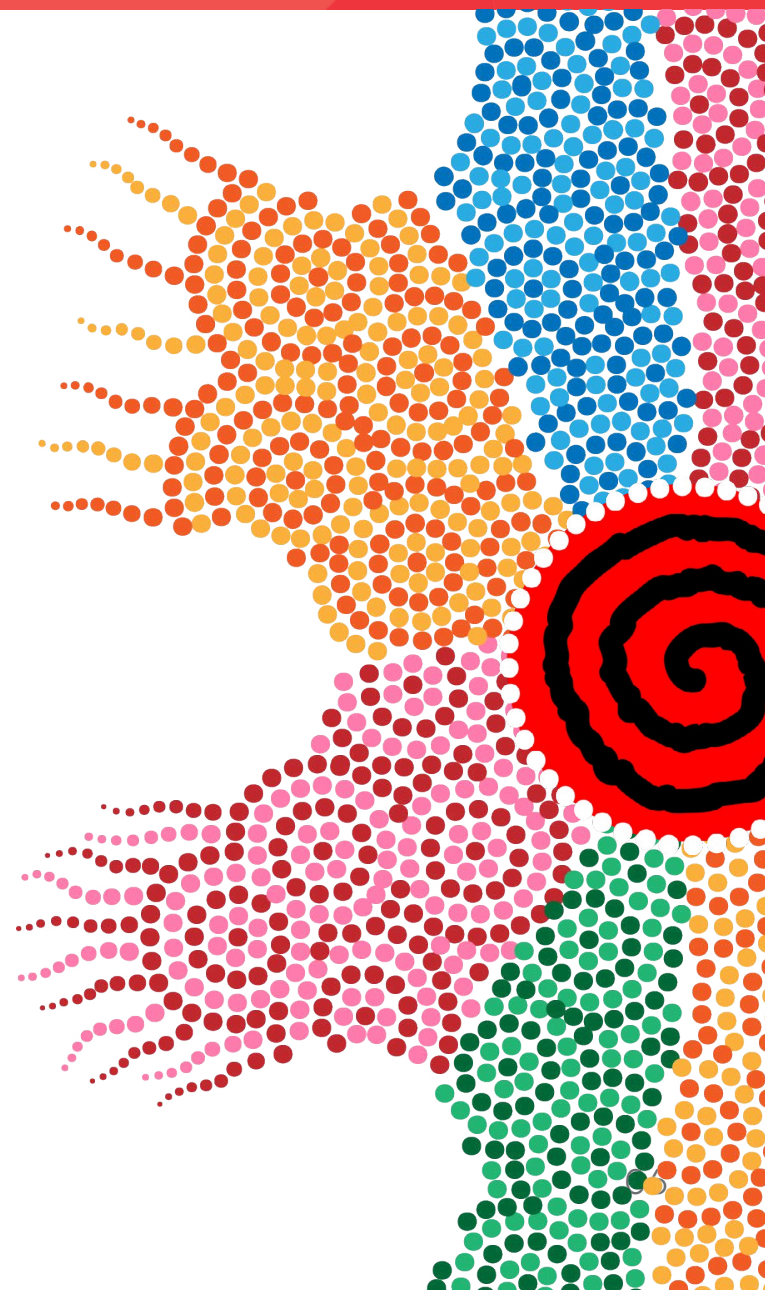
Community Centres

Almost 180,000 people attended our community centres last year.



Fitness and Recreation

Over 20,000 people have participated in our suite of active recreation offerings.



Our Mission and Values

We create healthy, connected and thriving communities

YMCA Queensland works to provide opportunities for all people to grow in mind, body and spirit. We are guided to achieve our mission by the following values:

- Respecting the dignity and intrinsic worth of all people regardless of age, gender, ethnicity or belief.
- Valuing the whole person's body, mind and spirit with equal importance.
- Building healthy communities based on relationships characterised by love, understanding, mutual respect and a sense of belonging.
- Ensuring equality of opportunity and justice for all people.
- Embracing the diversity of people, communities and nations.
- Encouraging acceptance of personal responsibility.

These core values translate into four key operational values:



Honesty



Respect



Caring



Responsibility

Our Vision for Reconciliation

At YMCA Queensland, our vision for reconciliation is to create happier, healthier communities inclusive of all Australians.

We believe in the importance of healthy communities for all Australians, based on relationships between people characterised by love, understanding, mutual respect and a sense of belonging.

To achieve this and to bring Aboriginal and Torres Strait Islander peoples and the rest of the population together, we believe all Australians must understand our nation's true history and accept our personal responsibilities in shaping a better future.

As a community organisation, YMCA Queensland will use our voice and position to support all YMCA people, stakeholders, members, beneficiaries and the wider community to understand and acknowledge the harm caused to our First Nations Peoples, the world's oldest living civilisation, and learn from past mistakes.

We believe this is achievable in part by listening to and honouring Aboriginal and Torres Strait Islander cultures, communities and contributions and actively working towards true reconciliation through providing equality of opportunity and justice for all people.



Springfield Lakes Community Centre, 2024

Our RAP Journey

In January 2019, a dedicated group of ten YMCA staff established a Reconciliation Action Plan (RAP) working group. Led initially by Safeguarding Advisor Courtney Beanland (Rohan), the group began its work in March 2019 to develop the organisation's first RAP. While progress was significantly impeded by the COVID-19 pandemic in 2020, the group was reinvigorated in 2022 with a renewed focus on achieving the Reflect RAP objectives.

To enhance its reconciliation journey, the YMCA engaged an Indigenous cultural advisor on a six-month contract in May 2023. With their invaluable guidance, the RAP working group completed most Reflect RAP actions. We are proud to present this report outlining our accomplishments.

We extend our sincere gratitude to Aunty Merle Cashman for her generous contributions of time, knowledge, and unwavering support to the RAP working group.

Reflect RAP working group members past and present:

- Anna Coles
- Bec Andlëmac
- Candice Bellevue-De Silva
- Carolina Schenuetter
- Charlene Reynolds
- Courtney Beanland (Rohan)
- Inaugural Chair
- Delina Wombold
- Greg Wacker
- Iona Wylie
- Isiah Hippisley
- Jane Barr-Thompson
- Jason Mash
- Joshua Fearn
- Kiri Drew
- Kristy Commens
- Kristy Dunnett (McCullough)
- Lachie Sands
- Lauren Pollock
- Megan Chadwick
- Michael Tsiamis
- Michele Meredith
- Michelle Stanton
- Nicole Bunning
- Rella Taylor-Byrne
- Sarah Dickson
- Shane Stevenson
- Thomas Akers



Relationships

YMCA Queensland is committed to identifying and improving our existing relationships with local Aboriginal and Torres Strait Islander organisations and individuals and aim to develop new partnerships that are respectful and sustainable.

Action 1: Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Most locations of YMCA Queensland actively know First Nations elders, community groups and businesses in their local community. There is positive evidence of engagement, in particular, in many of the children's services and vocational schools. This includes embedding practice, training and development.	Complete. Evident since 2022 and ongoing.
1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	No research work undertaken. <i>Carry over to next RAP.</i>	Incomplete.
1.3 Track relationships, partnerships and activities currently undertaken in the organisation and develop a method for recording this information. The process should be replicable so longitudinal data can be collected annually.	<p>The structure and diversity of YMCA Queensland have made it difficult to assemble a centralised record to track achievements against this deliverable. Within the largest operational areas of the organisation, there is positive evidence concerning positive working relationships and activities delivered. There is less evidence surrounding partnerships.</p> <p>A survey undertaken in 2023 sought to gain an understanding of internal and external engagement with Indigenous activities, programs or initiatives. Results, as summarised on page 12, demonstrated that participation was strongest in our vocational schools.</p> <p>In the 2023 survey, respondents were asked to share information regarding their local relationships, partnerships and activities. Table 2 on page 12 reveals the number of children and young people enrolled in our children's services and vocational schools. Our organisation's diverse engagement with our First Nations communities is reflected on page 14. <i>Carry over to next RAP.</i></p>	Partly met.

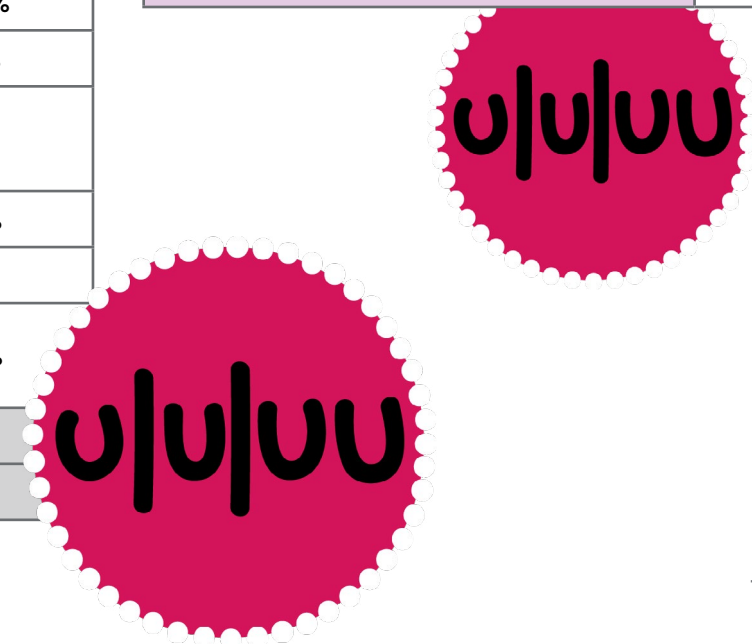
YMCA Queensland Reconciliation Survey Results, 2023

Table 1. Does your centre/team currently engage in any internal or external Indigenous activities, programs or initiatives?

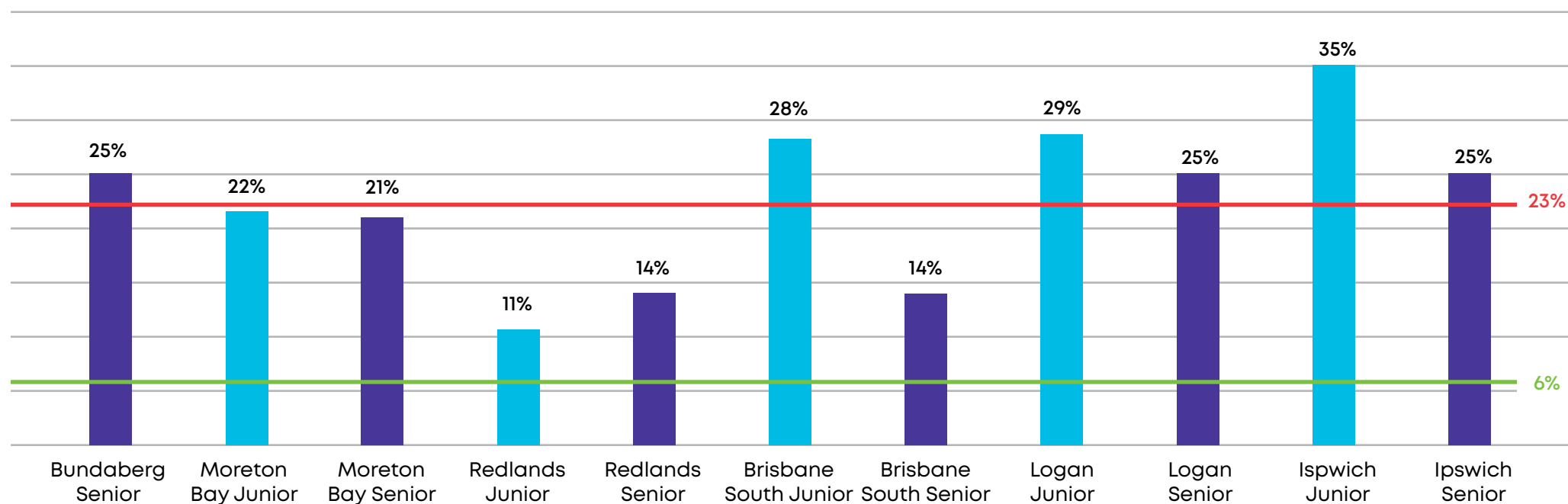
Group	Actively Engages	Does Not Engage	Active Engagement
Board of Directors	1	0	100%
Breakfast Program	1	0	100%
Community Centres	5	5	50%
Early Childhood Education Centres (ECEC)	2	0	100%
Gymnastics & Fitness/Aquatics	2	9	18%
Hospitality & Retail (Affordable Housing, Op Shops, George Williams Hotel, Camps, North Pine, Old Petrie Town, Heritage Hotel)	1	7	13%
OSHC	15	41	27%
Schools	10	1	91%
Shared Services (IT, P&C, Finance, R&C, Marketing, Property Research & Evaluation, Administration Services)	3	6	33%
Total	40	63	
Percentage of total	39	61	

Table 2. Enrolment figures in children's services

Enrolment Information for Children's Services	
Number of children enrolled	18,550
Number of children who identify as Aboriginal or Torres Strait Islander	605
Percentage this represents	3.27%



Percentage of First Nations student enrolments at each campus in Y Schools Queensland, 2024



Diverse ways YMCA Queensland engages with our First Nations community

- Incursions and activities surrounding the indigenous artwork are incorporated into the program. Artifacts gifted by our elder are displayed.
- Affordable Housing team has meetings with an Indigenous community on the Gold Coast.
- Amanda Rudge coordinates a monthly visit from a Kindy group in Tenterfield for swimming lessons. We conduct PTs for an indigenous man with disabilities.
- Logan Together Action Group and the Logan NAIDOC Family Event are working with the Elders of Logan.
- Reconciliation wall.
- Cultural tours of identified sites at Burleigh Heads are upcoming.
- Embedded in enrichment and wellbeing programs; regular engagement with QATSIF.
- Welcome to Country, managing fire, and a range of resources including bush tucker books, games, topic cards, a bush tucker garden, Aboriginal memory card and art matching games.
- Engagement with Aboriginal and Torres Strait Islander excursion and incursion providers. Participation in school NAIDOC events. Embedding the “8 ways of Aboriginal Learning” pedagogical framework into the service.
- Writing stories and organising representation of RAP materials.
- Didgeridoo, weaving, art and culture.



Crossing Cultures: the Big Picture, a Hidden History, 2021

Diverse ways YMCA Queensland engages with our First Nations community

- Indigenous gardening/landscaping project.
- We host the Murri Interagency and the Brisbane South Family Support Collective, run by Kurabi. A staff member also sits on the Koombumerri Yugambah Museum Board in Beenleigh.
- The Villa Ipswich Community Centre has received grant funding to launch a Yuggera Language Program pilot with students at the Y Vocational School Ipswich, starting in Term 4. Additionally, we have secured funding to collaborate with local Aboriginal artist Jenny Kent to design and paint a large external mural at the front of the school and community centre.
- Incursions, sensory garden and activities each week.
- First Nations workers at the centre.
- Our new playground shade sail features the Indigenous flag. In the playroom, we have a rotating display of books, posters, materials, and artifacts. Indigenous symbols are placed where relevant, such as the running water symbol above the taps. We start daily meetings by greeting with the Turrbal People's word for Giddyay.
- Coordinate an Indigenous cleaning company at Moreton Bay and collaborate with the First Nations Coordinator on RAP WP research and evaluation metrics. Integrate First Nations language into social media, host school events with Smoking Ceremonies and Acknowledgment/Welcome to Country, and introduce First Nations uniforms.



Smoking Ceremony

Action 2: Build relationships through celebrating National Reconciliation Week (NRW)

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and document.	This is being done on an annual basis disseminated by the marketing team to all services and programs of YMCA Queensland. NRW forms part of the Marketing Team's annual work plan.	Complete. 2022 and annually.
2.2 RAP Working Group members to participate in an external NRW event and document.	RAP Working Group members have not participated in an external NRW event. <i>Carry over next RAP.</i>	Incomplete.
2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW and document.	No staff or senior leaders have participated in an external NRW event. <i>Carry over next RAP.</i>	Incomplete.



Brisbane South Junior, 2024



Cheeky Monkeys Playgroup, 2024



Acacia Ridge Early Learning Centre, 2024

Action 3: Promote reconciliation through our sphere of influence

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
<p>3.1 Communicate our commitment to reconciliation to all staff.</p>	<p>YMCA Queensland Website The website includes an Acknowledgment of Country and the RAP.</p> <p>CEO Updates Fortnightly updates from the CEO Damian Foley have spoken to the work of the RAP working group or work being done across the organisation and his personal commitment as well as the commitment and importance of this work to YMCA Queensland. See an example here.</p> <p>RAP Working Group Newsletter In August 2023, YMCA initiated regular communication across the organisation from the RAP Working Group to keep staff and volunteers up to date on our progress in this area of work, and to support engagement. To date, four Newsletters have been delivered: August and September in 2023 and February and June in 2024. Included is an Acknowledgment to Country and a link to resources services and staff can access online.</p> <p>RAP Newsletters Please see the RAP newsletters below:</p> <p>RAP Newsletter October, 2023 RAP Newsletter March, 2024 RAP Newsletter June, 2024</p>	<p>Complete. 2022 and ongoing extracts.</p>



Action 3: Promote reconciliation through our sphere of influence

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Over the RAP journey we have liaised with: <ul style="list-style-type: none"> • Aunty Merle Cashman, Senior Project Officer Early Childhood - Department of Education • Logan Elders and NAIDOC committee • Uncle Goma • ACECQA resources 	Complete.
3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Due to the nature of this particular RAP being a Governance RAP, we have not undertaken any collaborative work on our reconciliation journey, other than with our own National Y Movement.	Partly Completed.



Acacia Ridge Early Learning Centre, 2022




Children's Services Leadership Training, 2022



Miami OSHC, 2024

Action 4: Promote positive race relations through anti-discrimination strategies

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
4.1 Research best practices and policies in areas of race relations and anti-discrimination.	<p>YMCA Queensland have established a suite of Diversity, Equity and Inclusion Policies, which includes the following:</p> <ul style="list-style-type: none"> Under Key Principals: We recognise the traditional custodians of the land on which we operate, and are committed to invest in our relationships with local Aboriginal and Torres Strait Islander organisations and individuals. Under Y-Leadership Responsibilities: Champion, lead and promote the implementation of the Reconciliation Action Plan and oversee the implementation of the Reconciliation Action Plan and the Diversity, Equity and Inclusion Plan. 	Complete. Current version approved March 2024
4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	<p>YMCA Queensland have established a suite of Diversity, Equity and Inclusion Policies over recent years. Refer to the employees' Policy & Procedure Framework below, which includes an anti-discrimination procedure:</p> 	Complete. Current version approved March 2024

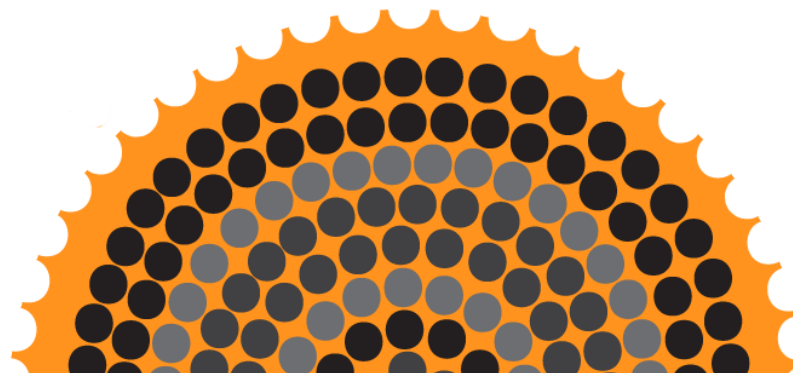


Respect

YMCA Queensland is committed to achieving a greater understanding of and respect for Aboriginal and Torres Strait Islander peoples and cultures.

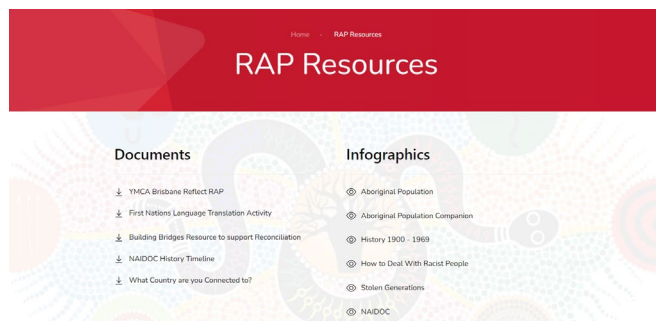
Action 1: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
<p>1.1 Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</p>	<p>This has been achieved through:</p> <ul style="list-style-type: none"> • Creation of a Resource Library housed on YMCA Queensland's Success Factors accessed by all staff. It is a W.I.P housing RAP Resources. • The development of the "Building Bridges" Resource which outlines 5 developmental stages for engagement with local First Nations Communities and organisations. • Promotion and access to training opportunities including but not limited to: <ul style="list-style-type: none"> • Crossing Cultures – the Big Picture, a Hidden History. • Connecting the Dots through Culture. • A very special activity undertaken by the RAP Working Group and some of the children's services leaders in 2021 to build their own understanding of the true history was a day trip to Cherbourg. It was a very moving and informative day. 	<p>Complete. 2022 and ongoing.</p>



Action 1: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
<p>1.2 Conduct a review of cultural learning needs within our organisation.</p>	<p>A survey was undertaken in 2020; results showed that 55% of staff had limited or no knowledge or access to training and development. 77% of respondents revealed they would like more training. No further survey asking this question has been undertaken.</p> <ul style="list-style-type: none"> Conduct comprehensive discussions regarding the need for on-boarding training for all staff, starting with rolling out training under the next RAP to all Establishment Managers and Front Line Managers. Training is planned for the October Establishment Managers Meeting: Crossing Cultures – the Big Picture, a Hidden Story. <p><i>Carry over next RAP</i></p>	<p>Complete. Ongoing.</p>



RAP Resources



Building Bridges with our RAP Report



Cherbourg Visit, 2021

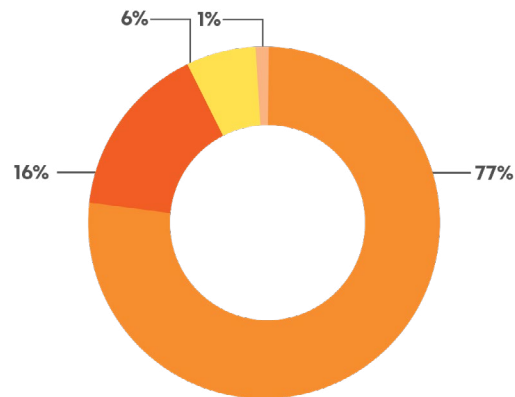
154

Survey
Respondents

YMCA Queensland* Reconciliation Survey Results, 2020

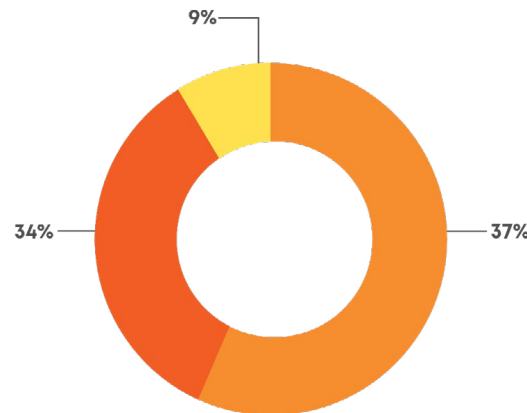
Existing knowledge; desire for training and professional development

Would you like to receive more cultural awareness training?



- Yes
- No, I am satisfied
- No, this isn't important to me
- No answer

How likely are you to engage in cultural occasions, activities and conversations either provided by YMCA or self-initiated?



- Very likely
- Somewhat likely
- Not at all

I would love to know more. I have not actively sought to find out, I am embarrassed to admit, but if information was more readily available, I would be glad to absorb it, and I am sure many would.

Anonymous,
Survey Extract

154

Survey
Respondents

YMCA Queensland* Reconciliation Survey Results, 2020

Existing knowledge; desire for training and professional development

How would you rate your knowledge of local Aboriginal history (including local mob, language and/or Aboriginal meaning for local streets and landmarks) in the area where you work?



How important is it for all YMCA Queensland staff and volunteers to receive workplace training and professional development on Aboriginal and Torres Strait Islander cultural awareness and understanding?



*Formerly YMCA Brisbane



Anything to improve
and implement our
RAP is beneficial.

Anonymous,
Survey Extract



Action 2: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
2.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	<p>A survey undertaken in 2023 shows that only 33% of the 68 services that responded felt they had a good understanding of their local First Nations stakeholders and organisations. More work needs to be done in this space, if this is correct.</p> <p><i>Carry over next RAP.</i></p> <p>Strategies to improve understanding include:</p> <ul style="list-style-type: none"> • Embedding practice in the vocational schools and children's services, forming part of the curriculum. • Development of resource listing the lands on which all YMCA Queensland operates (on Success Factors RAP Resources Page). • Development of the Building Bridges Resource (on Success Factors RAP Resources Page). 	Complete.



Action 2: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
<p>2.2 Increase staff and volunteer understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols.</p>	<p>This has been achieved through:</p> <ul style="list-style-type: none"> • Undertaking surveys to ascertain understanding (refer to the 2020 and 2023 surveys). • Information provided at strategic meetings e.g. Executive Leadership Team and Establishment Managers Meetings. • Included in the RAP Newsletter with a link to Reconciliation Australia Website for more information. <p>At the beginning of our reconciliation journey in 2020, the Acknowledgment of Country was only evident at a service level, contained to a component of the children's services and vocational schools. As people understood the significance and committed to their involvement in the reconciliation journey, the Acknowledgment of Country became implemented in all meetings across the organisation, including Board Meetings, Executive Leadership Team and Establishment Manager Meetings. It is embedded in practice at all levels within the schools and children's services, in addition to special events in other programs and business areas of the YMCA. What has been even more evident is the shift from the delivery of a nervous or contained short Acknowledgment, to an Acknowledgment emphasising information regarding the local culture, land, truth-telling or something learnt.</p>	<p>Complete.</p>

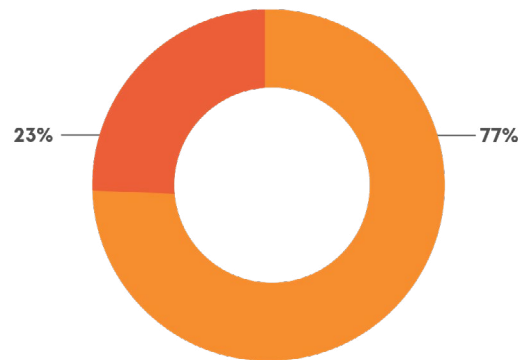
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Survey
Respondents

YMCA Queensland* Reconciliation Survey Results, 2020

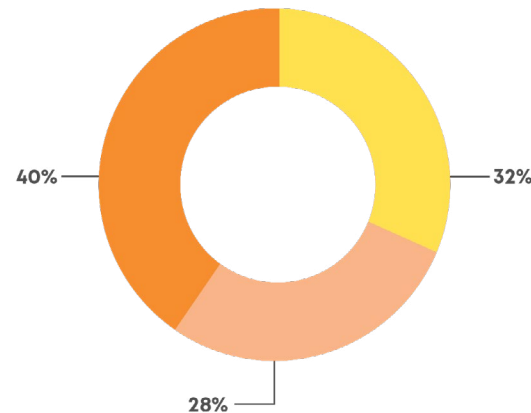
Acknowledgment of Country

Do you know the difference between Acknowledgment of Country and Welcome to Country?



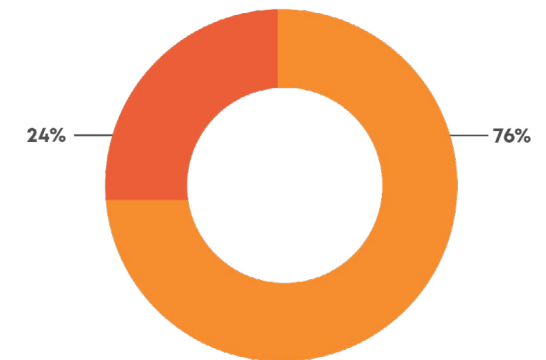
Yes
No

How often would you like to see your service use an Acknowledgment of Country? Please select all that apply.



Daily
Weekly
Special Events

Would you feel comfortable delivering an Acknowledgment of Country?



Yes
No

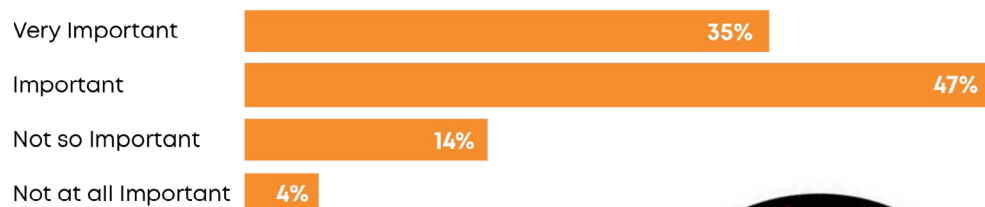
154

Survey
Respondents

YMCA Queensland* Reconciliation Survey Results, 2020

Acknowledgment of Country

How important is an Acknowledgment of Country to you personally?



“If it’s a way to get people working together and improving relationships then I’m all for it.”

Anonymous,
Survey Extract

“I’m not sure that I would say the right thing and would not want to offend anyone.”

Anonymous,
Survey Extract

*Formerly YMCA Brisbane

YMCA Queensland Reconciliation Survey Results, 2023

Table 3. What proportion of your team know of any Aboriginal and Torres Strait Islander stakeholders or organisations in your local area?

Group	Not at all confident 0%	Slightly Confident 25%	Moderately Confident 50%	Mostly Confident 75%	Completely Confident 100%	Total Responses
Board of Directors					1	1
Breakfast Program	1					1
Community Centres		1	3	1	4	9
Early Childhood Education Centres (ECEC)		1		1		2
Gymnastics & Fitness / Aquatics	2	5		1		8
Hospitality & retail (Affordable Housing, Op Shops, George Williams Hotel, Camps, North Pine, Old Petrie Town, Heritage Hotel)	1	1		1		3
OSHC	2	13	3	4	2	24
Schools	1	3	2		5	11
Shared Services (IT, P&C, Finance, R&C, Marketing, Property Research & Evaluation, Administration Services)	2	4	1	2		9
Total	9	28	9	10	12	68
Percentage of total	13%	41%	13%	15%	18%	

YMCA Queensland Reconciliation Survey Results, 2023

Table 4. Engagement with First Nations acknowledgments, learning and relationships across YMCA Queensland services

Teams/groups advised the following from their service				
Indigenous flags displayed	Acknowledgment of Country sign	Acknowledgment of Country at meetings	Learning on land embedded	Relationships/partnerships
28	31	31	27	32
The above was reported from the following parts of the organisation				
Early Learning Services			2	
OSHC			14	
P&C			1	
Breakfast Program			1	
Community Centres			6	
Marketing			1	
Gymnastics			1	
Schools			9	



We'd like to acknowledge the Kombumerri people for the land that we play, learn and grow on.

Together we touch the land, reach for the sky that looks over the land, and touch our heart that cares for the land.

We respect our elders and our friends.



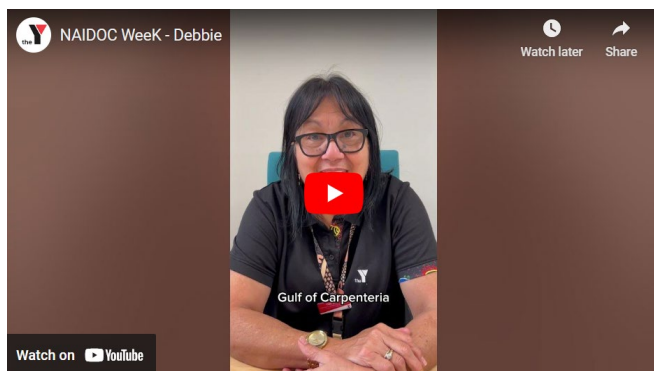
Action 3: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
3.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week (5 th -12 th July).	<p>This has been initiated multiple times since 2022 via comms from the marketing team and then within each sector. In particular, those in the vocational schools, community centres and children's services program areas. The comms highlight involvement in local activities and provide background information on the importance of NAIDOC week.</p> <p>The National Y Movement, supported by YMCA Queensland, makes a Y-branded T-shirt celebrating and promoting NAIDOC week available to staff each year. The initiative began in 2021 at The Ridge, where we partnered with local artist Big Dave Riley to produce a shirt for NAIDOC week. This continued in 2022 with artwork from Robin (Goma) Conion, who works with our young people in the vocational school at Mango Hill.</p>	Complete.
3.2 Introduce our staff to NAIDOC Week by promoting external events in our local area.	<p>YMCA Queensland has relationships with many First Nations communities and connects with them during NAIDOC week. This year, information was shared across the organisation regarding the locations, dates and details of numerous Family Fun Days held to celebrate NAIDOC.</p> <p>RAP Survey Results of 2022 revealed that of the 154 responses, 68% indicated they would be very likely to engage in community activities like NAIDOC week.</p>	Complete.

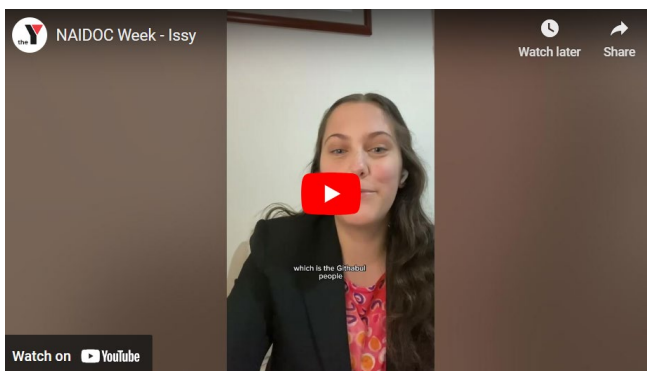


Action 3: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week

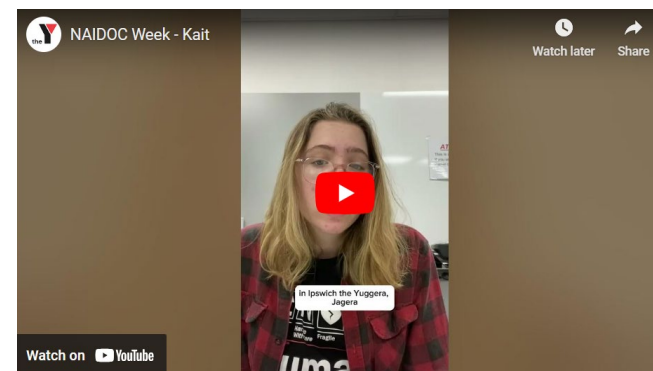
Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
3.3 RAP Working Group to participate in an external NAIDOC Week event.	<p>YMCA Queensland has actively participated and contributed to the Logan NAIDOC Family Fun Day. This has been actualised through involvement in the planning committee, the provision of event resources, and the hosting of a breakfast table which ensured free food for all stall holders at the 2022 and 2023 NAIDOC Week events.</p> <p>During NAIDOC week, children's services engage in various activities to celebrate and enhance awareness and education of our First Nations history and culture. Services facilitate a range of activities in which local elders are invited to share their culture with the children.</p>	Complete and ongoing.



NAIDOC Week, 2024 - Debbie



NAIDOC Week, 2024 - Issy

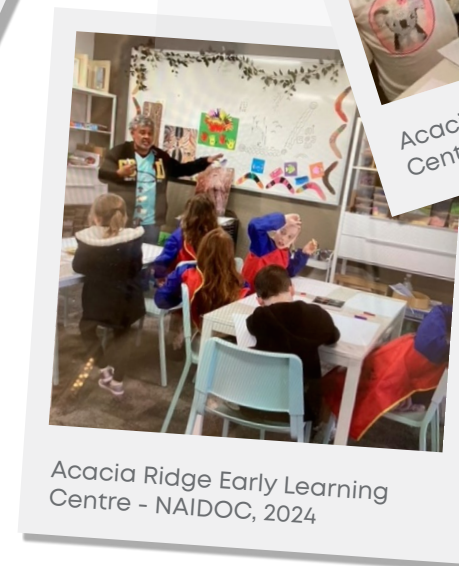


NAIDOC Week, 2024 - Kait

NAIDOC Week Engagement

During NAIDOC week, early childhood educators came together to learn and share:

- How to build a visual fire from sticks and our hand prints.
- The songs **Taba Naba** and **Inanay**.
- Dreamtime stories of **Rainbow Serpent** and **Tiddillick the Frog**.
- Words in various First Nations languages and the colours and significance of our First Nations flags.
- How we can walk together to unite our cultures - like the **Walking Together** episode on Playschool.



NAIDOC Week Engagement

Extract Below: Digital Newsletters 2022 - 2023

2022 NAIDOC Week Tee

This year's 2022 YMCA NAIDOC Week tee (pictured below) is especially close to the Y Brisbane's heart.

The design was created by First Nations artist [Robin \(Goma\) Conlon](#), who is a descendant of the Kullilli, Wakka Wakka, Koa and Kabi Kabi Nations.

Robin has also been working closely with the Y Vocational School at Mango Hill for a number of years, where he helps guide students and staff through art projects that explore themes like healing self, community and country.

Robin explained "For me, art is storytelling and a way to teach."

In this close up of Robin's NAIDOC Week tee art, we see how each detail has been thoughtfully created and begin to understand the inspiration behind the design, which "explores how the Y interacts with the community, with minorities and with each other to make a difference for our young people."

To read Y Gear's Q&A with Robin or to purchase your very own limited edition NAIDOC Week tee, visit ymcagear.com.au.



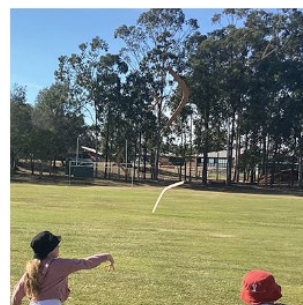
The Y Staff and Volunteer News, 2022

It has been wonderful to see so many of our services and staff celebrating [NAIDOC Week](#) (Sunday 2 July to Sunday 9 July) and exploring this year's theme 'For Our Elders'.

NAIDOC Week aims to "celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples" and our staff did a fantastic job of reflecting this by organising a range of engaging, informative and creative activities around the Y!



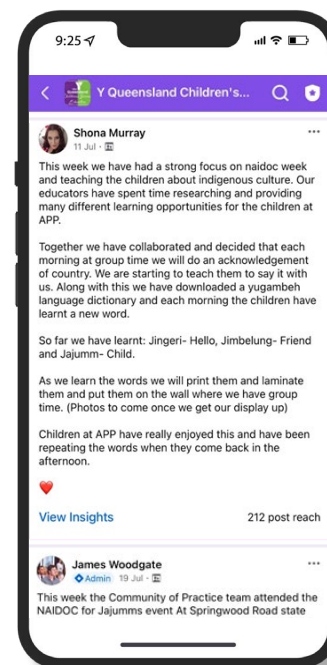
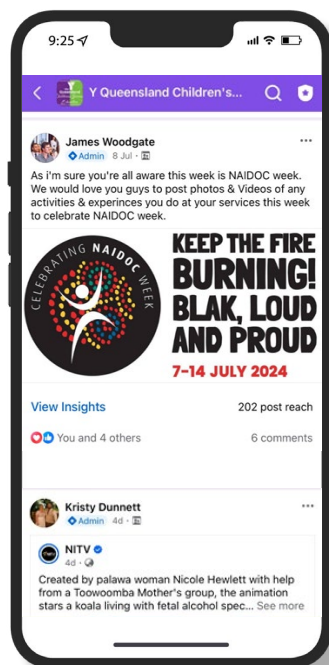
CEO Update July, 2023



Warrigal Road Outside School Hours Care, 2022

NAIDOC Week Social Media Engagement

YMCA Queensland Children's Services Educators



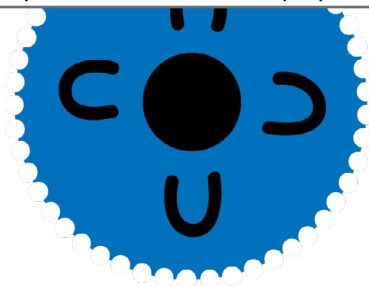


Opportunities

YMCA Queensland is committed to enhancing opportunities for Aboriginal and Torres Strait Islander peoples to achieve social inclusion, economic participation and health equality.

Action 1: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development

Deliverables		Outcomes, Impacts and Further Actions	Delivery Timeline
1.1	Develop a strategy for Aboriginal and Torres Strait Islander employment within our organisation.	The survey undertaken in 2023 shows that limited strategies are currently implemented at a service or corporate level to support the employment of First Nations peoples to the YMCA Queensland. <i>Carry over next RAP.</i>	Incomplete.
1.2	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	People and Culture records indicated in 2022 that of the 1470 employees, 29 identified as First Nations (1.97%). This compares to April of 2024, where of the 1452 employees, 36 identified as First Nations (2.47%), recording an increase of .49%. Further, of the 36 First Nations employees, 15 were on permanent employment contracts. The balance of 21 are employed casually. According to the ABS in June 2021, First Nations people in Australia represent 3.8% of the population. <i>Carry over to next RAP.</i>	Complete. July 2022 and again in 2023.



YMCA Queensland Reconciliation Survey Results, 2023

Table 5. Does your team have a plan to advance employment within your part of the organisation?

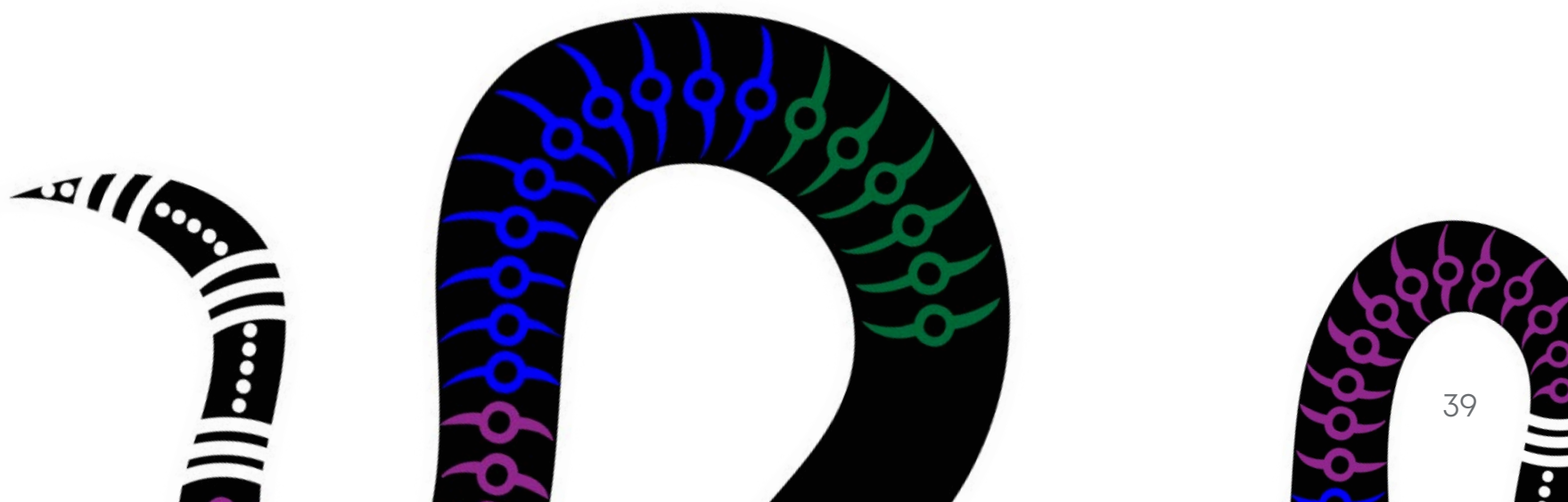
Group	Recruitment Strategy	No Strategy	Recruitment Strategy
Board of Directors	0	1	0%
Breakfast Program	1	0	100%
Community Centres	1	9	10%
Early Childhood Education Centres (ECEC)	0	2	0%
Gymnastics & Fitness / Aquatics	2	9	18%
Hospitality & retail (Affordable Housing, Op Shops, George Williams Hotel, Camps, North Pine, Old Petrie Town, Heritage Hotel)	1	7	13%
OSHC	8	48	14%
Schools	4	7	36%
Shared Services (IT, P&C, Finance, R&C, Marketing, Property Research & Evaluation, Administration Services)	2	7	22%
Total	19	90	
Percentage of total	17%	83%	



Multicultural Women's Cookbook, 2024

Action 2: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

Deliverables		Outcomes, Impacts and Further Actions	Delivery Timeline
1.1	Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	Numerous business areas across YMCA Queensland, particularly children's services and vocational schools, access resources from First Nations providers. Credentials are checked to ensure the products produced are sourced from a First Nations-owned business. The intention is to develop a supplier resource that services across the YMCA can access. <i>Carry over to next RAP.</i>	W.I.P.
1.2	Investigate Supply Nation membership – Business case for membership.	This action was not taken and at this stage we are not proceeding.	Incomplete.





REFLECT RECONCILIATION ACTION PLAN OUTCOMES REPORT 2024

Governance

Reflect RAP Launch, 2022

Action 1: Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP

Deliverables		Outcomes, Impacts and Further Actions	Delivery Timeline
1.1	Maintain a RWG to govern RAP implementation.	The R-RAP working groups meet monthly, with virtual meetings via Teams for two months and an in-person meeting every third month. Minutes are recorded and shared with the team. <i>Carry over to next RAP.</i>	Complete. Monthly and ongoing.
1.2	Review our Terms of Reference for the RWG.	This was actioned in October 2021 and later reviewed in August 2023. This document is to be reassessed on a 12 month basis moving forward. <i>Carry over to next RAP.</i>	Complete. Developed 2021, reviewed Aug 23.
1.3	Establish Aboriginal and Torres Strait Islander representation on the RWG.	<p>During the R-RAP development, First Nations cultural advisors were consulted, including:</p> <ul style="list-style-type: none"> Aunty Merle Cashman, a Quandamooka elder with the Department of Education Josh Fearn – a Vocational School Youth Worker Isiah Hipsley - Project Coordinator employed for 9 months (March to December, 23) who was integral in the RAP 2023 implementation <p>2024 Engagement Strategy:</p> <ul style="list-style-type: none"> Engage First Nations champions from across the YMCA to join the RAP working group, providing cultural guidance, input, and perspectives. Champions will be paid for their time, ensuring First Nations employees have a voice in this work. Budget provisions are in place to employ First Nations subject matter experts at key points in the RAP work. <i>Carry over to next RAP.</i> 	<p>Partially complete.</p> <p>Development of document – 2022. Implementation of RAP – 2023.</p> <p>First Nations Champions - ongoing voice June 2024 and ongoing.</p>

Action 2: Provide appropriate support for effective implementation of RAP commitments

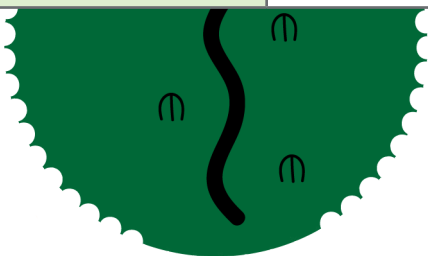
Deliverables		Outcomes, Impacts and Further Actions	Delivery Timeline
2.1	Define resource needs for RAP implementation.	<ul style="list-style-type: none"> Investment/commitment from YMCA Queensland Leadership Team – ongoing. Budget provisions for training and development in 24/25 budget approved. Budget provision for Subject Matter Experts as required by the project. Provision in HO budget of 2 days per week is carried over to 24/25. Each program area is to budget/cover salary costs for participation by RAP First Nations Champions. <p><i>Carry over to next RAP.</i></p>	Complete. May 2024 and ongoing.
2.2	Define appropriate systems and capability to track, measure and report on RAP commitments.	<p>Tracking, measuring, and reporting achievements has been challenging due to the organisation's diversity. The main channels for capturing progress include social media posts, meeting records, and the progress report, which concerns all levels of YMCA Queensland management.</p> <p>Discussions have questioned if services can provide their monthly report to their managers, who could compile a monthly sector-wide RAP report to submit to the RAP Working Group.</p> <p><i>Carry over to next RAP</i></p>	Complete.

Action 2: Provide appropriate support for effective implementation of RAP commitments

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
<p>2.3 Engage Senior Leaders in the delivery of RAP commitments (RAP WG to have standing agenda item on EMM).</p>	<p>During 2023/24 the RAP Working Group had representation from:</p> <p>Corporate Services</p> <ul style="list-style-type: none"> • People and Culture – Chief • People and Culture – Learning and Development • Safeguarding Children and Young People – Manager • Marketing and Fundraising – Manager <p>Business and Programs Areas</p> <ul style="list-style-type: none"> • Executive Leadership Team – Group Manager Children’s Services, Communities and Families • Sport and Recreation Program Area – Group Manager • Vocational Schools – Principal • Children’s Services – Community of Practice Coordinators • Community Centres – Community Services Manager • Housing, Hospitality and Retail – Group Manager <p><i>Carry over to next RAP.</i></p>	<p>Complete. Ongoing.</p>

Action 3: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally

Deliverables		Outcomes, Impacts and Further Actions	Delivery Timeline
3.1	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date to ensure we do not miss important RAP correspondence.	Completed in 2022.	Complete. June/July 2022.
3.2	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	Received; reporting completed in July 2022.	Complete. June/July 2022.
3.3	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	An initial reporting request was completed but no additional reporting links were received or identified by the team. The reporting did not align with R-RAP actions. As we conclude the R-RAP, we will ensure proper reporting to RA and initiate communication when developing our next RAP - Innovation.	W.I.P.



Action 4: Continue our reconciliation journey by developing our next RAP

Deliverables	Outcomes, Impacts and Further Actions	Delivery Timeline
4.1 Register via Reconciliation Australia's website to begin developing our next RAP.	The YMCA was advised their R-RAP was endorsed in May 2022 by Reconciliation Australia.	Complete. Finalised.



The Logan NAIDOC Celebration, 2023



Training: Embedding Indigenous Practice, 2022



Connecting to Culture: Historical Footprint Workshop, 2020

Further Recommendations

Below is a list of recommendations that have come from discussions from meetings that have fallen outside the scope of this RAP or identified as a way to improve our work in this space.

- Consider delivering organisation-wide training on creating culturally safe environments for First Nations employees, volunteers, youth, and consumers.
- Once we establish a team of First Nations Champions, consider creating a forum for our First Nations workforce. Led by the Champions, discuss ideas and concerns and share information on First Nations matters across the organisation.
- Consider engaging the Research and Evaluation Team to improve the process for developing longitudinal data sets from our surveys.
- Services at a local level should seek to access training and information on their specific regional area of history.
- All schools and some Children's Services currently display the acknowledgment in their reception areas. Consider extending this action throughout the entire organisation.
- Implement targeted strategies to increase the current percentage of First Nations employees at YMCA Queensland, which is currently 2.5%.



Acacia Ridge Early Learning Centre, 2024



Artist: Chad Briggs
Language: Kaiwaligau Ya

The YMCA Reflect R.A.P. artwork, designed by Chad, is intended to reflect the eight core areas of work undertaken by YMCA Queensland.

Chad Briggs is an Indigenous artist born in Brisbane, Queensland. His mother is a Muralag woman from the Torres Strait and his father is a Noongar man from Western Australia. Chad incorporates styles, techniques and colours from his Aboriginal and Torres Strait Islander heritage to create original contemporary art pieces. As a full-time artist since 2003, Chad has been commissioned by numerous children's education and care services, sporting clubs and associations, and government departments to create bespoke artworks and murals. His work can be viewed online at Chad-Briggs – Indigenous Designs.

YMCA Queensland

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