



Artwork Statement

The cover of this RAP (Reconciliation Action Plan) represents the ongoing efforts of Lady Gowrie Tasmania to reach out to the Aboriginal community to aid in the education of children from diverse backgrounds about Australian Aboriginal cultures.

The image uses a mix of contemporary digital painting and Aboriginal dot-art to symbolise different cultures coming together harmoniously.

I have incorporated the large tree growing at Lady Gowrie Tasmania's first location in Battery Point to represent the organisation. The rays of the sun represent Aboriginal culture flowing down to the next generation, with the rays traveling through the branches and down to the children at the base of the tree.

The animals scattered around the illustration are all native Tasmanian animals:

- Eastern Spotted Quoll
- Wedge-tailed eagle
- Ring-tail Possum
- Tasmanian Devil.

Tasmanian Aboriginal culture holds a strong bond to nature including animals and the environments in which they live.

All elements of nature: plants, animals, the earth and the sky are all connected within Aboriginal culture and hold importance to the community. As a Tasmanian Aboriginal Artist, I feel it's important to show the significance of these elements in my artwork. Being a part of building understanding around culture is very important to me as a member of the community.

Andy Gall



Acknowledgement of Country

Lady Gowrie Tasmania acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Australia and pays our respect to the longest living cultures and Elders both past and present. We acknowledge and celebrate the resilience and strength of Aboriginal and Torres Strait Islander peoples and cultures today and acknowledge and respect their deep connection and relationship with Country and Community and commit to working together for a united Australia that 'values the Aboriginal and Torres Strait Islander heritage and provides justice and equity for all.'

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Reconciliation Vision Statement

Lady Gowrie Tasmania's vision is for a reconciled and united Australia through;

- a genuine commitment for reconciliation to come to life in our services and programs
- fostering equality and equity
- culturally inclusive programs and curriculum
- development of deep knowledge and respect for Aboriginal and Torres Strait Islander peoples, cultures and histories.

Lady Gowrie Tasmania acknowledges the history of Australia and specifically Tasmania (our state) and its impact upon past, present and future generations. By listening and learning, and sharing our stories, we will deepen our understanding and celebrate Tasmanian Aboriginal cultures and engage in authentic community consultation to develop genuine partnerships.

Lady Gowrie Tasmania will actively work to deepen the organisation's cultural awareness and competence, and respect for First Nations Australians through advocating against racism and discrimination.

Lady Gowrie Tasmania's corporate governance will support the organisation to achieve our commitment to action and help us to work towards a united future.

Message from the Chair of the Lady Gowrie Tasmania Board

Lady Gowrie Tasmania is formalising the organisations commitment to reconciliation through the development of a 'Respect' Reconciliation Action Plan. This plan will guide our commitment through a strong focus on relationships, respect and opportunities for both Lady Gowrie Tasmania personnel, programs and communities where we work.



Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome Lady Gowrie Tasmania to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, Lady Gowrie Tasmania joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Lady Gowrie Tasmania a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Lady Gowrie Tasmania will lay the foundations for future RAPs and reconciliation initiatives.

We wish Lady Gowrie Tasmania well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Lady Gowrie Tasmania on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our Business

Lady Gowrie Tasmania was established in 1939 and across the decades has played a significant role in the lives of countless Tasmanian children and families. The first Lady Gowrie Child Centre in Tasmania was established in July 1939 at Battery Point in Hobart by the incumbent Commonwealth Government as a demonstration, training and best practice model for early childhood professionals across a range of multidisciplinary services – education, care, and health.

Over the years Lady Gowrie Tasmania has grown and evolved, and the organisation is now multi-faceted and diverse, offering a range of quality services. These have been developed in response to present and emerging needs and education and care sector trends.

Lady Gowrie Tasmania is Tasmania's largest not for profit education and care provider. As a not-for-profit enterprise, Lady Gowrie Tasmania exists to support the educational outcomes and health and wellbeing of young children. This is achieved through direct service delivery of education and care along with the professional development and support programs (listed below). Lady Gowrie Tasmania is governed by a voluntary Board of Directors.

OUR MISSION

Lady Gowrie Tasmania's core business is the provision of quality programs and services to the community that promotes the best outcomes for children, families and early and middle childhood professionals.

LADY GOWRIE TASMANIA PROGRAMS

LADY GOWRIE TASMANIA EDUCATION AND CARE SERVICES

In line with the organisations vision, Lady Gowrie Children's Services is highly valued by families and education and care professionals for the delivery of quality, inclusive and responsive education and care services to children and families. Lady Gowrie Tasmania has a rich heritage and strong values. While each program offers something different, they have all been established to achieve one thing – to give children the best start in life. Lady Gowrie Tasmania Education and Care services state-wide comprise 17 Centre Based Long Day Care services, over 29 Outside School Hours Care Services (including before, after-school care & vacation care) an Occasional Care service and a Family Day Care Scheme.

PROFESSIONAL DEVELOPMENT & SUPPORT PROGRAM

Providing professional development, resource design, support services and project management to and for professionals working with children and families. Includes:

- **Gowrie Training & Consultancy – accredited (Certificate III & Diploma of Early Childhood Education & Care) and non-accredited training and projects.**

Gowrie Training & Consultancy is a program division of Lady Gowrie Tasmania which has played a significant role in the lives of countless children, families, early and middle childhood professionals and consists of a team of dedicated professionals, who have worked in, studied with and supported organisations throughout Tasmania, within Australia and overseas.

Gowrie Training & Consultancy currently manages the Early Childhood Australia, Tasmania Branch, Early Years & School Age Care Workforce Plan 2017-2020 funded through the Tasmanian Department of Education, Education and Care Unit and has strong alliances with Universities including Queensland University of Technology (QUT), University of Tasmania (UTAS), Australian Catholic University (ACU) collaborating on a number of research projects in the early years within Tasmania.

- **Inclusion Support Programme (Commonwealth Government Funded)**

Lady Gowrie Tasmania is the state-wide provider of Inclusion Support Programme (ISP) which is funded by the Australian Government Department of Education and Training. The ISP is a key component of the Government's Child Care Safety Net and provides support to early childhood and childcare (ECCC) services to build their capacity and capability to include children with additional needs in mainstream services; providing them with an opportunity to learn and develop alongside their typically developing peers.

Lady Gowrie Tasmania Inclusion Agency (IA) has a network of Inclusion Professionals across the state to provide tailored support to eligible Early Childhood and Child Care (ECCC) services.

- **In Home Care Support Agency (Commonwealth Government Funded)**

In Home Care (IHC) is an approved childcare service for children in the family home created under the Australian Government's new childcare package that commenced 2nd July 2018. IHC supports families' workforce participation and early childhood education and care requirements. Families unable to access Centre-Based Long Day Care, Family Day Care and Outside School Hours Care because of their unique circumstances may be able to access education and care provided in the family home through IHC to support their workforce participation. IHC is designed to support the provision of early childhood education and care in the home, (but not to subsidise medical, health, or disability care support) particularly for families:

- working non-standard or variable hours
- geographically isolated from other approved childcare services, or
- those with complex and challenging needs.

- **Lady Gowrie Tasmania Family Support Service (State Funded)**

The Family Support Service is a program of Lady Gowrie Tasmania funded by the Department of Communities as part of the integrated family support program.

The Service is available to families with children through a gateway referral process to provide respectful, confidential support for strengthening and developing family life.

Lady Gowrie Tasmania also funds an additional Family Support Program for families accessing the LGT education and care services, educators working with LGT and students studying with LGT.

LADY GOWRIE TASMANIA CORPORATE SERVICES

- Finance & Business
- Human resources
- Marketing & Communication
- Consultancy Services

Lady Gowrie Tasmania employs over 500 people in Tasmania of which 12 people have identified as Aboriginal and/or Torres Strait Islander.

Our RAP

Lady Gowrie Tasmania is building on its leadership role and taking action through the development of a structured plan that provides a genuine commitment to building our organisation as a culturally aware, competent and inclusive workplace for Aboriginal and Torres Strait Islander peoples. Through developing and implementing this RAP, we will increase and build our people's cultural competence through specifically acknowledging our First Nations Australians and the rights of Aboriginal and Torres Strait Islander children and their families, the past and current injustices and realities for them around Australia. Lady Gowrie Tasmania celebrates Aboriginal and Torres Strait Islander cultures and acknowledges that they have been nurturing and teaching children on this land for many decades and we continue to honour and respect that role.

As a state-wide organisation embedded in the local community, Lady Gowrie Tasmania is strategically placed to model a strong commitment and action to reconciliation. Consultation was undertaken in 2018 across the organisation relating to their understandings about the purpose of a RAP. A summary of this process showed the following findings:

- The majority of staff surveyed were positive about the development of a RAP.
- Staff felt that it was a chance for Lady Gowrie Tasmania to provide leadership in the national movement towards reconciliation.
- Common themes were that we should, as a society, acknowledge the truth of the past-make amends-come together-move forwards to a just and harmonious society which is diverse and optimistic.
- Many staff felt there was need for personal development relating to Aboriginal histories and cultures in Tasmania and were unsure how to develop their resources and links to community.

Based upon the responses it was decided to develop a 'Reflect' Reconciliation Action Plan. This is essentially a scoping document which gives the organisation time to reflect upon past, current and future relationships with Aboriginal and Torres Strait Islander stakeholders and define our organisational sphere of influence. This critical reflection and analysis will inform practice as we develop meaningful outcomes and the actions to attain them.

Lady Gowrie Tasmania's RAP working group, comprising of representatives from all program areas, will continue to champion and lead the implementation within their specific program areas and strengthen connections with the Tasmanian Aboriginal Community through the sharing of the RAP actions and commitment.

Lady Gowrie Tasmania will strive to

- increase cultural competency of all personnel by increasing our knowledge of Aboriginal and Torres Strait Islander cultures, histories and contemporary issues
- use our increased knowledge and understanding in our organisation and services to increase cultural safety for our people, children and families
- strengthen the organisation capacity and connection with Community.

Our partnerships/current activities

Lady Gowrie Tasmania operates multidisciplinary teams and programs on Aboriginal Land across Tasmania including Flinders Island and King Island. Lady Gowrie Tasmania has a long-standing commitment to reconciliation, demonstrated by our advocacy and program activities over several years. Lady Gowrie Tasmania personnel were instrumental in their leadership which saw the development of the Early Childhood Australia, Tasmania 'Reflect' RAP. The Organisation continues this leadership through the development of a specific and genuine Lady Gowrie Tasmania 'Reflect' RAP that all stakeholders can commit to, in enhancing a socially just and equitable society and increasing acknowledgement of the Tasmanian (and broader Australian) histories, and celebrating the strength of Aboriginal and Torres Strait Islander peoples and cultures today.

Lady Gowrie Tasmania has built and continues to build strong relationships with Community, based on trust and respect to deliver culturally safe and respectful services and programs, and to work in partnership with Community in the provision of professional development & support to education and care services state-wide.

The Lady Gowrie Tasmania Indigenous Participation Plan has been developed to support an authentic socially inclusive organisation culture and work environment. This plan formalises the organisation's commitment to making connections and positive working relationships with Community, individual employees (current and future) and contractors across all programs based on genuine respect and learning about the histories, cultures and strengths of Community today. Lady Gowrie Tasmania is committed to providing Aboriginal and Torres Strait Islander peoples and businesses with a fair and reasonable opportunity to participate in either the supply of goods and services and to gain employment and training within the Lady Gowrie Tasmania. Lady Gowrie Tasmania has been a member of Supply Nation and commits to ongoing membership.



Kunanyi – Photo by Alison Stone

LADY GOWRIE TASMANIA REFLECT RECONCILIATION ACTION PLAN DELIVERABLES



RELATIONSHIPS



RESPECT



OPPORTUNITIES



GOVERNANCE, TRACKING PROGRESS & REPORTING



RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on LGT's reconciliation journey. 	June 2020	Each program area representative on the RAP Working Group
	<ul style="list-style-type: none"> Liaise with Supply Nation to establish a list of Tasmanian organisations LGT can engage with for the mutual benefits of procurement from Aboriginal and Torres Strait owned businesses. 	February 2020	Chief Financial Officer
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	January 2020	RAPWG Chair
	<ul style="list-style-type: none"> Build opportunities to spend time with Aboriginal peoples on country as art of relationship building and team development. 	June 2020	RAPWG Inclusion Professional
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2020	RAPWG Secretariat
	<ul style="list-style-type: none"> Morning tea/events held across the organisation program areas to promote the meaning and importance of National Reconciliation Week. 	June 2020	RAPWG Children's Services General Manager
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	June 2020	RAPWG Chair
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	June 2020	RAPWG Chair
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop a communication strategy to raise awareness and communicate our commitment to reconciliation to all staff, families and broader community. 	November 2019	RAPWG Chair
	<ul style="list-style-type: none"> Acknowledgement of Country at be facilitated at all meetings 	December 2019	Chief Executive Officer
	<ul style="list-style-type: none"> Information about Lady Gowrie Tasmania's commitment to Reconciliation to be visible on the organisation's website and any other program area websites. 	December 2020	Marketing & Communication Manager
	<ul style="list-style-type: none"> Update the organisation and staff induction process to include reference to the RAP. 	December 2020	Chief Operating Officer
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	July 2019	RAPWG Chair
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	July 2019	RAPWG Chair



RELATIONSHIPS (CONTINUED)

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> • Research best practice and policies in areas of race relations and anti-discrimination. • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	March 2020	Chief Operating Officer
5. Promote Narragunnawali: Reconciliation in Education to staff and external stakeholders.	<ul style="list-style-type: none"> • Promote Reconciliation Australia's Narragunnawali: Reconciliation in Education program to all early learning services in our network, and encourage these services to develop their own RAPs via the Narragunnawali platform. • Encourage all staff/all early learning services in our network to sign up to the Narragunnawali News mailing list. • Encourage all staff to engage with the professional learning (including webinar) resources available via Reconciliation Australia's Narragunnawali: Reconciliation in Education online platform. • Collaborate with Reconciliation Australia's Narragunnawali team to identify opportunities for strengthening the connections between Narragunnawali professional learning/RAP development processes /Quality Improvement Planning processes. • Host an appropriate links to Reconciliation Australia's Narragunnawali: Reconciliation in Education platform on our website. • Help promote and encourage schools/early learning services within our network who have shown exceptional commitment to reconciliation to apply for the 2020 year of applicable Narragunnawali Awards round. 	April 2020	Children's Services General Manager



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2019	RAPWG Chair
	• Conduct a review of cultural learning needs within our organisation.	October 2019	RAPWG Chair
	• Implement planned cultural awareness and safety professional learning.	April 2020	RAPWG Chair
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	August 2020	RAPWG Chair
	• Increase staff's understanding of the purpose and significance of cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2019	Chief Executive Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst staff about the meaning of NAIDOC Week.	Late June- early July 2020	RAPWG Secretariat
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2019	RAPWG Secretariat
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2019	RAPWG Chair
9. Build respect for Aboriginal and Torres Strait Islander people by recognising or celebrating significant events during the yearly calendar.	• Ensure RAP working group research significant days for Aboriginal and Torres Strait Islander people guided by information from Reconciliation Australia's Narragunnawali: Reconciliation in Education online platform and local Community feedback.	September 2019	RAPWG Secretariat



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within the organisation. 	September 2020	Chief Operating Officer
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	September 2020	Chief Operating Officer in collaboration with Senior Leadership Team
	<ul style="list-style-type: none"> Encourage existing Aboriginal and Torres Strait Islander employees to inform best practice employment strategies through active participation on the employee advisory committee. 	March 2020	Chief Operating Officer
	<ul style="list-style-type: none"> Embed a statement of commitment to reconciliation in LGT position descriptions. 	September 2020	Chief Operating Officer
	<ul style="list-style-type: none"> Investigate LGT Scholarship for an Aboriginal and/or Torres Strait Islander employee to upgrade their current qualification. 	September 2020	Chief Executive Officer
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	February 2020	Chief Financial Officer
	<ul style="list-style-type: none"> Continue Supply Nation membership. 	Yearly	Chief Financial Officer
12. Ensure all organisational policy documents promote the inclusion of Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> Review and or amend existing organisational policies to ensure that they are inclusive and respectful of all Aboriginal and Torres Strait Islander people and increase knowledge of Aboriginal and Torres Strait Islander cultures in Australia. 	May 2020	Chief Operating Officer



GOVERNANCE, TRACKING PROGRESS & REPORTING

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RAPWG to govern RAP implementation.	November 2018	Chief Executive Officer
	• Draft a Terms of Reference for the RAPWG.	April 2019	RAPWG Chair
	• Establish Aboriginal and Torres Strait Islander representation on the RAPWG.	May 2020	RAPWG Chair
14. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	November 2019	Chief Executive Officer
	• Engage senior leaders in the delivery of RAP commitments.	October 2019	RAPWG Chair
	• Define appropriate systems and capability to track, measure and report on RAP commitments – including RAPWG quarterly meetings.	November 2019	RAPWG Chair
15. RAP Working Group actively monitors the RAP development and implementation of actions, progress and reporting.	• Development, endorsement and launch of the Lady Gowrie Tasmania RAP	November 2019 (Annual General Meeting)	Chief Executive Officer
	• All program areas of the Organisation including the Board of Directors receive a RAP Working Group report on a quarterly basis.	November 2019	RAPWG Secretariat
		March 2020	
		July 2020	
• Quarterly meetings of the RAPWG.	November 2020		
		October 2019	RAPWG Secretariat
		February 2020	
		June 2020	
		October 2020	
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2020	RAPWG Chair
17. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	[three months prior to RAP expiry date]	RAPWG Chair



CONTACT DETAILS

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