

# Reconciliation Action Plan

## Innovate

January 2020 to  
January 2022

*Our vision for  
Reconciliation*



## About the artwork

Luke Mallie's artwork beautifully captures our journey towards reconciliation, our acknowledgement of the past, the beauty of our diversity and our excitement for the future by working together.

### Beauty in Diversity

#### We are all connected.

We can look to the diversity of nature where the dragonfly lives in balance with the butterfly, in which we can learn how to live in balance with each other.

As the honey bee collects pollen from the flower for further expansion, we can learn that every choice we make can affect others around us and teach us to make better choices to live in harmony together.

Nature does not dwell on the past but lives strong today to create more growth for tomorrow, therefore, if we remember the past but work together today toward an all inclusive future, we can then respect and recognise the beauty of our diversity.

The gold pattern in the background represents the rich Indigenous history that weaves throughout this great land.

The intense colours of the insects and flowers represent the bright outlook of today, while the fluoro blue outlines represent the vibrancy of future prospects by working together.

*Luke Mallie*

## About the artist – Luke Mallie

Award winning artist Luke Mallie has earned the reputation as one of Australia's best Indigenous designers for his amazing artwork.

Luke Mallie is of both Australian Aboriginal and Torres Strait Islander descent with ties to the Kuku Yalanji Nation in the Daintree/Mossman area north of Cairns, North Queensland, and from Kubin Village on Moa Island in the Torres Strait Islands. Luke is the youngest of seven children and has always been encouraged to draw by his family since he was a young child.

Luke's artistic styles are very contemporary and diverse, including original paintings, graphic designs, illustrations, caricatures and more. Luke's main inspirations for his artworks are from his rich traditional Aboriginal and Torres Strait Islander culture, his family and his tropical surroundings and they influence the rich colours that he uses. His art is also influenced by popular culture and modern architecture, fashion and advertising. Luke's drive stems from knowing his artwork can inspire and empower others to create something amazing in their own lives.



**Luke Mallie**  
Beauty in Diversity, 2017  
Oil on canvas

## Acknowledgement of Country

**In the spirit of Reconciliation, Wesley Mission Queensland pays respect to Elders past, present and emerging and acknowledges the important role Aboriginal and Torres Strait Islander Peoples play within the community.**



#### A note about terminology

*In this Reconciliation Action Plan, we use the term 'Aboriginal and Torres Strait Islander Peoples' as the primary term. We also use the term 'First Peoples', Indigenous Australians, group names, and other preferred identities. While we endeavour to use terms relevant to the subject, we acknowledge that there is no one preferred term for everyone in the community.*

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## A message from the CEO and Superintendent Minister

Wesley Mission Queensland began its story in Brisbane more than 110 years ago, but our history is a fledgling compared to the rich history of the First Australians that has existed for thousands of years. Before it was known as Brisbane, it was known as Meanjin. And before we settled here, the Turrbal Aboriginal nation lived, rejoiced and nurtured here.

As an organisation, we work every day to better the lives of our fellow Queenslanders and the communities in which we operate. As part of the Uniting Church in Australia (UCA), our purpose is to participate in the mission of God – towards reconciliation, transformation, justice and hope for all people.

In the Basis of Union, UCA's statement of foundational spiritual beliefs, the church is described as being 'a pilgrim people, always on the way towards a promised goal', and 'a fellowship of reconciliation, a body within which the diverse gifts of its members are used for the building up of the whole'.

It is fitting, then, that we develop this Reconciliation Action Plan, which signifies a natural progression and a deepening of these beliefs.

While we pay our respects to the original owners of the land on which we gather and continue our history, it is important that we do more than that. We must also honour all history. We must advocate for opportunities, promote equality, restore dignity and elevate the wellbeing of all Aboriginal and Torres Strait Islander Peoples.

In the Australia of today, the gap in social equality between Indigenous

Australians and non-Indigenous Australians remains wide and persistent. By taking action, we, as an organisation, can make a significant contribution and lend our voice to change. By developing this Reconciliation Action Plan, we have the opportunity to walk alongside other industry leaders on a national journey towards reconciliation.

This journey is one that requires input from all voices within Wesley Mission Queensland, as well as local Indigenous leaders and community members. Our initial Reconciliation Action Plan Working Group from 2016 evolved in 2018 to what is now the Reconciliation Action Plan Committee. This committee represents a group of dedicated people, including, Wesley Mission Queensland staff from different service areas, Indigenous representation, Board Members, Albert Street Congregation, Senior Leaders and external consultants who guided us in developing our Vision Statement. Together our ideas and thoughts helped to form the basis of our Reconciliation Action Plan vision statement and, moving forward, it is through our collective participation that we will be able to realise this vision.

The celebration of diversity, of multiculturalism, of faith and love and understanding is fundamental to building strong communities. Only together can we make the world a better place for our family, our friends, and our neighbours. Only together can we contribute to a just society; a fair Australia for all.

*Geoff Batkin AM, Chief Executive Officer, Wesley Mission Queensland  
Rev Dr Peter Hobson, Superintendent Minister, Albert Street Uniting Church*

**Celebrating diversity should be fundamental to our DNA as a Christian organisation and as part of the Uniting Church. Celebrating diversity is about how we as individuals come together in respectful relationships where each and every person is valued equally and has the right to have their voice heard.** *Geoff Batkin*



## About Wesley Mission Queensland

**Wesley Mission Queensland has supported the Queensland community for more than 110 years with over 70 locations across South East Queensland and over 90 community service programs.**

The Wesley Mission Queensland story is one of compassion, hope and opportunity. It is a story that began in the roots of the Albert Street Uniting Church in 1907 by a congregation determined to fight for those on the margins of our society.

Today, Wesley Mission Queensland is one of Queensland's leading community service organisations, supporting more than 100,000 Queenslanders in need every year. As part of the Uniting Church we strive to participate in the mission of God – towards reconciliation, transformation, justice and hope for all.

People are at the heart of Wesley Mission Queensland. We believe everyone deserves the opportunity to have the best life they can. We are here for families, young people at risk, people living with a disability, facing homelessness and disadvantage and those who have nowhere else to turn.

Thanks to a dedicated team of 3,000 staff, more than 3,100 volunteers, and donors, sponsors and strong Federal and Queensland Government partnerships, we have a unique ability to initiate services in response to ever-changing needs within the community.

As Australia grows in cultural diversity, so does our client base. Wesley Mission Queensland is committed to providing services that take diversity into consideration. By honouring our commitment to learn all we can about the relevant cultures, values, beliefs and behaviours of our clients, we can provide better services that meet their needs.

By working together, we will realise our Vision for a compassionate, just and inclusive society for all.

### Purpose

To participate in the mission of God towards reconciliation, transformation, justice and hope for all people.

### Vision

A compassionate, just and inclusive society for all.

### Mission

We walk alongside people in need, offering care and compassion and promoting choice, independence and community wellbeing.

### Values

Integrity, Respect, Empowerment, Hope, Justice, Compassion, Innovation





## The Wesley Mission Queensland RAP Committee

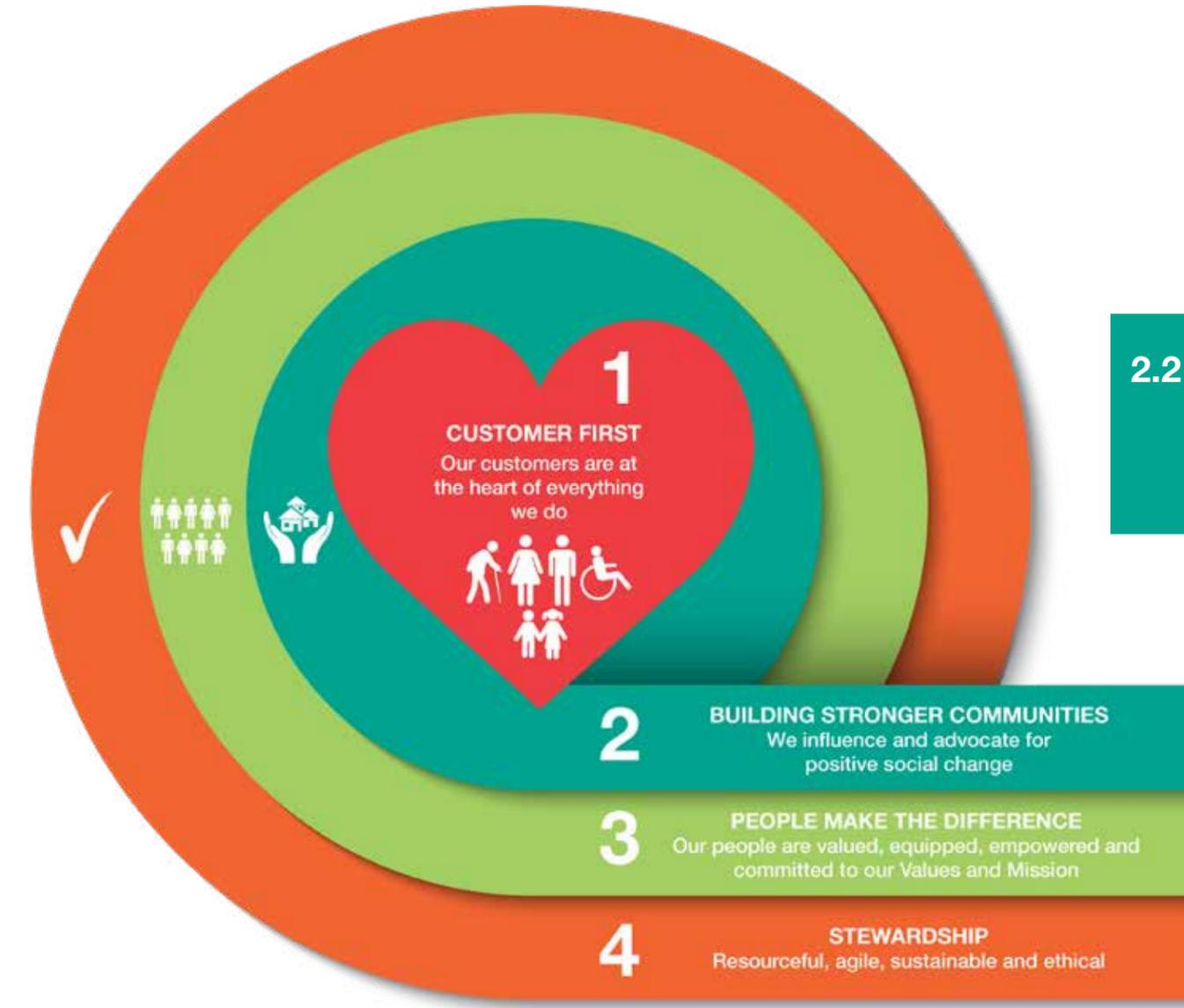
Championed within the Office of the CEO

### Members

- Rev Dr Peter Hobson, WMQ Superintendent Minister, member of the WMQ Council and WMQ Board
- Elaine Unkles OAM, member of the Albert Street Uniting Church Congregation, WMQ Council and WMQ Board
- Geoff Batkin AM, Chief Executive Officer
- Danielle Sullivan, Manager Office of the CEO and Reconciliation Lead (Chair)
- David Paasi Indigenous Liaison Officer, descendant of the Budjiti people
- Sono Leone, descendent of the Garawa and Butchulla people
- Makayla Jennings, Mental Health Recovery Worker, descendant of the Bundjalung people
- Vandy Kamara, Coordinator Supporting those at Risk of Homelessness
- Steve Eltis, Director People and Culture
- Bilge Ozgun, Diversity and Inclusion Lead
- Pania Taramai, Coordinator Eagleby Community Support Centre
- Peta Fitzpatrick, Coordinator and Project Officer, Family Day Care and In Home Child Care
- Fran Larkey, Relationship and Innovation Manager, Residential Aged Care
- Shane Beacall, Operations Manager, Community Support Services
- Angie Sobyra, Internal Communications Manager
- Stephanie Brown, Communications Coordinator
- Mark Bunny, Procurement Officer
- Melissa Patea, Case Manager - Supporting Those At Risk of Homelessness Project

**Wesley Mission Queensland's vision for reconciliation is for all people to stand unified in an equal and inclusive future. We commit to enhancing opportunities for Aboriginal and Torres Strait Islander Peoples and celebrating diversity.**

## Wesley Mission Queensland Strategic Plan 2019-2022



**2.2 We respectfully journey with Australia's First Peoples.**

# Our RAP - the journey so far

Wesley Mission Queensland understands the ministry of reconciliation as a strategic priority for the Uniting Church in Australia, and a crucial part of our own identity and mission. Our purpose is "To participate in the mission of God towards reconciliation, transformation, justice and hope for all people". Our official journey towards reconciliation with Australia's First Peoples commenced in May 2016 when we signified our intention to develop our own Reconciliation Action Plan.

## The Uniting Church in Australia

- 1985**  
The Uniting Aboriginal and Islander Christian Congress (UAICC) recognised at 4th assembly of UCA
- 1985**  
First Indigenous Moderator Rev Dr Djinyini Gondarra
- 1988**  
Rev Charles Harris leads Bicentennial protests
- 1994**  
UAICC-UCA Covenanting agreement
- 1997**  
Uniting Church formally apologises to Stolen Generations
- 2009**  
Revised preamble to the UCA Constitution acknowledges God's revelation to First Peoples before colonisation
- 2014**  
A Destiny Together rally at Parliament House
- 2018**  
15th Assembly affirms First Peoples as sovereign
- 2019**  
The Assembly of the Uniting Church in Australia has declared the Sunday before Australia Day annually, as a Day of Mourning at the request of its sisters and brothers in the Uniting Aboriginal and Islander Christian Congress (UAICC)

## Wesley Mission Queensland

- 2016**  
May  
WMQ officially announces commitment to reconciliation  
  
Engaged Indigenous consultants Positive Social Solutions to facilitate and guide the WMQ RAP Working Group  
  
WMQ RAP Working Group convened
- 2016**  
October  
Relationship with Balaangala Gardens acknowledged with significant tree planting of an Aniseed Myrtle tree  
  
WMQ Board and WMQ Council endorse WMQ Acknowledgment of Country and WMQ Vision Statement for Reconciliation
- 2017**  
March – WMQ Launched RAP Artwork
- 2018**  
Relationship building with community - the Brady family and Strong Women Talking  
  
RAP Action Group evolves into the WMQ RAP Committee
- 2019-2020**  
July 2019 - January 2020  
WMQ Our Vision for Reconciliation launched



## For more than 65,000 years

- Aboriginal and Torres Strait Islander Peoples have inhabited Australia for millennia, and their cultures, laws, ceremonies and connection to the land is strong and enduring
- 1770**  
Captain Cook declares Australia terra nullius- land belonging to nobody
- 1788**  
The First Fleet arrives in Sydney Cove on January 26th
- 1800's**  
Colonisation was not a peaceful process, with mass shootings, people driven off cliffs and the introduction of disease
- 1900's**  
It is estimated the Indigenous population has been reduced by 90%
- 1901**  
The Commonwealth of Australia is formed and Parliament introduces the White Australia Policy
- 1910-1970**  
Many Indigenous children are forcibly taken from their families
- 1938**  
The Aborigines Progressive Association and the Australian Aborigines' League declare January 26th a day of mourning for Aboriginal people
- 1965**  
University of Sydney students launch the Freedom Rides, travelling around NSW by bus to draw attention to discrimination against Aboriginal people
- 1967**  
90% of Australians vote 'Yes' to amend two parts of the Constitution that exclude Indigenous people
- 1972**  
The Aboriginal Tent Embassy is established on the lawns of Parliament House
- 1975**  
Parliament passes the Racial Discrimination Act
- 1985**  
Uluru is handed back to its Traditional Owners
- 1992**  
The High Court recognises native title in the landmark Mabo v Queensland (No.2) (1992), busting the myth of terra nullius
- 1995**  
The Australian Government officially recognises the Aboriginal and Torres Strait Islander flags
- 1996**  
The Council for Aboriginal Reconciliation launches Australia's first National Reconciliation Week
- 2008**  
Prime Minister Kevin Rudd formally apologises to the Stolen Generations on behalf of the Australian Parliament
- 2015**  
The Referendum Council is established
- 2016**  
Reconciliation Australia releases the State of Reconciliation in Australia report

## Culturally Safe Workplace

Wesley Mission Queensland is committed to an environment that is culturally safe and proudly has a diverse and multicultural workforce. With approximately 3,000 paid employees and 3,100 volunteers, Wesley Mission Queensland has a workforce that represents over 70 nations of birth and well over 100 language groups. As part of our drive towards reconciliation, WMQ sees employment of Indigenous Australians as a key priority area. We have 10 Aboriginal and Torres Strait Islander staff who have self-identified. We have engaged and consulted with representatives from our Indigenous employees in the development of our RAP. In consultation with our Indigenous staff we have set an initial target of doubling our number of Indigenous employees from 10 to 20 within the period of our first RAP.

Wesley Mission Queensland has developed a workforce plan that responds to the growing need for appropriately skilled people to provide compassionate care in our expanding services, particularly in supported disability accommodation and our in home care and residential aged care services.

We have partnered with an external training provider and are developing customised training modules that best address the needs of our business and customers.

We are committed to building relationships with local Indigenous communities and engaging with Aboriginal and Torres Strait Islander Peoples, encouraging them to participate in these training programs that provide a pathway to meaningful employment. Our dream into the future is to increase the numbers of our Indigenous staff by in particular building strong relationships with the Indigenous communities in close proximity to our key locations, and through those close relationships the Elders may, over time, recommend us as an employer to their local communities.

**Wesley Mission Queensland is striving to become an employer of choice to our First Australian brothers and sisters within the community and aged care services sectors.**



Pania Taramai, Coordinator Eagleby Community Support Centre and David Paasi Indigenous Liaison Officer, descendant of the Budjiti people

## Aunty Marlene Wilson, Community Leader and Art from the Margins Artist

**Reconciliation means a lot of things to me. I believe we all must come together, white and black, to share ideas, share experiences, learn from each other, and make change. To have true reconciliation, we must educate people on what reconciliation really means and who it affects. We must acknowledge the Stolen Generation and the Forgotten Australians. We need more people willing to come together and smile together, have a cuppa together, have a meal together – reach out to one another, share experiences and stories, and make connections. Only in doing this can we break down barriers and make real change.**



## The Gap Kindergarten & Child Care Centre

The staff at Wesley Mission Queensland's The Gap Kindergarten and Child Care Centre are passionate about embedding Aboriginal and Torres Strait Islander perspectives into the early child care curriculum. Early Childhood teacher, Kate Barrington proactively engaged the local Balaangala Community Group, whose aim is to creatively bring together Indigenous and non-Indigenous Australians by connecting with their local community, organising events and sharing skills and knowledge.

"When planning the early child care curriculum, it's important that we include the 'Indigenous perspective'. But the only way we can do this right is if we speak to Aboriginal and Torres Strait Islander leaders in our community to gain that perspective and that's how I found Balaangala," says Kate. "A few educators, including myself, have joined the group and I am currently the Deputy Chairperson as well as acting as a community liaison and on the educational committee. I have always been committed to forming a two way relationship and recognising the value of the Aboriginal and Torres Strait Islander knowledge that is being shared."

One of the main initiatives of Balaangala is a beautiful community garden they have developed at The Gap, in Brisbane's west, for community gatherings. Children from the child care centre regularly visit the garden where they get to pick wild raspberries, learn about native plants, drink lemon myrtle tea, listen to stories, and do weaving, among other things.

"Our children and their families have visited the gardens on Sorry Day to take part in a ceremony where the children delivered, in their own words, little messages to the group. It was very moving to watch the children and their families connect with the importance of Sorry Day in such a meaningful way," says Kate.

"Having a Reconciliation Action Plan means we have an obligation to put it into practice and demonstrate it – otherwise it's just all talk. At the end of the day, we're only here on this land because we took it from those who lived here first, in a violent and oppressive way. It's on us to rectify the errors of the past."



## Wesley Mission Queensland's Reconciliation Action Plan

### Relationships



WMQ believes that a shared journey is vital to the ongoing process of reconciliation and the wellbeing of our whole community. In establishing meaningful engagement with Aboriginal and Torres Strait Islander Peoples, we can expand our knowledge and show our commitment to enhancing genuine and respectful relationships.

We recognise the way history has impacted the rich culture of Australia's First Peoples, and the current gaps that Aboriginal and Torres Strait Islander Peoples experience. By working together, we can better respond to bridge these gaps and serve to empower and enrich not only lives but also the life of our organisation.

### Focus area:

Wesley Mission Queensland Strategic Plan

Key Focus area 1. Customer First, Our customers are at the heart of everything we do

Key focus area 2. Building Stronger Communities. We influence and advocate for positive social change

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	<ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.</li> </ul>	February 2020	Reconciliation Lead WMQ Rap Committee
	<ul style="list-style-type: none"> <li>Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	<b>June 2020</b>	Reconciliation Lead  Director Marketing Communications and Fundraising
	<ul style="list-style-type: none"> <li>Develop meaningful and ongoing reciprocal relationships with local Elders through external contacts with Strong Women Talking and the WMQ Indigenous Liaison Officer.</li> </ul>	December 2020	Indigenous Liaison Officer All WMQ Services
	<ul style="list-style-type: none"> <li>Seek consultation from local Aboriginal and Torres Strait Islander organisations across geographical areas of WMQ on local cultural protocols and practices and share with our community services and residential aged care communities.</li> </ul>	December 2020	Reconciliation Lead All WMQ Services
	<ul style="list-style-type: none"> <li>Look for ways to support Aboriginal and Torres Strait Islander educators, artists and performers.</li> </ul>	February 2020	Reconciliation Lead Art from the Margins

Relationships			
Action	Deliverable	Timeline	Responsibility
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	March Annually	WMQ Internal Communications Manager
	<ul style="list-style-type: none"> <li>WMQ RAP Committee members to participate in an external NRW event.</li> </ul>	27 May-3 June Annually	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May-3 June Annually	Reconciliation Lead People and Culture Team
	<ul style="list-style-type: none"> <li>Organise at least one NRW event each year.</li> </ul>	27 May-3 June Annually	Reconciliation Lead WMQ RAP Committee All WMQ Services
	<ul style="list-style-type: none"> <li>Register all our NRW events on Reconciliation Australia's NRW website.</li> </ul>	May Annually	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Share an Aboriginal or Torres Strait Islander team member's story on Wesley Life Online (WLO) (internal communication) during NRW.</li> </ul>	May Annually	WMQ Internal Communications Manager
	<ul style="list-style-type: none"> <li>Extend an invitation to Aboriginal and Torres Strait Islander communities to share their experiences or stories at WMQ events.</li> </ul>	July Annually	Reconciliation Lead WMQ RAP Committee All WMQ Services



## Strong Women Talking Case Study

Strong Women Talking (SWT), Marigurim Mubi Yangu Aboriginal and Torres Strait Islanders Corporation, delivers culturally appropriate domestic and family violence prevention workshops and programs to Aboriginal and Torres Strait Islander women and children.

The Founder and Director of SWT, Sono Leone, has been helping women and children in the newly registered organisation since 2016, and believes that their Aboriginal cultural framework coupled with the element of education are perfect ingredients to see the cycle of violence broken.

Wesley Mission Queensland (WMQ) established a partnership with SWT in 2017 and has provided a safe space for their programs and workshops to be held. The workshops run every month and also offer traveling workshops to reach women in different locations around Brisbane.

We are passionate and committed to help SWT grow as an organisation. We are excited to further build and strengthen our relationship with the organisation and provide opportunities for women to share their stories and to create awareness around domestic and family violence for Aboriginal and Torres Strait Islander People.

Relationships			
Action	Deliverable	Timeline	Responsibility
<b>3. Promote reconciliation through our sphere of influence.</b>	<ul style="list-style-type: none"> <li>Implement strategies to engage our staff in reconciliation.</li> </ul>	May Annually	Reconciliation Lead WMQ Internal Communications Team
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publically.</li> </ul>	May Annually	Reconciliation Lead WMQ MCF Team
	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	June 2020	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.</li> </ul>	November 2020	Reconciliation Lead WMQ RAP Committee
	<ul style="list-style-type: none"> <li>Support an external community event celebrating National Aboriginal and Torres Strait Islander Children's Day.</li> </ul>	August Annually	Reconciliation Lead WMQ RAP Committee WMQ Internal Communications Team All Children's services
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>Develop, implement and communicate an anti-discrimination policy for our organisation.</li> </ul>	February 2020	Director People and Culture Diversity & Inclusion Lead
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	February 2020	Director People and Culture Diversity & Inclusion Lead
	<ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism.</li> </ul>	November 2020	Director People and Culture Executive Leadership Team
	<ul style="list-style-type: none"> <li>Conduct a review of People and Culture policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	November 2020	Director People and Culture

Respect			
	<p>WMQ honours Aboriginal &amp; Torres Strait Islander Peoples as Australia's First Peoples, and celebrates our uniqueness and diversity. Respect is one of the core values that drive the vision of WMQ as we seek to nurture a culture of inclusion with a focus on social justice. We are committed to meaningful consultation, and true understanding of people, culture, history &amp; connection to the land and to each other, leading us together into authentic action across our core activities.</p>		
	<p><b>Focus area:</b> Wesley Mission Queensland Strategic Plan Key focus area 2. Building Stronger Communities. We influence and advocate for positive social change Key focus are 3. People Make the Difference. Our people are valued, equipped, empowered and committed to our Values and Mission</p>		
Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, history, knowledge and rights through cultural learning.</b>	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs and support for WMQ employees and customers.</li> </ul>	March 2020	Director People and Culture Executive Leadership Team
	<ul style="list-style-type: none"> <li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.</li> </ul>	June 2021	Reconciliation Lead Director People and Culture
	<ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural learning strategy for our staff.</li> </ul>	January 2022	Director People and Culture Learning and Development Team Diversity Team
	<ul style="list-style-type: none"> <li>Provide opportunities for WMQ RAP Committee members, People and Culture managers and other key leadership staff to participate in formal and structured cultural learning, facilitated by an external Aboriginal or Torres Strait Islander consultant.</li> </ul>	June 2020	Reconciliation Lead Director People and Culture

Respect			
Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> <li>Develop Aboriginal and Torres Strait Islander knowledge through internal training as part of induction and localised orientation.</li> </ul>	January 2022	Director People and Culture / Learning and Development Team
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander People by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	November 2020	Indigenous Liaison Officer WMQ Internal Communications Team
	<ul style="list-style-type: none"> <li>Develop, implement and communicate to staff a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</li> </ul>	March 2020	Indigenous Liaison Officer WMQ RAP Committee
	<ul style="list-style-type: none"> <li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</li> </ul>	May and July Annually	Manager, Office of the CEO
	<ul style="list-style-type: none"> <li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li> </ul>	October annual review	WMQ RAP Committee WMQ Internal Communications Team
	<ul style="list-style-type: none"> <li>Develop guidelines for developing local contextual acknowledgements.</li> </ul>	June 2020	Indigenous Liaison Officer

## YALANYA That's the way it is

*Wesley Mission Queensland has been collaborating with the family of Pastor Don Brady (Kawanji), a prominent Aboriginal leader in Queensland through the 1960's and 1970's. We are committed to working closely with the Brady family to share the story of the life of Pastor Don with a wider audience. We believe Pastor Don's story should be told, which will provide significant historical context during this era.*

### Yalanya is the story of Pastor Don Brady (Kawanji) as told by his children.

Pastor Brady, a prominent Aboriginal leader in Queensland through the 1960s and 1970s, was a Pastor at the Leichhardt Street Methodist Church in Spring Hill from 1964 to 1972.

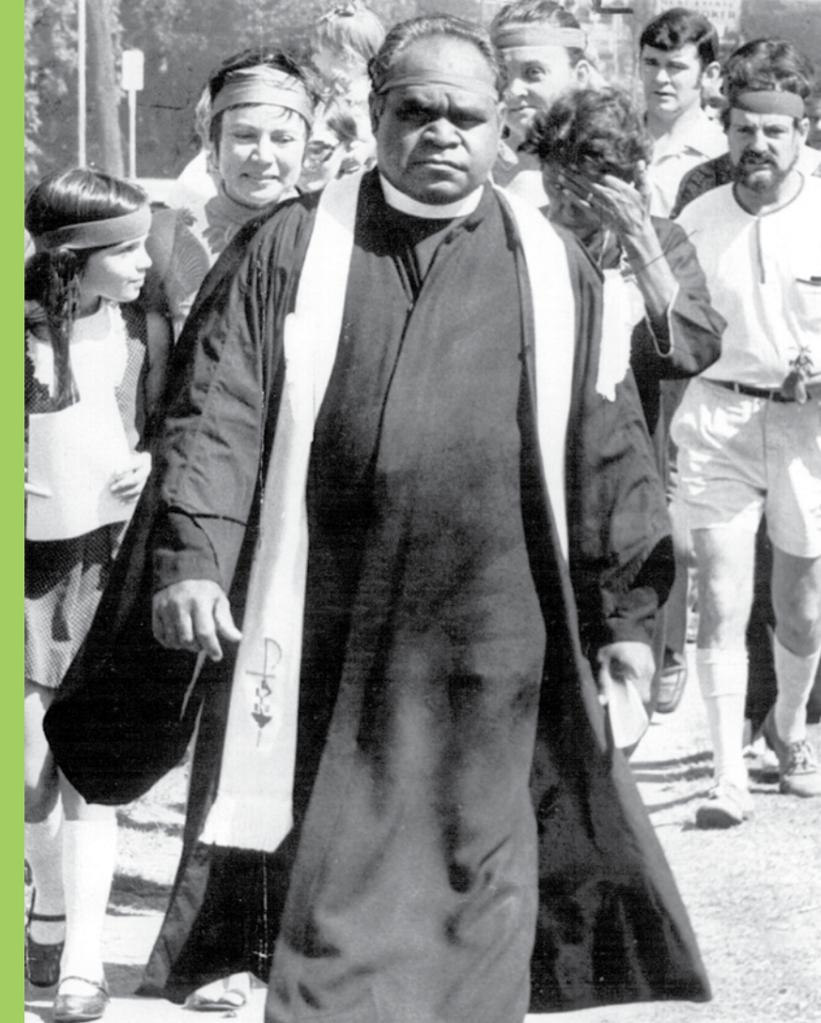
Kawanji remains an inspiration to Aboriginal Australia in the contemporary struggle for a voice in the constitution and for equity and access for services aimed at 'closing the gap' and for reconciliation, justice and restitution and retribution. This biography is the story of a man formed by a spirituality of compassion, which extended to the fight for justice.

Kawanji was a Western Gugu Yalanji Elder and son of an initiated Yalanji Elder. He was born on the penal government settlement of Palm Island in 1927 under the notorious Aboriginal and Torres Strait Islander Protection Act. The country of his father and forebears is the Palmer River area of far north Queensland's Cape York.

After leaving his family on Palm Island to attend training at a New South Wales bible training college, he was an itinerant Aboriginal missionary and labourer in northern New South Wales. He married Aileen Willis, a Kullili woman in Cherbourg. Eventually the family moved back to Queensland where he studied at Kangaroo Point Methodist College and established a role under the sponsorship of the Methodist Church, which led to attaining a Churchill Scholarship.

As the more overt struggle for Aboriginal rights developed in the mid 60s and 70s, Pastor Brady became an advocate and activist, aligning himself with biblical Jesus principles. He wore the mantle of the national and state 'radical causes'. In the heated political climate of Queensland under Premier Joh Bjelke-Petersen, the Methodist church controversially decided to withdraw its support from Pastor Brady.

He continued his work relentlessly through the Indigenous community services established in Brisbane in that era and became an inspirational leader in the wider community, initiating social justice protest actions.



## Respect

	Deliverable	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and history by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>• WMQ RAP Committee to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2020 and 2021	Reconciliation Lead WMQ RAP Committee
	<ul style="list-style-type: none"> <li>• Review People and Culture's policies and procedures to identify and remove barriers to staff participating in NAIDOC Week.</li> </ul>	February 2020	Director People and Culture
	<ul style="list-style-type: none"> <li>• Promote to all staff and encourage participation in external NAIDOC events.</li> </ul>	First week in July 2020 and 2021	Reconciliation Lead WMQ RAP Committee WMQ Internal Communications Team
	<ul style="list-style-type: none"> <li>• Organise an internal NAIDOC WEEK event inviting the local community to participate.</li> </ul>	July Annually	Reconciliation Lead WMQ RAP Committee

Parents of the Holy Rosary School and some children from the Little Tiddas and Little Buddas Dance Troupe - NAIDOC Week 2019



**Respect**

Action	Deliverable	Timeline	Responsibility
<b>WMQ to actively promote an inclusive workplace environment that is welcoming to Aboriginal and Torres Strait Islander Peoples.</b>	<ul style="list-style-type: none"> <li>Acknowledge Traditional Custodians of Country in our literature, staff and partnerships handbooks, client handbooks, website and promotional material. Add an Acknowledgement of Country on email signature.</li> </ul>	June 2021	Reconciliation Lead  WMQ RAP Committee WMQ MCF Team
	<ul style="list-style-type: none"> <li>Organise and display an Acknowledgment of Country plaque/banner in our office/s or on our office building.</li> </ul>	November 2020	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Encourage/enable local Indigenous tree planting on sites, gardens, mosaics and signage in language.</li> </ul>	At Official RAP document launch May 2020	Reconciliation Lead WMQ RAP Committee All WMQ Services
	<ul style="list-style-type: none"> <li>Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.</li> </ul>	January Annually	Reconciliation Lead WMQ RAP Committee WMQ Internal Communications Team
	<ul style="list-style-type: none"> <li>Develop specific material with a focus on Aboriginal and Torres Strait Islander cultures which is to be included in WMQ customer welcome packs (residents/clients/families/young children).</li> </ul>	September 2020	Reconciliation Lead WMQ RAP Committee WMQ MCF Team
	<ul style="list-style-type: none"> <li>Collaborate with Aboriginal and Torres Strait Islander Peoples to ensure our care environments and services are culturally appropriate.</li> </ul>	December 2020	Reconciliation Lead  WMQ Executive Leadership Team



**Eagleby Neighbourhood Centre Case Study**

Wesley Mission Queensland's Eagleby Neighbourhood Centre is a community hub offering support services to all local residents. The services include youth and parenting support, playgroups, fitness classes, intensive case management for young people and advice and referrals for all residents of the local area.

Staff at the centre have been proactive in collaborating with local Elders in the community. The Elders have provided guidance and advice on how to increase engagement with local Aboriginal and Torres Strait Islander people to enable appropriate service provision to achieve greater impacts and transformative experiences for clients.

Coordinator at the Eagleby Neighbourhood Centre, Pania Taramai explains, "we ask the local Elders for guidance when setting up programs, especially if they involve Indigenous engagement. Aunty Robyn Williams is the local Elder for this area, she holds the knowledge of not only the area of Eagleby, but the people within it and is held in very high regard by all Eagleby residents."

Staff have worked in consultation with local Elders to make the centre a welcoming and inclusive space by installing traditional artwork around the centre including a wall in the courtyard painted by local artist Jess Skeen. Staff have also undergone Indigenous

Cultural Training which was created by another local Elder Uncle Barry Watson.

The centre's proactive approach to reconciliation has allowed them to strengthen relationships and build rapport with local Aboriginal and Torres Strait Islander people in the community. Staff understand the importance of acknowledging the traditional Custodians of the land that they work on not only during National Reconciliation Week but throughout the whole year. Every event and program that is run by Wesley Mission Queensland is opened with Aunty Robyn's Welcome to Country or a member of staff will do an Acknowledgement of Country.

CEO of Wesley Mission Queensland, Geoff Batkin, says, "The Eagleby Neighbourhood Centre's passion and drive to create a welcoming and inclusive space for all people, regardless of their backgrounds is inspiring. With service centres in more than 65 locations across Queensland, it's important that we work closely with the local Elders in the communities in which we operate. Their counsel has enabled us the opportunity to implement strategies and build trust so that we can better support the local community."

## Opportunities



Providing opportunities is vital for WMQ to be actively involved in making a positive difference in the lives of Aboriginal & Torres Strait Islander Peoples.

We strive to find connectedness between the past, present & future and commit to providing employment and supply chain opportunities for Australia's First Peoples.

### Focus area:

Wesley Mission Queensland Strategic Plan

Key focus area 3. People Make the Difference. Our people are valued, equipped, empowered and committed to our Values and Mission

Key focus area 4. Stewardship. Resourceful, agile, sustainable and ethical

Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2020	Director People and Culture
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	April 2020	Director People and Culture
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2020	Director People and Culture
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	February 2020	Director People and Culture
	• Review People and Culture recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	June 2020	Director People and Culture WMQ Internal Communications Team
	• Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	June 2020 Annually	Director People and Culture
	• Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply.'	February 2020	Director People and Culture
	• Develop and implement Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).	June 2020	Director People and Culture
	• Support scholarships for Aboriginal and Torres Strait Islander students.	June 2021	Director People and Culture

## Opportunities

Action	Deliverable	Timeline	Responsibility
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	February 2020	Chief Financial Officer Procurement Team
	• Investigate Supply Nation membership.	April 2020	Procurement Officer
	• Develop and communicate opportunities to staff for procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	February 2020	Procurement Officer
	• Review and update procurement practices to ensure there are no barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	March 2020	Chief Financial Officer Procurement Officer
	• Develop at least 2 new commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	January 2022	Procurement Officer



Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the WMQ RAP Committee.</li> </ul>	January 2020, 2021	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Review WMQ RAP Committee Terms of Reference.</li> </ul>	November 2020	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	February, May, August November 2020, 2021	Reconciliation Lead WMQ RAP Committee
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	Review March 2020	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>	Review March 2020	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>	March 2020	Reconciliation Lead WMQ RAP Committee
	<ul style="list-style-type: none"> <li>Appoint and maintain an internal RAP Champion from senior management.</li> </ul>	Review March 2020	Reconciliation Lead
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September 2020 & 2021	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Report RAP progress to all staff and senior leaders quarterly.</li> </ul>	November Annually	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings, annually, in the WMQ Annual Report.</li> </ul>	December Annually	Reconciliation Lead
	<ul style="list-style-type: none"> <li>Investigate participation in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	May 2020	Reconciliation Lead
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	June 2021	Reconciliation Lead



**In 1994 the Uniting Church in Australia entered into a Covenant with its brothers and sisters in the Uniting Aboriginal and Islander Christian Congress (UAICC).**

**The Uniting Church has affirmed the Statement from the Heart and its call for Voice, Treaty and Truth at the 15th Assembly.**

### The Covenanting Painting

This painting tells a sacred Creation story of the Wagalak sisters and speaks particularly of the alliance of four Clan Nations and their responsibilities for the land and waters of their yirralka (estates).

The painting also depicts the sacred ground where ceremonies take place and in particular the Wukindi ceremony, to restore relationship when blood is spilt and bring reconciliation.

The painting is in itself an initiation for Uniting Church Australia members to stand with members of the UAICC in their struggle for justice.

UCA President Dr Jill Tabart received this painting from UAICC Chairperson Pastor Bill Hollingsworth on the occasion of the Covenanting agreement at the 7th UCA Assembly meeting in Sydney in 1994.



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