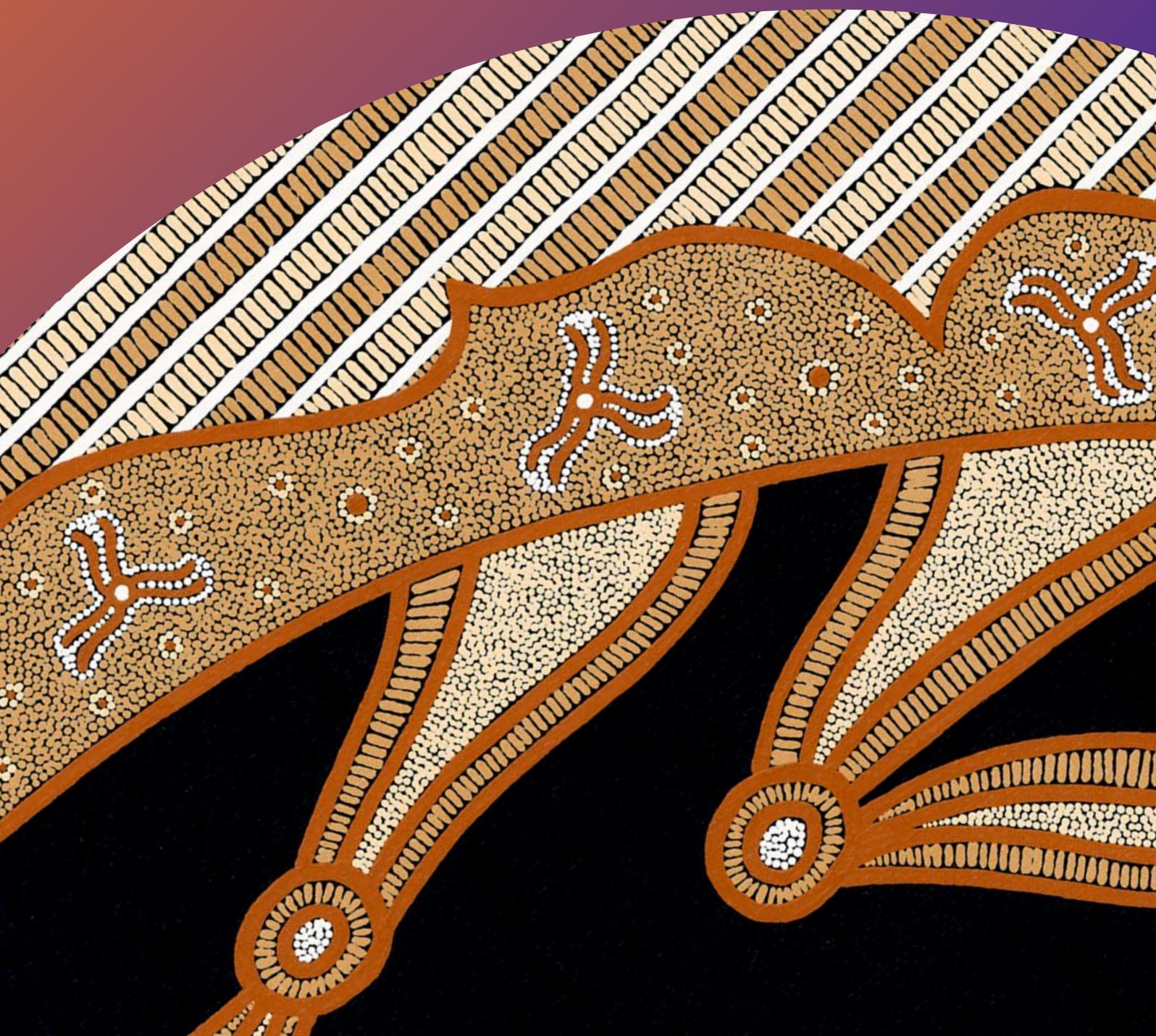


RECONCILIATION ACTION PLAN

JANUARY 2019-2021



PARENTING RESEARCH CENTRE

Innovate Reconciliation Action Plan January 2019 – January 2021

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Acknowledgements

We acknowledge and respect the diverse Aboriginal and Torres Strait Islander peoples of this Country and the Elders past, present and future.

Many thanks to the members of our RAP Advisory Group, Nancy Jeffrey and Caroline Glass-Pattison, for their guidance and advice.

Thanks to Ann Seward for editing and proofreading.

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1. Message from CEO and Executive Champion

The Parenting Research Centre (PRC) is very pleased to move to the next stage of our Reconciliation Action Plan (RAP) and to be able to track our progress through articulating a clear action plan for change. Since starting our RAP journey in 2013, we see the Plan as an essential part of how we operate as an organisation and how our employees approach their work.

Working alongside Aboriginal and Torres Strait Islander peoples is central to our work in supporting families in their parenting and this RAP is an important way to ensure that the knowledge and participation of Australia's First Peoples is embedded in the way that we work.

We continue to be optimistic about the positive difference we can make through shared leadership and collaborative action for reconciliation. We thank our RAP Advisory Group for working with us on our plan for change. We especially welcome Aboriginal and Torres Strait Islander partners to share in our purpose of increasing effectiveness in the way parents and communities are supported in raising children.

Together we look forward to increasing the opportunities for children to grow and thrive, with strong connection to culture and Country.



Warren Cann, CEO

A handwritten signature in black ink, appearing to read 'Warren'.



Annette Michaux, Executive RAP Champion

A handwritten signature in black ink, appearing to read 'Annette'.

2. Our business

The Parenting Research Centre is an independent, not-for-profit organisation supported by government funding and fee for service. We are a leading intermediary organisation that brings scientific rigour to the practical task of improving the quality and effectiveness of services and supports provided to children and families.

We seek better outcomes for children by increasing effectiveness and fostering innovation in the way families are supported in their parenting. We work collaboratively with our clients to deliver tailored, outcomes-focused solutions based on the best available evidence.

The Parenting Research Centre works with governments and community organisations in the fields of health, education and welfare. We help our clients to solve problems and achieve their intended outcomes by:

- undertaking rigorous analytical, evaluation and quality improvement research
- making evidence accessible and useful to decision makers through best-practice knowledge synthesis, translation and exchange
- improving service quality and effectiveness with evidence-informed practice design and implementation support

The Parenting Research Centre has a national focus and partners with clients in all Australian states and territories. Our staff of seventy, including two Aboriginal colleagues, are based in Melbourne, Sydney and Darwin.

The Parenting Research Centre acknowledges and respects Australia's First Peoples and the Traditional Custodians of all the lands on which we undertake our work, and pay our respect to Elders, past and present. We pay special respects to the Aboriginal owners of the land on which our offices are based: the Wurundjeri people of the Kulin nation (Melbourne), the Larrakia people (Darwin), and the Gadigal people of the Eora nation (Sydney).

3. Our vision for Reconciliation

Our vision for Reconciliation is that:

- all children lead happy and healthy lives, connected to their culture
- every Aboriginal and Torres Strait Islander parent and family is respected and supported in their diverse and unique child-rearing practices
- Australia's First Peoples and other Australians will stand together and express their cultures in harmony — sharing festivities and rituals, and participating with solidarity and equity in the life of our nation
- the special importance of Aboriginal and Torres Strait Islander histories and cultures to Australia will be proudly acknowledged and
- the custodianship of the lands and waters of Australia's First Peoples will be universally recognised and the ongoing relationship to Country valued.

As an organisation, our focus is on a collaborative approach to enhancing parenting support – that is, the nature and quality of parent-child interactions and relationships. We bring professionals in research, practice and policy together with parents and communities to find solutions based on the best available evidence and the priorities and values of families. In working towards our vision for Reconciliation, we value First Nations' cultures and the knowledge of their communities, families and parents across multiple generations.

In our shared journey to ensure wellbeing and opportunity for every child, we look forward to ongoing interactions between the cultural knowledge and values of Australia's First Peoples and the scientific knowledge of parenting. By coming together, each way of knowing makes its distinctive contribution and each is enriched by the other.

4. Our Reconciliation Action Plan

4.1. Why we value Reconciliation

With Reconciliation Australia, we recognise that a united, just and equitable society is in the interests of all Australians. We are keen to work actively towards an Australia in which Aboriginal and Torres Strait Islander histories, cultures and rights are a proud part of everyday life.

We understand that overcoming the effects of colonisation, dispossession and marginalisation requires respect for Aboriginal and Torres Strait Islander leadership, as well as engagement with Aboriginal and Torres Strait Islander peoples and communities. Doing so facilitates the creation of a range of choices and responses to the issues affecting the lives of Aboriginal and Torres Strait Islander peoples.

Independent evaluation of the national RAP initiative commissioned by Reconciliation Australia indicates that RAPs have been effective in changing knowledge, attitudes and behaviour in ways that support more respectful engagement and understanding between Aboriginal and Torres Strait Islanders peoples and other Australians.

At the organisational level, there is a positive association between organisations with a RAP and positive staff perceptions of their workplace and its organisational processes. A RAP readily demonstrates to staff, partners and funding providers that we have a commitment, capability and continuous improvement process to work with Aboriginal and Torres Strait Islander stakeholders.

For all of these reasons we are proud to join over 900 other organisations committed to Reconciliation, to learn from their experiences and to make our own contribution to this national effort.

4.2. The history of our Reconciliation Action Plan

The Parenting Research Centre formally established a RAP Working Group in 2013. The Working Group comprised representatives from our practice and corporate areas. As PRC had few Aboriginal and/or Torres Strait Islander employees at the time, we aimed to establish an Advisory Group comprised of Aboriginal and Torres Strait Islander stakeholders. According to this structure, the role of the Working Group would be to develop proposals, plan activities, collect data, prepare reports and support action. The role of the Advisory Group would be to contribute to developing our vision, guiding action and evaluating progress.

The Working Group began developing Reconciliation initiatives in September 2013. Our Reflect RAP commenced in February 2016. Our Advisory Group was established soon after. The Advisory Group comprises two Aboriginal members: Nancy Jeffrey (based in the Northern Territory) and Caroline Glass-Pattison (based in New South Wales). The CEO and Executive are regularly briefed on the progress of the RAP and the CEO participates in Advisory Group meetings.

Membership of the RAP Working Group is voluntary and conditional on the authorisation of Managers and Directors, so the time commitment of members is integrated with their work role. No staff members are under an obligation to join the RAP Working Group. As of December 2017, the Working Group includes two Aboriginal staff members. Other Aboriginal and/or Torres Strait Islander staff members are considered important stakeholders, whether or not they participate directly in the RAP. We recognise that their own personal networks may be involved so we acknowledge these staff members as having unique rights to be personally informed about RAP activities that may affect them.

4.3. Highlights from our Reflect Reconciliation Action Plan

During the period that our Reflect RAP was in place, the Parenting Research Centre achieved a number of important milestones including:

- Nancy Jeffrey, member of PRC's RAP Advisory Group and Aboriginal and Torres Strait Islander Workforce Development Adviser at Save the Children Australia, presented at our first official National Reconciliation Week event. The event was held at our Melbourne office. A video of Nancy Jeffrey's presentation was distributed to all staff across the organisation.
- The membership of the RAP Working Group increased from four (in February 2016) to seven members (in January 2017). Up to December 2017, our Working Group included two Aboriginal members.
- An introduction to cultural awareness training was provided at our annual staff conference in Melbourne. An Elder of the Wurundjeri tribe delivered a Welcome to Country at this event.
- Every meeting room in every PRC office now has an Acknowledgement of Country script adapted for the Aboriginal and Torres Strait Islander community specific to that locality.
- Staff report an increased use of the Acknowledgement of Country in meetings and events across the organisation.
- In an effort to raise awareness of Reconciliation, multiple all-staff meetings and internal bulletins for staff included references to the Parenting Research Centre's RAP.

Some of the key lessons we learned during the period that our Reflect RAP was in place included:

- The need for additional support for the Working Group (from within the organisation) leading up to significant events (e.g. National Reconciliation Week), such as administrative support and assistance with planning.
- The importance of recognising significant events of relevance to Aboriginal and/or Torres Strait Islander communities and the work of the Parenting Research Centre (e.g. National Aboriginal and Torres Strait Islander Children's Day).
- The value of learning more about the Traditional Owners of the lands where our offices are located, and connecting with the Aboriginal and Torres Strait Islander organisations representing those Traditional Owners.

Our current RAP builds upon these achievements. Our Innovate RAP provides us with the opportunity to begin the process of testing and trying new approaches.

Our current RAP is in place for two years.

Case study: Acknowledgement of Country guidelines

Involving staff in the implementation of First Nations' protocols was an important deliverable for our organisation in 2016. We sought to raise staff awareness of Aboriginal and Torres Strait Islander protocols, including Acknowledgement of Country.

Many staff were aware of the importance of Acknowledgement of Country, but were unsure how to do it. Some were unclear about what terms and phrases to use. To support staff to undertake Acknowledgement of Country at important internal events (e.g. large staff meetings, meetings involving external guests), PRC developed a series of 'Acknowledgement of Country Scripts' for every office meeting room.

These scripts (single A4 laminated sheets) provide a series of options for Acknowledgement of Country (e.g. brief versions and longer versions) and are tailored to the Country where the office is based. They are a permanent fixture in all of PRC's meeting rooms across Australia. Multiple staff members have provided positive feedback on the scripts.

5. Our Partnerships and current activities

Partnerships with Aboriginal and Torres Strait Islander organisations, communities and individuals have contributed to our organisation and its work since it began, as the Victorian Parenting Centre, in 1998. These relationships have grown in significance and number and will continue to do so.

Key relationships include a range of health, education and production partners. From the beginning, the national parenting information platform, Raising Children Network, which the Parenting Research Centre developed with the Murdoch Children's Research Institute at The Royal Children's Hospital Melbourne, has partnered with Aboriginal and Torres Strait Islander organisations. Working with Supply Nation certified communication, production and community consultation specialists over the last decade, we have ensured that Australia's First Peoples' stories and experiences of raising children are represented.

Through photography, videos, articles and illustrations, our Aboriginal and Torres Strait Islander partners have helped us to celebrate the diversity and strength of families. By highlighting the knowledge and skills of parents as the experts in their own families and within their own cultural contexts we aim to foster constructive and respectful public conversations about parenting and to raise awareness about the benefits to children of growing up connected to their cultures.

A range of Aboriginal and Torres Strait Islander organisations have collaborated with the Parenting Research Centre over the years to ensure that relevant and accessible parenting support and resources are available to Aboriginal and Torres Strait Islander parents and carers. Through this work, we have benefited from working with Aboriginal and Torres Strait Islander consultants, illustrators and designers from many of our First Nations. We have been able to gather input directly from community leaders and families as a result of these partnerships and have been able to produce resources that are relevant and useful to Aboriginal and Torres Strait Islander parents living on different lands and in different circumstances.

The Parenting Research Centre has a proud record of partnering with research and knowledge exchange specialists, policymakers, family and community services managers and their staff. In 2016, the Parenting Research Centre initiated and strengthened relationships with a number of Aboriginal and Torres Strait Islander organisations including Sunrise Health (NT), Anyinginyi Health Aboriginal Corporation (NT), Burrun Dalai Aboriginal Corporation (NSW), Waminda South Coast Women's Health and Welfare Aboriginal Corporation (NSW), and the Willum Warrain Aboriginal Association (Victoria).

An example of a recent partnership is with Burrun Dalai Aboriginal Corporation - a community controlled Aboriginal organisation in Regional NSW. Burrun Dalai provides kinship care, foster care, respite and crisis care to Aboriginal children and young people from the Nambucca, Macleay, Manning, Armidale and Tamworth regions of NSW. Our partnership with Burrun Dalai involves working together to ensure a Quality Assurance Framework we developed on behalf of the NSW Government for out-of-home care services in NSW is appropriate and relevant to Aboriginal children, carers and organisations.

This work involved fortnightly meetings with Burrun Dalai, as well as attendance by Parenting Research Centre Director Annette Michaux at a workshop of over 60 key NSW Aboriginal leaders. At this workshop, Annette presented on the Quality Assurance Framework and learned from the Aboriginal participants about issues such as the meaning of cultural and spiritual identity, and its relationship to family, land, community and Country. Subsequently we presented at the SNAICC conference on this project with Burrun Dalai and other partners.

Working closely with Burrun Dalai has enabled PRC staff to learn more about working effectively and developing respectful relationships with an Aboriginal organisation. Since 2012, the Parenting Research Centre has been enormously enriched by the specialist knowledge of Aboriginal employees

who have expertise in program adaptation and practice coaching. These relationships have been central to the Parenting Research Centre's success in engaging parents in intensive family support services and achieving improved outcomes for vulnerable children.

We are committed to expanding opportunities for economic and social participation of Aboriginal and Torres Strait Islander peoples. Our positive history with Supply Nation-certified products and services has contributed significantly to our own programs and products, as well as adding to the visibility of Aboriginal and Torres Strait Islander cultures and histories in our office environment.

Under the guidance of our RAP leadership groups, we look forward to further developing and extending our partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations.

6. Our actions

1. Relationships

As an intermediary organisation, relationships are at the heart of our business. Strong relationships with Aboriginal and Torres Strait Islander communities and organisations allows our organisation to work in partnership with them to build a shared knowledge of the most effective ways of supporting parents in diverse cultural contexts, and develop resources that are meaningful, relevant and inclusive of all Australian parents and communities.

Action	Deliverable	Responsibility	Timeline
1.1 RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	1.1.1 RWG and RAP Advisory Group oversee the development, endorsement and launch of the RAP	Director (AM)	January 2019
	1.1.2 Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG	Director (AM)	July 2019, 2020
	1.1.3 Review and update Terms of Reference for the RWG and the RAP Advisory Group	Director (AM)	April 2019 & 2020
	1.1.4 RWG meet at least twice per year to monitor and report on RAP Implementation	Director (AM)	March & September 2019 & 2020

Action	Deliverable	Responsibility	Timeline
1.2 Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	1.2.1 Organise an internal PRC event at two offices for NRW	Director (AM)	27 May – 3 June 2019 & 2020
	1.2.2 Encourage staff to attend an internal PRC NRW event	CEO	
	1.2.3 Register all NRW events on Reconciliation Australia's NRW website	Project Officer/Senior Project Officer	
	1.2.4 Support an external NRW event (e.g. volunteering, sponsoring morning tea for partner organisation)	Director (AM)	
	1.2.5 Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW	Director (AM)	
	1.2.6 Circulate Reconciliation Australia's NRW resources and Reconciliation resources to our staff	Project Officer/Senior Project Officer	
	1.2.7 Provide information to staff about NRW events in their local areas, and encourage staff to participate in those events	Project Officer/Senior Project Officer	

Action	Deliverable	Responsibility	Timeline
1.3 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	1.3.1 Update and internally promote our list of Aboriginal and Torres Strait Islander contacts to staff to enhance their awareness of existing organizational relationships	Project Officer/Senior Project Officer	July 2019 January 2020 July 2020
	1.3.2 Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	Director (AM) & Communications Manager	July 2019

Action	Deliverable	Responsibility	Timeline
	<p>1.3.3</p> <p>Meet with two or more local Aboriginal and Torres Strait Islander organisations to develop guiding principles for PRC's engagement with Aboriginal and Torres Strait Islander organisations</p>	Director (AM)	April 2019 & 2020 (review and report on progress)
	<p>1.3.4</p> <p>Participate in community events and networking activities at sites where PRC is working with Aboriginal and Torres Strait Islander organisations and communities</p>	Director (AM)	April 2019 & 2020 (review and report on progress)
<p>1.4</p> <p>Raise internal and external awareness of our RAP to promote Reconciliation across our business and sector</p>	<p>1.4.1</p> <p>Implement and review a strategy to communicate our RAP to all internal and external stakeholders</p>	Communications manager	July 2019
	<p>1.4.2</p> <p>Highlight important dates and events related to Reconciliation and Aboriginal and Torres Strait Islander histories and communities on the Newsfeed and homepage calendar (for staff)</p>	Executive Assistant to CEO	January 2019 & 2020 (review and report on progress)
	<p>1.4.3</p> <p>Promote Reconciliation through ongoing active engagement with stakeholders (e.g. Land Councils)</p>	Director (AM)	November 2019 & 2020 (review and report on progress)

2. Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories and rights is essential to the health and happiness of Aboriginal and Torres Strait Islander children, families and communities. Strong connections to culture help children grow and thrive, and reinforce mutual bonds between children, families and communities. These connections are facilitated and enhanced by a culture of respect – among all Australians – for Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories and rights. Respect for Aboriginal and Torres Strait Islander peoples and cultures strengthens the foundations of partnerships between Aboriginal and Torres Strait Islander peoples and organisations such as the Parenting Research Centre, fostering trust and a commitment to shared goals.

Action	Deliverable	Responsibility	Timeline
2.1 Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	2.1.1 Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy document for our staff which defines cultural learning needs of employees and considers how cultural learning could be enhanced	HR Specialist	September 2019
	2.1.2 Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training strategy	Director (AM)/HR Specialist	September 2019
	2.1.3 Provide opportunities for RWG members, RAP Champions, HR Managers and other key leadership staff to participate in cultural training	Director (AM)	September 2019 & 2020 (review and report on progress)
	2.1.4 Communicate information in all-staff meetings about Aboriginal and Torres Strait Islander peoples and Countries where PRC offices are based (e.g. the names of those peoples and Countries, their history, their languages)	Director (AM)	March, June, September, December 2019– 2021 (quarterly)

Action	Deliverable	Responsibility	Timeline
	<p>2.1.5</p> <p>Record the information provided at all-staff meetings (see 2.1.3) on the internal staff website so it can be used as a learning resource in the future (e.g. for staff who are working with those communities)</p>	Project Officer/Senior Project Officer	March, June, September, December 2019 -2020 (quarterly)
<p>2.2</p> <p>Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country</p>	<p>2.2.1</p> <p>Review, update/expand our cultural protocol document for Welcome to Country and Acknowledgement of Country</p>	PO/SPO & Communications Manager	September 2019 & 2020
	<p>2.2.2</p> <p>Include an Acknowledgement of Country at the commencement of all important internal and external meetings</p>	Director (AM) & Communications Manager	November 2019 & 2020 (review and report on progress)
	<p>2.2.3</p> <p>Encourage staff to include an Acknowledgement of Country at the commencement of all meetings</p>	Director (AM) & Communications Manager	November 2019 & 2020 (review and report on progress)
	<p>2.2.4</p> <p>Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships</p>	Project Officer/Senior Project Officer	September 2019
	<p>2.2.5</p> <p>Invite a Traditional Owner to provide a Welcome to Country at least one significant event (e.g. end-of-year all-staff meeting, external stakeholder events)</p>	CEO	December 2018 & 2019
<p>2.3</p> <p>Provide opportunities for Aboriginal and Torres Strait Islander staff and non-Indigenous staff to engage with their culture and communities by celebrating NAIDOC Week</p>	<p>2.3.1</p> <p>Encourage Working Group members to participate in a community NAIDOC Week event</p>	Director (AM)	July 2019 & 2020
	<p>2.3.2</p> <p>Share information with staff and stakeholders (e.g. users of Raising Children Network) about NAIDOC Week</p>	Project Officer/Senior Project Officer	June 2019 & 2020

Action	Deliverable	Responsibility	Timeline
	2.3.3 Provide information to staff about NAIDOC community events in their local areas	Project Officer/Senior Project Officer	June 2019 & 2020
	2.3.4 Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	HR Specialist	May 2019 & 2020 (review and report on progress)
	2.3.5 Provide opportunities for all Aboriginal and/or Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week	Director (AM)/HR Specialist	May 2019 & 2020 (review and report on progress)
2.4 Promote National Aboriginal and Torres Strait Islander Children's Day	2.4.1 Share information with staff and stakeholders (e.g. users of Raising Children Network) about National Aboriginal and Torres Strait Islander Children's Day	Project Officer/Senior Project Officer	August 2019 & 2020
	2.4.2 Highlight National Aboriginal and Torres Strait Islander Children's Day on the homepage of the Raising Children Network	Project Officer/Senior Project Officer	

3. Opportunities

The health and happiness of children, families and communities relies upon equal opportunities in health, education and employment. Historically, Aboriginal and Torres Strait Islander children, families and communities have not been afforded the same opportunities as other Australians, thereby contributing to social inequity. Opportunities for Aboriginal and Torres Strait Islander peoples and organisations – in areas such as employment and business partnerships – help to build a more just, equitable and inclusive society, thereby benefiting all Australians.

Action	Deliverable	Responsibility	Timeline
3.1 Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	3.1.1 Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy	Director (CT)/HR Specialist	August 2019
	3.1.2 Engage with existing Aboriginal and/or Torres Strait Islander staff and Advisory Group to consult on employment strategies, including professional development	Director & HR Specialist	August 2019
	3.1.3 Advertise all vacancies in Aboriginal and Torres Strait Islander media	HR Specialist	October 2019 & 2020 (review and report on progress)
	3.1.4 Collect information on our current Aboriginal and/or Torres Strait Islander staff to inform future employment opportunities	HR Specialist	October 2019 & 2020
	3.1.5 Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and/or Torres Strait Islander employees and future applicants participating in our workplace	HR Specialist	July 2019 & 2020

Action	Deliverable	Responsibility	Timeline
3.2 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	3.2.1 Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	Finance Manager	September 2019 & 2020
	3.2.2 Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	Director (CT)	September 2019 & 2020
	3.2.3 Develop one commercial relationship with an Aboriginal and Torres Strait Islander owned business per year	Director (CT)	September 2019 & 2020
	3.2.4 Investigate Supply Nation membership	Director (CT)	May 2019
3.3 Ensure that PRC resources, materials and programs are culturally appropriate	3.3.1 Develop and implement guidelines for PRC staff to ensure materials communicated internally and externally by PRC that relate to Aboriginal and Torres Strait Islander families and communities (including photographs, videos and documents developed as part of our project work) are culturally appropriate	Director (AM) & Communications Manager	July 2019
	3.2.2 Engage Aboriginal and Torres Strait Islander stakeholders in the development of project resources and materials (e.g. resources for families)	Implementation Leader	October 2019 & 2020 (review and report on progress)

4. Governance, Tracking progress and Reporting

Action	Deliverable	Responsibility	Timeline
4.1 Report RAP achievements, challenges and learnings to Reconciliation Australia	4.1.1 Working Group collect data for the RAP Impact Measurement Questionnaire	Director (AM)	August 2019 & 2020
	4.1.2 Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	Director (AM)	30 September 2019 & 2020
	4.1.3 Working Group seeks internal approval to submit the RAP Impact Measurement Questionnaire to Reconciliation Australia	Director (AM)	August 2019 & 2020
	4.1.4 Investigate participation in the RAP Barometer	Director (AM)	May 2020
4.2 Report RAP achievements, challenges and learnings internally and externally	4.2.1 Review and maintain systems for tracking, measuring and reporting on RAP activities	Project Officer/Senior Project Officer	October 2019 & 2020
	4.2.2 Publicly report our RAP achievements, challenges and learnings in our Annual Report	Communications Manager	September 2019 & 2020
	4.2.3 Report our RAP achievements, challenges and learnings internally in our annual Organisational Performance report and at our year-end Staff meeting.	Director (AM)	October 2019 & 2020

Action	Deliverable	Responsibility	Timeline
4.3 Review, refresh and update RAP	<i>4.3.1</i> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	Director (AM)	September 2020
	<i>4.3.2</i> Send draft RAP to Reconciliation Australia for review and feedback	Director (AM)	October 2020
	<i>4.3.3</i> Submit draft RAP to Reconciliation Australia for formal endorsement	Director (AM)	November 2020

7. PRC RAP contacts

Current members of the Working Group are:

Annette Michaux (Director, Executive RAP Champion)

Elly Robinson (Senior Practice Design Specialist)

Laura Stewart (Project Officer, Policy and Communications)

Jane Benetto (Implementation Specialist)

Miriam daCosta (Executive Assistant, Executive and Leadership team)

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About the cover image

Nangai's Mi:wi (Father's Heart) is a call to all Aboriginal fathers to turn their hearts, love, time and support back to their children.

The image of the emu and his chicks represents a devoted loving father. It is the male emu who incubates the eggs until they hatch, then he nurtures and raises the chicks. The painting tells us that a father's love is needed in raising happy, healthy kids and keeping culture strong.

About the Artist

Kevin Kropinyeri belongs to the Ngarrindjeri Nation of the lower River Murray and Lakes region in South Australia. He grew up along the River Murray in his hometowns of Tailem Bend and Murray Bridge. His love of, and connection to, country – land, waters and creatures – is reflected in his art practice. A self-taught artist, his desire to paint lay dormant until July 2005 when Kevin was living and working in Bourke (far western NSW). People took an interest in his drawings and encouraged him to transfer them onto canvas. Using bold designs with complex patterning, his work represents river life, creation stories and issues that affect Aboriginal people. Kevin describes his work as contemporary Aboriginal art. He has worked on a number of community projects and commissions in recent years.

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