



CATHOLIC DIOCESE
OF ROCKHAMPTON

Reflect

Reconciliation Action Plan

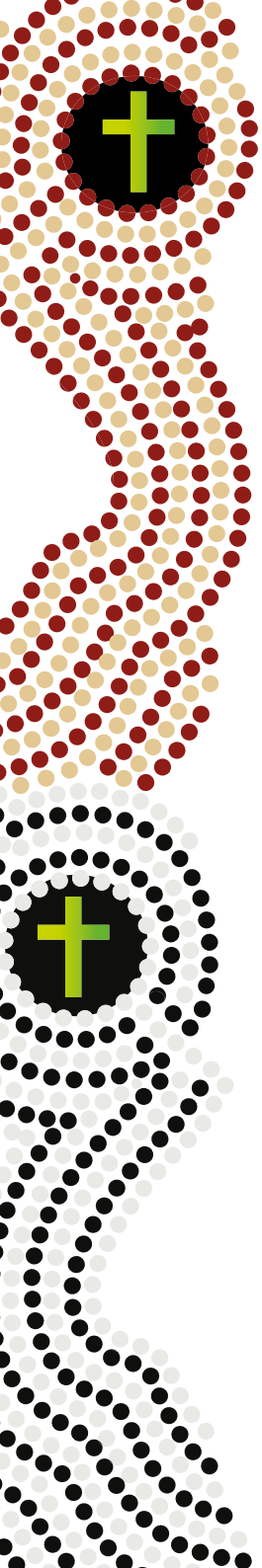
February 2023 – February 2024

RAP ID 027380



RECONCILIATION
ACTION PLAN

REFLECT






About the Artist

HOWARD (JOE) BUTLER

Born 1961 raised in Rockhampton, Central Queensland now resides in Bowen, North Queensland, Australia.
Cultural Background: Gooreng Gooreng/ Gurang/ Gangalu-Iman First Nations Australian

From a young age, Joe was immersed in culture taking a keen interest to express his background through Aboriginal and Torres Strait Islander art. Paving the path for further generations, Joe continues to share the knowledge he received from his mother, Audrey Butler. Audrey's legacy as a matriarch has become the strength that continues to inspire her family to embrace culture and revive the traditions of Aboriginal people. For more than 50 years, Joe has carried on the foundations of his people through visual and performing arts, locally and internationally, keeping the spirit of his ancestors alive.

Mediums

-  Painting, carving, artefact making, printmaking.
-  Performance.
-  Acting, Traditional dancing, storytelling.



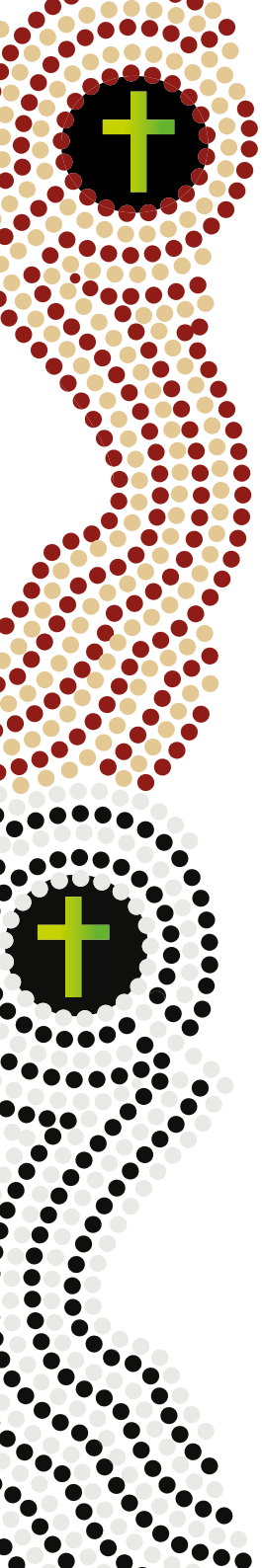
The Painting – Reconciliation

This painting is about cultures coming together to enrich awareness and understanding as we all have the same God that we love. Two hands represent First Nations people with earthy colours. Other Cultures with black & white colours.

Blue background represents Healing waters.

The U shapes on the rays of light are the people coming together to Church, The Cross in the middle.

The five small green crosses give freshness and represent the five regions.



Karen Mundine

Chief Executive Officer
Reconciliation Australia

Reconciliation Australia welcomes Catholic Diocese of Rockhampton to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Catholic Diocese of Rockhampton joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

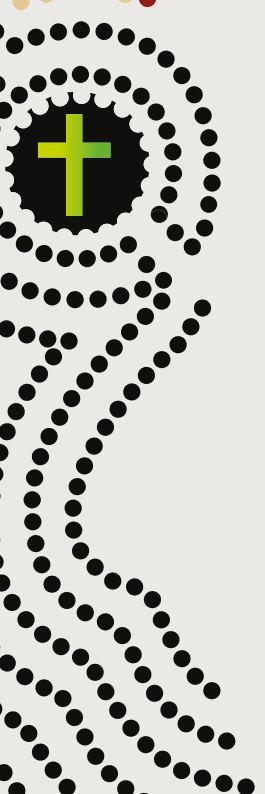
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.



It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Catholic Diocese of Rockhampton to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Catholic Diocese of Rockhampton, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Acknowledgement of Country

The Rockhampton Catholic Diocese acknowledges the First Nation people, the Custodians of the lands that we live, work and pray on. We acknowledge that Aboriginal and Torres Strait Islander peoples have bestowed and enriched our lives with their knowledge, sharing their customs, their cultures, connection to the lands and waterways of Australia. We recognise and respect that Aboriginal and Torres Strait Islander peoples had their own lore's, customs and spirituality both in the dreamtime and in the present.

Traditional Welcome to Country

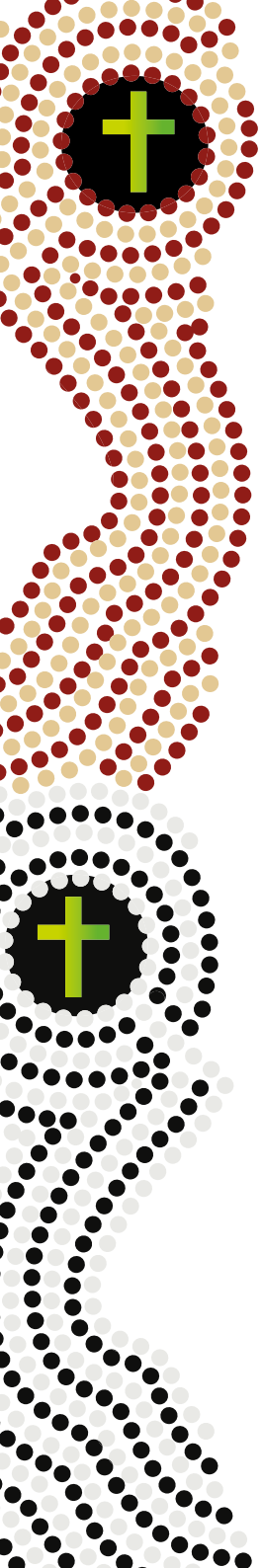
A traditional Welcome is performed by a Traditional Owner of the area inviting or giving permission for a person or people to enter or pass through their land.

Acknowledgement of Country

Any person can give an Acknowledgement to Country; this is a sign of respect and acknowledgement to the First Nation peoples, the Traditional Owners of the Land you are living on.

Please note: spelling of Traditional nation groups can differ throughout RAP.





Most Rev Michael McCarthy

Bishop of Rockhampton

As your Bishop, I am delighted to write in the foreword of the Reconciliation Action Plan (RAP) for the Rockhampton Diocese. I am committed to engaging positively with our Aboriginal and Torres Strait Islander peoples.

The Diocesan RAP was developed by Deanna Beatson who, in consultation with Aunties and Uncles throughout the Diocese, provides an excellent map for our working together in the future through recognising the great work of our Elders and leaders of the past.

Together with the priests, religious and the people of our Diocese, we look forward to working closely with all Aboriginal and Torres Strait Islander peoples in the vision enunciated in this RAP.

The Vision of Reconciliation enunciated in this RAP is foundational to the journey of reconciliation we are walking with our Aboriginal and Torres Strait Islander brothers and sisters.

In this Vision of Reconciliation, the Diocese of Rockhampton recognises each person's inherent dignity as created in God's image. We are all made in the *Image of God (Imago Dei)* and all life is sacred from its very beginning to the time at the end of this life when God calls the person home.

As people made in the *Image of God*, it inspires us all to be advocates for justice and equality for all people and to do all we can to support Aboriginal and Torres Strait Islander brothers and sisters.

The Reconciliation Action Plan is the result of all of us committed to reconciliation and will continue to be our map into the future.



We commit ourselves to walk the journey of reconciliation with our Aboriginal and Torres Strait Islander brothers and sisters of this Diocese.

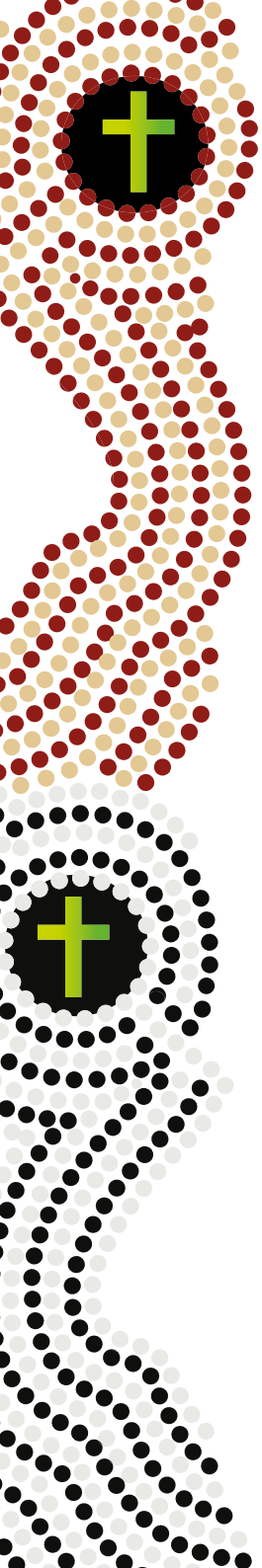
We recognise the injustices suffered and we express our sorrow and understanding for the pain and hurt our brothers and sisters have experienced.

The Diocese, through its agencies, its parishes and its people, committed to the RAP will ensure the continuation of the cultures, traditions, languages, spiritualities, lands and seas our Aboriginal and Torres Strait Islander people have nurtured over many thousands of years.

As your Bishop, together with the priests, religious and people of our Diocese, we look forward to implementing this RAP at all levels and through the Diocese.

Come Holy Spirit of this great Southland and fill the hearts of all our aunties and uncles and brothers and sisters.

+ Michael McCarthy



Deanna Beatson

I reside in Rockhampton with my husband. We have been blessed with three children, a daughter-in-law, and to date two grandsons.

I am a descendant of the Yuggera and Kullilli peoples. My Mum's mother was from the Stolen Generation and was known to be taken from Cairn's region. From my father's side I am of, Aboriginal, Chinese and South Sea Islander heritage.

I was very pleased to take on the role as consultant for this first Reconciliation Action Plan (RAP) for the Catholic Diocese. This is the first step in setting up a working group and actioning tasks for staff and roles related to creating opportunities for Aboriginal and Torres Strait Islander peoples and disseminating information out to the Diocese.



Reconciliation is about reconciling the past to enable us all to move forward. We can do this by educating all Australians about the true history of Australia and hopefully not repeating past policies and practices that has left long life trauma and scars. It is about sharing our cultural stories and practices with the wider community to help build stronger relationships and better understanding. We can connect through conversations, church, school, sports and music. We can all learn together, building respect and creating opportunities, whilst practising our Christian values and teachings.

My hope is that we can all embrace change positively and in good faith, endeavour to follow this RAP's path and in future RAP's.



Prayer for Reconciliation

We pray for our Pope, Bishops, and members of the clergy, religious and all those who minister, that they, are rewarded for teaching us of Jesus Christ.

We pray for Aboriginal and Torres Strait Islander peoples as First Nation peoples of this land.

We pray that all Australians will come with us on this reconciliation journey.

We pray that we can learn from each other by opening our eyes and listening with our ears.

We pray that all Australians learn with open hearts and open minds.

We pray that we look after our lands, the animals, water ways and the seas.

We pray that we can all walk together in the spirit of reconciliation.

We pray for the Lord to watch over us, strengthen our faith and love.

We Pray for our God in heaven to Bless all people of Australia and guide us on this path to unity.

Amen

BY DEANNA BEATSON

Working Party Statement

The working party has been established to plan and form recommendations on workable strategies for the development of the RAP. Working party as following:

Brad Jarro
(Bidjara and Gangulu)



Carol Willie
(Iman and Gangulu)



Edna Alley
(Darumbal)



Edna Fraser
(Gangulu)



James White
(Iman and Gangulu)



June Hornung
(Yuggera and Kullilli)



Mildred Ahmann
(Yuggera and Kullilli)



Phillippa Johnson
(Darumbal and Iman)



Carmel Walker
(Born in Ipswich, Yuggera Country)



Scope of the Working Group

- ✚ Assist with the implementation of reconciliation relative initiatives (Key Issues)
 - Understanding Country
 - Improving Relationships
 - Valuing Cultures
 - Sharing history
 - Addressing disadvantage within the diocese
 - Custody levels
 - Destiny (Aboriginal and Torres Strait Islander people controlling their own destiny)
- ✚ Help oversee development of the RAP
- ✚ Commit to establishing a RAP Working Party within the RAP
- ✚ Be committed to maintain positions within the Working Party

Responsibility of Working Group

For all members to feel safe and at ease, each participant has a responsibility to:

- ✚ adhere to confidentiality, as discussions may be of a sensitive nature
- ✚ be actively engaged in a positive manner
- ✚ meet every quarter
- ✚ be respectful in tone and use of language
- ✚ be respectful of other members of the group
- ✚ actively participate in conversations identifying any risks or challenges relevant to the strategies put forward
- ✚ undertake and complete any agreed actions

History and Traditional Lands in the Diocese

Woorabinda is around 170 Kilometres from Rockhampton, close to one hour and forty-five minutes' drive, southwest of Rockhampton via Duarina.

When the Aboriginal Taroom settlement was closed, Woorabinda was the next site chosen for removals of Aboriginal people to be contained in. This land was gazetted in 1927 as another reserve under the government and later in 1986 transferred as a deed of Grant in Trust (DOGIT) area ⁽⁴⁾. Today it is recognised as Woorabinda Aboriginal Shire Council.

Woorabinda, established in 1927, was operated under the Parliaments 1897 *Aboriginal Protection and Restriction of the Sale of Opium Act*.

Eventually dormitories were built for boys and girls and families, also two church groups with the Anglican church built in 1928 and Roman Catholic Church built during the 1930's. Later other resources and amenities were built such as a school and hospital.

It was reported through Norman Tindale's visit in 1938 that there were over 47 different tribal groups placed at Woorabinda ⁽⁵⁾.

Woorabinda as a rural town has services such as council, schools, hospital, aged care, courts, day care and other outreach services.



Bundaberg

Home to Baiali, Taribelang, Gooreng Gooreng and Gurang people ⁽⁶⁾

Estimated population of Aboriginal and Torres Strait Islander people 4,367 out of 95,856 ⁽⁷⁾.



Gladstone

Home to the Baiali, Gooreng Gooreng, Gurang and Taribelang Bunda people ⁽⁸⁾.

Estimated population of Aboriginal and/or Torres Strait Islander people 2,967 out of 63,412 residents ⁽⁹⁾.



Rockhampton

Home to Darumbal people

Estimated Population of Aboriginal and/or Torres Strait Islander people 8,944 out of 119,590 ⁽¹¹⁾.



Mount Morgan

Home to Gangulu people

Estimated Population of Aboriginal and/or Torres Strait Islander people 472 out of 2,931 ⁽¹³⁾.



Woorabinda

Home to Wadja Wadja/Yungulu people

Estimated population of Aboriginal and/or Torres Strait Islander people 908 out of 962 ⁽²⁸⁾.



Duarina

Home to Gangulu people

Estimated population of Aboriginal and/or Torres Strait Islander people 35 out of 278 ⁽²⁶⁾.



Blackwater

Home to Ghungalu people

Estimated population of Aboriginal and/or Torres Strait Islander people 355 out of 4,749 ⁽²⁷⁾.



Emerald

Estimated Population of Aboriginal and/or Torres Strait Islander people 601 out of 14,290 ⁽¹⁴⁾.



Barcaldine

Estimated Population of Aboriginal and/or Torres Strait Islander people 204 out of 2,849 ⁽¹⁵⁾.



Blackall

Home to Jinibara people

Estimated population of Aboriginal and/or Torres Strait Islander people 70 out of 1,416 ⁽²⁵⁾.



Longreach

Home to Koa people

(No determination made)

Estimated Population of Aboriginal and/or Torres Strait Islander people 240 out of 3,470 ⁽¹⁶⁾.



Bedourie

Home to Maiawali people

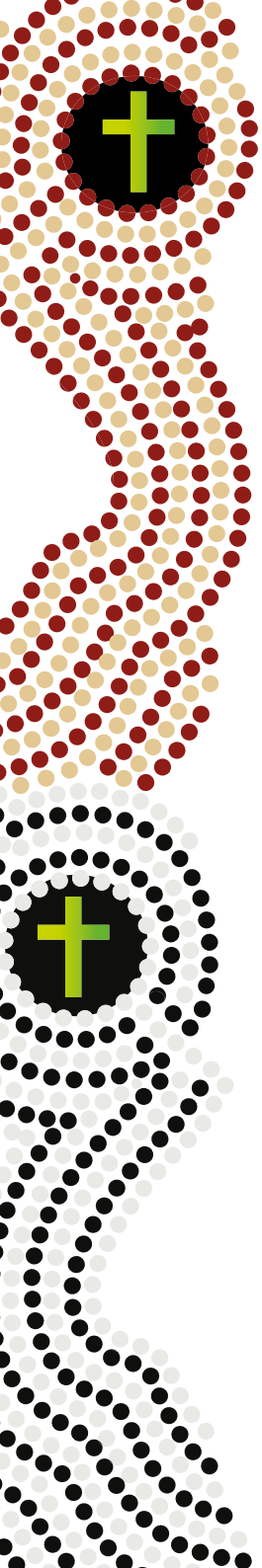
Estimated population of Aboriginal and/or Torres Strait Islander people 23 out of 122 ⁽²⁹⁾.



Mackay

Home to Yuwibara and Widi people of Nebo Estate ⁽¹⁰⁾.

Estimated Population of Aboriginal and/or Torres Strait Islander people 7,058 of 116,763 ⁽¹²⁾.



Our Vision

The Diocese would take stronger measures to build and strengthen relationships with Aboriginal and Torres Strait Islander staff and with those living in our communities. We would continue to follow the teachings of Christ in caring and giving the educational foundations of family support to those receiving the sacraments of baptism, confirmation and Matrimony and eucharist.

As a Diocese we work together through our Catholic parishes to find strategies that will support our vision in changing the way we treat, talk and act to all peoples that have been harmed both mentally, physically and spiritually. The diocese will continue to uphold our support and commitment to protecting children and vulnerable adults through our Safeguarding Children and Vulnerable Adults policy.

We would like our staff and parishioners to acknowledge the true history of Australia and recognise and respect the rich and resourceful traditional customs and cultures, the spiritual connections practiced through dance, story and song lines of that of the Aboriginal and Torres Strait Islander peoples and their country that they share with us.

We would like our communities to open their hearts and minds to having conversations that are open and respectful. That as a Diocese we work together building trust, creating friendships and following Christian values that are taught in our schools and Parishes.

That as Catholics we all follow the teachings of Christ and embrace the path towards reconciliation.

We would like to see all of our clergy and staff and parishioners receive cultural training to better enhance and understand the diversity amongst us and learn from past atrocities that were committed and caused inequality and division amongst Aboriginal and Torres Strait Islander peoples and Non-Indigenous Australians.

Our Mission

As the Catholic Diocese of Rockhampton, we have been making inroads into developing and enriching our relationship within the diocese interacting and connecting with Aboriginal and Torres Strait Islander individuals, families, organisations and the wider community. We have listened to the concerns and advice of Pope Frances in his written message in:

1. Laudato si ("Praise be to You") Encyclical on the Environment – On care of our Common Home ⁽¹⁹⁾
2. Querida Amazonia – To the People of God and to all Persons of Good Will.

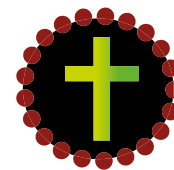
We have taken note of other historical event, such as the Papal Visits to Australia:

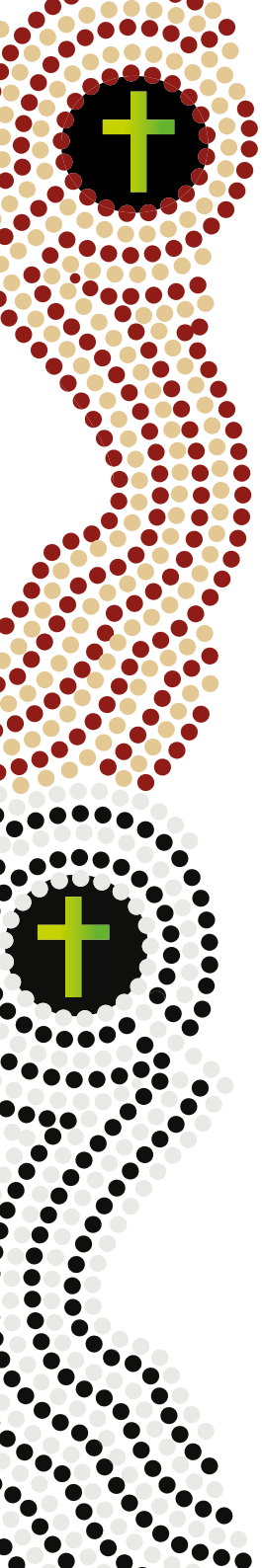
Pope Paul VI visited Australia in November 1970 – Blessed the foundations at St Lucy's School in Sydney and presented speeches to Aboriginal Communities.

Pope John Paul 2nd visited Australia from November 24-1 December 1986. Addressed a large crowd of Aboriginal people at Blatherskite Park.

Pope Benedict XVI to mark the 20th anniversary of Pope Paul's visit to Australia sent a message regarding reconciliation to a gathering at Alice Springs October 2-7, 2006.

We are continuing on this journey by making this formal through a written Reconciliation Action Plan.





Our Business

The Catholic Diocese of Rockhampton is a group of parishes and communities used for teaching God's Word to the devoted and providing spiritual guidance through Church services based throughout the Diocese.

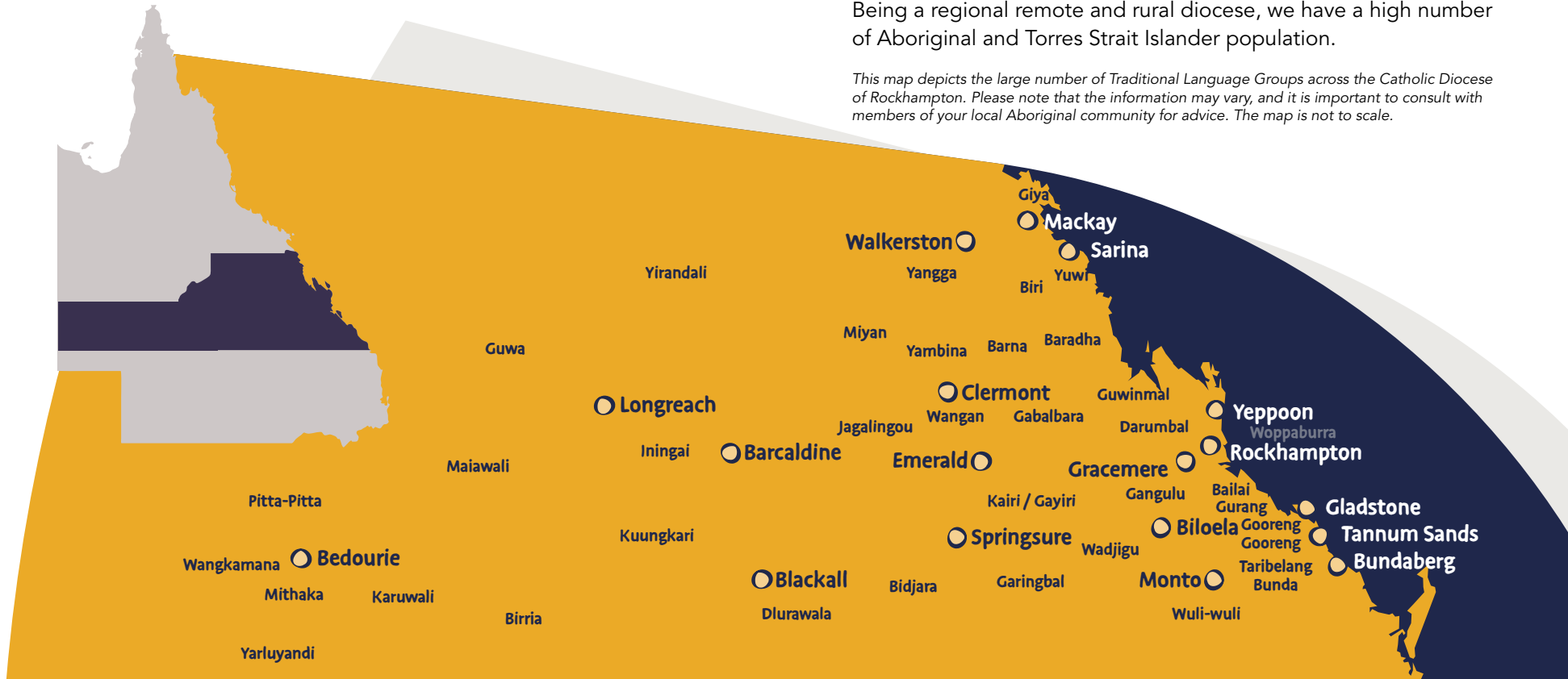
Education opportunities are provided through schools to the wider communities and to lend a helping hand to all peoples, offering pastoral care through services such as St Vincent de Paul Society who are helping those in need. Catholic Care providing services to support families. The Stella Maris in Mackay provides Missionary work to seafarers and Gladstone Stella Maris Mission helps support Mariners.

The diocese employs 74 people and there are currently 22 active priests (plus religious sisters/brothers on stipends). As at the last

update, no employees identified as Aboriginal and/or Torres Strait Islander staff. There are some employees within other agencies of the diocese eg Catholic Education and CatholicCare who identify as Aboriginal and/or Torres Strait Islander people.

The Diocese covers Rockhampton and surrounding areas, and radiates North, South, East and West. From Mackay to the North, down just past Bundaberg in the South, coastlines and Islands to the east such as Midge Point, Emu Park and out to the West, Longreach and Bedourie, servicing little towns and communities in between. Being a regional remote and rural diocese, we have a high number of Aboriginal and Torres Strait Islander population.

This map depicts the large number of Traditional Language Groups across the Catholic Diocese of Rockhampton. Please note that the information may vary, and it is important to consult with members of your local Aboriginal community for advice. The map is not to scale.



Snapshot - History of Our Diocese

Father Charles Murlay was the first appointed priest for the Rockhampton Mission established in 1863.

Then in 1881 the Diocese was erected with the arrival of our first Bishop, Bishop Cani. With the population growing with more immigrants, mainly from Ireland, Italy, England and Malta, more Church development and Parishes were developed ⁽²⁰⁾.

There have been a number of Priests and Bishops serving the community. Pope Francis appointed our most recent, The Most Reverend Bishop Michael McCarthy, who is the 10th Bishop of Rockhampton on 10 March 2014.

Gladstone – In 1846 The first Bishop and Religious Sisters arrived by ship in Gladstone, 1924 The Star of the Sea Church opened on 20 January 1902, with the school built in 1948, subsequently there have been new buildings and upgrades over time ⁽²¹⁾.

Mackay – Father Bucas arrived in Mackay of May 1869 as the Parish Priest. In his wisdom he requested a community of Sisters of St Joseph to live in Mackay to help with educating children. In 1871 he purchased 3000 acres of scrubland at Bucasia, where he had an orphanage built under the care of the Sisters of Saint Joseph. This was built beside the mission, the first reserve for displaced Aboriginals ⁽²²⁾.

Rockhampton – First Diocesan Aboriginal Meeting held in Rockhampton on 16 July 1972 followed by Mass in the Cathedral Hall. Mr George Hassall was the first Diocesan President and Qld President of the Council. This was fully supported by the Diocesan Pastoral Council ⁽²³⁾.



Our RAP

Over the last seven and a half years, Bishop Michael, Bishop of the Diocese of Rockhampton, the priests, religious, parishioners and staff have been making progress in building relationships with the Aboriginal and Torres Strait Islander peoples throughout the Diocese.

Now these initiatives will be officially recorded and built on as the Reconciliation Action Plan (RAP) of the Diocese of Rockhampton.

- ✚ Within the diocesan church help Identify and look for solutions for any barriers relating to Aboriginal and Torres Strait Islander peoples
- ✚ Highlight Aboriginal and Torres Strait Islander peoples by educating and enhancing knowledge of their cultures and histories throughout the Diocese
- ✚ Help strengthen, build and maintain ongoing sustainable relationships with Aboriginal and Torres Strait Islander peoples
- ✚ Help to combat racism
- ✚ Maintain culturally safe work practices in the workplace
- ✚ Respect and value the differences of each other
- ✚ Embrace our Christian values through Catholic Social Teaching

The Initial Reflect RAP will be an introduction for Catholic worshippers throughout the diocese, firstly to start the conversation through an introduction of workshops, presentations and consultation. A Working Party has been formed to aid

in recommendations, seek directions on Cultural issues and strategies to put forth. The diocese will commit to actively promoting and implementing the recommendations of the plan.

Embracing our Faith

Our Diocese welcomes new ministries and people to engage in the Mission of the Risen Christ as his Disciples. The Diocese is exploring new ways of being co-responsible in the Mission of the Church. Part of being inclusive could be to explore the Minister of Catechists who would engage in teaching Catechisms to various young people of various cultures.

From faith filled and committed parishioners, suitable people may be trained in Theology and commissioned by the Bishop to assist the Priests in various communities by sharing the stories, assisting the young and their families coming to know Jesus Christ.



Our RAP continued

Inclusion of Welcome to Country and Acknowledgement of Country at Major Liturgical and Diocesan Gatherings

At all major Masses in the Diocese

Once congregation is gathered, mass begins, and the Bishop/Priest/s enter the Church and the congregation stands. Following the hymn, after the presider of the Liturgy reaches the altar, he invites the Elder who will give the Welcome to Country or the appointed person to do an Acknowledgement of Country. Following the Welcome to Country or/ Acknowledgement of Country the liturgy will then continue.

Diocesan/Parish Gatherings

At the start, the chair of the gathering welcomes the Elder of the appropriate person who will give the Welcome to Country or Acknowledgment of Country. Please note that a Welcome to Country is always presented by an Elder from that traditional land. An Acknowledgement of Country can be delivered by any person present.

Cultural Training in Aboriginal and Torres Strait Islander Culture

Training should be provided to all Bishops, Priests, Sisters, and staff to:

- ✝ Lead the way and be role models for the Catholic community.
- ✝ Embrace First Nations peoples and cultures.
- ✝ Incorporate spiritual practices with Christ's teaching (e.g. 12 stations of the Cross, Smoking Ceremonies)
- ✝ To gain insight and enhance education knowledge of Aboriginal and Torres Strait Islander practices.
- ✝ To understand past government policies and the impact that is still present today in Aboriginal and Torres Strait Islander peoples.
- ✝ To build and strengthen relationships between Aboriginal and Torres Strait Islander peoples, the Church and the wider community.

Our Sphere of Influence

There are a number of agencies, councils, committees within the diocese and the Catholic Church nationally and internationally that we work with in living the mission of the Church. The role and delivery of services differs according to the location and to Church teaching.

This includes:

- ✚ Plenary Council – a gathering of members representing all the dioceses in the Catholic church in Australia. The members have consultative and deliberative voting rights on a number of proposals covering topics and issues raised by people from all around the nation over a number of years.
- ✚ Professional Standards and Safeguarding Office – Protecting children and vulnerable adults.
- ✚ St Joseph's Cathedral, Rockhampton – seat of the Bishop. A place of worship for Catholic parishioners of the diocese.
- ✚ CatholicCare CQ – Community Organisation providing support to the wider community. Family Relationship Centres – Mackay & Rockhampton – Dispute resolution, property mediation, referrals.
- ✚ Council of Priests – Consultation on priests' issues.
- ✚ Diocesan Building & Property Committee – Give advice on building and property matters.
- ✚ Diocesan Education Council – Assist Bishop on educational policies for the diocese.
- ✚ Diocesan Finance Council – Oversee general finance management and make recommendation to Bishop.
- ✚ Diocesan Pastoral Council – Pastoral Mission of Diocese.
- ✚ AICC and RAP committee.
- ✚ Liturgy Committee – Assist the Bishop in liturgies for the Diocese.
- ✚ Cathedral Bookstore – Provision of quality resources.
- ✚ The Haven – Facilities available for conferences, functions and retreats.
- ✚ Bishop's Office – Administration support.
- ✚ Clergy Life & Ministry – Education & Support of Priests.
- ✚ Diocesan Chancery – Responsible for Catholic Diocesan records, maintenance & Archives.
- ✚ Marriage Tribunal – Tends to all aspects of Marriage, divorce & Remarriage.
- ✚ Pastoral Services – Apostleship of the Sea, Prison Ministry, Western Pastoral Ministry and Youth Ministry.
- ✚ Catholic Education Office – Provision of Teaching & Learning of Catholic Faith.

This list is not exhaustive and there are many religious communities and the wider community in general with whom we work and engage daily.

Reconciliation Action Plan



Relationships

Action

Deliverable

Timeline

Responsibility

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

✚ Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence and prepare a list of Aboriginal and Torres Strait Islander Organisations throughout the Diocese

February 2023

RAP Consultant

✚ Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.

March 2023

RAP Consultant

2. Build relationships through celebrating National Reconciliation Week (NRW)

✚ Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.

April 2023

Executive Officer – Mission

✚ RAP Working Party members to participate in an external NRW event.

27 May - 3 June 2023

Executive Officer – Mission

✚ Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

27 May - 3 June 2023

Executive Officer – Mission

3. Promote reconciliation through our sphere of influence.

✚ Communicate our commitment to reconciliation to all staff and parishioners.

June 2023

Executive Officer – Mission

✚ Identify external stakeholders that our organisation can engage with on our reconciliation journey.

June 2023

Executive Officer – Mission

✚ Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.



June 2023

RAP Consultant

Reconciliation Action Plan





Relationships

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	 Research best practice and policies in areas of race relations and anti - discrimination.	March 2023	Human Resources Manager
	 Conduct a review of HR policies and procedures to identify existing anti - discrimination provisions, and future needs.	April 2023	Human Resources Manager



Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2023	RAP Consultant
	 Conduct a review of cultural learning needs withing our organisation	June 2023	Human Resources Manager

Reconciliation Action Plan



Respect

Action

Deliverable

Timeline

Responsibility

6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

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|---|---|------------|--|
| ✚ | Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. | April 2023 | RAP Consultant |
| ✚ | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | April 2023 | RAP Consultant |
| ✚ | Organise for discussions on inclusions of Smoking Ceremonies for funerals/ cleansing an area or opening ceremonies | May 2023 | RAP Consultant |
| ✚ | Use ceremonial sashes when performing Baptisms | April 2023 | RAP Consultant |
| ✚ | Recognise and identify Traditional Owners of land in parish areas across the diocese. Once known, a plaque with relevant information to be placed in prominent buildings in the parish. | April 2023 | RAP consultant
Executive Officer
– Mission |
| ✚ | Explore and research any changes across all ministries in the diocese. Create opportunities for new training and understanding where necessary. | June 2023 | Executive Officer
– Mission |

Reconciliation Action Plan



Respect

Action	Deliverable	Timeline	Responsibility
7. Build respect or Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	✚ Raise awareness and share information amongst our staff about the meaning of NAIDOC Week – NAIDOC MASS	July 2023	Executive Officer – Mission
	✚ Use inclusive resources created nationally during NAIDOC liturgies and prayers. Work with liturgy teams to ensure that these are used around the diocese.	July 2023	Executive Officer – Mission
	✚ Introduce our staff to NAIDOC Week by promoting external events in our local area – Staff can attend functions in the community.	July 2023	Executive Officer – Mission
	✚ RAP Working Party to participate in an external NAIDOC Week event.	July 2023	Executive Officer – Mission
8. Promote respect for Aboriginal and Torres Strait Islander peoples through framed signage in Church's or Diocese buildings	✚ Display the framed statement of Pope John Paul's 1986 Statement to Aboriginal and Torres Strait Islander Catholics in all diocesan buildings.	June 2023	Executive Officer – Mission
	✚ Ensure the Statement of the Heart is displayed in all diocesan buildings.	June 2023	Executive Officer – Mission

Reconciliation Action Plan



Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation with consideration to: <ul style="list-style-type: none"> – Positions under equal employment opportunities. – Closing the gap – Employment targets. 	June 2023	Human Resource Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	June 2023	Human Resource Manager
	Identify how many staff identify as Aboriginal and/or Torres Strait Islander people.	June 2023	Human Resource Manager
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2023	Human Resource Manager
	Investigate Supply Nation membership	May 2023	RAP Consultant
	Prepare a list of Aboriginal and Torres Strait Islander businesses throughout the Diocese.	April 2023	RAP Consultant
	Seek out Aboriginal and Torres Strait Islander Artists throughout diocese when purchasing or commissioning artwork.	April 2023	RAP Consultant

Reconciliation Action Plan



Opportunities

Action	Deliverable	Timeline	Responsibility
11. Re-establish the Aboriginal and Torres Strait Islander Catholic Council ministry office within the diocese.	✚ Review the past ministry and work to establish an office that works for the inclusion and employment of Aboriginal and Torres Strait Islander peoples.	July 2023	Director Diocesan Services
	✚ Provide the training for Aboriginal and Torres Strait Islander workers where necessary.	September 2023	RAP Consultant Human Resources Manager



Governance

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Party (RWP) to drive governance of the RAP.	✚ Form a RWP to govern RAP implementation. Invite members and target groups, Elders, Youth, staff.	March 2023	RAP Consultant
	✚ Terms of Reference for the RWP has been drafted and accepted.	March 2023	RAP Consultant
	✚ Maintain Aboriginal and Torres Strait Islander representation on the RWP.	March 2023	RAP Consultant

Reconciliation Action Plan



Governance

Action	Deliverable	Timeline	Responsibility
13. Provide appropriate support for effective implementation of RAP commitments.	✚ Define resource needs for RAP implementation.	April 2023	Executive Officer - Mission
	✚ Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2023	RAP Consultant
	✚ Appoint a senior leader to champion our RAP internally.	April 2023	Bishop
14. 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.	June 2023	RAP Consultant
	✚ Contact Reconciliation Australia to verify our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	August 2023	RAP Consultant
	✚ Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	September 2023	RAP Consultant
15. Continue our reconciliation journey by developing our next RAP.	✚ Register via Reconciliation Australia's website to begin developing our next RAP	August 2023	RAP Consultant

Reconciliation Action Plan

Primary Contact



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Significant Dates for Aboriginal and Torres Strait Islander Peoples

Please note there are other dates that are significant and celebrated and not on this list.

February 13	The anniversary of the National Apology (2008) by Prime Minister Kevin Rudd
March 17	National Close the Gap Day (Launched in 1997 and held on the third THURSDAY in March) Focus is on Health equity
March 21	Harmony Day – A cultural respect day, acknowledging all peoples living in Australia
May 26	National Sorry Day – Remembers the mistreatment of Aboriginal peoples (Bringing Them Home report was published 1997 – regarding forced removal of Aboriginal children)
May 27	Referendum of 1967 – over 90% of Australians voted for amending sections in the Australian Constitution recognising Aboriginal people
May 27 - June 3	National Reconciliation Week – A time for Australia to reenforce connection to Aboriginal culture share histories, unite through actions, opportunities and achievements
June 3	Mabo Day – Marks the anniversary of the accepted High Court decision in 1992 of the Mabo Case (Eddie Koiki Mabo case successfully overturned the decision of terra nullius – land belonging to no-one)
July 4 - 11	National NAIDOC week – The National Aboriginal and Islanders Day Observance Committee. Celebrations of two cultures with the wider community – Respecting in the Cultural knowledge and heritage and achievements (New theme every year)
August 4	National Aboriginal and Torres Strait Islander Children’s Day (This day was chosen because it related to the most recorded Birthdays of children taken away)
August 9	International Day of the World’s Indigenous People (Raises the awareness to protect the rights of Indigenous people around the world)
September 1	Indigenous Literacy Day (Helps to raise awareness and improve learning for remote Indigenous communities)

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