

Adventist Schools Australia

Reconciliation Action Plan

May 2021 - May 2023





Our Vision

Our vision for reconciliation is for everyone to walk together for mutual liberation.

Our Business

Adventist Schools Australia (ASA) is the national office of education for the Seventh-day Adventist Church in Australia. It is governed by the Board of Directors of the Australian Union Conference of the Seventh-day Adventist Church.

ASA supports a network of nine school companies with 46 primary, secondary and Kindergarten to Year 12 schools plus 12 early learning centres across Australia. Globally, the Seventh-day Adventist church provides Christian education for over two million students in early learning, primary, secondary, and tertiary institutions. Adventist education in Australia commenced on St Kilda Road in Melbourne 1892.

Students

As of July 2020, there were 1,234 early learning students, 8,472 primary school students and 6,458 secondary school students in ASA schools.

As of August 2019, there were 562 Aboriginal and/or Torres Strait Islander Peoples in ASA schools, which equates to close to four percent of the total primary and secondary school student enrolment.

Staff in Schools

ASA school companies employ 1,106 teachers Australia-wide in our primary and secondary schools, with a further

53 staff in our early learning centres. ASA serves nine school companies that employ 19 Aboriginal and Torres Strait Islander staff.

Staff in Offices

ASA's National Office is in Melbourne with school company offices in Townsville, Brisbane, Newcastle, Sydney, Canberra, Melbourne, Hobart, Adelaide, and Perth. A boarding facility is located at Carmel Adventist College in Perth.

The ASA National Office employs 12 staff members and works closely

with two Aboriginal and Torres Strait Islander ATSIM (Aboriginal and Torres Strait Island Ministries) staff members.

Governance

ASA governance is provided with a National Education Council comprised of 23 members. Nine school company Boards govern 46 Adventist schools.



ASA Schools

Greater Sydney

Hills Adventist College
Hurstville Adventist School
Macarthur Adventist College
Mountain View Adventist College
Sydney Adventist School Auburn
Wahroonga Adventist School

Northern Australia

Cairns Adventist College
Carlisle Adventist College
Riverside Adventist School

North New South Wales

Avondale School
Blue Hills College
Central Coast Adventist School
The Heights Learning Community
Kempsey Adventist School
Macquarie College
Manning Adventist School
Port Macquarie Adventist School
Toronto Adventist School
Tweed Valley Adventist College

South Australia

Prescott College
Prescott Primary Northern
Prescott College Southern

South New South Wales

Border Christian College
Canberra Christian School
Narromine Christian School

South Queensland

Brisbane Adventist College
Darling Downs Christian College
Gold Coast Christian College
Hope Adventist School
Ipswich Adventist School
Noosa Christian College
Northpine Christian College

Tasmania

Hilliard Christian School
North West Christian School

Victoria

Edinburgh College
Gilson College Mernda
Gilson College Taylors Hill
Henderson College
Heritage College
Nunawading Christian College
Primary
Nunawading Christian College
Secondary

Western Australian

Carmel Adventist College Primary
Carmel Adventist College Secondary
Esperance Christian School
Landsdale Christian School
Victoria Park Christian School

ASA Early Learning Centres

Greater Sydney

Hills Adventist College (ELC)

Northern Australia

Carlisle Adventist Christian College (ELC)

North New South Wales

Avondale (ELC)
Macquarie College Preschool

South New South Wales

Canberra Christian School (ELC)

South Queensland

Brisbane Adventist College (ELC)
Northpine Christian College (ELC)

Victoria

Edinburgh (ELC)
Gilson College (ELC)
Heritage College (ELC, Officer Campus)
Heritage College (ELC)
Narre Warren Campus
Nunawading Christian College (ELC)

Number of schools with Narragunnawali RAPs (as of February 2020)

Currently there are no primary or secondary schools or early learning centres with RAPs.



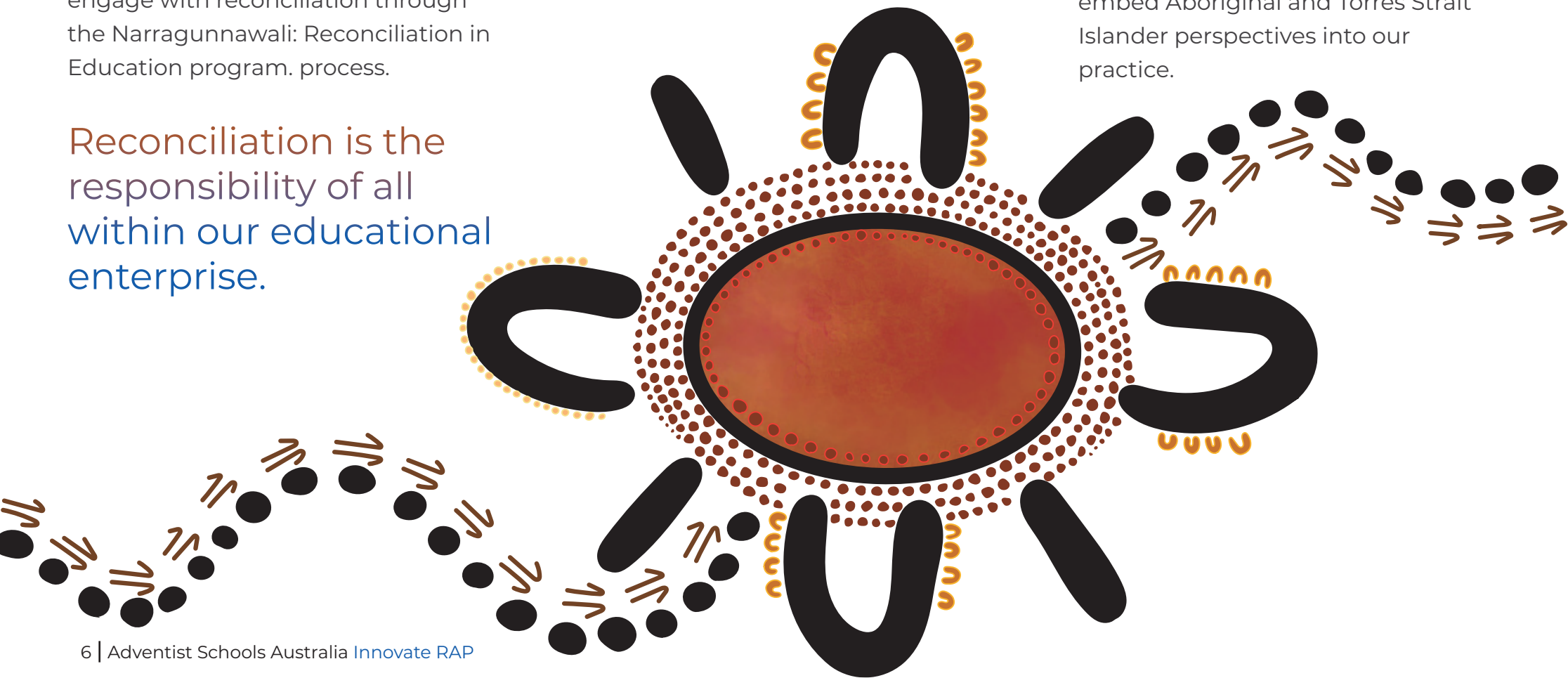
Our RAP

It is the goal of the ASA Innovate Reconciliation Action Plan to determine actions to be carried out by the National Office ASA to resource and support school companies and their schools to engage with reconciliation through the Narragunnawali: Reconciliation in Education program. process.

Reconciliation is the responsibility of all within our educational enterprise.

ASA is committed to the achievement of authentic reconciliation, justice, equity and healing through acknowledgement and practice of Aboriginal and Torres Strait Islander knowing.

Through the lenses of Belonging, Believing and Becoming, ASA strives to support Aboriginal and Torres Strait Islander students and staff members to build cultural safety across the organisation and to respectfully embed Aboriginal and Torres Strait Islander perspectives into our practice.



ASA Reconciliation Reference Group

The ASA Reconciliation Reference Group (RRG) has been responsible for the development of the Reconciliation Action Plan and with the addition of new members will move into the role of implementing key strategies outlined below. This is a priority action in meeting our vision.

RRG members have been chosen based on a partnership model that demonstrates the practice articulated in the RAP, inclusive of gender diversity and both Aboriginal and Torres Strait Islander and non- Aboriginal and Torres Strait Islander voices.

Standing Members



Dr Daryl Murdoch
RAP Champion
National Director
Adventist Schools
Australia, Melbourne
(Chair)

Kelly Jackman
RAP Champion,
Personal Assistant,
Aboriginal and
Torres Strait Islander
Ministries, Melbourne
(Secretary)

Darren Garlett
RAP Champion,
National Director
of Aboriginal and
Torres Strait Islander
Ministries, Melbourne

Jacques Calais
RAP Champion,
Associate National
Director Adventist
Schools Australia,
Melbourne

Appointed Members

The AUC Aboriginal and Torres Strait Islander Ministries Committee will appoint three additional RAP Champions to join the RRG. These members of the RRC will bring education industry experience to the team.

Relationships

We will develop relationships with Aboriginal and Torres Strait Islander Peoples and communities and commit to building knowledge and understanding of the deep histories and cultures of Aboriginal and Torres Strait Islander Peoples of Australia.

We are committed to empowering our system to build sustainable relationships with Aboriginal and Torres Strait Islander communities.

Action	Deliverables	Timeline	Responsibility
01 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	May 2021	Lead: RRG Chair Support: ATSIM Director
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2021	Lead: RRG Sec Support: ATSIM Director
02 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021, 2022	Lead: RRG Sec Support: RRG Chair
	RRG members to participate in an external NRW event.	27 May- 3 June, 2021, 2022	Lead: RRG Chair Support: RRG Sec
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2021, 2022	Lead: RRG Chair Support: RRG Sec
	Organise at least one NRW event each year.	27 May- 3 June, 2021, 2022	Lead: RRG Chair Support: RRG Sec
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2021, 2022	Lead: RRG Sec Support: RRG Chair
03 Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	27 May-3 June, 2021	Lead: RRG Chair Support: RRG Sec
	In collaboration with school companies, explore how ASA can recognise the achievements of Aboriginal and Torres Strait Islander Peoples within the organisation.	April, 2022	Lead: RRG Sec Support: RRG Deputy Chair
	Plan and deliver a National Gathering for Reconciliation.	May, 2022	Lead: RRG Chair Support: RRG Deputy Chair
	Communicate our commitment to reconciliation publically.	August, 2021	Lead: RRG Chair Support: RRG Sec

Action	Deliverables	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	August, 2021	Lead: RRG Chair Support: RRG Deputy Chair
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	April, 2022	Lead: RRG Chair Support: RRG Deputy Chair
04 Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July, 2021	Lead: RRG Sec Support: RRG Deputy Chair, ATSIM Director
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	August, 2021	Lead: ATSIM Director Support: RRG Deputy Chair
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July, 2021	Lead: RRG Sec Support: RRG Deputy Chair.
	Educate senior leaders on the effects of racism.	August, 2021	RRG, Chair
05 Raise internal and external awareness of our RAP to promote reconciliation across our organisation.	Review and update the communication strategy of the RAP to all internal and external stakeholders.	September, 2021	Lead: RRG Chair Support: RRG Deputy Chair
	Review and update the promotion of reconciliation through ongoing active engagement with all stakeholders (ASA National Education Council, National Office staff, School Company Boards, Local School Advisory Councils).	May, 2022	Lead: RRG Chair Support: RRG Deputy Chair

Respect

Respect is fundamental to our reconciliation pathways and is a key factor to developing positive relationships and opportunities with Aboriginal and Torres Strait Islander Peoples.

We will ensure that we build awareness, understanding and respect for Aboriginal and Torres Strait Islander cultures and Peoples by embracing the histories, knowledge, and lessons they share.

Action	Deliverables	Timeline	Responsibility
06 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	July, 2021	Lead: RRG Sec Support: ATSIM Director
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	September, 2021	Lead: ATSIM Director Support: RRG Sec
	Recommend to Schools' Companies, the development, implementation and communication of cultural learning strategy for staff.	March, 2022	Lead: RRG Chair Support: RRG Deputy Chair
	Develop, implement and communicate a cultural learning strategy for our staff.	March, 2022	Lead: RRG Sec Support: RRG Deputy Chair
07 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Provide opportunities for RRG members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June, 2022	Lead: RRG Sec Support: RRG Chair
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September, 2021	Lead: ATSIM Director Support: RRG Sec
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June, 2021	Lead: RRG Sec Support: RRG Deputy Chair
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	August, 2021	Lead: RRG Sec Support: ATSIM Director
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	August, 2021	Lead: RRG Sec Support: RRG Deputy Chair

Action	Deliverables	Timeline	Responsibility
08 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Ensure RRG participates in an external NAIDOC Week event.	First week in July, 2021, 2022	Lead: RRG Chair Support: RRG Sec
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	February, 2022	Lead: RRG Sec Support: ATSIM Director
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2021	Lead: RRG Sec Support: RRG Deputy Chair
09 Encourage school companies and schools to provide continuous cultural learning opportunities to increase understand and appreciation of Aboriginal and Torres Strait Islander cultures, histories, and achievements.	Provide opportunities for National Education Council members, ASA staff and other key leadership staff to participate in cultural, histories, achievements training.	August, 2021	Lead: RRG Sec Support: ATSIM Director
	Encourage school companies and schools to pursue opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander communities associated with ASA schools.	August, 2021	Lead: RRG Chair Support: RRG Deputy Chair
10 Ensure the Aboriginal and Torres Strait Islander Education Policy and Response documents are consistent with the ASA RAP.	Develop a two-way cultural mentoring network for ASA staff.	July, 2021	Lead: ATSIM Director Support: RRG Sec
	Develop an Aboriginal and Torres Strait Islander Education Policy document.	August, 2021	Lead: RRG Chair Support: RRG Sec

Opportunities

Fostering equal and equitable opportunities for Aboriginal and Torres Strait Islander Peoples is essential to realising reconciliation.

Our aim is to create opportunities for Aboriginal and Torres Strait Islander Peoples through employment, community engagement and building business capability.

Action	Deliverables	Timeline	Responsibility
11 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March, 2022	Lead: ATSIM Director Support: RRG Chair
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	March, 2022	Lead: ATSIM Director Support: RRG Chair
	Recommend an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy to schools' companies.	August, 2022	Lead: RRG Chair Support: RRG Sec
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June, 2022	Lead: RRG Deputy Chair Support: RRG Sec
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	September, 2022	Lead: RRG Sec Support: RRG Chair
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July, 2022	Lead: RRG Sec Support: RRG Deputy Chair, AUC HR Officer
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	October, 2022	Lead: RRG Chair Support: ASTIM Director, AUC HR Officer
12 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	July, 2021	Lead: RRG Sec Support: RRG Deputy Chair
	Investigate Supply Nation membership.	August, 2021	Lead: RRG Sec Support: RRG Deputy Chair
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	October, 2021	Lead: RRG Sec Support: RRG Deputy Chair, AUC HR Officer

Action	Deliverables	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	October, 2021	Lead: RRG Sec Support: RRG Deputy Chair, AUC HR Officer
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	October, 2022	Lead: RRG Chair Support: RRG Deputy Chair

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Promote Narragunnawali: Reconciliation to staff and external stakeholders.

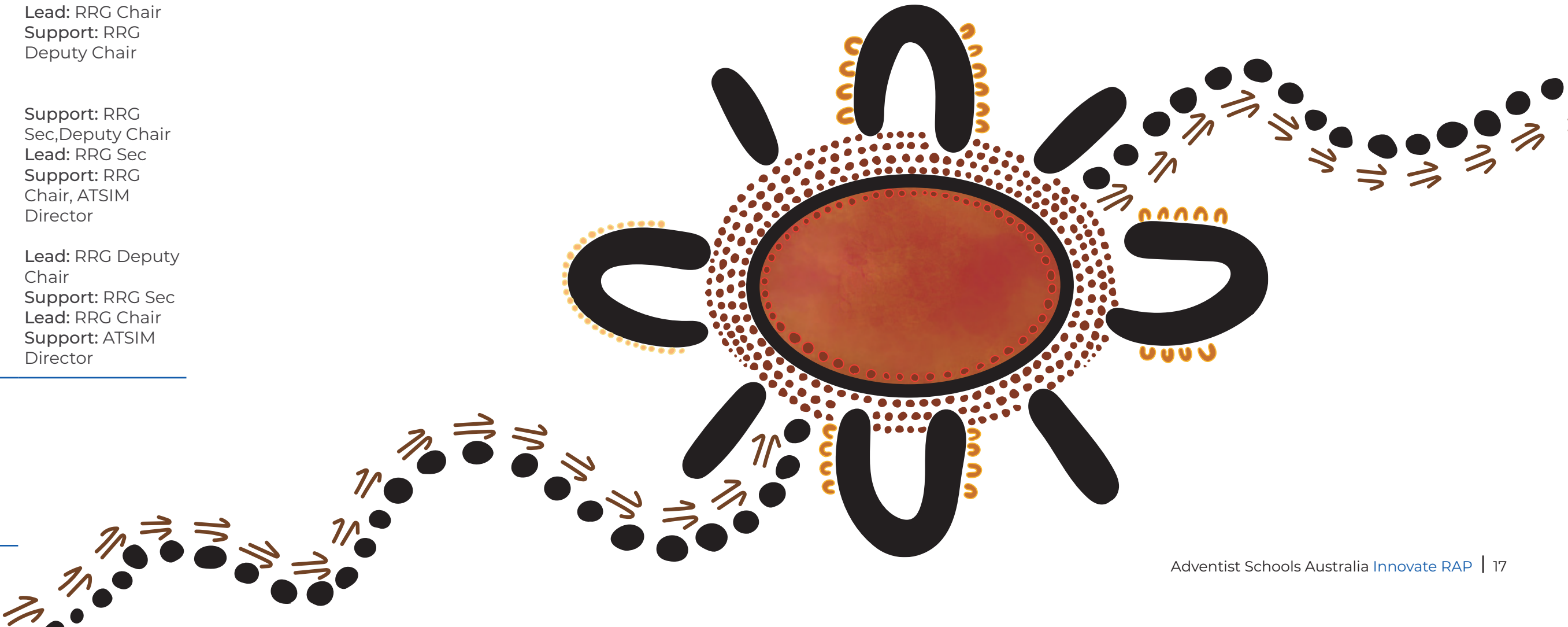
Promote Reconciliation Australia’s Narragunnawali: Reconciliation in Education program to all school companies, schools, and early learning services in our system, and encourage these entities to develop their own RAPs via the Narragunnawali platform.	August, 2021	Lead: RRG Chair Support: RRG Deputy Chair
Support the development of RAPs in school companies and schools.	August, 2021	Support: RRG Sec,Deputy Chair
Help to promote and encourage school companies, schools and early learning services within our network who have shown exceptional commitment to reconciliation, to apply for the Narragunnawali Awards in 2021.	March, 2022	Lead: RRG Sec Support: RRG Chair, ATSIM Director
Host appropriate links to Reconciliation Australia’s Narragunnawali: Reconciliation in Education platform on the ASA website.	July, 2021	Lead: RRG Deputy Chair Support: RRG Sec
Review and update the success of the ASA RAP.	March, 2023	Lead: RRG Chair Support: ATSIM Director

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Recognise and celebrate the achievements of Aboriginal and Torres Strait Islander Peoples.

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Action	Deliverables	Timeline	Responsibility
15	Plan and deliver a National Gathering for Reconciliation.		Lead: RRG Chair Support: RRG Deputy Chair
Facilitate Reconciliation conversations.			



Governance

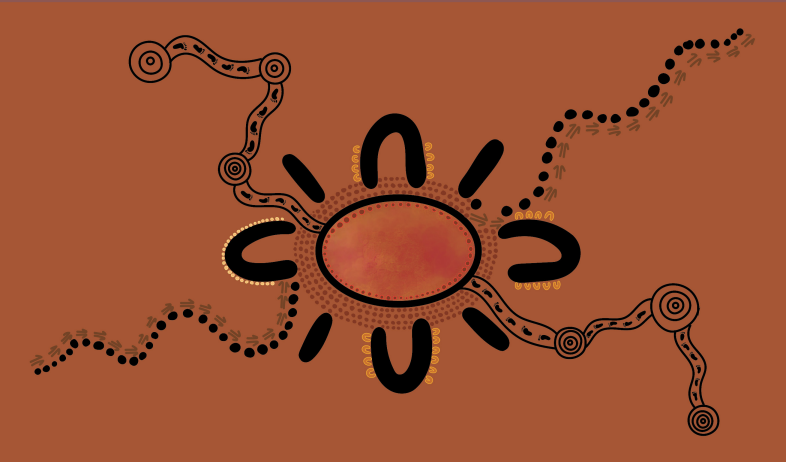
Action	Deliverables	Timeline	Responsibility
16 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Reference Group (RRG).	April, 2023	Lead: RRG Chair Support: ATSIM Director
	Establish and apply a Terms of Reference for the RRG.	June, 20212	Lead: RRG Sec Support: RRG Chair
	Meet at least four times per year to drive and monitor RAP implementation.	April, 2023	Lead: RRG Sec Support: RRG Chair
17 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May, 2021	Lead: RRG Sec Support: RRG Deputy Chair
	Engage our senior leaders and other staff in the delivery of RAP commitments.	August, 2021	Lead: RRG Chair Support: RRG Deputy Chair
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July, 2021	Lead: RRG Sec Support: RRG Deputy Chair
	Appoint and maintain an internal RAP Champion from senior management.	June, 2021	Lead: RRG Chair Support: ATSIM Director
18 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, 2021, 2022	Lead: RRG Sec Support: RRG Deputy Chair
	Report RAP progress to all staff and senior leaders quarterly.	September, 2021	Lead: RRG Sec Support: RRG Deputy Chair, AUC HR
	Publicly report our RAP achievements, challenges and learnings, annually.	March, 2022, 20233	Lead: RRG Chair Support: RRG Deputy Chair, RRG Sec

Action	Deliverables	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May, 2022	Lead: ATSIM Director Support: RRG Sec

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Continue our reconciliation journey by developing our next RAP.

Register via Reconciliation Australia’s website to begin developing our next RAP.	December, 2022	Lead: RRG Sec Support: RRG Deputy Chair
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Title:
One Mob

Artist:
Shakana Foley

This artwork that I have designed tells a story about different communities all over our country coming together as 'One Mob'.

The middle represents the meeting place of all the different tribes connecting together. This verse in the bible gives us hope and assurance that through Jesus his son connecting with us, God allowed us to be one with him.

"All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation" "that God was reconciling the world to himself in Christ, not counting peoples sins against them. And he has committed to us the message of reconciliation." 2 Corinthians 5:18-19

Contact Us

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